

# Campus Pastor as Key to Multisite Success: New Research, Sample Job Descriptions

Brought to you by Portable Church

by Warren Bird

*"You can get a bunch of stuff wrong, but if you get the right campus pastor, there's a strong likelihood that you'll succeed in the long run. That's the most important lesson I've learned so far about doing multisite."*

That recent observation comes from Dave Ferguson, lead pastor of Community Christian Church, Naperville, IL. The church launched in 1989 and went multisite in 1998. Today it has 13 campus pastors leading a combined total of 28 weekly worship services across 13 campuses in greater Chicago.<sup>1</sup>

As the multisite movement has mushroomed in just 15 years from barely 100 churches in 2000 to roughly 8,000 today,<sup>2</sup> Leadership Network has been extensively involved with those shaping the future of multisite, most currently through our HUB:Multisite experience (see [leadnet.org/HUB](http://leadnet.org/HUB)). We've also published two books (*The Multisite Church Revolution*, *A Multisite Church Roadtrip*) and the nation's largest research projects, the most recent being the *Leadership Network/Generis Multisite Church Scorecard*. A search on the Leadership Network website yields dozens of other blogs, videos, ideas and tips.

Through all this multisite immersion, more questions have surfaced about campus pastors than about any other role. One of the most-asked questions is, "What should we look for in a campus pastor?" or more specifically "What are some of the best campus pastor job descriptions that we could adapt?"

This mini-report, drawing from a recent Leadership Network survey of campus pastors, tries to address just that. It shows the relationship between what a campus pastor does, and how those emphases impact the job description. The final part of the report reprints a number of actual job descriptions for a campus pastor (and offers a way to obtain even more examples).

## Absolute "Musts" for Campus Pastors

*Campus pastor* is the most widely used term for the "face with the place" leader in churches that have two or more locations. Other popular titles include *site pastor*, *location pastor*, *branch pastor* or *satellite pastor*. Sometimes this person is called *lead pastor*, *associate pastor* or simply *pastor*.

One name no one uses is *emcee*. "One of the earliest learnings of the multisite movement is that the campus pastor is not a glorified emcee," says Greg Ligon, who has led Leadership Network multisite training for more than 10 years. "This person is a leader, team builder and communicator."

Jim Tomberlin, multisite consultant who first took a church multisite in 1997, describes seven "musts" of a campus pastor: high-capacity leader, team player, people magnet, mobilizer, multi-tasker, communicator and DNA carrier.<sup>3</sup>



For more information about Portable Church, see p. 17.

Geoff Surratt, lead author of *Multisite Church Revolution* and *Multisite Church Roadtrip* and currently a coach to multisite churches, says, "The most important role of campus pastors is leadership development and oversight at their campus." This includes being able to say "yes" to these questions:

- Visionary: Do they have a vision for ministering to their unique community?
- Leader others will follow: Are they the kind of person even the senior pastor would want to follow?
- Second chair: Are they able to work well under the leadership and vision of their senior leaders?
- Owner's work ethic: Do they view themselves as a "hireling" or someone who takes full responsibility for the health and growth of their campus?
- Self-starter: Do they function well in an environment with little oversight?

## How—and Why—Campus Pastors Differ

Beyond these core issues, not all campus pastors are alike in what they need to be and do. Differences occur for many reasons. Geoff Surratt offers some examples:

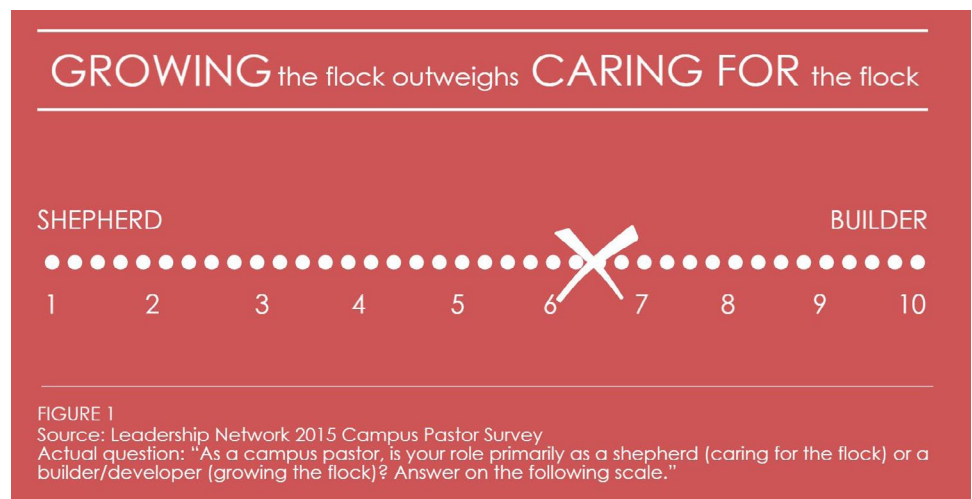
I think two interrelated factors have the biggest influence on a campus pastor's job description.

The first is the *model* the church follows. A "launch large and grow huge" model like Northpoint<sup>4</sup> requires an executive pastor role. A "launch small and grow incrementally" model like Community Christian requires an entrepreneurial leader.

The second factor is the *balance* between creativity and control. An environment like Seacoast<sup>5</sup> that encourages a high degree of creativity at each campus will exert less control and expect more initiative. An environment like Life Church<sup>6</sup> that reproduces an established template at each campus will exert more control and expect more compliance.

Leadership Network recently conducted a survey of over 200 campus pastors<sup>7</sup> to flesh out as many of these factors as possible. Our findings include at least six differentiators:

**1. Overall goal of multisite:** Is the expectation of the campus pastor to *care* for the flock or to *grow* the flock? We asked that very question, and visualized it in Figure 1. The majority identified more with being a builder/developer who grows the flock. The overall average was 6.5 on the scale of 1 to 10, leaning more toward a builder/developer.



