

Position: Campus Pastor

Reports to: Executive Pastor of Multi-Site and Discipleship

Job Location: Various Position Type: Full-Time



Summary of Position: To support and co-labor with the Lead Pastor in shepherding a Biltmore Church campus; creating an environment that makes disciples of Jesus who reach up, reach in, and reach out.

Essential Qualities and Qualifications:

- Must partner with the Lead Pastor to shepherd and care for the assigned campus by owning, modeling, and implementing the vision, values, strategy, and theology of Biltmore Church.
- Display a growing relationship with Christ with a proven track record of sound judgment and above-reproach character.
- Ability to maintain strict confidentiality.
- Excellent written and oral communication skills.
- Faithfully support the ministries of Biltmore Church through biblical generosity.
- Join in membership as an individual/family and make Biltmore Church your home church.
- Demonstrates initiative with an ability to work effectively apart from close supervision.
- Ability to lead and supervise high-capacity leaders.
- Highly relational, with the experience and ability to recruit, train, and motivate volunteers toward clear expectations.
- Must be able to adapt and change in a Kingdom-minded, fast-paced setting. This includes the ability to learn and utilize technology, including computers, phones, and databases.

Essential Responsibilities:

- Provide gospel clarity through pastoral moments, benedictions, group settings/trainings, and other teaching opportunities, as requested.
- Work alongside Central Leads to promote gospel unity and cohesiveness: participate in meetings, training, and coaching. Use centrally developed resources and processes in context.
- Use the Central EPODs as boundaries, execute Sunday services and weekday ministries with excellence, and ensure every ReachTeam has a qualified leader present (staff or trusted volunteer).
- Continually capture stories of God at Work and share them with the staff so the entire church can celebrate.
- Make disciples through engagement in the ministries and events of the church (Groups, Baptism, Starting Points, ReachTeams, Sunday message responses, etc.).
- Develop and train all leadership roles across the campus, including Group leaders, Care Team Leaders, and Deacons.
- Serve as the point person for all Groups, ensuring ongoing recruitment, equipping, health, accurate attendance, and group finder listings.
- Provide pastoral care: prayer, shepherding appointments, encouragement, hospital and home visits, discipline, counseling, weddings, and funerals; following church policies and procedures.
- Lead, care, and manage the campus staff, helping them cultivate their walk with God and ensuring ministry standards are being met through weekly team meetings and monthly 1:1 meetings.
- Lead a Connect Group for personal and family spiritual development.
- Work with the CFO on the campus budget and maintain frequent communication with the Executive Pastor of Multi-site.
- Assist and support the Lead Pastor, as requested, in all aspects of ministry.