

MULTISITE CAMPUS PASTOR

POSITION PURPOSES

The Campus Pastor will be the senior level point person responsible for all aspects of their assigned campus. The Campus Pastor will provide leadership and oversight of all day-to-day ministry operations, to ensure the mission, vision and strategic goals of Bethany Church are being achieved in an effective, healthy, God-honoring manner.

Each campus is a full-service ministry operating under the umbrella of Bethany Church. Two distinguishing features: 1. The weekend message, which is presented via video technology by the Senior Pastor, or approved Teaching Team; 2. Our Multisite Model which defines our structure.

PRINCIPLE RESPONSIBILITIES

MEMBER OF THE PASTORAL TEAM

- Must embrace the Mission, Vision and Values of Bethany Church.
- Actively participates in defining the yearly Ministry Plan presented to the membership of Bethany Church for approval.
- Advances all ministry goals and plans once approved
- Assists in defining and managing Bethany Church's Core policies and procedures

LEAD, MANAGE, ACCOUNTABILITY (LMA)

- Hiring and terminating paid staff with approval of Integrator\ Senior Pastor.
- Submits budgets for the assigned Campus, working closely with Church Administrator.
- Set goals, objectives, and conducts performance appraisals for all staff members and volunteer ministry leaders, providing all necessary assistance toward fulfillment of these goals.
- Oversees, in collaboration with Bethany Church Administrator and Facilities Director, all aspects of the physical facility.

PASTORAL CARE

- Performs weddings, funerals, counseling, and other pastoral related ministry as applicable (requires ordination as defined in the Bethany Church By-laws)

PREACHING/TEACHING

- Preaching assignments will be scheduled to include approximately 16 weeks. The schedule will provide ample notice to ensure sound preparation.

- In addition, the Pastoral Team will meet to prayerfully plan, schedule, and coordinate a systematic teaching program designed to assist each person in their journey to become disciples making disciples.

LEADERSHIP TRAINING

The amount of time to raise up disciples for the work of ministry must not be overlooked. This is an area where the Multisite Model will help us share the work and provide the time to prepare the saints for the work of ministry.

- Develop the leadership base through proactive recruiting, and mentoring.
- Oversee and initiate ongoing training, appreciation, and encouragement of Ministry Partners.
- Provide the necessary support to our Ministry Partners.

SPECIFIC BETHANY CHURCH POLICIES

MULTISITE STRATEGY

- [Refer to **Multisite Model document**]
- [Refer to **VTO document**]

EOS: BETHANY CHURCH ORGANIZATIONAL SYSTEM

ROLE REQUIREMENTS

FAITH

- A mature and growing Christian, with proven character and a good reputation, consistent with the spiritual qualities outlined in 1 Timothy 3, Titus 1 and 1 Peter 5.
- A desire and a confirmed call to serve the local church in full time ministry

GIFTS

- Strong spiritual gifting in the areas of leadership, preaching/teaching, and care.
- An entrepreneurial spirit with a desire to reach the community.
- A personality style that is outgoing, and exhibited in good people skills.

SKILLS

- A good communicator
- A team player and life-long learner
- An ability to build and lead effective teams, both with paid staff and Ministry Partners
- An ability to mentor and develop leaders

EXPERIENCE AND/OR EDUCATION

- 5 years of ministry experience
- Ordained or in a position to meet Bethany Church's requirements for ordination
- Masters of Divinity or equivalent