

## Orangewood – Campus Pastor

### **Orangewood Church, Orangewood Christian School and Maitland Community Preschool Campus Pastor**

Rev. Sept. 2017

#### **Orangewood Mission:**

*Orangewood is committed to advancing Christ's kingdom by making disciples within the local community and around the world. At Orangewood Christian School, we do this by equipping students to transform the world for Christ and His kingdom. Within our preschool, we lead our children to know God and His world by providing a solid foundation for life and learning.*

**Reports To:** Executive Director

**Ministry Reports:** Student Ministries, Children's Ministries and Student Care (Student Counseling)

#### **Position Description**

The Campus Pastor (Pastor) is responsible for the planning, care, and discipleship of faculty, staff and students at Orangewood. This role provides leadership, teaching, training and plan development for staff, students, parents, and volunteers associated with these ministries.

Operating as a Gospel culture pacesetter, the Pastor must exhibit energy, enthusiasm and creativity in the development of Biblical studies and spiritual life formation offerings that support the mission and values of Orangewood. The Pastor must be spiritually mature, able to think and act strategically, be committed and able to lead crossfunctional teams, and effectively operate across organizational lines.

The Pastor must demonstrate proven leadership and an ability to execute with a solid understanding of the youth, children and their families. The Pastor is well versed in cultural issues, and approaches them in a biblical manner. They will demonstrate the qualities of authenticity, humility, and credibility with a gifting in effective planning and execution, ministry leadership, and pastoral care.

#### **Job Description**

Provide leadership, care and oversight for Orangewood's school and preschool teams, student ministries, children's ministries and student care. The role of the Pastor includes, yet is not limited to:

- Lead church, school and preschool teams in the development and execution of a progressive spiritual life plan for faculty, staff, students and families to grow in their knowledge and love of Christ (*equipping students, and making disciples*).
- Disciple, coach and train school and preschool staff to serve as disciple makers of students and families.
- Partner with pastors and other Orangewood leaders to develop a clear vision and advance measurable actions for leading campus spiritual life.
- Evaluate the current practices of church, school and preschool teams and work with each to establish and achieve spiritual life goals.
- Partner with parents to help them effectively fulfill their Christian parenting roles.
- Work with teams to provide pastoral counseling and spiritual direction, as needed.
- Ensure the integration of ministries into all phases of church and school life in order to create a culture that is intergenerational, and strives to unite with and complement other Orangewood ministries.
- Lead outreach activities to connect with students and families, and to connect them within the community.
- Lead teams to maintain an active presence within local schools, scheduling frequent visits to interact with students at schools and other venues.
- Promote the unity, direction and vision of Orangewood by actively participating in staff and leadership meetings.
- Performing other duties, as assigned.

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### Education

- Advanced degree and/or extensive experience in Christian education, and Christian theology or Biblical studies.

### Desired Experiences and Competencies

- 10+ years experience in providing pastoral leadership, and administration of student-targeted programs with substantial experience in an educational environment preferred.
- Ordained Pastor, or is ordainable through PCA denomination, is preferred.
- Possesses a knowledge and skill in the philosophy, psychology and/or principles in Christian education. Experience preferred in an established, successful student ministries program.
- Demonstrates a genuine love, care, and healthy rapport with Orangewood staff, students and families.
- Exercises initiative and judgment as an independent worker and self-starter.
- Drives continual self-growth and development through relationships, activity, conferences, reading, and exchanges of ideas with others.
- Is sensitive to needs, and pressures of students with knowledge of possible resources.
- Possesses the ability to teach, train, and disciple student ministry workers.
- Is in good physical and mental health.
- Possess organizational and administration abilities.
- Adapts well to changing needs throughout the daily and weekly schedule.
- Effective interpersonal and collaboration skills in managing and interacting with diverse groups of stakeholders. Respects, accepts and appreciates different theological or denominational perspectives, spiritual gifts and personal talents.
- Excellent project management and organizational skills; ability to collaborate with multiple leaders and teams to accomplish simultaneous goals.
- Ability to lead and develop teams and individual talent.
- Embraces change; known as a life-long-learner and constantly strive to raise the bar in creating ministry effectiveness and positive outcomes.
- Demonstrated ability to manage conflict through Biblically based perspectives, dynamic leadership, quality decision-making and effective problem solving.
- Ability to communicate effectively, both verbal and written.
- Dynamic and motivational personality.

### Orangewood Leadership Attributes: A supplement to Orangewood's Campus Pastor job description.

- Sets a personal example of what is expected of others
- Seeks out opportunities that challenges personal skill and abilities
- Develops cooperative relationships among the people they work with
- Praises people for a job well done
- Describes a compelling image of what the future of campus ministry, and ministries at large could be like
- Challenges people to try out new and innovative ways to do their work
- Actively listens to diverse points of view
- Makes it a point to let people know about personal confidence in their abilities
- Follows through on promises and commitments made
- Appeals to others to share an exciting dream for the future for campus ministry
- Searches outside the formal boundaries of the organization and ministry for innovative ways to improve what we do
- Makes sure that people are creatively rewarded for their contributions to the success of projects or other ministry initiatives
- Asks for feedback on personal actions that affect other people's performance
- Shows others how their long-term interests can be realized by enlisting in a common vision
- Asks, "what can we learn?" when things don't go as expected
- Builds consensus around a common set of values for leading our organization

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- Paints the “big picture” of what we aspire to accomplish
- Makes certain that we set achievable goals, make concrete plans, and establish measurable milestones for projects and programs
- Finds ways to celebrate accomplishments and positive outcomes
- Is clear about a personal philosophy of leadership
- Experiments and takes risks
- Ensures that people grow in their work by learning new skills and developing themselves
- Gives the members of their team lots of appreciation and support for their contributions