What circumstances cause that average to change? Sometimes it doesn't. For example, the 6.5 average didn't change based on the length of time the person has served at that church as campus pastor.

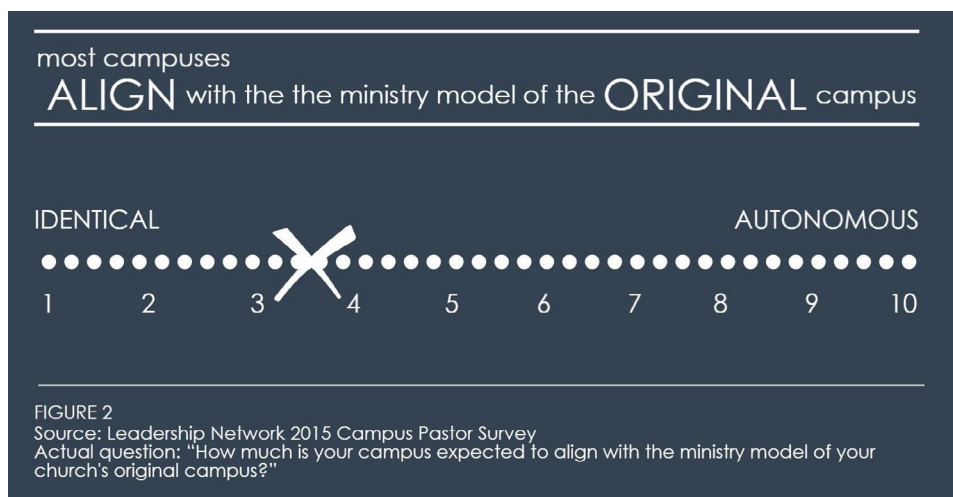
Other variables do change the 6.5 average:

- The average changes with church size: larger campuses of over 1,000 in worship tug toward builder/developer (7.0), and smaller campuses of under 500 in worship pull toward caregiver/shepherd (6.3).
- Further, the average changes over "alignment" issues: when the campus is expected to align with the ministry model of the church's original campus, the need for a builder/developer who grows the flock is slightly weaker (6.3). By contrast, when more flexibility and adaptability is allowed, the need for a builder/developer who grows the flock is stronger (6.9).

- The average also goes up with the frequency of on-campus teaching: the more the campus pastor does the teaching in person, the greater the expectation of a builder/developer (6.9); the less the campus pastor does the teaching in person, the greater the expectation of a shepherd/caregiver (6.1).

Clearly, the purpose of multisite at your church will affect the campus pastor's job description.

**2. Campus alignment:** How much is the campus pastor expected to replicate culture of the sending campus, versus being allowed or encouraged to form a distinct campus identity based on the location or people being reached? Figure 2 depicts the way campus pastors answered. The overall average was 3.5 on the scale of 1 to 10, leaning more toward identical footprint.



What circumstances cause that average to change?

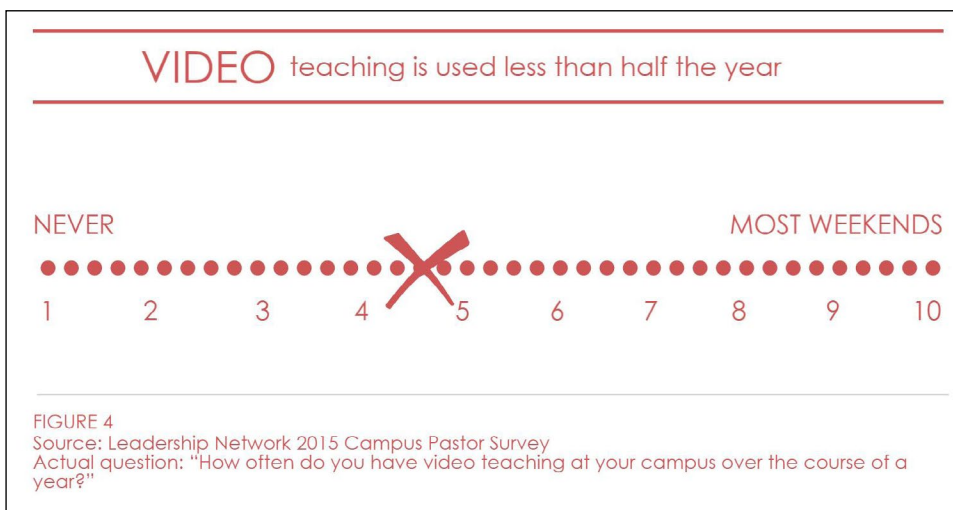
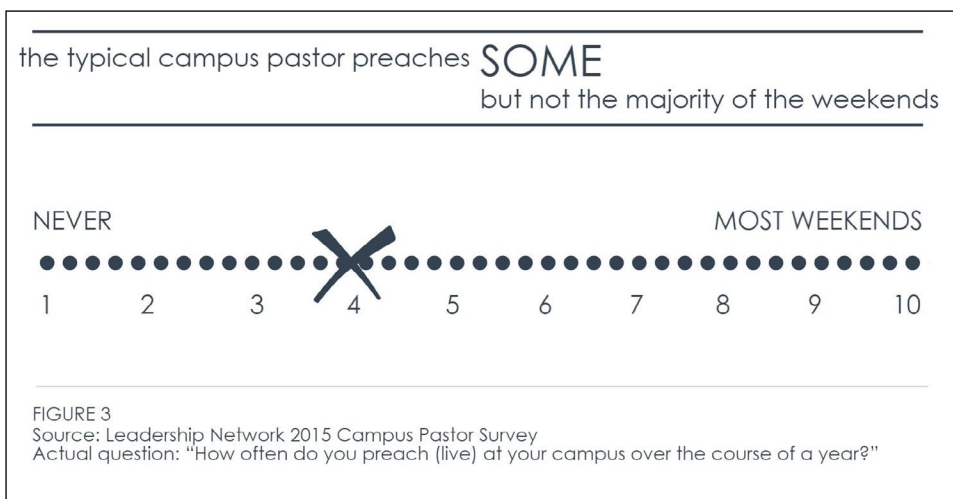
- The average goes down with the frequency of video teaching: The more video teaching is used, the more the campus is expected to be an identical blueprint (2.9 when video is used most weekends, and 4.5 when video is never used).

