

— We exist to follow Jesus together for our neighbors.

Our Culture

How Prairie Lakes Church might be distinct from other churches you've encountered.

We're known for making multisite ministry work in communities that need a church like ours. We're unapologetically outward-facing, working to remove barriers for people and reach those who feel disconnected from church.

We focus on:

- Creating an invitational culture where it's normal to bring someone you know who's new to church
- Cultivating an atmosphere of hospitality that draws people in
- Building a clear pathway from first visit to mature discipleship
- Investing deeply in the next generation

Our Core Values

This is the kind of team you'll join.

No Matter: We believe belonging comes before believing. We build real relationships with people disconnected from Jesus and create environments where anyone can explore faith.

High Health: We believe healthy leaders build healthy churches. Our staff prioritize spiritual rhythms, emotional health, meaningful relationships, and physical well-being.

High Performance: We pursue excellence because our work serves Jesus and his mission. We measure what matters, solve problems, and continually grow our skills.

Better Together: We work hard to make Prairie Lakes the predictably best place to work and attend. We communicate honestly, care deeply for one another, and collaborate across campuses.

Keep in Step: We follow where God is leading next. That means trying new things, learning from other churches, and taking bold steps of faith.



We are a growing multisite church committed to reaching dechurched and unchurched people across Iowa and beyond, creating environments where people can belong before they believe and discover the transforming love of Jesus.

If you're passionate about building the church and reaching people who aren't yet here, you might belong on this team.

This Role *matters*

At Prairie Lakes, your input is invited, and your contribution counts.

This role plays a key part in helping us realize our vision:

- Expanding from **7 to 12 campuses** across Iowa and beyond
- Seeing **thousands of people cross faith lines and be baptized**
- Helping more people engage deeply in discipleship and community

Your leadership will directly contribute to building environments where people **find and follow Jesus**.

We *invest* in Our Team

We help you lead well, stay healthy, and sustain long-term ministry impact.

SPIRITUAL HEALTH

- **1 Spiritual Retreat Day per month** in addition to PTO - dedicated to time with God and personal spiritual renewal
- **5 additional sabbatical days annually** to invest in deeper spiritual formation and rest

HEALTH & FINANCIAL WELL-BEING

- Healthcare & Dental coverage
- **5% retirement matching** to help invest in your future
- Employer-provided **Term Life Insurance & Short-Term Disability Insurance**

GROWTH & DEVELOPMENT

Up to 40 hours per year for personal development such as conferences, seminars, or ministry training

Summary The Campus Pastor leads the Prairie Lakes Church campus and is responsible for the campus growth, health, and alignment with PLC's mission, vision, values, and culture.

Essential Duties & Responsibilities

- Oversee weekend services at the campus, including regularly hosting on stage, greeting guests, and helping guests get connected to the church.
- Provide care to the congregation through weddings, funerals, crises, and one on one meetings.
- Lead, manage, and hold accountable paid staff and high-level volunteers.
- Champion Prairie Lakes Church's mission, vision, values, and culture.
- Initiate and build relations in the local community, serving as the face of the church to the community.
- Manage and monitor the campus budget.
- Ensure the health of our multi-site ministry model, serving as a bridge between central and campus, and between the campus and other Prairie Lakes Church campuses.

Supervisory Responsibilities

The Campus Pastor supervises all campus staff.

Qualifications

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily.

Successful candidate must be a Christian and fully support the philosophy of Prairie Lakes Church and its leadership team. The individual's commitment to Christ will be evidenced in his/her personal life, family relationships and ministry. The candidate's daily walk with God will be an example to all.

The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.

Education and/or Experience

- Bachelor's degree in Theology, Biblical Studies, other Biblical education preferred.
- Candidate must possess or be in the pursuit of an ATS accredited graduate degree.
- Equivalent combination of education and experience acceptable.

Other Skills & Abilities

- Ability to understand and support Prairie Lakes Church's unique vision and effectively apply established systems and processes to guide self and others toward the realization of the vision.
- Possesses strong relational and listening skills with ability to develop effective personal connections.
- Effective at shepherding and team building, with the ability to lead with a spirit of discernment.
- Must understand the maturity levels and characteristics of teens and the challenges they face today.
- Must possess solid time management skills and organizational abilities. The ability to coordinate several activities at once and to quickly analyze and resolve specific problems is important.