



JOB DESCRIPTION

DATE: February 12, 2026
JOB TITLE: Campus Pastor
LOCATION: Independence
REPORTS TO: Regional Campus Pastor
FLSA STATUS: Full-time, Exempt
WEEKENDS: Yes

SUMMARY

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

ESSENTIAL DUTIES AND RESPONSIBILITIES

Other duties, in addition to these, may be assigned.

- Champion Prairie Lakes Church's mission, vision, values, and culture.
- Oversee weekend services at the Independence campus, including regularly hosting on stage, greeting guests, and helping guests get connected to the church.
- Provide care to the Independence congregation through weddings, funerals, crises, and one on one meetings.
- Lead, manage, and hold accountable paid staff and high-level volunteers.
- Determine, monitor, and evaluate seasonal dashboard goals at the Independence campus.
- Develop, shepherd and lead volunteer teams.
- 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 Independence campus and other Prairie Lakes Church campuses.

SUPERVISORY RESPONSIBILITIES

The Independence Campus Pastor directly supervises the Worship & Production Coordinator, and the Campus Coordinator.

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 AND 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.

LANGUAGE SKILLS

Ability to read and comprehend simple instructions, short correspondence, and memos. Ability to write routine reports and correspondence. Ability to speak effectively before groups. Ability to effectively communicate verbally with church members, vendors, and other employees of the organization, using proper grammar without dialect or slang.

REASONING ABILITY

Ability to apply common sense understanding to carry out instructions furnished in written, oral, or diagram form. Ability to deal with problems efficiently and effectively while maintaining good working relationships.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is frequently required to stand; walk; sit; use hands to finger, handle, or feel; reach with hands and arms; stoop, kneel, crouch, or crawl; and talk or hear. The employee must frequently lift and/or move up to 30 pounds.

WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The noise level in the work environment is usually moderate. Work assignments will include attendance at meetings and events in a building which is multi-level with several sets of stairs, but is handicapped accessible and equipped with an elevator. It is a nonsmoking environment.

COMMENTS

The above statements are intended to describe the general nature of this job and the level of work performed by employees in this position. Some requirements may exclude individuals who pose a direct threat or significant risk to the health and safety of themselves or other employees.

This job description in no way states or implies that these are the only duties to be performed by the employee occupying this position. Employees will be required to follow any other job-related instructions and to perform any other job-related duties required by their supervisor.

Requirements are representative of minimum levels of knowledge, skills, and/or aptitudes to perform each duty proficiently.

This document does not create an employment contract, implied or otherwise, other than an "at will" employment relationship.

Approved by Employee _____ Date _____

Approved by Supervisor _____ Date _____