



Job Description

Position:	Executive Pastor of Campuses
Reports To:	Executive Pastor
Schedule:	Full-time (40-50 hours/week) / Salaried, Exempt
Employment Classification:	Executive Director (E)

Job Summary

The Executive Pastor of Campuses will oversee the campus ministries of our church and directly supervise the Campus Pastors. As our church grows in size and scope, this role ensures that Campus Pastors receive the care, coaching and resources they need to thrive, so that together we can fulfill our mission of *Helping People Find & Follow God*. This leader will champion evangelism and discipleship across all campuses, ensuring health, unity and growth at each site while shaping church culture as part of the Senior Staff team.

Duties and Responsibilities

Leadership & Oversight

- Serve as the primary leader of the “campus” side of the staff structure.
- Provide care, coaching, accountability and resources to Campus Pastors and their teams.
- Support Campus Pastors in leading CompassKids, Student Ministries, Adult Ministries, Support Groups, Congregational Care, Guest Services and Outreach at each site.
- Advocate for the autonomous, site-specific side of ministry while ensuring alignment with overall church vision and strategy.
- Lead and develop high-capacity Campus Pastors, Pastors/Directors, Managers, Lay Leaders, Support Staff and Volunteers.

Mission Alignment

- Ensure campuses and campus staff are fully engaged with the mission of *Helping People Find & Follow God*.
- Champion evangelism and discipleship strategies that reflect the Great Commission.
- Lead efforts toward healthy, godly-paced growth—reaching more people while deepening faith development.

Culture & Collaboration

- Shape and contribute to overall church and staff culture as a member of the Senior Staff team.
- Foster health, harmony, humility and teamwork across campuses and with central ministry departments.
- Model healthy conflict resolution and relational skills.

Operational Responsibilities

- Meet regularly with the Executive Pastor.
- Attend Senior Staff meetings, monthly All-Church Staff meetings and lead Campus Pastor meetings.
- Serve as interim Campus Pastor if a campus is without a pastor until a permanent leader is appointed.
- Take on other responsibilities as assigned to support church-wide needs.

Broader Ministry & Pastoral Duties

- Network and build relationships with other pastors and churches within our denomination, across Chicagoland and throughout the Midwest.
- Carry out pastoral responsibilities as needed, including visitation, counseling, teaching/preaching, weddings, funerals and sacraments, etc.

Qualifications and Experience

Required

- *Spiritual Maturity & Character:* Demonstrated personal holiness, integrity and a healthy, Christlike character.
- *Theological Alignment:* Agreement with the church's doctrinal statement; ability to clearly explain and defend our biblical convictions.
- *Philosophy of Ministry:* Alignment with the vision and directives of the Elders, Senior Pastor and Executive Pastor; ability to advocate persuasively and clearly.
- *Leadership Skill:* Proven ability to serve as a "leader of leaders of leaders," developing high-capacity pastoral and ministry staff who multiply leadership among managers, lay leaders and volunteers.
- *Relational Skills:* Strong interpersonal and healthy conflict-resolution skills.
- *Team Building:* Experience fostering unity and collaboration across departments or sites.

Preferred

- Prior executive or senior pastoral leadership experience in a multisite church environment.
- Demonstrated success in leading large, diverse teams.
- Active involvement in broader church networks or denominational leadership.

Conclusion

Our church exists to make disciples of Jesus Christ, as expressed in our mission statement, *Helping People Find & Follow God*. The Executive Pastor of Campuses plays a vital role in leading campus-based staff and strategies to ensure we remain healthy, effective and impactful as we advance this transformational mission across Chicagoland.