



Campus Pastor

The Campus Pastor serves as the primary shepherd of the local campus by the means of leading people toward belonging, deeper connection, care, discipleship, and evangelism. This leader provides overall oversight for the campus by developing and aligning staff and volunteer teams, directly leading designated ministry areas, and ensuring that Open Door's mission, vision, ministry strategies, standards, and policies are carried out effectively within the local context. The Campus Pastor carries and implements the vision set by the Lead Pastor

The Campus Pastor champions a "One Church – Multiple Locations" mindset while helping his campus develop meaningful relationships and ministry within its community. While providing overall leadership for the local campus, the Campus Pastor also works within Open Door's churchwide leadership structure by supporting, aligning with, and submitting to the direction of designated central ministry leaders in their respective areas of responsibility.

Serving as a second-chair leader, the Campus Pastor works closely with the Executive Pastor, Lead Pastor, central ministry leaders, and other Campus Pastors to provide strong local leadership while maintaining alignment with the overall direction, strategy, and culture of Open Door.

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

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

Reports to: Executive Pastor



Core Responsibilities:

Pastoral Leadership & Shepherding

- Model a growing relationship with Christ and lead the campus in carrying out Open Door's discipleship (6D's) and evangelism (5B's) strategies. Personally engage in discipleship and evangelism while equipping others to do the same.
- Shepherd and care for individuals and families by helping address the spiritual and practical needs of the campus.
- Pray consistently for the campus, congregation, staff, volunteers, and community.
- Provide pastoral care, biblical guidance, prayer, and spiritual support to individuals and families within the congregation.
- Perform and support pastoral responsibilities including weddings, funerals, membership classes, biblical counseling, and other pastoral functions.
- Respond appropriately to crises, hospitalizations, deaths, and other significant pastoral-care needs.
- Develop and empower others to participate in congregational care so that pastoral ministry is shared among staff and qualified volunteer leaders.
- Raises concerns directly and respectfully through appropriate leadership channels, contributes candidly to decisions, and faithfully carries out approved direction. Keeps confidential leadership matters confidential, communicates decisions accurately, and helps congregants address concerns constructively. This does not limit good-faith reporting of misconduct or safety concerns through Open Door's established channels.
- Preach as assigned by the Lead Pastor. Preaching opportunities depend on gifting, theological competency, spiritual maturity, and ministry alignment.

Community Engagement & Outreach

- Maintain an active and visible presence in the local community and develop intentional relationships with community leaders, organizations, schools, nonprofits, and other local partners.
- Develop a strong understanding of the needs and opportunities within the community and help mobilize the campus to respond appropriately.
- Build collaborative relationships with other local pastors and churches and seek opportunities to serve the community together.
- Champion local outreach and encourage the congregation to live missionally in their neighborhoods, workplaces, schools, and community.

Campus Ministry Leadership

Provide direct leadership and oversight for assigned campus-specific ministries, currently including:

- Care & Shepherding
- Local Outreach
- Guest Services
- Discipleship Groups
- Men's Ministry
- Prayer Ministry
- Campus-specific Events
- Midweek ministries, as applicable

In addition, the Campus Pastor will:

- Provide a campus-specific voice in central ministry areas such as Women's ministry, Facilities, Safety, Communication, Finance, etc.
- Champion the weekend message and Open Door's churchwide ministry focus/initiatives, helping the campus engage and live out what the whole church is hearing and pursuing.

- Build and maintain healthy, collaborative relationships and clear communication with central staff, ministry directors, pastors, volunteers, and other campuses.
- Promote a strong “One Church – Multiple Locations” culture by balancing the unique needs and personality of his campus with the mission, direction, and priorities of Open Door as a whole.

Weekend Services & Campus Experience

- Provide overall leadership and accountability for the execution of weekend services and the Sunday campus experience.
- Host the service from the stage and give weekly announcements.
- Collaborate with Worship, Kids, Student, Guest Services, Safety, Tech, and other ministry teams at your campus on Sundays to execute and ensure services are welcoming, engaging, organized, and aligned with Open Door’s mission, standards, and policies. Provide on-site leadership and decision-making when unexpected situations arise.
- Maintain a visible pastoral presence before, during, and after weekend services, intentionally connecting with guests, attendees, and volunteers.
- Lead communion, baptisms, child dedications, etc. at your campus during services.

Volunteer Leadership & Development

- Build healthy ministry teams by identifying, recruiting, equipping, encouraging, appreciating, and empowering volunteers and volunteer leaders.
- Identify and develop leaders who can increasingly take ownership of ministry and multiply themselves by developing others.
- Create a culture in which people are encouraged to discover and use their spiritual gifts in meaningful ministry.
- Provide ongoing vision, coaching, care, and accountability to volunteer leaders.
- Celebrate volunteers regularly and cultivate a culture of appreciation throughout the campus.

Staff Leadership & Development

Provide direct leadership, supervision, and pastoral care for campus staff, including:

- Establish clear goals, priorities, expectations, and accountability for staff performance and follow-through.
- Encourage and support the personal spiritual growth, discipleship, and overall health of staff members.
- Provide appropriate pastoral care and support for staff members and their families.
- Coach and develop staff members while advocating for appropriate professional development opportunities.
- Lead regular campus staff meetings and individual one-on-one meetings.
- Oversee campus staffing schedules and approve PTO requests.
- Champion Open Door’s staff values, standards, policies, and expectations and ensure their consistent implementation at the campus.
- Address performance concerns, interpersonal conflict, ministry misalignment, and any other difficult issues promptly, directly, and in a Christlike manner.
- Participate in the hiring process and make recommendations regarding the hiring, development, discipline, and separation of campus staff under the leadership of the Executive Pastor.

