

POSITION DESCRIPTION

Position Title: Campus Pastor

Division: Student Life and Learning

Supervisor: Vice President & Dean of Students

Position Summary: Provide leadership for Texas Lutheran University's stated mission of being a community of faith and a community of learning. This community, by definition, involves the whole campus (students, faculty, and staff) and the whole person (spiritual, emotional, intellectual, and physical). This position will provide spiritual and educational leadership through planning and directing programs and activities related to ministry and the promotion of the University's mission and identity.

Job Responsibilities:

- A. Serve as a visionary leader in assessing spiritual needs of Texas Lutheran University and formulating strategic goals and plans for program advancement.
 - B. Act as a steward of the University values, vision, and mission, as articulated through the institutional strategic plan and *Rooted and Open: The Common Calling of Network of ELCA Colleges and Universities*.
 - C. Primarily for students and secondarily for faculty and staff, maintain a ministry of presence including providing pastoral care and spiritual guidance to the TLU Community.
 - D. Serve a diverse student body at a designated *Hispanic Serving Institution*, with a student population over 40% Hispanic and with a strong African-American presence as well.
 - E. Serve as a developer of community, establishing connections throughout campus and across the community through a collaborative and team approach.
 - F. Provide leadership for campus wide promotion and development of vocational discernment.
 - G. Advocate for sensitivity to multicultural and social justice concerns of the University community and include diverse perspectives to inform decision making.
 - H. Design and coordinate multiple Chapel services weekly and preach regularly through Eucharist worship services and other forms throughout the year.
 - I. Intentionally build interfaith understanding and relationships on campus and in the community through interfaith programming and cultivation of pluralism.
 - J. Develop campus ministry programming to engage a diverse student body that allows students to examine their faith and spirituality.
 - K. Oversee and organize campus ministry student groups and serve as a partner and mentor to faculty/staff advisors of these groups.
 - L. Communicate and partner with the Center for Servant Leadership on service learning initiatives and events.
 - M. Communicate and partner with the Theology department on appropriate initiatives, serve as mentor to students interested in post-graduate work at seminary or other church-related vocations.
 - N. Plan and/or Oversee special commemorations and services such as Christmas celebrations, graduation events, new student orientations, and Alumni and Family Weekend.
 - O. Act as a liaison between the University and students in times of personal/family emergencies, serve as a confidential reporting source, and provide pastoral care to the campus during on-campus or world crisis.
 - P. Serve as a resource to area pastors and churches in shared ministry and community initiatives.
 - Q. Engage in partnership with the President's office on church relations initiatives.
 - R. Be an active and collaborative member of the Student Life & Learning Division.
 - S. Manage, allocate, and monitor the use of fiscal, physical, human, intellectual, and technological resources.
 - T. Serve as administrator in charge of the Chapel's building management, facility usage, and third party contracts as needed.
 - U. Serve on appropriate institutional committees as assigned.
 - V. Be an active participant in the colleague group of Pastor at ELCA Colleges and serve as a liaison to the wider ELCA, synodically and nationally.
- II. Professionalism
- A. Maintain a professional image.
 - B. Maintain membership in local, regional, and/or national career related professional associations
 - C. Maintain a safe environment through adherence to all safety procedures.
- III. Teamwork
- A. Work as a team player, supporting and assisting other departments/employees.
 - B. Identify and participate in resolution of departmental/institutional problems with continuous quality improvement as a goal.
 - C. Enhance team effectiveness through dependability.

- IV. Perform other related duties as assigned or requested.
- V. Qualifications:
- I. Education Master of Divinity (M.Div.) or related seminary degree required. Additional or advanced education (doctorate) and training is valued.
- II. Ordination An ordained Minister of Word and Sacrament in good standing and rostered with the Evangelical Lutheran Church in America (ELCA).
- II. Experience Minimum three to five years of ministry experience.
- III. Knowledge & Skills
- Considerable independent judgement is required to work independently and make decisions based on precedent and university policy.
 - Clear understanding of ministry in a college setting. Specifically, understanding the needs of current Generation Z students.
 - Familiarity with the traditions and values of Lutheran higher education.
 - Familiarity with *Hispanic Serving Institutions* that serve a growing Hispanic and African American populations.
 - Ability to work in a community of diverse denominations and faith; be culturally agile and dedicated to diversity, equity, and inclusion.
 - Excellent communication skills, both in writing and orally.
 - Excellent organizational skills, both for own work and for the extensive Campus Ministry Program.
 - Bilingual (English/Spanish) language skills valued.
 - Ability to work cooperatively, collaboratively, and energetically; and maintain a high level of confidentiality.
- VI. Physical Demands: Position requires light physical effort. Position may require long periods of standing or Walking, and may require frequent lifting of lightweight material.
- VII. Working Conditions: Work assignments may require working indoors and outdoors. Evening and weekend work will be required, albeit typically planned with appropriate notice. The exception would be during campus/world emergencies. Regular local travel required to engage community partners and minimal, intermittent distance travel for TLU and ELCA related meetings and business.
- VIII. Organizational Data: This is an exempt position, which may supervise other staff and/or student workers.
- VIII. Professional Affiliations: Must be a rostered Pastor with the Evangelical Lutheran Church in America. Membership in professional and civic organizations is encouraged.

The above statements are intended to describe the general nature and level of work being performed. They are not intended to be construed as an exhaustive list of all responsibilities, duties, and skills required of personnel so classified.

Employee Signature

Date

Supervisor Signature

Date