



Campus Pastor - Vermilion

Purpose Statement:

The Campus Pastor is the primary shepherd of the people at the Vermilion Campus. This is predominantly accomplished through assimilation, care, discipleship, and evangelism. While leading several ministry areas directly (contextualized to the local community), the Campus Pastor will also ensure that the vision, mission, expectations, standards, and policies (set by the church leadership) are being executed responsibly and effectively. The ability to accomplish this requires a firm grasp of these areas along with the ability to lead and align the staff and volunteer teams. As such, the Campus Pastor enthusiastically supports and acts as the extended arm of the Lead Pastor and Executive Pastor at his campus.

Compensation: Full-time salary position with benefits (Exempt & Ministerial)

Work Schedule: 40-45hrs /week. Sunday-Thursday.

Reports to: Executive Pastor

Core Responsibilities:

- Lead by example and ensure the execution of all discipleship (6Ds) and evangelism (5Bs) strategies in Vermilion.
- Meet with people to help support the spiritual and practical needs and care of the congregation.
- Pray for the campus, community, and congregation.
- Build teams by identifying, recruiting, equipping, appreciating, and empowering volunteers and volunteer leaders to do ministry at the campus.
- Execute weekend services at your campus, which include the worship experience, kids & student ministries, hospitality, and campus operations as set by church leadership. Be available to take over the service in the event of technical difficulties and manage any issue that comes up on site.
- Provide direct oversight and direction for the following ministry areas at the campus (currently defined as):
 - Care / Shepherding
 - Local Outreach
 - Guest Services
 - Men's Ministry
 - Prayer
 - Local campus-specific events
 - Mid-week ministries (if applicable)
- Provide a campus-specific voice in central ministry areas such as women's ministry, facilities, communication, weekend services, etc.
- Champion all (campus & central) ministries and events despite potential personal preferences or experiences.

- Build and maintain healthy and close relationships and clear communication with central ministry staff, directors, pastors, and volunteers.
- Lead and supervise Campus Staff in the following areas:
 - Set goals and provide accountability of performance and follow-through.
 - Encourage personal spiritual growth and discipleship.
 - Provide staff and spousal care.
 - Advocate for professional development of individual staff members.
 - Lead weekly campus staff meetings and individual 1on1's.
 - Be responsible for campus and individual staff schedules and PTO approvals.
 - Champion staff standards and their implementation by each member.
 - Provide on-site troubleshooting and assist with difficult conversations.
 - Make recommendations for the hiring and firing of campus staff.
- Establish and maintain the campus culture and flavor.
- Champion a mindset of "First Impressions" and personally ensure follow up with new families and individuals on a weekly basis to assure they connect with Open Door and find a next step.
- Be present in the community and build intentional relationships with key local leaders and organizations in order to be able to assess easily and respond to needs in the community. Develop relationships with other area pastors and churches.
- Communicate regularly with the campus attendees on new developments, events/ministries, and serving opportunities.
- Assist with pastoral responsibilities such as conducting weddings, funerals, baptisms, child dedications, classes, biblical counseling, membership classes, etc.
- Preach monthly.
- Manage the campus budget and annual goals.
- Ensure proper tracking and use of the church management database and scheduling software by staff and volunteers.

More detailed structure and specific responsibilities are spelled out in the [Ministry Playbook!](#)

Active participation in the following teams:

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| ● Campus Pastor Team | ● All Staff meetings & activities |
| ● Pastors' Prayer | ● Campus-specific staff meeting (lead) |
| ● Worship Planning Mtg | ● Pastors' Class (optional) |

Competencies:

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| ● Shepherd | ● Problem-Solver |
| ● Relational | ● Patient |
| ● People-Oriented | ● Compassionate |
| ● Coach/Empowerer | ● Good Listener |
| ● Leader with the ability to follow | ● Teachable |
| ● Authentic | ● Team Player |
| ● Hospitable/Welcoming | ● Humble |
| ● Good Communicator | ● Trustworthy/Integrity |

Qualifications:

- A mature, growing believer with a clear understanding of Scripture and the ability to communicate it effectively as well as be a man of prayer.
- Meet qualifications as listed in 1 Timothy 3:1-7.
- A dedicated Christ-follower, spiritually and emotionally healthy, and who is fully devoted to following Jesus in everything he does.
- One who is committed to Church of the Open Door's leadership and the local community long-term.
- A leader who naturally attracts others to serve.
- A self-aware individual who recognizes his weaknesses and finds others to fill in those gaps.
- One who has a proven track record of working in a team environment that recruits, supervises, develops, trains, cares, and motivates volunteers and staff.
- A learner who can take direction and constructive feedback well and has a great desire to learn.
- A conflict solver who is unafraid to tackle interpersonal conflicts, ministry misalignment, or issues of sin in a loving and Christlike manner.
- One who is an effective communicator with oral and written skills.
- 3+ years of ministry experience, with a proven track record of recruiting and developing volunteer teams.
- Minimum of a bachelor's degree (Biblical and Pastoral Studies, Bible/Theology, Pastoral Ministry concentrations, and/or Christian Leadership preferred).
- Ordained and legally allowed to work in the US.

Expectations:

- Live committed to the mission of "Leading People in the Adventure of Becoming like Christ" by personally living a life of evangelism (5Bs) and discipleship (6Ds). (<https://www.opendoor.tv/about-us/our-mission/>)
- Live committed to our description of Christlikeness as described in the six Core Christlike characteristics and summarized by Loving God, Loving People and Living Surrendered. Be in full agreement with the Statement of Faith and Biblical Beliefs.
- Abide by the *Open Door Staff Handbook and Ministry Playbook*.
- Participate in all scheduled staff meetings and staff development times.
- Meet with the Executive Pastor and other staff for planning and evaluation.
- Be open to mentoring and discipleship by Lead Pastor.
- Perform other duties as assigned by the Executive Pastor and/or Lead Pastor.

The above responsibilities are not intended to be an all-inclusive list. All staff at Open Door are committed to team ministry that pursues excellence with an attitude of "whatever it takes to get the job done." Therefore, additional time and tasks may be required outside of regular work hours and normal schedules.

Interested? Please send your resume to jobs@opendoor.tv ! Thank you.

