



JOB DESCRIPTION: Development Director & Northeast Campus Pastor

DEVELOPMENT PASTOR summary: Build & implement sustainable systems for leadership development & spiritual growth in the church, and oversee the administrative needs of the whole church – all to help position us for a healthy, growing future. This would likely be about 60% of your time.

CAMPUS PASTOR summary: Carry the culture of Del Sol at a campus by leading & coaching campus staff, shepherding the congregation, and taking responsibility for growth, health, and alignment of the campus within the overall mission & direction of the whole church. This would likely be about 40% of your time.

Reports: Directly to the Lead Pastor. Closely relates to the other pastors & staff.

Employment category: Full-time, 40+ hours per week. This is a dual role, meaning you will have to balance pastoring a specific church campus while also working on churchwide efforts.

DEVELOPMENT DIRECTOR:

1. Collaborate with the pastors in strategic planning for the whole church, then take the lead to implement those plans.
2. Build, implement, and manage systems in the church – in person & online, in English & Spanish – that will make disciples, develop leaders, and empower people to play their part in the church.
3. Develop new partnerships & nurture existing partnerships with external organizations like local businesses or non-profits, school districts, local government, Texas Baptists, etc.
4. Develop & implement a sustainable, ongoing plan to fund the work of the church through income streams that are in addition to tithes & offerings.
5. Create a plan to unify communications across all campuses & ministries, raising up other staff and/or volunteers to implement & manage it.
6. Work with the staff, Finance Team, and Personnel Team each Fall to develop an annual budget proposal to be presented to members of the church.

CAMPUS PASTOR (Shepherding Responsibilities):

1. Preaching regularly, in support of existing multi-site preaching strategy, internalizing provided messages before delivery each week.

2. Regularly encourage, equip, and coach campus staff to develop their potential as a team.
3. Be the primary advocate of next steps for the campus congregation: baptism, connecting in a small group, joining the church, joining a ministry team, and so on.
4. Be a neighborhood pastor, representing the campus to the local community (nearby schools, businesses, etc.) as much as possible.
5. Provide appropriate counseling as able, referring those beyond your abilities to trustworthy biblical counselors.
6. Enthusiastically lead the campus to have a unified heart for all Del Sol campuses.
7. Provide leadership of the Sunday morning experience at your campus by:
 - Working with campus staff and other church staff as needed to plan and oversee inspiring worship experiences and other gatherings/programs, keeping consistent standards of quality. In other words, making sure it feels like Del Sol.
 - Ensuring that the campus host team functions well, with the right attitude of hospitality.
 - Encouraging, leading, and praying for campus staff and congregation, making sure their needs are met.
 - Officiating at weddings and funerals as needed.

CAMPUS PASTOR (Administrative Responsibilities):

1. Provide oversight of the day-to-day operations of the campus and staff, overseeing the implementation of Del Sol's vision and strategic plans, values, and content of ministry.
2. Be the key representative of the campus to other leaders at Del Sol, making the effort to closely collaborate with other pastors, ministry staff, and support staff at every level.
3. Report attendance and other pertinent administrative information to the church office on a timely basis each week.
4. Assist campus staff as they recruit, train, encourage, equip, and evaluate volunteers.
5. Conduct strategic planning and annual budgeting for the campus, within the overall mission and direction of the whole church and in cooperation with other ministerial staff.

Other Responsibilities:

1. Pursue personal development as a follower of Christ & network yourself as a pastor.
2. Wholeheartedly support the overall mission of Del Sol Church by taking part in the expected responsibilities of all church members (prayer, tithing and giving, fellowship, etc.).

3. Be a member of the Lead Staff team which provides day-to-day direction & leadership for Del Sol Church as a whole.
4. Carry out other reasonable duties as requested by the Lead Pastor.

Qualifications:

1. Pursue a growing personal relationship with Jesus Christ and your spouse (if married), growing in Biblical knowledge and the ability to apply it in life.
2. Be a self-aware, winsome leader who demonstrates the Fruit of the Spirit & is a good steward of his God-given time, talents, spiritual gifts, and possessions.
3. Be in full alignment & support of Del Sol's theology, vision, values, direction, and philosophy of ministry.
4. A self-starter who can serve with limited supervision while managing the dual pastoral roles.
5. Have a passion & sense of calling to serve at Del Sol for years to come, at least 4 years.
6. Be comfortable in the role of supportive, secondary leadership in the church while having the initiative to lead a specific campus as a healthy, unified part of the church.
7. Previous experience in ministry leadership (3+ years) in a church or para-church organization is highly preferred, as is at least a bachelor's degree from an accredited university or seminary.

Notes: _____

Accepted by: _____ Date: _____

Printed name: _____