



**ROCK**  
C H U R C H

**JOB DESCRIPTION**

Position: **North County Campus Pastor**

Reports to: **Multi-Site Pastor**

Position Status: **Full-Time, Non-Exempt**

Department: **Satellite Campus**

Effective: **July 2011**

Replaces: **All previous**

Position Number: **RC - 26 - 2011**

Posting Date: **July 6, 2011**

1<sup>st</sup> Closing Date: **July 12, 2011**

2<sup>nd</sup> Closing Date: **August 19, 2011**

**Position Summary:** The North County Campus Pastor is responsible for the leadership, oversight, spiritual direction and management of the Rock's North County Satellite location. The North County Campus Pastor is responsible for managing the ministry staff and volunteers who operate the satellite location and will be intentional in duplicating Rock DNA attributes in all ministry aspects. The North County Campus Pastor reports directly to the Multi-Site Pastor.

**Job Responsibilities and Duties:**

1. Responsible for overseeing the spiritual activity and growth of the Rock Church satellite congregation in North County.
2. Provides in depth guidance and coordinates with all North County ministries to ensure theology is sound and consistent within the Rock Church.
3. Executes intentional collaboration with the Point Loma campus for all critical areas to ensure consistent Rock Church DNA and systems are fulfilled.
4. Responsible for building the Rock Church Satellite North County identity within the community and establish strategic community partnerships in an effort to fulfill Do Something initiatives and the Rock Church mission.
5. Oversight of North County Campus staff and volunteer leaders for day to day ministry operations and departmental management.
6. Responsible for overseeing the Rock Church Satellite North County Campus annual budget to include strategic planning and implementation of any changes.
7. Responsible for managing special projects at the satellite campus level as needed.
8. Manages campus operations to include Sunday services, mid-week programming and special events.
9. Collaborates with all Rock Church Satellite North County Campus departments to ensure quality programming.
10. Performs a wide variety of pastoral duties, including but not limited to; funerals, weddings and counseling, as needed.
11. Provides general pastoral counseling as needed.
12. Serves at all weekend services; including, Easter and Christmas services.
13. Oversees all youth activities for the Jr. and Senior High Ministries for the Rock Church Satellite North County campus.
14. Responsible for maintaining commitment to small group development at the satellite campus.
15. Assists in the strategic planning and the execution of building the satellite campus identity, community, and mission through leading, teaching and shepherding in order to develop a model of campus ministries for others to implement.

The above summary of duties represents the major tasks and duties. This is not intended to be an exhaustive list of all responsibilities. Therefore, the individual may perform other related tasks under the direction of the Multi-site Pastor.

## **Job Skills and Requirements**

1. Minimum of 5-7 years of pastoral experience.
2. Licensed/ordained minister.
3. Degree in theology and/or Master's degree in Divinity preferred but not required.
4. Demonstrated public speaking experience.
5. Excellent communication skills both written and spoken.
6. Possess strong gift of leadership and be able to develop leaders of leaders.
7. Has an entrepreneurial spirit.
8. Self-motivated and able to take a task or project through to completion.
9. Strong at multi-tasking, time management and prioritizing.
10. Proven ability to handle sensitive issues and maintains confidentiality regarding church information.
11. Able to work with and maintain positive, loyal relationships with others.
12. Proven ability to establish unique, strategic partnerships with community businesses and leaders for community impact and involvement.
13. Able to work well under short deadlines, quickly adjust to changing priorities, strong in multi-tasking and time management.
14. Understanding of budget interpretation and cash flow projections and misc. accounting forms and protocols.
15. MAC O.S. or Microsoft Windows proficient or of equal experience.
16. Ongoing commitment to personal development.

## **Expectations of Staff:**

1. Christ-centered behavior at all times. i.e. treating people with dignity, respect, compassion and integrity.
2. For all grievances, follow Matthew 18 and Ephesians 4:15.
3. Proactive participation in the Strategic Ministry Model.
4. Successful completion of a background check.
5. Pleasant and professional personality and appearance.
6. Regular attendee of a Rock Weekend service.
7. Regular involvement in Rock Church activities, ministries and events.
8. Attendance at all mandatory meetings (and events, as needed).
9. A tithe of 10% to the Rock.
10. Signed acknowledgement of the Rock Church Statement of Faith.
11. Adheres to policies and procedures as stated in the Rock Church employee handbook.
12. Registered and active in the Rock A.R.M.Y.

## **Physical Requirements**

Ability to function independently and ability to speak. Physically able to lift up to 50 lbs (with or without assistance). This position also may require long periods of standing up and walking.

## **Employment At-Will:**

All employees of The Rock Church are at-will, and as such, are free to resign any time without reason. The Rock Church likewise, retains the right to terminate and employee's employment at any time with or without reason or notice.

Nothing contained in this job description or any other document provided to the employee is intended to be, nor should it be, construed as a guarantee that employment or any benefit will be continued for any period of time. Any salary figures provided to an employee in annual or monthly terms are stated for the sake of convenience or to facilitate comparisons that are not intended and do not create an employment contract for any specific period of time.

No manager, supervisor or employee of the Rock Church has any authority to enter into any agreement for employment for any specified period of time or to make any agreement for employment other than at-will.