

MOSAIC CHURCH

Title: Campus Pastor
Classification: Exempt
Hours: Full-Time
Reports to: Executive Pastor of Ministries
Supervises: None
Updated: 9-16-2019

General Summary

Our church is experiencing explosive growth and the time has come for us to expand into new communities on the Gulf Coast. Under the general supervision of the Executive Pastor of Ministries, the role of the Campus Pastor (CP) is to oversee the life and direction of Mosaic's West Campus. This position requires a firm grasp of the beliefs, values, and strategy of Mosaic Church and the ability to align staff and key leadership teams with its vision and values. The CP will offer pastoral leadership to the campus and ensure the systems, practices and strategic ministry plans of the church are followed. The CP must be a team player, be a leader of leaders, have a servant's heart, and have full buy-in to the mission and vision of Mosaic Church. Chemistry with the Mosaic staff and dedication to the seven staff commitments is a must. Core competencies must include proficient computer abilities, an "eye" for excellence, and exceptional verbal and written communication skills. The CP must demonstrate a positive "can-do" attitude at all times and possess the ability to work and communicate to both large and small groups.

Responsibilities & Tasks

General tasks include but are not limited to:

- Participate in directional leadership of multi-campus of Mosaic Church.
- Pre-launch responsibilities:
 - Recruit and equip volunteers to launch a campus
 - Lead and deploy a launch team
 - Strategize and implement a communication plan for launch
 - Organize and execute pre-launch outreach events
 - Become familiar with strategic ministry plans and meet with existing staff to ensure clarity pertaining to the strategic ministry plans
 - Lead and deploy "soft launch" services at the Ocean Springs campus
- Lead and oversee the campus location as an "extension" of the Ocean Springs campus by reproducing the overall vision as well as the spiritual and cultural DNA of Mosaic.
- Work on the campus development plan, in consultation with the Executive Pastor of Ministries to strategize for ways to grow the campus and the people attending their campus.
- Develop healthy volunteer teams by recruiting and raising up leaders who will oversee the primary areas of ministry (i.e. children, students, recovery, community groups, assimilation, first impressions, etc.)
- Evaluate and upgrade everything at the campus, from equipment to volunteer systems to volunteer efforts.
- Provide leadership to the campus staff team. The CP will lead, evaluate and mentor existing staff in their respective areas of ministry and prioritize future staffing needs, including the following:
 - Supervise the campus staff as it relates to day-to-day ministry, operational activities, and annual budget.
 - Oversee the training and development of campus volunteer teams.
 - Empower staff to lead the ministries and operations.
 - Provide coaching to the staff in the design and implementation of all church ministries, including periodically evaluating appropriate changes to organizational structure to reflect the strategic ministry plans.

- Serve as the primary host for services and other key gatherings at the campus.
- Lead by example on Sunday mornings, being first there and last to leave, jumping in whenever help is needed.
- Collaborate with staff at the Ocean Springs campus in order to reproduce ministry at the specific campus location. Such ministries include, but are not limited to children, students, recovery, community groups, assimilation, first impressions, etc.
- Oversee the budget for the campus.
- Follow-up with new visitors.
- Lead and organize outreach events and social/community activities for your location.
- Provide pastoral care both personally and through systems of care (hospital visits, counseling, etc.) for those who attend your location.
- Fulfill pastoral/administrative duties (weddings, funerals, baptisms, etc.).
- Teach and lead in small, medium and large group settings.
- Attend meetings and other duties as set forth by the Executive Pastor of Ministries.

Knowledge/Skills/Abilities

- Theologically sound: has a thorough understanding of God's Word and is capable of imparting that knowledge to others.
- People skills: loves children and families; shows love to those they lead, in any capacity.
- Talent scout: natural ability to identify and recruit volunteers.
- Quality manager: ability to identify problems and solve them.
- Communicator: ability to communicate clearly and concisely, both orally and in writing.
- Able to lead multiple projects at once.
- Self-motivated and flexible with strong organizational skills and the ability to work well with deadlines.
- Demonstrate the ability to work independently as well as in a team.

Staff Expectations and Commitments

- Staff members are expected to devote themselves to the seven staff commitments:
 - Trust- A winning team is comprised of people who are trusting and trustworthy. When we see a pattern of behavior that causes concern, we commit to running towards difficult conversations and holding one another accountable by being honest and transparent with one another. I've got their back and I know they have mine.
 - Vision- A winning team is comprised of people who are passionate about the vision. We will always provide clarity around what we do, why we do it, and how we do it. We do not just talk about our church; we talk about it in a way that makes the vision contagious.
 - Growth- A winning team is comprised of people who never stop growing. We believe our best days are always in front of us because we will never stop growing spiritually, professionally, and relationally.
 - Teamwork- A winning team is comprised of people who invite teammates into their process. We believe we are always better together. We can achieve more together than we ever could alone.
 - Results- A winning team is comprised of people who hold one another accountable for the decisions made. We call our shots and relentlessly pursue those shots. We call a win a win and a miss a miss. We refuse to paint a bullseye around a stray bullet.
 - Love- A winning team is comprised of people who laugh loud, hard, and often. We do not just have fun as a team, we have fun with our families too. We are committed to knowing one another well so we can love one another better.
 - Ownership- A winning team is comprised of people who think and act like owners, rather than renters. We will not just identify problems. We will find the best solutions and then execute those solutions to make Mosaic better.
- Staff members are expected to give to the church and be involved in a Community Group (or a mentoring relationship) for personal, spiritual, and relational growth.