- Likewise, the frequency of campus pastor's in-person teaching affects the average, with preaching "never" or "almost never" calling for the campus to be more like an identical blueprint (2.6) and preaching "most weekends" allowing a bit more autonomy (4.6).

- The larger the campus, the more the campus is expected to be an identical blueprint. For example, the average is 2.8 for campuses over 1,000, and 3.9 for campuses under 500.

- Finally, the shorter time the campus pastor has served there, the more the campus is expected to be an identical blueprint (3.2 for campus pastors there 5 years or less vs 3.8 for those there more than 5 years).

**3. Teaching strategy:** How often is the campus pastor the preacher? Or how often does the message



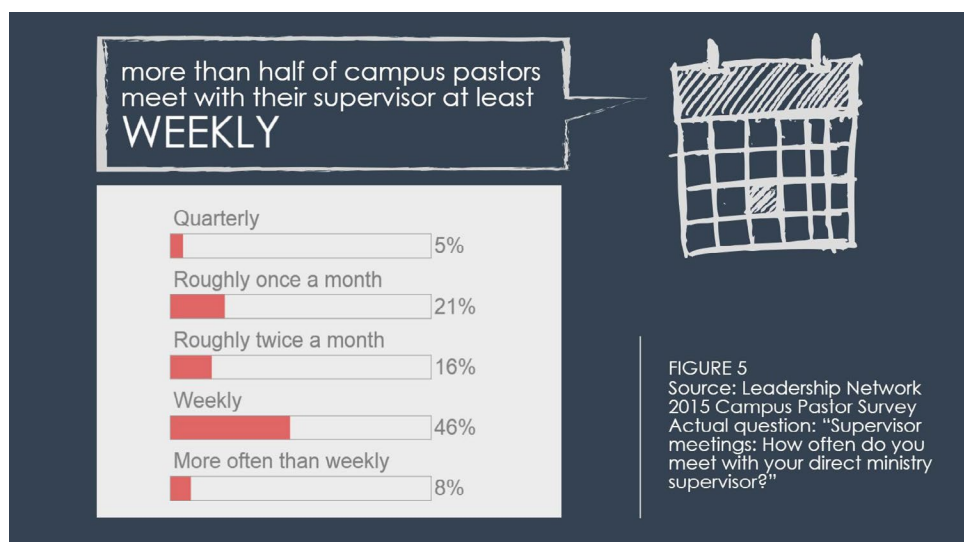
come by video? Figures 3 and 4 look at these related questions. On a scale of 1 to 10 (from “never” to “most weekends”) the average for campus pastor live preaching at that campus was 4.0, so just under half the time. The average for use of video was 4.6, indicating that video teaching is also used just under half the time.

What circumstances cause those averages to change?

- By far the biggest change in the average comes with expectations in alignment: when the expectation is closest to being “an identical blueprint” of the church’s original campus, there is very little in-person teaching by the campus pastor (2.4) and a bigger use of video (5.9). By contrast where little alignment is expected and more autonomy allowed, the more likely the campus pastor is to teach in person (6.6) and the far less likely to use video teaching (1.7).
- The more the campus pastor is expected to be a shepherd/caregiver, the less likely to teach in person (3.4) and the more likely to use video teaching (5.1). By contrast, the more the campus pastor is expected to be a developer/ builder, the more they tend to teach in person (4.7) and the less likely to use video (3.9).
- There are modest changes with campus size: those with attendances under 500 feature teaching by the

campus slightly more (4.9) and use video teaching slightly less (4.0).

- The average also changes with how long the campus pastor has been there: those who have served longer tend to teach slightly more often (4.9) and use slightly less video (4.3).



**4. Reporting structure:** Who does the campus pastor report to? Who do the staff and volunteers at the campus directly report to? Figures 5 and 6 depict these dynamics.

The lion’s share of campus pastors meet quite frequently with their supervisors: weekly (46%) or even more than weekly (8%). On the other extreme, less than 1 in 10 meet as infrequently as quarterly (5%) or “never or almost never” (4%).

In turn, campus pastors oversee their own staff, whether paid or volunteers. The survey confirmed the matrix approach of dual supervision widely described as a solid line for direct supervision and a dotted line for influence. The vast majority of campus pastors have all campus staff report to them (81%) though these staff also interact with their counterparts on other campuses at various levels. Fewer than 1 in 10 have no staff report directly to them, either because they all report to people at other campuses (7%) or there are no other staff (2%).

**5. Campus pastor training:** Some 80% of campus pastors were on staff with the same church family for at least a year. This may range from those who are “home grown” in the fullest sense, being developed from their conversion onwards at the sending campus, to those who were outside hires at least one year ago. The remaining 20% of campus pastors are hired from outside within the last year. Figure 7 offers details.

What were some of the previous roles of campus pastors? They come from a wide variety of roles, especially those involved in leading small groups and children/youth, as Figure 8 describes. The “other” category covers an even wider variety of experiences, with the most popular being a senior pastor at another church, a pastor of young adult ministries, or a pastor focused in in evangelism or missions.

