

MINISTRY DESCRIPTION & AGREEMENT

Position: Campus Pastor

Reports Directly to: Senior Pastor

Term of Commitment: Full Time

Church Mission

Our covenant is to proclaim Jesus, to lead people in the knowledge of God, to be a place of healing, connection and spiritual growth, and to ignite a passion for serving families, communities and our world.

Position Overview

The Campus Pastor partners closely with the Senior Pastor and central leadership to advance the mission of New Life Covenant by providing spiritual, strategic, and operational leadership to their assigned campus. This role requires a deep commitment to the church's values and direction while aligning staff and volunteer leaders to serve the campus and surrounding community with excellence.

Ministry Responsibilities

1. Sundays and Wednesdays

- Preach and teach messages that are biblically grounded and aligned with the church's mission.
- Guide the flow of services, making real-time adjustments to ensure a seamless and excellent experience.
- Work with Serve Teams, ensuring schedules are confirmed and everyone is prepared.
- Meet with the Worship Leader before services to align on transitions and key elements.
- Lead pre-service Serve Team huddles for prayer, encouragement, and final preparation.
- Ensure the campus is welcoming, safe, and ready for guests—including classrooms, restrooms, parking, and lighting—before services begin.

2. Manage Campus Staff (when applicable)

- Lead weekly campus staff meetings to align the team around vision, priorities, and upcoming initiatives.
- Meet regularly one-on-one with direct reports to provide coaching, support, and guidance.

- Foster strong relationships across the campus staff to promote unity, open communication, and a healthy culture.
- Equip and develop staff for growing leadership responsibilities and future ministry opportunities.
- Partner with the Senior Pastor and central leadership to recommend staffing changes and support smooth transitions.
- Keep the Senior Pastor informed with timely, clear updates on staffing.

3. Campus Leadership & Community Engagement

Leadership Development & Communication

- Lead bi-monthly campus director (servant leader) meetings to provide vision, alignment, updates, and spiritual encouragement.
- Share key campus and church-wide information and receive ministry feedback from directors.
- Celebrate team wins and foster a culture of encouragement and accountability.
- Incorporate prayer and devotional moments into each gathering.
- Develop and disciple pastors and directors for increased leadership responsibility.
- Identify, encourage, and equip servant leaders to expand their influence and impact across the campus.

Campus Communication & Key Relationships

- Oversee campus communication channels, including social media, announcements, and local marketing efforts.
- Build relationships with key campus leaders, influencers, and givers through regular personal connection.
- Proactively identify emerging leaders within the congregation and engage them relationally.

Campus-Wide Initiatives & Events

- Champion church-wide initiatives at the campus level in partnership with the Senior Pastor and central leadership.
- Help lead the planning and execution of major campus events as needed.
- Align with the Senior Pastor on vision and direction for each event and guide staff and key volunteers through implementation.

Community Engagement

- Develop strategic opportunities to serve and engage the surrounding community in ways that reflect the heart and mission of New Life Covenant.
- Represent the church at community events and encourage staff and volunteers to do the same.
- Partner with Ministry Project Directors to support local outreach initiatives, Radiant Women, and Marked Men events.

4. Pastoral Care

- Walk alongside members through mentoring and counseling, meeting regularly as needed.
- Offer support during life's milestones—visiting hospitals and officiating funerals and weddings.
- Stay connected by responding thoughtfully to pastoral emails and inquiries.
- Reach out personally to VIPs within 48 hours after a service.
- Check in with members who have missed a service to offer care and encouragement.

5. Campus Operations

- Ensure the campus is well-maintained and ready for ministry and community use.
- Oversee the campus budget, working with the Senior Pastor to plan and manage resources effectively.
- Coordinate building use and scheduling to support ministries, events, and community activities.

6. Personal Growth and Development

- Engage fully in Campus Pastor meetings and all-staff events to stay connected and informed.
- Attend one annual conference to grow personally and professionally.
- Collaborate with fellow campus pastors to share insights and strengthen ministry practices.
- Build strong relationships with key leadership to stay aligned with the church's vision and goals.

Qualifications

- Committed to and in agreement with the church's statement of faith and core tenets, modeling these beliefs in personal life, preaching, teaching, and leadership.
- Strong communicator in preaching, teaching, and everyday leadership settings.
- Proven ability to build, lead, and grow healthy teams of staff and volunteers.
- Able to identify, develop, and empower volunteer leaders for long-term impact.
- A four-year Bachelor's degree (B.A./B.S.) is recommended, preferably in pastoral or ministry studies; Assemblies of God credentials are preferred.

- At least 2–4 years of related ministry experience, including leading effective teams and overseeing ministry operations.
- Able to handle conflict in a biblical and constructive way, helping people move toward unity and healthy relationships.
- Experienced in walking with individuals and families through crises and major life moments, while knowing when to involve professional support.
- Able to turn vision into clear plans, practical goals, and strong ministry results.

Additional Expectations

- Carry out responsibilities in alignment with the church’s policies and procedures.
- Be willing to travel as needed and support additional duties as they arise.
- Participate in all major campus-wide meetings to stay connected and engaged with the church community.

Accountability

Senior Pastor:

Signed: _____ Date: _____
Senior Pastor

Signed: _____ Date: _____
Campus Pastor

The attribute that is paramount to success in your role is an unshakable love for God and a passion to see his Kingdom advanced through the collective ministries of New Life Covenant.

A heart for God and a love for people