

**DALLAS CAMPUS PASTOR
VENTURE
JOB DESCRIPTION**

Job Summary

The Dallas Campus Pastor is a full-time salaried position that serves on the Core Team of Venture as a Pastor to help shepherd, oversee, and equip Venture to successfully labor in the Biblically mandated mission of the Church. He will lead the localization of Venture's mission, vision, and objectives through his assigned campus. All Campus Pastors work under the direction of and are evaluated by the Lead Pastor.

Essential Duties and Responsibilities

- 1. All Venture Pastors are to equip Venture to fulfill its mission, vision, and objectives by:**
 - 1.1.** Modeling, teaching, and intentionally leading the growth of Venture's Cultural Values within the church. (1 Cori 11:1, Col 3:23-24, 1 Peter 5:1-3)
 - 1.1.1.** Jesus – We love being loved by Jesus more than anything.
 - 1.1.2.** Love – We love people genuinely and deeply.
 - 1.1.3.** Discipleship – We love leading others to love being loved by Jesus more than anything.
 - 1.1.4.** Multiplication – We are committed to unleashing Kingdom leaders.
 - 1.1.5.** Visionary – We dream big, plan big, and execute even bigger.
 - 1.1.6.** Passionate – We believe the lost must be found!
 - 1.1.7.** Depth – We are vigilant learners and teachers of God's Word.
 - 1.1.8.** Family – We believe our spouse and children matter most.
 - 1.1.9.** Effort – We are in it to win it.
 - 1.1.10.** Team - It's not about me because it's all about Him!
 - 1.2.** Maintaining a personal, active, fruit-bearing relationship with Christ and, as such, provide a testimony to Venture and the community of what it means to live a life sincerely surrendered to knowing and following Christ. (1 Cor 4:1-2)

- 1.3.** Including, but not limited to, their own family, discipling people to mature as followers of Christ and be Kingdom leaders who can lead others to know and follow Christ. (Eph 4:11-12, 1 Tim 3:4-5)
- 1.4.** Building consistent, sincere relationships with those far from God, teaching them the Gospel of Jesus Christ, and showing them how to know and follow Him. (1 Cor 9:19-23)
- 1.5.** Correctly teaching the Bible and the Gospel it's about, as well as guarding the church against wolves who seek to mislead it through false teaching or division. (Romans 16:17, Acts 20:25-35, 2 Tim 2:23-24, Titus 1:9, 2 Peter 2)
- 1.6.** Modeling, teaching, and intentionally leading Venture to properly prioritize their family. (Eph 5:25-6:4, Col 3:18-22, 1 Tim 3:4-5)
- 1.7.** Modeling, teaching, and intentionally leading Venture to love and care for one another in the movement of Christ by how they personally live in fellowship with other Venture Pastors and partners, reliably labor with the Core Team and others in Venture, and, if applicable, lead their spouse and children to do it with them. (John 15:12-13, 1 Cor 13, Gal 6:2, Eph 4:11-16, 1 Tim 3:4-5, Hebrews 10:24-25, James 5:16, 1 Peter 4:8-11; 5:1-5)
- 1.8.** To model New Testament generosity to Venture, the Pastors, Trustees, and Staff are committed to giving at least 10% of their income to Venture's One Fund and, in addition, generously supporting other ministries and needs as they feel led.
- 1.9.** Modeling, teaching and intentionally leading Venture to faithfully uphold one another in prayer. (Acts 6:4)
- 1.10.** Modeling, teaching, and intentionally leading Venture to have Gospel-driven accountability with one another through a willingness to hold others accountable and to be held accountable. (Mat 18: 15-17, Gal 6: 1, 1 Cor 5:1-13, Titus 3:10, 2 Thess 3: 14-15)
- 1.11.** Providing pastoral counseling and spiritual shepherding. (Acts 20:28)
- 1.12.** Fully engaging with Venture's annual OGAP process.

1.13. Leading a group and/or leaders of groups to embody the effort of Venture's Ministry Objectives with one another (Eph 4).

1.13.1. Intentionally **CONNECT** with one another as a family (the Body of Christ!).

1.13.2. Intentionally equip and encourage one another to **CONNECT** with nonbelievers and point them to Jesus.

1.13.3. Intentionally **TEACH** one another God's Word and the Gospel it's about.

1.13.4. Intentionally talk about what God is doing in their life to **INSPIRE** each other on the worthiness of knowing and following Jesus.

1.13.5. Intentionally help each other **GROW** in an abiding relationship with Jesus that bears much fruit (discipleship).

1.13.6. Intentionally **MULTIPLIES** Kingdom Leaders who can lead a group or leaders of groups who embody the effort of Venture's Ministry Objectives with one another (Eph 4).