Most campus pastors are relatively new at their role: 41% have served two years or less (2013 to present), 40% have served three to five years (2010-2012), and 19% have served 6 or more years (2009 or earlier).



campus pastors

**OVERSEE STAFF** but receive **SUPPORT** from other campuses

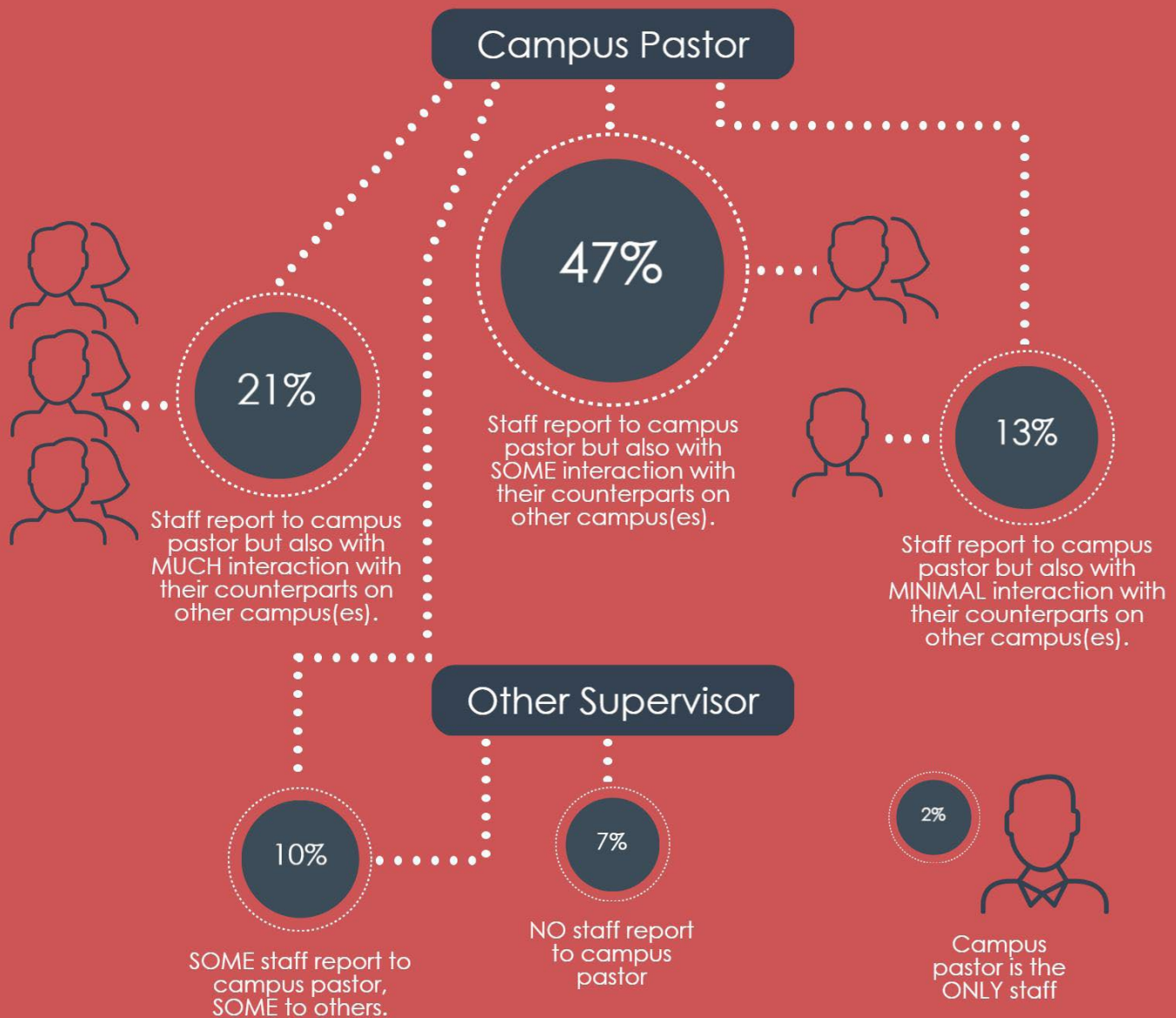


FIGURE 6

Source: Leadership Network 2015 Campus Pastor Survey

Actual question: Staff Structure: What best represents your campus structure, in terms of paid or volunteer staff? (Select one option.)"

An open-ended question asked “How have you learned to be a campus pastor? Please tell us the one most important way.” The responses were all over the map. The biggest cluster (22%) mentioned networking with other campus pastors. Another sizable group (15%) cited on-the-job experience. Another group (11%) mentioned reading books and blogs – and Leadership Network reports like this one! Others cited trial and error (9%) and being coached and mentored (7%). Most learned from several sources, and are still continuing to learn. As this campus pastor explained, “[I learned my role through] studying the position, reading and talking to others and by living it out as a leader.”

