

## **Lehi Campus Pastor**

SMCC is currently searching for the next Campus Pastor for our Lehi location. Originally launched in 2015, this campus has seen consistent growth in terms of attendance and discipleship. Our Lehi campus is our newest (and also youngest in terms of age) campus in the organization. The Lehi campus is currently in a leased flex space and looking towards a permanent facility one day. Our Lehi campus is located in Utah County, which is primarily people belonging to the LDS faith (about 90% of Utah County identifies as LDS). Before COVID, this campus was averaging about 400 people each Sunday. Currently, it's averaging about 230 people (meeting in person on Sundays).

**If you'd like to apply for this position, please email [smcc@smccutah.org](mailto:smcc@smccutah.org) with your cover letter and resume.**

**Every staff member of SMCC should have the following five characteristics:**

1. **Humble** - The person we want on staff doesn't think more highly of themselves than they ought to think. They own their mistakes and failures, they are grateful to those that have invested in them or helped them in any way, and they are not self-promoting. We are looking for a person who is happy to share credit with others and emphasize team over self - defining success collectively rather than individually.
2. **Hungry** - An ideal team member is always looking for more. More things to do. More things to learn. More responsibility to take on. Hungry people almost never need to be pushed by a manager to work harder because they are self-motivated and diligent. They are constantly thinking about the next step and the next opportunity to expand the Kingdom of God.
3. **Smart** - An ideal team member has common sense, self-awareness, and the ability to read the room. They understand what is appropriate when having difficult conversations. They have good intuition and judgement around the subtleties of group dynamics. They have impulse control and rarely use words that hurt others or exacerbates a difficult situation.
4. **Real** - The person we are looking for as a staff member at SMCC is authentic. Others say about this person, "What you see is what you get." They are genuine in the way they interact with others and talk about themselves. They have the ability to tell themselves the story about themselves that corresponds with reality.
5. **Healthy** - An ideal team member at SMCC is healthy financially, emotionally, spiritually, and relationally. It is important that a staff member at SMCC brings their best self to work. If they go through a season of "un-health" it is expected that they receive the help we can give them.

## **The Campus Pastor Bleeds SMCC**

- Take the SMCC Way, the vision and culture of SMCC, and execute it with excellence and passion at your specific campus.
- Embrace the fact that SMCC is one church in many locations. You are on one team working towards the same goal. Celebrate the wins on CST and other campuses as if they were your own. Share freely with the other campuses any good ideas that your staff has come up with.
- Express confidence and trust in the leadership of SMCC. If at any time, their confidence in the wisdom or behavior of the leaders of SMCC comes into question, they will challenge their assumptions with a one on one conversation.
- Comprehensively understand the vision and model of SMCC and be able to clearly communicate who we are and why we exist as a church to others.

Ensure that your staff is on board with all of the above. Spend time on a regular basis emphasizing what SMCC does and why. Review best practices and “have to’s” and “get to’s” on a regular basis.

## **Sunday Environments**

The Campus Pastor ...

- Works with the campus staff to create excellent environments on Sundays and mid-week meetings that pave the way for guests to take their next step toward full devotion and full delight.
- Oversees the maintenance of the facility with excellence.
- Is the “local face” and pastor of that campus. Your key function is that of “shepherd.” Be available before and after services for people to interact with you and to solve problems.
- The priority for Sunday mornings is the connection with guests. Look for new faces in the lobby and connect with them on a personal level.
- Oversee all Sunday morning TEAMS (Guest Services, SMCC Kids, Students, and the Auditorium).
- Ensure that all environments, staff, and volunteers align the DNA, culture, values, and vision of SMCC.
- Preach at your campus, if asked, 6-8 times a year.

## **Manage Campus and Staff**

- Coach and manage campus specific staff.
  - Manage time off requests
  - Engage, motivate, and review performance with staff. Take disciplinary measures when/if needed.
- Lead with a growth mindset. As you learn, grow, and sharpen your skill-set, lead your staff to do the same.

- Lead regular staff meetings in such a way that you foster community and teamwork.
- Cast vision to staff for the future of SMCC and how it relates directly to your specific campus.
- Review spending, sign check requests, and manage the campus budget.
- When requested, develop a campus growth plan with actionable steps.
- Is a champion of the systems, processes, and communication channels of SMCC.
- Oversee Adult Ministry - For those CP's that don't have an Adult Ministries Pastor on staff...
  - Lead at least 1 spiritual formation class (What Is Christianity, Turning Point, Why Trust The Bible, et cetera) per semester.
  - Lead one small group per semester. (Lead with the idea of multiplication which means you are always developing new leaders from your group.)
  - Oversee small groups & classes. Recruit, train and encourage your volunteer leaders.
  - Oversee Men's and Women's ministry (using volunteer leadership to assist)

## **Shepherd the Flock**

The Campus Pastor must ...

- Be available and execute counseling sessions and hospital visits.
- Manage the campus calendar - balance all-church events with Campus specific events.
- Review and approve Benevolence requests as needed.
- Set up at least 2 weekly "connections" with people from the congregation (coffee, breakfast, lunch, or dinner)
- Lead the flock in spiritual formation, taking next steps, and understanding what it means to be Fully Engaged.
- About twice a year check in with your top 20 givers and make yourself accessible to them (phone call, coffee, dinner, etc).
- Develop strategies that will help move your people from Q1 to Q2 to Q3 to Q4 = FDFD and Fully Engaged. We also want to design opportunities and training so that our FDFD and Fully Engaged people are equipped to lead others in taking their next steps.
- Write "Thank You" notes to those who have given to their campus for the first time. Also, write "Thank You" notes, recognizing those who have served faithfully.