

CAMPUS PASTOR, NICEVILLE CAMPUS

Position Title: Campus Pastor
(Full-Time; Exempt Position)

Date: May 2020

Supervisor: Executive Pastor

Purpose: To lead the Niceville Campus in fulfilling the vision and mission of Crosspoint.

PRIMARY DUTIES:

1. Share preaching responsibilities on the Niceville Campus with the Lead Pastor
2. Be responsible for the Niceville Campus Preaching Calendar with direction from Lead Pastor
3. Lead the staff in fulfilling the mission of the church
4. Identify, recruit and develop key ministry leaders
5. Pastor the congregation of the campus
6. Instill the Crosspoint DNA on the campus
7. Submit the proposed campus budget to the Crosspoint Executive Pastor for each fiscal year utilizing the help of the Niceville Campus Executive Pastor
8. Lead Executive Team meetings
9. Support the establishment of new campuses by 1) raising up future campus leaders in all areas of ministry, 2) encouraging people to go to help with new campus startups, 3) inspiring and asking people to give to new campus financial campaigns, 4) sending staff and volunteers to help new campuses in their initial startup, and 5) looking for other ways to come alongside the church's effort to start campuses.

SKILLS DESIRED:

1. Gifted preacher
2. Visionary leader
3. Team builder
4. Skilled in developing leaders
5. Self-starter with an entrepreneurial work ethic
6. Genuine love for people
7. Ability to work within the organizational structure of Crosspoint

KEY PERFORMANCE MEASUREMENTS:

1. Key campus indicators
 - a. Attendance
 - b. Giving
 - c. Small group participation
 - d. Members joining by Profession of Faith
 - e. Volunteer involvement
 - f. Community impact
2. Individual goals
3. Annual self-evaluation
4. Annual performance evaluation
5. Implementing the **best practices outlined in the Crosspoint Playbook**

6. Compliance to policies and procedures

CONTINUING EDUCATION DESIRED:

Seminars, workshops and conferences as needed