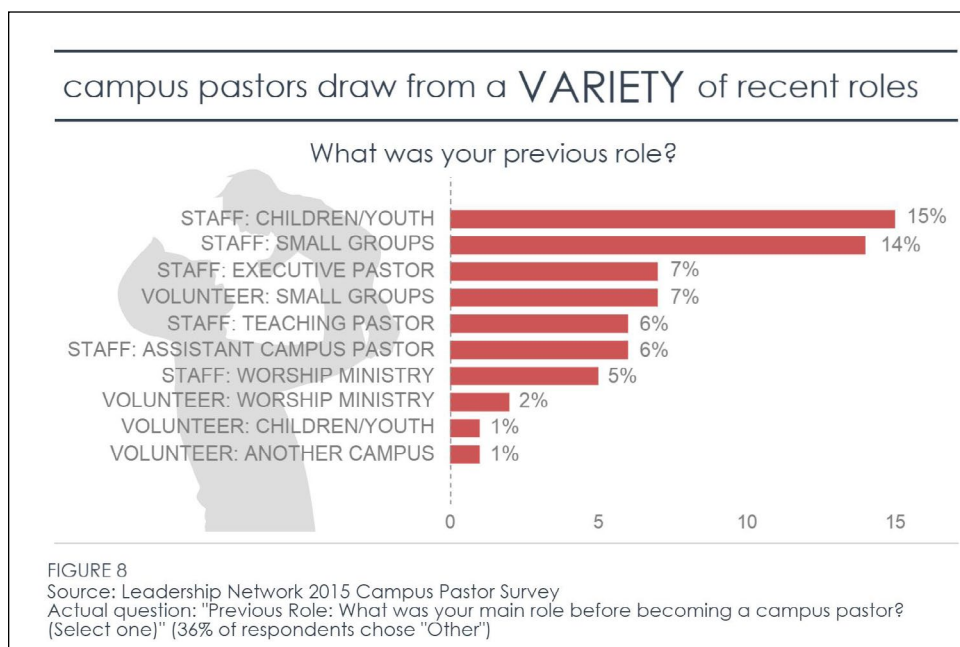
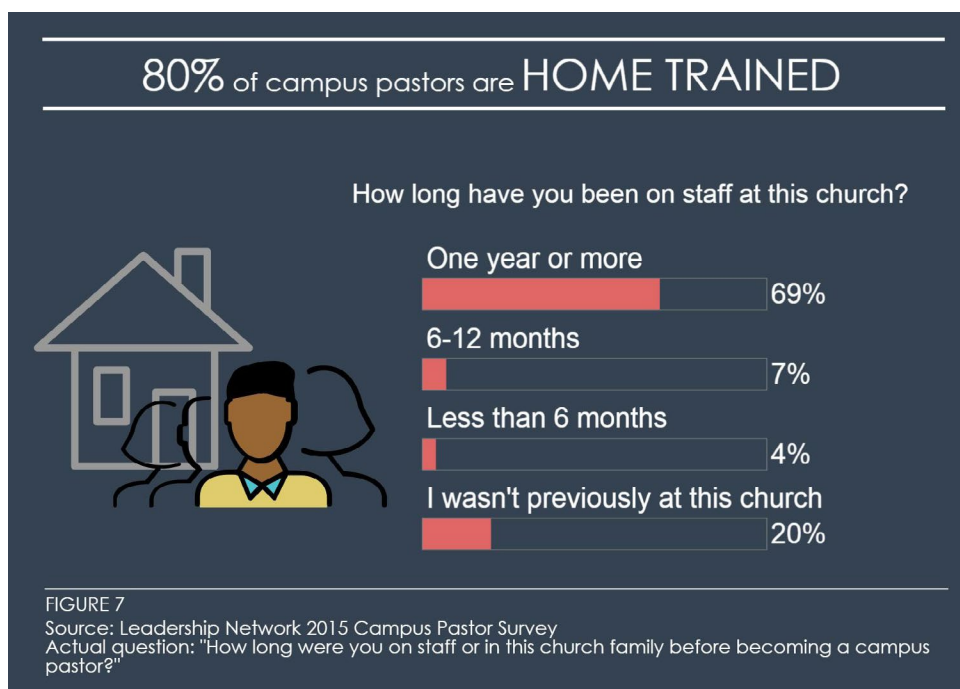
**6. Campus size:** Leading a 50-person campus is different from a 500-person or a 5,000-person campus. Our survey group covered a wide range, from double digits to several in the thousands. The typical (median) weekly worship attendance at the campus pastor’s location (not all campuses combined) was 350 as Figure 9 shows.

## Multisite Director Is the Next Big Role to Emerge

What happens when churches add a third, fourth, fifth or more campus? Who oversees or ensures healthy communication with the off-site campuses? For example, Leadership Network has identified almost 300 churches with four or more campuses. A new role is emerging, most often termed a *multisite director*. Other terms are *campus director*, *campus developer*, and *multisite champion*. Sometimes it’s someone who wears another hat, and so goes by that title: *executive pastor or associate pastor*. As Jim Tomberlin observes, “It’s a relatively new role, but it’s certain to grow.”

While being a team builder, the multisite director typically has wiring like an executive pastor. This person often comes from a business background and has a bent toward an administrator and executor. The campus pastors usually report to the multisite director who is often on the church’s executive team.

One other role on the horizon: As the idea of leadership development through apprenticing continues to gain steam, the role of *assistant campus pastor* may be the next to become more mainstream.



## a TYPICAL CAMPUS is 350 in worship ATTENDANCE



FIGURE 9

Source: Leadership Network 2015 Campus Pastor Survey

Actual question: "Campus attendance: What's the approximate weekend worship attendance at YOUR CAMPUS only? (Adults and children, all services, not counting anyone twice.)"

### Job Descriptions

People may ask, "What's a good campus pastor job description, and why?" but that may not be the best question. As Greg Ligon observes: "In most cases, job description is more of a hiring tool than a management tool. That's not the optimal reality, but it is reality."

And in most cases, as Geoff Surratt notes, "The campus pastor job description doesn't get reviewed until it's time to hire a new or additional campus pastor."

What makes for a good job description? "I prefer shorter job descriptions that clearly spell out specific responsibilities and line(s) of accountability," says Geoff Surratt. "The more clarity around expectations and reporting structure, the better the job description," says Jim Tomberlin.

With those standards in mind, a handful of job descriptions are at the end of this document. All have been made anonymous, but each is published with the church's permission.

# Appendix: Campus Pastor Job Descriptions

## Campus Pastor Job Description #1

### SUMMARY:

Each Campus Pastor will work under the direction of the Elders and Executive Team while reporting to the Campus Development Pastor directly in order to launch/lead, establish, and develop the local campus. His responsibilities will be to lead the local campus through staff and volunteer team development toward the realization of the vision of changed lives in the local context while partnering with global teams to accomplish the mission and vision both locally and globally across central [name of state] and around the globe with our global outreach partners.