2. The Dallas Campus Pastor is specifically responsible for fulfilling Venture's mission, vision, and objectives in the Dallas region by:

2.1. Ensuring Venture's cultural values are thriving on the campus, especially in the paid staff and volunteer leadership, specific to that campus.

2.2. Spiritually shepherding and leading a group and/or group leaders who intentionally embody Venture's ministry objectives with their group as they labor together to develop goals and implement action plans that accomplish the mission, vision, and objectives in the following areas:

2.2.1. Nursery, Preschool, and Elementary-age ministry.

2.2.2. Middle School and High School ministry.

2.2.3. Local mission partnerships and projects.

2.2.4. Local benevolence response.

2.2.5. Local outreach events.

2.2.6. Pastoral care.

2.2.7. Baptisms.

2.2.8. Women's and Men's Ministry.

2.2.9. Christian Education Classes.

2.2.10. Hospitality and Next Step ministry for worship gatherings.

- 2.3.** Leading and managing the paid staff associated with the campus to execute Venture's mission, vision, and objectives through effective and well-executed Action Plans while ensuring their spiritual growth and health as they do it.
- 2.4.** Developing, overseeing, and continually improving an effective connection process that is consistently implemented and executed to ensure every guest of every worship gathering, including children and students in those ministry programs, are genuinely and strategically interacted with; that every registered guest is effectively followed up on and prayed with; that every prayer need is fully engaged; that every expressed desire to grow in a relationship with Jesus is shepherded; and that every pastoral care need is effectively supported.
- 2.5.** Overseeing an assimilation process that effectively helps every interested person become a Venture partner who regularly attends worship, participates fully in a group that serves in a ministry, and financially supports Venture.
- 2.6.** Coordinating with Venture's Mission Team to ensure Venture's Global Missions Strategy is being effectively implemented through the Dallas Campus.
- 2.7.** Ensuring full alignment and engagement with any program, event, or emphasis the Lead Pastor determines to be applicable to all campuses.
- 2.8.** Ensuring the proper usage, care, and upkeep of all facilities and properties associated with the Dallas campus.
- 2.9.** Ensuring Venture's security protocols and procedures are followed by all ministries and at all events associated with the Dallas campus.
- 2.10.** Coordinating with the Lead Pastor and the Pastor of Worship and Media to develop and ensure a local emphasis in each Dallas Worship gathering.
- 2.11.** Coordinating with appropriate staff to facilitate and plan applicable baby dedications, weddings, and funerals.

- 2.12.** Being fully prepared and engaged with Venture's Monday staff day and meetings.
- 2.13.** Actively participating in Venture's Teaching team to fully engage with and help develop the Biblical content being preached to Venture, improve as a teacher, and grow in your knowledge of God's Word and relationship with Jesus.
- 2.14.** Ensuring proper stewardship of budget lines related to the Dallas Campus and that Venture's procedures for reporting expenses are being fully complied with.
- 2.15.** Collaborate with Venture's Trustees and Venture's Church Administrator to ensure financial and administrative matters related to the Dallas Campus are executed with excellence. This includes ensuring the collection of offerings in worship gatherings and applicable procedures, as directed by Venture's Trustees are followed.
- 2.16.** As directed by the Lead Pastor, consistently and accurately record time spent in ministry and ensure all paid staff on the campus do the same.
- 2.17.** Overseeing the annual review process of staff, lay pastors, and lay leaders associated with the campus.
- 2.18.** Championing the global emphasis assigned by the Lead Pastor with the applicable Pastors and Staff to ensure Venture's philosophy and values are unified on all campuses and that Venture effectively and relevantly aligns resources, promotions, etc. Some examples of a possible global emphasis include discipleship, church-wide outreach events, and student ministry.
- 2.19.** Executing with excellence all tasks assigned by the Lead Pastor.

Reporting Relationships

- 1.** Reports to the Lead Pastor.
- 2.** Spiritually accountable to all the Pastors of the church.

Job Requirements

1. Possesses relevant skills and professional-level experience related to the ministry sphere of the position.
2. Meets the Biblical qualifications of an Elder in 1 Timothy 3:1-7 and Titus 1:5-9 and exemplifies behavior consistent with Venture's Mission, Vision, Objectives, Cultural Values, Statement of Faith, policies, and expectations.
3. Fully aligns with Venture's Statement of Faith.
4. Genuinely models Venture's Cultural Values as stated in "Essential Duties and Responsibilities."
5. Lives in the geographical footprint of an applicable Venture campus.
6. Follows all administrative policies and procedures related to employment at Venture.
7. Regularly attends a weekly worship gathering of Venture.
8. Bachelor-level degree, with a preference for a seminary degree.
9. Demonstrates a genuine cross-cultural relational life.
10. Communicates effectively.
11. Gives and takes coaching and direction.
12. Plans and makes decisions with excellence.
13. Flexible with shifting priorities and schedules.
14. An official partner of Venture.