

2- CAMPUS CONNECTION AND ASSIMILATION (WEIGHT: 25%)

- **Accountability Statement:**
 - Create, implement, and develop systems and strategies that:
 - facilitate and foster relationships among West Campus guests, parishioners and members.
 - assist West campus folks in finding meaningful places of service and deeper involvement in the life of the church.
- **Measure of Success:**
 - There is a viable and visible path for first time guests to become active and engaged parishioners and/or members.
- **Responsibilities and Actions include, but not limited to:**
 - Welcome, account for, and respond to first-time guests.
 - Create, implement, and develop effective connection and assimilation systems and strategies that engage and serve guests, occasional attendees, parishioners, and members.
 - Introduce and help connect guests to West Campus parishioners and members.
 - Help lead West Campus guests, occasional attendees, parishioners, and members to take their next concrete step deeper into congregational life.

3- PREACH, TEACH AND PASTORAL ACTS (WEIGHT 20%)

- **Accountability Statement:**
 - To proclaim the Word, administer the Sacrament and provide care to the congregation at the West Campus.
- **Measure of Success:**
 - The Word and Sacrament are handled and applied rightly as they are brought to the West Campus.
- **Responsibilities and Actions include:**
 - Prepare and deliver sermons according to the schedule developed by the Lead Pastor.
 - Preach the Word of God in a manner consistent with the church's Statement of Faith and Core Values.
 - Take care that the Sacraments of Baptism and Communion are administered faithfully when called upon by the Campus Pastor.
 - Administer private Communion to individuals.
 - Conduct funerals and weddings when called upon by the Campus Pastor.
 - Plan, develop, and teach adult faith formation classes as ministry plans dictate.
 - Oversee the Confirmation program.

III. KEY WORKING RELATIONSHIPS

- Reports to Campus Pastor, who will also conduct quarterly reviews.
- Lead, encourage, manage, and hold accountable West Campus Women's Ministry Staff.
- Lead, encourage, manage, and hold accountable Confirmation Coordinator.
- Collaborate and communicate with West Campus staff, including attending West Campus Staff Meetings.
- Collaborate and communicate with ministry staff at all campuses, as needed.
- Collaborate and communicate with Central Service staff, as needed.

IV. POSITION QUALIFICATIONS

- Must be licensed or ordained as a pastor in the Church of the Lutheran Brethren, or possess the ability to be licensed or ordained according to the timeframe prescribed by the board of elders.
- Must demonstrate a vibrant and growing relationship with Jesus Christ, which includes:
 - Acknowledging the Lordship of Jesus Christ in his life.
 - Committing to intentionally pursue maturity in his relationship with God through personal devotions, active attendance in worship services, and involvement in discipling relationships.
 - Seeking to avoid any lifestyle choices that would compromise his credibility as a discipler.

- Must be relationally skilled in interacting with people of a variety of ages, backgrounds, and experiences.
- Must have a heart for the church and the needs of individuals and families to participate in the community of believers.
- Must possess a desire to grow and develop both personally and professionally.
- Must be willing to work in agreement with Triumph’s statements of faith, mission, purpose, and core values.
- Must possess the following knowledge, skills and/or gifts:
 - Excellent organizational, administrative, and interpersonal skills.
 - Able to work with a larger ministry team.
 - Able to effectively recruit and manage volunteers.
 - Able to cast vision, build relationships, release the gifts of others, and be a multiplier of leaders.
 - Able to problem solve, maintain and protect confidentiality.
 - Excellent written, verbal and time management skills.
 - Able to learn ministry-related computer software as assigned.

V. CONDITIONS OF EMPLOYMENT

- Exhibits a meaningful and growing personal relationship with Jesus Christ.
- Models the Biblical standard of personal conduct and lifestyle.
- Supports and adheres to the Purpose, Mission, Vision, Core Values and Statement of Faith of Triumph Church.
- Supports and adheres to the Constitution and Bylaws of Triumph Church.
- Supports and adheres to the Elder Board Policies and assists in the administration thereof.
- Regularly attend worship services at Triumph West as church home.

VI. HOURS AND COMPENSATION:

- This is a full-time position (number of hours indicated above) which will entail working weekends and some evenings.
- Compensation will depend on experience.
- Mileage reimbursement is available for approved trips.
- Employment relationship is outlined in Triumph’s Employee Handbook.
- Cell phone reimbursement as outlined in your Compensation Report.

VII. PHYSICAL REQUIREMENTS/WORKING CONDITIONS

- Requires the ability to travel.
- Requires the ability to lift 20 lbs.
- Requires a valid driver’s license and insurable driving record.
- Requires prolonged sitting, walking, standing, bending, lifting, stooping and stretching.

The duties described above are the general nature and level of work to be performed but are not intended to be a complete comprehensive list of all duties.

Campus Ministries Pastor _____

Date: _____

Campus Pastor _____

Date: _____