

# CAMPUS PASTOR

REPORTS TO: LEAD TEAM//EXECUTIVE PASTOR OF CAMPUSES

WORKS CLOSELY WITH: CAMPUS PASTORS, S&D LEADERS, VOLUNTEERS, AND CAMPUS ATTENDERS

PROVIDES OVERSIGHT TO: CAMPUS STAFF

CLASSIFICATION: FULL-TIME//SALARY//PASTORAL//ON-SITE//INCLUDES HOLIDAY, WEEKEND, AND OCCASIONAL EVENING HOURS.

Flatirons Church believes that our mission of bringing the awesome life of Christ to people in a lost and broken world is most effectively accomplished by creating expressions of the church body in multiple locations, such that people are able to be fully engaged in a truly local way. The Campus Pastor (CP) carries the responsibility of replicating the culture of Flatirons at the local campus level. In order to replicate, the CP is tasked with the oversight and implementation of the core ministries that are consistent across all campuses. In addition, the CP is responsible to create and innovate in ways that propel the mission and vision to reach lost and broken people, beyond the areas of core alignment.

## PERSONAL QUALIFICATIONS:

- Submits their life to God and the authority of His Word.
- Understands and supports Flatiron's vision and values; uses vision to filter decisions.
- Embraces key values integral to Flatirons staff culture: integrity, honor, mission.
- Exemplifies qualities core to Flatirons DNA: humility, vulnerability, authenticity, humor.
- Willing to take calculated risks or try unconventional ideas to yield impactful results.
- Committed to continual growth: spiritual, personal, professional; invests in the growth of others.
- Uses humor to connect with people and is a relational team-player.

## PROFESSIONAL QUALIFICATIONS:

- 5+ years of experience leading staff and volunteers in full-time ministry context.
- Bachelor's Degree (or equivalent training) in a concentration that has equipped them for vocational ministry.
- Specific calling to full-time, vocational ministry.
- High capacity and relational leader with proven success developing and leading teams.
- Able to develop and sustain organizational systems that allow ministry leaders to effectively run and grow campus initiatives.
- Teamwork - welcomes feedback, contributes to building morale and connection amongst teams of people, puts success of team above own interest. Strong work ethic.
- Time management - balances individual and team responsibilities, shows initiative and thrives in dynamic environments. Is a self-starter.

## PRIMARY RESPONSIBILITIES:

- Replicate Flatirons Church culture and represent the Lead Team at the campus level.
- Work closely with Support & Development leaders to ensure alignment in core areas of ministry with the mission and vision of the overall organization: Weekend programming, Kids Ministry, Student Ministry, Groups, and Local Outreach.
- The face and voice of the local campus - this includes being present and available in the lobbies during weekend services whenever possible, being a go-to resource for staff, as well as campus attenders.

- Willing to connect one-on-one with the local campus community to pastor, advise, support, encourage and instruct.
- Collaboratively develop campus budget and monitor financial state of campus.
- Write and deliver messages as requested.
- Provide ongoing feedback to staff leaders, as well as perform formal evaluations of campus staff.
- Create and run staff meetings.
- Support, attend and work at a variety of campus events.
- Provide pastoral care for attenders and staff.

#### BENEFIT INFORMATION:

- Base Salary Range/year: \$90,000-\$100,000
  - An additional 20% of Trimester earnings available as a bonus based on church health, goal completion, and employment for the measurement period.
- Base Health, Dental, and Disability Insurance 100% cover by Flatirons
  - Buy up options and additional coverage, including vision and insurance, are available.
- 4 weeks of PTO per year with an additional week off after Christmas services.
- 403(b) retirement plan with a matching contribution of up to 10% of your salary.
- Discount on Tuition at Flatirons Academy.