



**Job Title:** Campus Pastor – Avon Lake

**Purpose Statement:**

The Campus Pastor will oversee the life and direction of the Avon Lake Campus. This requires a firm grasp of the beliefs, values and strategy of Church of the Open Door and the ability to align staff and volunteer teams with its mission, vision, and values. In addition to offering pastoral leadership and care to his campus, the Campus Pastor will ensure that systems, practices, and policies of the church responsibly and effectively support its ministry activities.

**Compensation:** This is a full-time salaried position with benefits.

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

**Reports to:** Executive Pastor

**Core Responsibilities:**

- Pray for the Avon Lake campus, community, and congregation.
- Help meet the spiritual needs and care for the congregation.
- Provide overall leadership of the weekend service at Avon Lake, which includes the worship experience, children's & students' ministries, hospitality, and campus operations.
- Provide oversight and direction for mid-week ministries, which include men's and women's groups, adult classes, local missions, and student ministry.
- Be present in the community of Avon Lake, which involves living in close proximity to be able to be easily available to hold meetings or respond to needs in the community.
- Lead, develop and supervise Campus staff members.
- Build teams by identifying, equipping, and empowering volunteer leaders to do the ministry of the church at this campus location.
- Manage the campus budget and annual goals.
- Connect with all staff by attending the all-staff lunch and meetings, weekend production meetings, pastor's prayer meetings, etc.
- Initiate communication and keep appropriate staff aware of the successes and struggles taking place by proactively and consistently sharing stories and reports.
- Communicate regularly with the campus members on new developments, events, and ministry opportunities.
- Teach every two months and assist with pastoral responsibilities such as weddings, funerals, baptism, and membership classes, etc.

### **Specific Responsibilities:**

- Acting Host Pastor – You are to be available to take over the service in the event of technical difficulties and manage any issue that comes up on site. Typically, you are the first one in and last one out.
- Assimilation – As Host Pastor you lead the host team meetings and personally follow up with guests on a weekly basis to ensure they connect with Open Door. This will provide the opportunity for people to connect with the Campus community and grow deeper in their faith.
- Facilities Oversight – You will be the primary point of contact for any facility issues and will coordinate with the maintenance and custodial department.
- Staff & Volunteer Development – You will develop an ever-growing team of capable, trained and aligned volunteers to do the work of the ministry.
- Weekly Planning – You will collaborate with the appropriate teams on campus strategy / programs on a weekly basis.
- Community Liaison – You are Open Door's point of contact, representative, eyes, and ears in and to the community.

### **Competencies:**

- Shepherd
- Leader/Coach
- Relational
- Self-Motivated
- Visionary
- Humble
- Hospitable
- Teachable
- Positive
- Problem Solver
- Patient
- Compassionate
- Good Listener
- Maintain Confidentiality

### **Qualifications:**

- A mature, growing believer with commitment to spiritual integrity and excellence.
- Gift of leadership and proven experience developing leaders and building teams.
- Ability to work in a team environment that recruits, supervises, trains, and motivates volunteers and staff.
- An effective communicator with oral and written skills.
- Committed to the community of Avon Lake and Church of the Open Door.
- A leader who naturally attracts followers who want to serve with him.
- A learner who can take direction and feedback well and has a great desire to learn.
- A conflict resolver who is unafraid to tackle interpersonal conflicts, ministry misalignment, or issues of sin.
- A leader at home who has no concerning spiritual or emotional health issues.
- Proficient in time management and is intrinsically motivated.
- Initiates communication easily and regularly with his supervisors and staff.
- A person of integrity - Makes solid decisions based on life-long values.
- A self-aware individual who recognizes his weaknesses and finds others to fill in those gaps.
- A disciple who is fully devoted to following Jesus in everything he does.
- One who is in agreement with our doctrine, mission, and values (<https://opendoor.tv/about-us/what-we-believe/>).

**Expectations:**

- Lives committed to our description of Christlikeness as described in the six Core Christlike Characteristics and summarized by Loving God, Loving People and Living Surrendered as well as a commitment to the 6D's of Discipleship.
- Lives committed to our mission of "Leading people in the adventure of becoming like Christ" by personally practicing the 5B's. As Campus Pastor, you are expected to enthusiastically support, champion, and defend the 5B methodology that is our stated strategic plan for achieving the mission of Church of the Open Door. (<https://opendoor.tv/about-us/our-mission/>)
- Participates in all scheduled staff meetings and staff development times.
- Meets with the Executive Pastor and other staff for planning and evaluation.
- Assists the other pastors in providing care to the congregation.
- Abides by the Open Door Employee Handbook including staff team values.
- Performs other duties as assigned by the Executive Pastor and/or Senior Pastor.

***Interested? Please send your resume to [jobs@opendoor.tv](mailto:jobs@opendoor.tv) ! Thank you.***