



Trinity Lighthouse Church

Campus Pastor — Hatfield Campus

Part-time · 15–20 hours/week (possible growth over time) · Reports to Lead Pastor & Hatfield Campus Ministry Council

The Campus Pastor serves as the spiritual leader and primary shepherd of Trinity Lighthouse's Hatfield Campus. This individual carries a passion for people, the local community, and the mission of the church — embodying the essential qualities of pastoral ministry within the Evangelical Congregational Church tradition, with the personality of a builder and church planter/revitalizer who will develop growing independence in preaching, teaching, and leadership under the mentorship of the Lead Pastor.

Position overview

Hours per week	15 – 20 (with potential to increase as the campus grows)
On-site requirement	Min. 1 day/week, primarily on-site at the Hatfield Campus
Reports to	Lead Pastor and Hatfield Campus Ministry Council
Governance role	Ministry Council member; Trinity Lighthouse Elder Team member

Key responsibilities

Pastoral leadership & governance

- Serve as the Hatfield Campus representative on the Trinity Lighthouse Ministry Council and Elder Team, contributing to church-wide vision, strategy, and decision-making
- Participate as a member of the Operations, Outreach, Discipleship, Church Life, Worship, and Facilities commissions, bringing day-to-day versatility to campus ministry
- Collaborate with the Lead Pastor to align campus ministry with the overall vision and mission of Trinity Lighthouse Church, developing growing independence in preaching, teaching, and leadership under his mentorship
- Communicate the church's vision compellingly to the campus congregation, fostering shared ownership and commitment

Pastoral care & visitation

- Provide regular pastoral visitation to shut-ins, hospitalized individuals, and those seeking spiritual counsel, responding with care, urgency, and compassion
- Build meaningful, ongoing relationships with individuals and families within the campus community
- Offer spiritual support during significant life events, crises, and transitions
- Incorporate newcomers warmly and intentionally into the relational life of the campus

Discipleship & spiritual formation

- Regularly and habitually engage in one-to-one and small group discipleship, including with men outside the church, nurturing growth in faith, character, and service
- Keep a "discipleship radar" active — identifying and developing the spiritual gifts of campus members and building up the next generation of church leadership
- Model a vibrant personal devotional life — including regular prayer, Scripture study, and accountability

Preaching, teaching & community outreach

- Teach and preach Scripture with vigor and in an engaging way, inspiring both newly churchened and long-time attenders to apply God's Word and grow in faith — across worship services, small groups, and personal conversations
- Lead and coordinate local community outreach initiatives reflecting a need-oriented, "whatever it takes" approach to evangelism
- Actively engage the surrounding Hatfield community, building relationships with unchurched individuals and communicating the gospel in culturally accessible, relational ways

Property & facilities

- Take a hands-on role in the repair and redevelopment of the campus property and grounds, willing to perform physical labor and consider no task beneath the position
- Coordinate with appropriate personnel or volunteers for larger maintenance needs

Qualifications & character

Candidates should demonstrate the essential qualities for pastoral ministry as affirmed by the Evangelical Congregational Church, reflected in the following profile of the Hatfield Campus Pastor:

- Missionary zeal to reach the lost — a "whatever it takes" attitude about sharing the gospel with the unsaved, and a willingness to move outside his comfort zone to engage in gospel conversations in the community
- Visionary leadership — sees beyond "what is" to what God is doing in the church and community; communicates vision clearly and enthusiastically; creatively overcomes obstacles, builds teams, and raises enthusiasm in others
- Makes disciples who make disciples — regularly engaged in one-to-one discipleship, including with men outside the church, with a keen eye for developing the next generation of leaders

- Engaging preaching and teaching — teaches and preaches Scripture with vigor, inspiring people of all backgrounds to apply God's Word and grow in faith and understanding
- Personal growth — dedicated to prayer and study as a lifelong learner, continually growing in knowledge, faith, and capacity to serve God's people
- Dirty-hands willingness — ready to actively participate in the repair and redevelopment of the property and grounds, including physical labor, as part of replanting and growing the church
- A discernable calling to pastoral ministry, with the personality of a builder and church planter/revitalizer
- Full agreement with the Wesleyan theology and Articles of Faith of the Evangelical Congregational Church, and a demonstrated willingness to work collaboratively with church leadership
- Empowering leadership style that cultivates congregational ownership, shared vision, and spiritual and numerical growth
- Demonstrated capacity for loving, non-judgmental relationships across a diversity of people and backgrounds
- Skill in discerning and developing the spiritual gifts of others, delegating effectively, and avoiding personal ministry overload
- Strong written and verbal communication skills, along with sound organizational ability
- Resilience in the face of setbacks, adaptability through change, and self-motivation without close supervision
- Bachelor's degree (or equivalent experience), with willingness to work through the Evangelical Congregational Church's credentialing process, including the Pastoral Assessment Center and educational requirements set by the Board of Examiners
- If married, a supportive spouse who shares in and agrees with the ministry vision
- Demonstrated financial responsibility and realistic expectations regarding compensation

Working conditions

- This is a part-time position of approximately 15–20 hours per week, with the possibility of increased hours as the church grows
- The Campus Pastor is expected to be physically present on-site at the Hatfield Campus a minimum of one full day per week, with additional presence as ministry needs require
- Schedule flexibility is expected given the pastoral nature of the role, including some evenings and weekends

Trinity Lighthouse Church is an Evangelical Congregational Church. All pastoral staff are expected to uphold and minister within the doctrinal standards and community values of the ECC. This position description is intended as a guide and may be adapted as the ministry of the Hatfield Campus develops.