Campus Culture

- Guard and champion a healthy campus culture that reflects Open Door’s mission, values, and beliefs while appropriately expressing the unique personality of the local community.
- Champion a culture of hospitality and strong first impressions in every ministry environment by leading the guest service team.

- Communicate proactively with the Executive Pastor and Lead Pastor, so that significant pastoral, staff, and congregational matters are known early and addressed together.
- Ensure consistent and timely follow-up with guests and new families, helping them build relationships and identify meaningful next steps at Open Door.
- Create clear pathways that help people move from attending to connecting, growing, serving, and leading.
- Regularly communicate with campus attendees regarding ministry opportunities, upcoming events, important updates, serving opportunities, and next steps.

Administration & Stewardship

- Develop and execute annual campus ministry goals and priorities in alignment with Open Door's overall strategic direction.
- Develop, manage, and steward the campus budget responsibly in coordination with the Executive Pastor.
- Monitor ministry effectiveness and regularly evaluate progress toward established campus goals.
- Ensure campus staff and volunteers appropriately utilize Open Door's church management, scheduling, and ministry software.
- Maintain accurate ministry data and use available information to evaluate engagement, follow-up, volunteer involvement, discipleship, and overall campus health.
- Ensure campus ministries operate in alignment with Open Door policies, procedures, safety standards, and organizational expectations.

Competencies:

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| • Shepherd | • Ability to execute and deliver |
| • Relational | • Problem-Solver |
| • Leader with the ability to follow | • Compassionate |
| • Coach/Empowerer | • Good Listener |
| • Authentic | • Teachable |
| • Hospitable/Welcoming | • Team Player |
| • Good Communicator | • Humble |
| • Driven | • Trustworthy/Integrity |

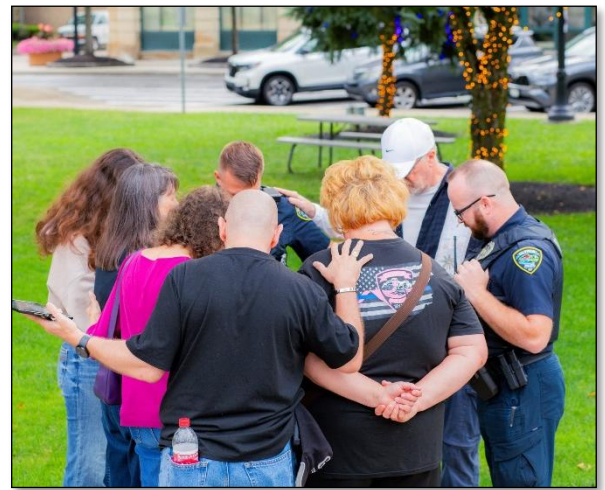
Qualifications:

- A dedicated, mature, and growing Christ-follower, spiritually and emotionally healthy, and who is fully devoted to following Jesus in everything he does.
- Meets the character qualifications of 1 Timothy 3:1–7 and Titus 1:5–9.
- Has a settled conviction to serve within Open Door's One Church – Multiple Locations model as it currently operates. Fully supportive of Open Door's current polity and governance structure.
- Willing to live in and engage in the community.
- A leader who has a proven track record of leading through others and naturally attracting others to serve.
- A self-aware person who recognizes his weaknesses and finds others to fill in those gaps.
- One who is an effective communicator with oral and written skills.
- 3+ years of pastoral ministry experience (Campus Pastor or Associate Pastor experience preferred), and a demonstrated desire to serve as a second-chair leader.
- Minimum of a bachelor's degree (Biblical and Pastoral Studies, Bible/Theology, Pastoral Ministry concentrations, and/or Christian Leadership preferred).
- Become a member of Open Door, with his family actively engaged at the campus he serves
- Ordained or eligible for ordination and legally allowed to work in the US.

Expectations of All Open Door Staff

- Hold to core beliefs of historic Christianity, as summarized in the Apostles' and Nicene Creeds, and is in full agreement with Open Door's Statement of Faith and Biblical Beliefs.
- Be personally committed and fully aligned to Open Door's mission and vision of "Leading People in the Adventure of Becoming like Christ" by actively living a life of evangelism (5Bs) and discipleship (6Ds). opendoor.tv/about-us/our-mission/
- Support and champion Open Door's staff values, leadership, and "One Church – Multiple Locations" ministry philosophy.
- Abide by the [Staff Handbook](#), [Ministry Playbook](#) and actively contribute to a healthy, Christ-centered staff culture.
- Receive regular coaching, feedback, and an annual review from the Executive Pastor
- Demonstrate flexibility and a team-first attitude, recognizing that ministry occasionally requires responsibilities and hours beyond a normal work schedule.
- Perform other ministry responsibilities as assigned by Executive Pastor, and/or Lead Pastor.

The above responsibilities are not intended to be an all-inclusive list.



Interested in Joining our Team?

If you love Jesus, are highly relational, wired as a second chair leader, and are passionate about reaching, caring, and discipling people, we would love to hear from you.

Send your resume to [**jobs@opendoor.tv**](mailto:jobs@opendoor.tv)