



Title: Campus Pastor	Prep/Revised Date: December 2025
Reports To: Senior Pastor	Direct Reports: Worship, Youth, Facilities/Operations Manager, Missions, Hospitality, Administrative Assistant
FLSA /Hours: Exempt / 40 Hours	Campus: Windsor

Summary

The Campus Pastor provides pastoral leadership, cultural alignment, and organizational oversight for Timberline Church's Windsor campus. This role ensures that Timberline's mission, values, and culture are consistently embodied and championed in Windsor, while strengthening unity and collaboration with the Fort Collins campus and Senior Pastor.

Spiritual & Pastoral Leadership

- Serve as the primary shepherd for the Windsor congregation—preaching as assigned, providing pastoral care, prayer, and spiritual guidance.
- Model Christlike character, humility, and pastoral presence that reflects Timberline's heart and culture.
- Create a spiritually vibrant environment marked by worship, prayer, discipleship, and community.

Cultural Alignment & Expression

- Carry Timberline's culture—hospitality, unity, spiritual vitality, relational warmth—into every aspect of the Windsor campus.
- Ensure consistency in tone, language, teaching themes, and ministry philosophy with the Fort Collins campus.
- Champion Timberline's values and desired future culture while honoring the history and story of Windsor.

Multi-Campus Unity & Collaboration

- Work closely with the Senior Pastor, Directional Leadership Team, and Fort Collins campus staff to maintain alignment in teaching, vision, systems, and communication.
- Participate actively in cross-campus collaboration: sermon planning, worship coordination, pastoral initiatives, discipleship pathways, and shared church events.
- Cultivate a "one church, multiple locations" mindset—strengthening the relationship between Windsor and Fort Collins.

Weekend Experience Oversight

- Provide leadership to ensure excellent, unified, and engaging weekend services that reflect Timberline's culture and vision.
- Support and collaborate with worship, production, kids' ministry, hospitality, and communication teams to deliver a cohesive experience aligned with Fort Collins.
- Serve as the primary face and relational connector for Windsor during weekend gatherings.

Staff Leadership & Team Development

- Lead, develop, and support Windsor campus staff and ministry leaders—cultivating unity, clarity, health, and alignment.
- Champion a culture of collaboration, accountability, and servant leadership.
- Mentor volunteer leaders and mobilize the congregation into meaningful service.

Operational Oversight

- Provide leadership and direction for Windsor campus administration, communication, and ministries, ensuring alignment with Timberline's organizational systems and processes.
- Partner with Timberline's Central Services (Finance, HR, Communications, Facilities) to support efficient campus operations.
- Help steward campus resources wisely, including budgets, facilities, volunteers, and ministry efforts.

Community Engagement

- Represent Timberline Church in the Windsor community—building relationships with local leaders, organizations, schools, and businesses.
- Support outreach, compassion, and mission initiatives that extend Timberline's presence and impact.

Success Looks Like

- The Windsor campus feels fully Timberline in identity, culture, language, and values.
- There is visible unity between Fort Collins and Windsor—shared vision, shared culture, shared mission.
- The congregation experiences strong pastoral presence, community, and discipleship.
- Staff and leaders are aligned, supported, and thriving in their roles.
- The campus is healthy, mission-focused, engaged in the community, and contributing to Timberline's overall Kingdom impact.

Education and/or Experience

- A growing, mature relationship with Jesus Christ; alignment with Timberline's theology, mission, values, and culture.
- Previous pastoral and/or multi-campus ministry leadership experience preferred.
- Strong communicator with relational warmth, humility, and team-oriented leadership.
- Ability to build unity, cultivate trust, and lead collaboratively with cross-campus teams.
- Demonstrated leadership ability in staff development, pastoral care, volunteer mobilization, and organizational execution.

Conditions of Employment/Physical Demands

- A satisfactory outcome from a criminal background check.
- Compliance with the Employee Handbook and Timberline Church Staff Covenants.
- Attend Staff Chapel (Part-time not required).
- While performing the duties of this job, the employee is required to stand, walk, sit, use hands, operate tools or controls, reach with hands and arms, talk, hear, and see.
- In the spirit of continuous improvement and serving one another, you may be asked to assist with interim duties or other duties as assigned.

To Apply: Click the link below to complete the job application. Please upload your cover letter and resume with the application. We will contact you for next steps.

*Please Note: you must submit all requested items to be considered for employment. **You do not need to complete the S.H.A.P.E Assessment unless specifically asked.***

Position Details: Full-Time.

Exemption/Hours: Exempt. Salaried.

Compensation: \$80,000 – 100,000 annually; depending on previous experience.

Benefits Include:

- Insurance:

- Employer paid medical, dental, vision, & life insurance.
 - Options for employees to add spouse and/or children for an out-of-pocket expense.
- Monthly employer paid contributions to Health Savings Account.
- Retirement 403(b):
 - Optional employee contribution plan via pre or post tax election.
- Leave:
 - Generous sick leave applied to leave bank after 30 days of employment. Sick leave accrual totals increase with employment longevity.
 - Generous personal leave applied to leave bank after 30 days of employment. Personal leave accrual totals increase with employment longevity.
 - 10+ paid holidays annually.

[CLICK HERE TO APPLY](#)