### QUALIFICATIONS:

1. Meets the requirements of 1 Timothy 3:2-7 and Titus 1:6-9
2. Bachelor or seminary degree is preferred but not required
3. Minimum of 3-5 years in church leadership

### SKILLS & ABILITIES:

1. Catalytic and visionary leader
2. Possesses an entrepreneurial spirit and work ethic
3. Thinks organizationally and is gifted administratively
4. Good public communicator who doesn't have to speak every week
5. Naturally connects and relates with people from all walks of life
6. Team builder who is able to both form and develop leaders
7. Team player who can shape as well as be shaped

### RESPONSIBILITIES:

1. Pastor the local congregation
2. Provide vision, support and leadership for the campus staff and congregation
3. Oversee and supervise the operations and logistics of campus ministry
4. Transfer and incorporate the global church DNA to the campus and surrounding community
5. Initiate and facilitate efforts to serve, enrich and reach the surrounding community
6. Implement [name of church's] systems for all ministries at the campus
7. Identify, recruit and develop key ministry leaders
8. On any given Sunday could host or teach
9. Provide Leadership, Input, and support to Church wide initiatives as needed
10. Attend all necessary leadership meetings/functions at the main campus



## Campus Pastor Job Description #2

### Position Description:

Provide vision, leadership and congregational support for assigned campus ministry. Develop, administer and execute approved ministry initiatives that provide a balance of outreach, growth and service opportunities to the congregation and surrounding community.

### Qualifications: The Campus Pastor will....

- Be a growing disciple with a consistent devotional life
- Be ordained or licensed
- Have a college equivalent bachelor's degree
- Have two years minimum prior experience with pastoring and teaching
- Possess strong leadership, organizational and communication skills
- Possess effective teaching skills
- Be passionate, caring and approachable, and possess a pastoral heart for church ministry
- Be evangelistic in ministry approach
- Be relationship and team oriented with experience in building effective teams and identifying competent leaders
- Possess a demonstrated commitment to excellence
- Be comfortable with multi-tasking and skilled with priority management
- Be a member of [church name]
- Demonstrate a willing submission to executive ministry leadership
- Live a life of integrity which flows from personal Gospel transformation

### Responsibilities:

- Guardian of maintaining the desired ministry DNA and values for the campus
- Prepare and present congregational sermons per the intervals and themes determined by the Lead Pastor and "host" worship services at other assigned times
- Lead the ongoing administration of baptism, communion and baby dedications
- Provide leadership, vision, pastoral care, counseling and shepherding to this assigned ministry maintaining a passion for reaching the un-churched to achieve campus growth
- Recruit, train and equip a ministry team composed of paid staff and volunteers to provide leadership and growth of identified ministry areas including personal involvement with hiring, termination and performance appraisal
- Proactively seek a personal and church presence in the surrounding community
- Encourage discipleship and spiritual growth through the creation and support of small group involvement
- Encourage evangelism and equip believers to share their faith
- Assist with the preparation of annual budgeting and proactively maintain accountability for expenditures and alignment with budget objectives
- Handle additional responsibilities as assigned by the Lead Pastor

### Relationships

- Reports directly to the Lead Pastor
- Serves as member of the [church name] Ministry Leadership Team

## Campus Pastor Job Description #3

### Reporting:

- The [name of church] Campus Pastor reports directly to the Lead Pastor for regular supervision, review of ministry plan, associated budget and coaching as it relates to their role, responsibilities and professional development.
- They will be reviewed at least annually by the Lead Pastor & Vice Chairman of the Elders & Associate Lead Pastor
- They will agree to abide by the Staff Covenant

### Credentials:

The campus pastor shall hold appropriate credentials with the [denomination] and be approved for ministry by both the [name of church] Elders & the licensing committee of the [denomination].

### Required Meetings:

- This person will attend weekly Central Staff Meetings, monthly check-in's with the Lead Pastor, monthly All-Staff meetings and coaching meetings with their staff.

### Roles & Responsibilities:

1. Campus Vision Aligner: Win is to promote the unity of "one church at two locations" by implementing [church name] ministries so that they align with church and department vision in a way that facilitates "people movement" on the vision pathway.

- Provide assimilation opportunities and measure their effectiveness for guests and new people to the campus on a monthly basis.
- Host Journey Class and help people have a consistent connection with the church.
- Work with Journey Class administrator to plan coaching session(s)
- Follow up on applications for people at [name of church], and coordinate any questions with Lead Pastor.
- Consistently Teach and Host on the Weekend at [name of church]

2. Campus Team Leader: Win is to build a team of equippers who multiply ministry and to communicate about this well to those in leadership.

- Communicate wins, monthly activities and issues through written and verbal debrief with Lead Pastor and written monthly report to Lead Team
- Schedule and Hold monthly team meeting to connect leaders, evaluate ministry, and coach leadership.
- Scheduling and holding monthly individual meetings with each [name of church] team member who equips and multiplies ministry.
- Coach each [name of church] leader to develop apprentices and other leaders in their ministry.
- Coordinating [name of church] staff with Central staff compliment in conjunction with Associate Lead Pastor
- Facilitate a cooperative spirit between the [name of church] Leadership Team and central support team and help negotiate implementation practices that grow the campus as needed.
- Coordinate and communicate issues with Associate Lead Pastor in coordination with Lead Pastor as needed

3. Operational Coordinator: Win is securing that the operations of [name of campus] are supported by the Central Operations of [name of church] in a way that keeps the facility be a helpful tool to facilitate growth.

- Utilizing an administrative assistant to:
  - Gather and report operational functions that require attention to either the Central Operations

- of [name of church] or to the building owner, dependent on the need
- Ensure the movement of the traveling bin back and forth between central office and [name of campus] each weekend
- Coordinate any and all vendors for cleaning or other facilities services
- Facilitate Campus improvements for the long term success of the campus
- Coordinate "Big Serve" days with Central Staff Leader who oversees facilities for both campuses

4. Congregational Pastor: Win is fostering a sense of ownership so the campus experiences vision driven growth, while reflecting our core values.

