NEWBREAK
CHURCH

CAMPUS PASTOR

Position Description

Position Title: Campus Pastor
Supervisor's Title: Lead Pastor
Position Status: Full Time Salary Exempt

General Summary

The Campus Pastor has primary responsibility for the preparation and presentation of one or more physical locations of Newbreak as the place to draw people into life changing relationship with Jesus Christ, while building an authentic community of His followers actively involved in service to Him. The Campus Pastor will serve as part of the Pastoral team. Candidates must be from or experienced with Southern California culture.

Essential Duties and Responsibilities

- Serve as the Campus Pastor at their campus on the weekend.
- Provide a consistent presence to those attending weekend services that enhances the possibility of connecting people in the body.
- Provide Pastoral care at the multi-site.
- Reach out to those in the campus community to facilitate and encourage spiritual growth.
- Provide care for the facility, its workers and volunteers in ministry.
- Manage the lateral communication process between the functional areas of Creative Arts, Kid's Ministry, Life Groups, Connections, Outreach and Business as it affects the campus.
- Integrate and evaluate standards of excellence in campus programming.
- Work with Campus Director to facilitate follow up with guests each week.
- Lead weekly or biweekly campus staff meetings to keep cohesiveness among the various campus ministries and campus ministries leaders.
- Work with champion ministry leads to recruit, train and mobilize ministry teams on campus.
- Review global church marketing to make sure assigned campus is represented.
- Communicate regularly with campus attendees through email, video updates and "in person" announcements to keep the campus well informed.
- Champion Outreach events.
- Must embed in the local community of the campus--study it, learn it, assess its needs, and grow towards becoming a vital and active member of the local community.
- Act as Newbreak's liaison to the larger community in which the campus is located. This includes local government, schools and community organizations.
- Assess campus DNA to ensure quality and consistency.

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- Work with staff and volunteers to create connectivity opportunities for attendees outside the weekend services.
- Model and lead a posture of dependence on the Lord to be successful in the growth of the campus.
- Work with Sermon Team to develop engaging and spiritually significant weekend messages whether live teaching or video venue.
- Develop and train others to lead and serve in ministry.
- Must meet 1-on-1 regularly with their staff team to coach, develop, hold accountable, and invest in each team member, both in their leadership and their discipleship.
- Communicate and model vision of Newbreak with the staff and attendees of assigned campus.
- Interact with community to develop and grow the church.
- Meet regularly with many from church to council, encourage and develop.
- Lead or co-lead a Discover Your Pathway (newcomers) Life Group and stay on top of how other Life Groups are doing within the church.
- Help solve problems that may arise within a weekend service so we can stay effective.
- Work with other Campus Pastors to continue to grow all ministries at all venues within Newbreak.
- Handle any special projects needed by the Leadership of Newbreak.
- Meet on a regular basis with the Executive Pastor or coach to review campus needs and leadership and to vision cast for future growth and ministries.
- Must be able to manage the campus budget, be a wise steward of finances, and cultivate generosity in their attenders.
- Needs to be a person who can lead, inspire and mobilize people into ministry and wholeness in Christ.
- Acts as a catalyst for new initiatives in support of Newbreak's vision.
- Ability to take the initiative in researching, proposing and championing new and better ways of communicating messages and brand value.
- Other related duties as assigned.

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Qualifications

- Education and/or Experience (must have one or more of the following)
  - Bachelor's Degree (B.A. or B.S.) preferred
  - 5 years related experience and/or training preferred
  - Equivalent combination of education and experience
- Knowledge and Skills
  - Ability to read, analyze and interpret documents such as safety rules and procedure manuals.
  - Ability to write reports and correspondence.
  - Ability to speak effectively before groups of volunteers, church members or staff members of the organization.
  - Ability to apply common sense understanding to carry out instructions furnished in written, oral or diagram form.
  - Ability to deal with problems involving several concrete variables in standardized situations.
  - Must have knowledge of internet, spreadsheet, budgeting and word processing software.
- Licenses, Registrations, and Certificates
  - Pastoral Credential with the Assemblies of God District
  - Current Driver License

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed above are representative of the knowledge, skill and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

Spiritual Requirements

- Regular involvement in Newbreak activities and events.
- Signed acknowledgement of Newbreak's "Statement of Faith", and "Commitment to Community" forms.
- Signed acknowledgement to policies and procedures as stated in Newbreak's employee handbook.
- Living out the spiritual principles outlined in the "Commitment to Community" form: participation in a small group; tithing; consistently attending worship services; involvement in outreach; following Christ personally and passionately; sexual purity.

Physical Requirements

- Has the ability to function independently. Possess the ability to speak. Has the physical ability to be able to lift up to 25 lbs. (with or without assistance). This position also may require long periods of standing and walking.

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Employment At-Will

All employees of Newbreak are at-will, as such, are free to resign any time without reason. Newbreak likewise, retains the right to terminate an employee's employment at any time with or without reason or notice.

Nothing contained in this job description or any other document provided to the employee is intended to be, nor should it be, construed as a guarantee that employment or any benefit will be continued for any period of time. Any salary figures provided to an employee in annual or monthly terms are stated for the sake of convenience or to facilitate comparisons that are not intended and do not create an employment contract for any specific period of time.

No manager, supervisor or employee of Newbreak has any authority to enter into any agreement for employment for any specified period of time or to make any agreement for employment other than at-will.

I have read and received a copy of my job description. I understand this overrides anything I have been given or told in the past. I further understand that I am expected to follow my job as is outlined above and if I have any questions concerning what is expected of me, I will speak with my immediate supervisor. I also understand that the statements herein are intended to describe the general nature and level of work being performed by staff members and are not to be construed as an exhaustive list of responsibilities, duties, and skills required of staff so classified. Therefore, the individual may perform other related tasks under the direction of the Executive Pastor.

_____ _____
Employee's Signature Date

_____ _____
Employee's Printed Name Date

Position: **Campus Pastor**	DEPARTMENT: **Pastoral**
Reports to: **Lead Pastor**	EFFECTIVE: **Immediately**
Position Status**: Full Time Salary Exempt**	REPLACES: **N/A**
Additional Comments:	MINISTRY PASTORAL APPROVAL: _____
	HUMAN RESOURCES APPROVAL: _____