

Campus Pastor

Spry Church – York, PA

Position Summary

Spry Church, a Christ-centered church within the Wesleyan theological heritage of the Christian faith, is seeking a Campus Pastor. The Campus Pastor serves as the primary spiritual leader of Spry Church's Pine Grove Campus and reports directly to the Lead Pastor. This role provides biblical preaching and teaching, pastoral care, leadership development, and oversight of campus ministries while advancing the mission of Spry Church: **Love Jesus. Be Transformed. Declare Hope.**

Working collaboratively with the Lead Pastor and church leadership, and promoting gifts-based ministry, the Campus Pastor ensures that the vision, values, and ministries of Spry Church are faithfully implemented while fostering a healthy, growing, and mission-focused congregation.

Reporting Structure

Reports To

- Lead Pastor - Overseen by the Spiritual Leadership Team (SLT)

Provides Leadership To

- Campus Ministry Staff
- Worship, Family, and Student Ministry Leaders
- Administrative Staff
- Volunteer Ministry Leaders

Primary Responsibilities

Preaching & Teaching

- Serve as the primary preacher and teacher for the campus, delivering biblically faithful, Christ-centered sermons that align with the doctrine and Kingdom vision of Spry Church.
- Collaborate with the Lead Pastor and preaching team in sermon planning and preparation.
- Lead worship services, including Scripture reading, prayer, communion, baptisms, weddings, funerals, and other pastoral responsibilities.
- Participate in special services such as Holy Week, Christmas Eve, and other church-wide events.

Shepherding & Congregational Care

- Provide pastoral counseling, including premarital counseling.
- Visit hospitals, nursing homes, homes, and members during times of illness or crisis.
- Respond to pastoral emergencies and participate in the pastor-on-call rotation.
- Provide spiritual guidance, encouragement, and care for individuals and families.
- Equip ministry leaders to share in the pastoral care of the congregation.

Campus Leadership & Staff Development

- Provide overall leadership for the campus's ministries and day-to-day operations.
- Ensure ministries operate with excellence and align with Spry Church's vision and strategic priorities.
- Lead and develop campus staff, volunteers, and ministry leaders.
- Recruit, mentor, coach, and multiply emerging leaders.
- Foster healthy teamwork, communication, accountability, and unity across all campus ministries.
- Participate in leadership meetings, strategic planning, budgeting, and church-wide initiatives.
- Provide oversight for ministry areas assigned by the Lead Pastor.
- Ensure each direct report has measurable SMART goals that align with the mission, vision, and strategic priorities of Spry Church, while providing ongoing support and accountability.
- Exercise sound stewardship of ministry resources, facilities, and budgets.
- Exhibit a high level of in-person engagement with the congregation, staff, and volunteers.
Remote work is expected to be infrequent and is subject to the approval of the Lead Pastor.

Prayer

- Model a vibrant personal life of prayer and dependence upon God.
- Cultivate a culture of prayer throughout the campus.
- Lead and participate in prayer gatherings and encourage prayer in every ministry.
- Integrate prayer into worship services, leadership meetings, discipleship, and outreach.

Discipleship

- Develop and promote clear pathways for spiritual growth.
- Encourage participation in life groups, serving opportunities, and leadership development.
- Equip believers to become mature disciples who make disciples.
- Mentor emerging leaders and invest intentionally in spiritual formation.
- Develop and mentor emerging leaders, ensuring they embrace and advance the vision, values, goals, and strategic direction established by the Lead Pastor and SLT.

Missions & Outreach

- Champion local, national, and global missions as set forth by the Spry Church Missions Team.
- Encourage evangelism and community engagement.
- Promote participation in mission projects and short-term mission experiences.

Qualifications

The successful candidate will:

- Demonstrate the biblical qualifications for pastoral leadership, including moral integrity, spiritual maturity, Christ-like character, relational wisdom, and servant leadership, as outlined in 1 Timothy 3, Titus 1, 1 Peter 5, and Ephesians 5.
- Be a mature and growing follower of Jesus Christ with a clear calling to pastoral ministry.
- Fully embrace the mission, vision, values, and doctrinal beliefs of Spry Church.
- Demonstrate humility, integrity, emotional maturity, and a servant's heart.
- Possess excellent interpersonal, organizational, written, and verbal communication skills.
- Demonstrate the ability to work collaboratively under the leadership of the Lead Pastor while fostering unity and resolving conflict biblically.
- Show a commitment to personal spiritual health through prayer, Scripture, Sabbath, and ongoing personal growth.
- Be proficient with common technology used in ministry or demonstrate the ability to learn new systems.

Education & Experience

- Bachelor's degree required.
- Master of Divinity (M.Div.) or equivalent theological education preferred.
- Ordained or willing to complete Spry Church's ordination process within 2 years.
- Minimum of 3–5 years of pastoral ministry experience with demonstrated effectiveness in preaching, leadership, discipleship, and pastoral care.

Success Measures

The Campus Pastor will be evaluated on the overall spiritual health and effectiveness of the campus through the following outcomes:

- Faithful, biblically sound, and engaging preaching and teaching.
- Growth in discipleship, baptisms, professions of faith, life group participation, and volunteer engagement.
- Healthy pastoral care demonstrated through counseling, visitation, crisis response, and congregational relationships.
- Development and multiplication of ministry leaders and volunteers.
- A thriving culture of prayer throughout the campus.
- Increased community outreach, evangelism, and mission engagement.
- Strong staff leadership characterized by healthy teamwork, collaboration, and accountability.
- Effective implementation of Spry Church's mission, vision, and strategic priorities.

- Responsible stewardship of budgets, facilities, and ministry resources while maintaining operational excellence.
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Employment Requirements

- Successfully complete all required background checks and child protection clearances required by Spry Church and the Commonwealth of Pennsylvania.
 - Maintain a lifestyle consistent with the biblical qualifications for pastoral ministry and the values of Spry Church.
 - This is a full-time exempt position with salary and benefits commensurate with experience.
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Compensation & Benefits

The Campus Pastor will receive a comprehensive compensation and benefits package that reflects experience, qualifications, and ministry background. The package includes salary, housing allowance, health insurance, retirement benefits, paid vacation, ministry expense reimbursement, and other benefits established by church policy.

If you sense God may be calling you to serve in this role, we would love to hear from you. Please submit a résumé to Office@SpryChurch.com with the subject line, "Application – Campus Pastor." Questions may be directed to Jen Schwinn at that email address or by calling (717) 741-1429.