- Helping people on a life-changing Journey with Jesus
- Ensuring that...
  - Everyone is welcome here (congregation of inviters and includers)
  - Relationships are vital here (congregation of healthy family connections)
  - People are developed here (congregation growing in contemplative spirituality and emotional health)
  - Leaps of faith are taken here (congregation who willingly risks status quo to achieve our mission)
- Shepherd and coordinate care for people of your congregation.

## Campus Pastor Job Description #4

**MINISTRY CATEGORY:** Support Staff

**BASIC IDENTIFICATION:**

**POSITION TITLE:** Campus Pastor

**REPORTS TO:** Executive Pastor

**ROLE SUMMARY:**

The role of the Campus Pastor is to oversee the life and direction of the [name of] Campus under the direction and leadership of the Lead Pastor. This will require a firm grasp of the beliefs, values and strategy of [name of church] and the ability to align staff and key leadership teams with its mission, vision and values. The Campus Pastor will offer pastoral leadership to the campus. The Campus Pastor will also ensure that the systems, practices and policies of the church responsibly and effectively support its ministry activities.

The Campus Pastor will be responsible for...

**1. Strategic Leadership and Planning:** Responsible for championing Church's vision and values at the [name] campus location. The Campus Pastor will assist the Lead Pastor in strategic planning and staff coordination in the execution of the church's mission and vision. The campus pastor will lead the campus in accomplishing goals and action plans established by the Lead Pastor and Elder team. The Campus Pastor will provide the catalyzing challenges and activities which allow [name of church] to remain true to its mission and vision. This leadership and input will be provided through many activities including: will assist the Lead Pastor in strategic planning and staff coordination in the execution of the church's mission and vision.

This leadership and input will be provided through many activities including:

- Implementing an intentional staff meetings strategy to clarify and execute [name of church's] goals and objectives.
- Monitoring and reporting the pulse of the congregation through research and evaluation of attendance, giving, small group participation, baptisms, volunteer engagement, community transformation, etc.
- Ensuring staffing, facilities and programs are appropriately and effectively aligned to best meet strategic goals and Highpoint Church campus constants.
- Managing campus budget and providing oversight and direction in the large variety of financial functions of the church including: stewardship campaigns, cash flow, contributions, payroll, leases and budget development.
- Fulfilling other pastoral and administrative duties (weddings, funerals, baptisms, child dedications, counseling, etc.) or other tasks which might not be considered part of the normal job description.

**2. Oversight of Campus Worship Experiences:** Responsible for ensuring that all worship experiences are executed with excellence. The Campus Pastor displays excellent communication skills, the ability to make sound decisions, high level networking and relational strengths that enhance each worship experience. These objectives are accomplished by:

- Delivering relevant, Biblical messages when called upon.
- Teaching and leading in small, medium and large group settings.
- Planning and executing worship and other creative elements to complement the teaching in each ministry environment.



**Staff Supervision and Development:** Provides leadership to the campus staff team. The Campus Pastor will lead, evaluate and mentor existing staff in their respective areas of ministry and prioritize future staffing needs. Includes the following responsibilities:

- Supervising the campus staff leadership team as it relates to day-to-day ministry and operational activities.
- Overseeing the training and development of campus leadership team.
- Empowering staff and volunteer leaders to lead the ministries and operations.
- Providing coaching to the staff in the design and implementation of all church ministries including periodically evaluating appropriate changes to organizational structure to reflect ministry strategy.

#### **QUALIFICATIONS:**

- Fulfill the duties required of [name of church] members as outlined in the membership covenant.
- Fulfill the character qualifications of as taught in the Scriptures.
- Humility, desire to continually improve, and passion to build a world-class church and ministry operations.
- Commitment to serving [name of church] in role for at least three years to ensure a solid foundation and consistency.
- Discretion, perseverance, patience, sense of humor, team spirit, and genuinely caring.
- “Kingly” in the tri-perspectival leadership model (prophet-priest-king): strong administrative and organizational skills and gifts, builder of strategies and systems, focused on details.
- Results-focused leadership with persuasive interpersonal skills adaptable to a variety of personalities and situations.

#### **KNOWLEDGE & SKILLS:**

- Strong teaching and training skills.
- Entrepreneurial abilities, from big picture strategy to operational details.
- Able to lead volunteer teams, recruit, develop and inspire people, set clear expectations and accountability.

## Campus Pastor Job Description #5

### POSITION DESCRIPTION

The [name of location] Campus Pastor will perform as the spiritual and directional point person for the video venue location. The Campus Pastor will execute the strategy, values and vision of the Executive Leadership of [name of overall church] within the context of the local congregation. He will act as shepherd for the congregation and will oversee the physical and logistical aspects of the location. The pastor will ensure the vitality of community and discipleship connections.

Primary responsibilities include:

- Pastors the [name of location] Congregation
- Responsible for Identification and Leadership development within:
  - Adult Groups/College ministry
  - Family Ministries - Worship Ministry
  - Guest/Member services
  - Local Missions
- Maintains the [name of church] level of quality in everything done at gatherings including initial impression, worship experience, all ministry contact points, and facility / technology areas
- Maintains a vital relationship and link with the [name of church] Leadership team Leadership
- Teach at mid-week renewal services
- Oversight and accountability of Campus budget.
- Provides Leadership to the growth of adult groups at the Campus.
- Stay abreast of all congregational trends; develop short term and long term visions and strategies to address any current / potential issues and meet growth needs
- Identify, plan, and execute local missions opportunities in coordination with [name of church] Missions team.
- Leadership Development of Campus Staff.

