

CAMPUS PASTOR

Flatirons Church | Pastoral / Campus

REPORTS TO:

Lead Team / Executive Pastor of Campuses

CLASSIFICATION:

FULL-TIME//SALARY//PASTORAL// ON-SITE//SUN-THURS //INCLUDES HOLIDAY, WEEKEND, AND EVENING HOURS.

WHY THIS ROLE MATTERS

Flatirons isn't just another church, and this isn't just another job. We're building something that demands attention and drives action. If you have a desire to help build a "No Matter What, No Matter Where" culture that inspires others to follow Jesus, we want to hear from you.

RAW AND REAL. FUN. INNOVATIVE

Flatirons Church isn't looking for just another Campus Pastor. We are looking for someone who 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 can 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. 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 for creating and innovating in ways that propel the mission and vision to reach lost and broken people, beyond the areas of core alignment.

WHAT YOU BRING

PERSONAL QUALIFICATIONS:

- Submits your life to God and the authority of His Word.
- Model a commitment to developing the character of Christ.
- Understand and support Flatirons' vision and values; filters decisions through that lens.
- Embrace key values integral to Flatirons staff culture: integrity, honor, mission.
- Exemplify qualities core to Flatirons DNA: humility, vulnerability, authenticity, humor.
- Willingness to take calculated risks or try unconventional ideas to yield impactful results.
- Committed to continual growth—spiritual, personal, and professional—and invests in the growth of others
- Uses humor and relational connection to lead well and build a strong team culture.



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.
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WHAT YOU'LL DO

- 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.
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COMPENSATION & BENEFITS:

- **STARTING SALARY** \$100,000 - \$130,000 – We recognize the value of your skills and dedication as we work together to bring the awesome life of Christ to a lost and broken world. Our salary range is designed to reflect your expertise and commitment to our mission.
- **HEALTH COVERAGE** – Enjoy peace of mind knowing you're covered. We offer 100% paid Health, Dental, and Disability Insurance for you and your family through Flatirons. You can also customize your coverage with optional buy-up options, including voluntary insurance coverages, ensuring you're supported in every aspect of life.



- **TIME OFF** – We believe in the importance of rest and renewal. You'll receive 3 weeks of Paid Time Off (PTO) each year to recharge, plus an extra week after Christmas services so you can truly unwind and spend time with loved ones.
- **RETIREMENT** – Your future matters as we work together to share Christ's love. Take advantage of our 403(b)-retirement plan with a generous matching contribution of up to 10% of your salary, so you can plan for tomorrow, today.
- **ACADEMY DISCOUNT** – We're committed to your growth of and the growth of your family. That's why we offer a tuition discount at Flatirons Academy to develop your kids' faith and knowledge.