

Summary

The Campus Pastor is the “face” of GCC at a regional campus. He or she is a high capacity leader who builds teams to ensure the success of the local campus. Success is defined as a growing campus fulfilling the vision of GCC by helping people take their next step toward Christ—together.

ROLE: The Campus Pastor is a...

Catalytic Leader	Able to rally people to a cause.
Team Builder	Can build teams and identify high capacity leaders to build more teams.
Relational Leader	Friendly and approachable.
Talent Scout	Always on the lookout for new leaders and volunteers.
Total Quality Manager	Looking for ways to improve; sensitive to misses; committed to excellence.
Communicator	The primary host, greeter and vision-caster of this congregation.
Cheerleader	Encouraging volunteers and staff constantly.
Carrier of the DNA	When you cut them, they bleed the mission, vision and values of GCC.
Solution Specialist	Able to identify problems and find solutions.
Staff Champion	Cares for the spiritual, emotional, and familial health of campus staff.
Pastor	Has a heart to identify leaders and build systems to care for the congregation.
Reproducer	With the entire staff, reproduces leaders, followers of Christ, and campuses.

PERSONALLY: The Campus Pastor is a...

Learner	Can take direction and feedback well and has a great desire to learn.
Seasoned GCC'er	Knows GCC, loves GCC, no question on understanding method or philosophy.
Conflict Resolver	Unafraid to tackle interpersonal conflicts, ministry misalignment, or issues of sin.
Leader at Home	No concerning spiritual or emotional health issues within his or her family.
Time Manager	Does not require external systems to prioritize; is intrinsically motivated.
Person of Integrity	At the core, they make solid decisions based on life-long values.
Self-Aware Individual	Knows where he/she is weak—finds others to fill in those gaps.
Disciple	Fully-devoted to following Jesus in everything they do.

JOB: The Campus Pastor...

Pastors	Helps meet the care needs of his/her growing congregation. Some of this is done personally. As the church grows, much of this is done by developing systems of care and equipping leaders to help.
Is Present	Keeps a presence in the community where the campus is located. Lives near enough to be able to easily be available to hold meetings or respond to needs in the community.
Builds Teams	Identify, equip, empower and lead volunteers to do the ministry of the church at this campus.
Connects	Attends the all-staff meeting at the Granger campus each week; Meets with members of the SMT individually or as a group as requested.
Communicates	Keeps his/her supervisor aware of the successes and struggles taking place at the site by proactively and consistently sharing stories and reports.
Is an Expert	He/she learns the people, issues, needs, concerns, history and demographics of the community.
Is Flexible	Jumps in to help wherever needed at any of GCC's campuses or ministries.
Adheres	To the GCC staff handbook which includes our statement of ethics.
Follows	A leader, yes, but also a follower who will do everything possible to make their supervisor, the senior pastor, and the leadership at GCC a success.

SUCCESS* of a CAMPUS: Defined by...

Making Disciples	People are meeting Jesus and growing in their faith.
Passionate Alignment	There is excitement about the vision of GCC.
Growing Intentionally	Every year, more people are attending, meeting Christ, taking steps and participating than were in the previous year.
Financial Health	Within 12 months, the revenue coming in matches or exceeds the expenses going out. Within 24 months, the excess revenue coming in has paid for the start-up expenses.
Volunteer Development	The ministry is led by capable, trained and aligned volunteers.
Collaborative Creativity	The campus becomes a "petri dish" for creativity and innovation, and the ministry that flourishes is shared with all the other campuses.

** This campus is led by the campus pastor, but he/she is not alone in achieving success at that campus. The SMT and the entire staff of GCC will be working for the success of each campus.*