## Campus Pastor Job Description #6

Ministry Role Description: The Campus Pastor is responsible for the overall leadership of the campus. Needs to be a high energy, recognized leader, team builder, develops other leaders, passion for lost people, and for the community he is going into.

### Launch Phase:

- Find the location for the multisite campus
- Develop Campus Team
- Recruit 200 people from original campus to begin multisite
- Organizing volunteer teams

### Strategic Planner:

- Leads the campus team to accomplish a unified vision: one church, one big idea, one staff, with multiple locations.
- Leads the team in developing, implementing and measuring progress of the campus key objectives and initiatives to further the mission of more and better disciples.

#### Face With the Place:

- Maintains a welcoming presence for all attenders.
- Emcee's/host's services for continuity.
- Carries the DNA and philosophy of original campus.
- Ensures all ministries are set for success by doing what it takes in all areas and at all levels from set up and tear down to leadership oversight.

### Cheerleader:

Always looking for people doing something right: genuinely affirming volunteers, staff, and new attenders.

### Team Leader:

- The campus pastor is the primary leader, developer, encourager and caregiver for campus staff.
- Works closely with worship team, tech team, and small groups.

### Talent Scout:

Adventurously challenges individuals to lead. Encourages the use of spiritual gifts and talents that God has placed within them to be maximized for God's glory.

### Quality Manager:

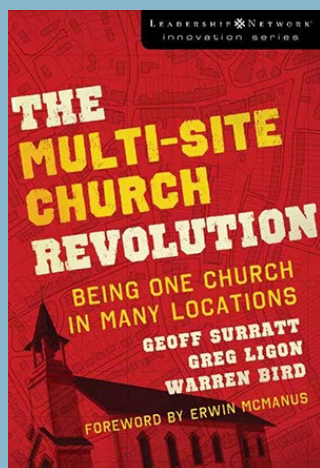
Partners with ministry champions and catalysts to ensure standards of excellence are in place and implemented.

### Want More Campus Pastor Job Descriptions?

Leadership Network offers a collection (PDF format) of 30 campus pastor job descriptions, all "anonymous" like these. Some are better than others, some more thorough than others. We are not recommending these as perfect models, but idea-starters to glean from.

Order "30 Multisite Campus Pastor Job Descriptions" for \$49 from [leadnet.org](http://leadnet.org)

## Resources to Help You with Campus Pastors for Multisite



1. HUB: Multisite a Leadership Network team-based experience for larger churches, Nov 3-5, 2015, see [leadnet.org/HUB](http://leadnet.org/HUB)
2. [The Multisite Church Revolution](#), and [A Multisite Church Roadtrip](#) both by Geoff Surratt, Greg Ligon and Warren Bird
3. [Leadership Network/Generis Multisite Church Scorecard](#) a free, illustrated report covering over 25 major findings from a recent multisite church survey.
4. [30 Multisite Campus Pastor Job Descriptions](#)  
A downloadable file containing 30 job descriptions like the ones included in this report. \$49

## About Leadership Network

Leadership Network's role is to foster innovation movements that activate the church to greater impact for the glory of God's name. The nonprofit founded in 1984 now serves over 200,000 leaders all over the world. See [leadnet.org](http://leadnet.org).

## About the Author



Warren Bird, Ph.D., is Research Director at Leadership Network. With background as a pastor and seminary professor, he is author or co-author of 28 books for ministry leaders including [Teams that Thrive: Five Disciplines of Collaborative Church Leadership](#) with Ryan Hartwig, and [Next: Pastoral Succession that Works](#) with William Vanderbloemen. Follow him on Twitter [@warrenbird](https://twitter.com/warrenbird).

## Additional Resources from Leadership Network

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## Endnotes

1. <http://communitychristian.org/>
2. <http://leadnet.org/now-more-than-8000-multisite-churches/>
3. <http://leadnet.org/what-makes-a-great-campus-pastor/>
4. <http://northpoint.org/>
5. <http://seacoast.org/>
6. <http://lifechurch.tv/>
7. The 2015 Campus Pastor Survey received 228 valid responses. It was fielded 7/8/15 and closed 8/20/15. It was publicized by sending emails to know campus pastors and publicizing it over various blogs and Twitter accounts.



# About Portable Church



A record number of new churches are launching across North America. This is a great thing! Most of these new churches will initially choose to meet in a rented facility like a school, movie theater, or community center.



Launching strong in a rented space is certainly possible, but the skills required to develop a portable solution that is efficient, reproducible, long-lasting, and minimizes volunteer burnout is normally outside of a church's core gifting, focus, and experience. That is why we exist!

Over the past twenty years, Portable Church Industries has built a large, dedicated team of tech directors, graphic designers, wood workers, custom case builders, volunteer coordinators, worship experience designers, and portable efficiency integrators all focused on helping churches transfer their DNA, launch strong, be operationally sustainable, and thrive in rented venues.

If you are a campus pastor who values your volunteers and understands how investing in portable systems will free up your team to focus on more important things, then Portable Church® will likely be a good solution for your next campus. Connect with one of our dedicated account managers today at: [info@portablechurch.com](mailto:info@portablechurch.com) or by calling 1-800-939-7722.

## Additional Resources from Portable Church Industries

Portable Church has free resources including articles, white papers, and infographics on church planting, launching multi-site campuses, volunteer staffing, church leadership, finding the right facility, and more.

Visit our website here: [portablechurch.com/resources/free-resources/](https://portablechurch.com/resources/free-resources/)

## What are people saying about Portable Church Industries?

*"We didn't want to just build something that was me in the back seat of my pickup truck with my guitar and a couple of lawn chairs around me. We wanted to build something that would be the church from the get-go. We decided to partner with Portable Church to have the plane built while we were making more and stronger disciples for Jesus Christ."*

– Wayne Risher, Campus Pastor, Faithbridge Church, Houston TX