



CALVARY PENTECOSTAL ASSEMBLY - KITCHENER

CAMPUS PASTOR

Job Description

JOB SUMMARY

The Kitchener Campus Pastor will provide spiritual, pastoral and organizational leadership for the Kitchener Campus, overseeing its people, ministries, volunteers, outreach, and overall spiritual health.

The Kitchener Campus Pastor will work collaboratively with the Lead Pastor and Executive Team to advance the overall vision of Calvary Assembly, ensuring that the Kitchener Campus reflects the mission, values and culture of the church, while effectively serving its unique community in its local context.

RESPONSIBILITIES

1. Pastoral Team

- a. Promote the mission, vision and values of Calvary Assembly at all times.
- b. Participate in staff prayer (Tuesday mornings) and leadership meetings.
- c. Work onsite one day per week (Tuesday) at Cambridge campus, remainder of week onsite at Kitchener Campus.
- d. Support team values with positive interactions and a willingness to facilitate others, as well as working together to fulfill church-wide initiatives.
- e. Promote core values and vision at all times.
- f. Report directly to the Executive Pastors on a regular basis with one-on-one meetings, regarding general ministry and leadership matters.
- g. Meet with the Lead Pastor regularly with respect to campus dynamics, vision and mission, sermon development, and on-going mentoring.

2. General Expectations

- a. Lead and oversee the Kitchener Campus as an 'extension' of Calvary, by reproducing the overall vision of *"Christ. Celebration. Community. Cause."* in all expressions of the Kitchener campus.
- b. Develop a strategy to reach the Kitchener community, by impacting people of all ages to become a growing, inter-cultural and inter-generational church, with a unique focus on the 'Next Generation.'
- c. Become familiar with and visible in the Kitchener community, intentionally connecting with its leaders, community, and special events.

- d. Develop a healthy leadership culture, by recruiting and raising up leaders who will oversee primary ministries of the church, and report to the Campus Pastor.
- e. Lead and oversee the staff and key lay leaders at the Kitchener Campus, working with them to build teams of ministry volunteers who will carry out the ministry of the church to impact the entire community.
- f. Serve as the primary communicator for weekend services at the Kitchener Campus, faithfully communicating God's Word in a clear, Biblical, practical and engaging way. Occasional preaching series will be done in 'tandem' with the Lead Pastor of Calvary. Most Sunday messages will be the direct responsibility of the Campus Pastor to develop and share with the congregation.
- g. Provide spiritual and practical leadership to all weekly worship gatherings.
- h. Work with all Calvary Pastors to build and strengthen aligned ministry expressions at the Kitchener Campus location. Such ministries include: Worship, Children, Youth, Connections, Small Groups, Outreach Events, Pastoral Care and Service Programming.
- i. Develop a culture of unity and connection between all Calvary campuses.
- j. Deploy and maintain practical policies and procedures for effective ministry at the Kitchener Campus.
- k. Create a unified and healthy culture between the current Kitchener congregants and the broader Calvary congregation.
- l. Lead and cultivate a culture of prayer throughout every ministry of the church.
- m. Provide pastoral care to the members of the Kitchener campus.
- n. Other duties may be assigned as needed.

3. Work Environment

- a. The personal characteristics described here represent our expectations of pastors to demonstrate while performing the essential functions of this job.
 - i. Maintain a positive attitude about yourself, your areas of responsibilities, and other members of the staff team.
 - ii. Work cooperatively and cheerfully, maintaining a good rapport with all staff, volunteers, church members, and outside professionals.
 - iii. Connect and interact with people in the Calvary family in regular and meaningful ways.
 - iv. Maintain a high level of confidentiality.
 - v. Conduct yourself professionally, graciously, and respectfully in all interactions with others.
 - vi. Be sensitive to the needs of others.
 - vii. Exercise responsible time management.
 - viii. Maintain a high level of excellence in your appearance, work habits, and quality of work performed.
 - ix. Demonstrate humility and a teachable attitude.
 - x. Embrace and model the 7 posted Staff team Values (Honour, Excellence, Communication, Spirit-Led, Connection, Resilience and Authenticity).

QUALIFICATIONS

1. Personal

- a. A committed Christian living in accordance with the Word of God.
- b. Agreement with doctrinal statement of Calvary Pentecostal Assembly, and commitment to abide by our general operating by-laws.
- c. Ability to communicate with all groups and people in the scope of the Kitchener Campus and community.
- d. A team player, contributing to the overall vision, goals, and ministries of the church.
- e. Evident and on-going demonstration of the following:
 - a. Effective and Inspirational Leadership
 - b. Personal Spiritual Growth and Development
 - c. Coaching
 - d. Communication
 - e. Conflict Resolution
 - f. Strong Work Ethic
 - g. Humility
 - h. Loyalty
 - i. Unity

2. Training and Development

- a. Be thoroughly informed and experienced in Church ministry and methodology.
- b. Commitment to attend conferences, conventions and seminars for personal enrichment and personal development.
- c. Continual training in the Bible, human resources, and personal leadership.

Employee Signature

Printed Name

Date

I certify that I have read, understood and agree to the responsibilities assigned to this position.

Lead Pastor Signature

Printed Name

Date

I certify that this job description is an accurate description of the responsibilities assigned to the position.