



Campus Pastor

Mission: TJC exists to show Jesus as incomparably glorious.

Our 5-year Vision: By 2022, we are asking God for 3,000 baptized, self feeding, disciple making followers of Jesus who are letting the gospel shape every sphere of their lives.

Our Values:

- Gospel Rich Theology
- Pompous Free Realness
- Great Commission Inspired Ambition
- God Glorifying Diversity
- Mission Focused Simplicity

Position Overview:

The Campus Pastor will steward the vision of TJC at the campus level. This person will be fully responsible for the vibrancy of the campus, building and leading the staff, functioning missiologically as the “face” of the campus in the city, shepherding the flock, and developing leaders. The Campus Pastor should be a builder, mobilizer, developer and culture curator.

Time Commitment: Full time, 40+ hours

Direct Report: Executive Pastor

Those reporting to this position: Campus Specific Teams

Long-term Vision, Hopes, and Prayers:

The heart and mission of a Campus Pastor is people. Love people well. Your love for people will fuel your motivation and inspire you to do the hard-work of creating a great environment for God to work in people's lives.

Job Description

Oversee campus by ensuring TJC's DNA, vision, and culture are replicated:**Overview**

- Fulfill the biblical qualifications of an elder as outlined in scripture
- Feel called to serve at The Journey Church
- Desire to invest in the city in which the campus is located
- DNA carrier: bleeds TJC's mission, vision, values, and leadership
- Proven ability to lead and grow others and the organization
- Proven ability to build teams and attract people toward a vision
- Skillful communicator
- Steward the vision of TJC and make sure it is being applied at the campus
- Execute Leadership Pipeline at the campus by developing disciple-making leadership in the body
- Carry culture and ensure our leadership behaviors get applied throughout campus
- Generate momentum through networking, social media, and functioning as the "face" of the campus
- Shepherd the flock, exercising pastoral care for the body as needs arise
- Plan and host weekend gatherings, owning the energy of the room to create a vibrant gospel culture among the church gathered
- Consistent health and growth in the areas of attendance, baptisms, giving, volunteers, membership, and groups
- Lead people to their spiritual next step
- Disciple people into joyful generosity

- Oversee Growth Track
- Preach approximately 8 times per year in compliment of video teaching

Administration

- Articulate TJC's vision, mission, beliefs, and values effectively
- Lead yourself well to lead others better
- Be flexible to adapt to new roles and responsibilities
- Know how to communicate all things TJC
- Work well with the central team
- Watch, allocate, and distribute budget in way that impacts people and community the most

Team Building and Leadership Development

- Equip, train, and develop team members and key volunteers
- Ensure key volunteers feel empowered and appreciated
- Forecast staffing positions, create job descriptions, and play active role in the hiring process
- Identify, invest in, and invite new leaders to invest in the campus
- Be honestly optimistic, always looking ahead, always be evaluating and improving
- Keep campus focused on reaching people with the gospel

Pastoring People and Building Relationships

- Be involved in community and show up to things people care about
- Develop relationships with community leaders and partnerships
- Respond to needs in church quickly
- Pray for your people and the community
- Let people know who you are; people follow people
- Focus on guest experience with kids, students, and adults

Weekly Rhythms

Location of Work:

This position should work the majority of the time at TJC offices, but has the flexibility to meet at alternate locations and work remotely as needed.

Monthly Rhythms:

1. How are you abiding? What is God teaching you?
2. Who are you discipling?
3. Meet with at least 3-4 people per week for training, developing, and/or recruiting
4. What system or area will you improve next month?
5. What will be prioritized?

Weekly Expectations:

- Traditional hours: Monday - Thursday, 9am-4:30pm
- Be 1 hour early and attend/serve at all services on either Saturday or Sunday
- Attend staff leadership meetings
- Committed to personally discipling someone(s)

Outside of weekend services this position will be expected to participate in Journey Church-wide activities. There are some examples below, but not exhaustive:

- Weekend services
- Membership Meetings
- Special Events (Weekend of Hope, Trunk or Treat, Volunteer Celebration, etc)

Competencies

- Be punctual
- Have an attitude of humility and mutual submission in a high-energy, fast-paced, and collaborative leadership environment
- Be able to present ideas
- Possess the biblical character as a servant-leader of the church
- Be a Self-starter, flexible and adaptable
- Have the ability to work independently, problem solve and take initiative, set priorities and see projects through to completion
- Be an active communicator who listens to the needs of our ministry leaders and responds to those needs with helpful solutions
- Be a peacemaker and pursue a Mt. 18 approach when conflict is presented
- Be flexible and expect TJC to always be changing and improving for the better of the body
- Passion and eagerness to learn

Lastly, we are a team and even more so a family, which means everything in TJC is our responsibility, so if something needs being done, do it!

Staff Leadership Culture and Values

These should be ingrained into who you are! Let these serve as your motivation and as a reminder of what to be continuously striving for as a staff member at TJC.

1. Maintain a vibrant walk with Jesus

Do I have a daily routine and plan of Bible reading and prayer?

2. Lead/serve your home as a top priority

Does my family feel like I make them a top priority?

3. Exhibit high character

Would I want others in TJC to emulate my attitudes, actions, and choices?

4. Remember our "why"

Am I weighing and measuring my ideas, tasks, and leadership around showing Jesus as incomparably glorious?

5. Work with an urgency

What am I doing with my time right now that is actively pushing the organization forward?

6. Perform all tasks with excellence

Do I strive to reflect God's greatness in every task I perform?

7. Sharpen your leadership & skills

What am I reading, listening to, or watching to better my ability to lead and perform my specific job tasks?

8. Speak with candor & respect to colleagues

Do I honestly share my opinions and feedback on ministry related decisions, ideas, and quality?

9. Honor TJC volunteers

When is the last time I went the extra mile to serve, equip, or encourage a volunteer?