

**CAMPUS PASTOR, NICEVILLE CAMPUS**

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

**Supervisor:** Executive Pastor of Ministries

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

**PRIMARY DUTIES:**

1. Preach 40+ weekends per year at the Niceville Campus, opposite the Lead Pastor, across both the Sanctuary and Modern Gym venues
  - a. Deliver consistently high-level messages on sermon series planned collaboratively with the Lead Pastor
  - b. Participate in sermon planning, series development, and the annual teaching calendar
2. Lead the staff in fulfilling the mission of the church
3. Oversee the execution of all five adult worship services each weekend.
4. Relationally pastor, connect with, and disciple the congregation of the campus
5. Instill the Crosspoint DNA, Playbook and Vision Plan on the campus
6. Lead Campus Executive Leadership Team meetings and recruit new ELT members
7. Develop and submit campus budget for approval each year and manage approved budget
8. Identify, recruit and develop key ministry leaders
9. Perform weddings, funerals, hospital visits, and basic pastoral counseling for the Niceville congregation
10. Be a visible, accessible, and consistent representative of Crosspoint at the Niceville Campus and in the surrounding community
11. Promote a “One Church” mindset and heart for the Kingdom of God by 1) raising up future campus leaders in all areas of ministry, 2) encouraging people to go help with new campus start-ups, 3) inspiring and asking people to give to new campus financial campaigns, 4) sending staff and volunteer to help other campuses in times of need, and 5) looking for other ways to come alongside the church’s “Re-Awakening Initiative” to help equip other churches.
12. Uphold the Staff Covenant and model the Roles of a Disciple

**CHARACTER AND SPIRITUAL QUALIFICATIONS:**

1. A growing, evident personal relationship with Jesus Christ.
2. Full alignment with Crosspoint’s statement of beliefs and the doctrinal standards of the Global Methodist Church
3. Spiritual maturity, personal integrity, and a family life consistent with Scripture and the Staff Covenant.
4. A teachable posture and willingness to submit to the organizational structure, culture, and Playbook of Crosspoint
5. A genuine love for people and for the Niceville community

**SKILLS DESIRED:**

1. Exceptional communicator
2. Sermon craft: strong biblical exegesis, clear structure, compelling delivery, consistent preparation discipline
3. Visionary leadership, with ability to translate vision into weekly execution
4. Team builder who identifies, develops, and deploys other leaders – staff and volunteers
5. Self-starter with an entrepreneurial work ethic
6. Emotionally healthy, non-anxious presence in high-pressure weekend environments
7. Genuine love for people

8. Ability to work within the organizational structure of Crosspoint

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## KEY PERFORMANCE MEASUREMENTS:

1. Key campus indicators
  - a. Number of people moving along the Disciple-Making Pathway
    - i. Attendance
    - ii. Discover Crosspoint attendance
    - iii. Group Participation
    - iv. Volunteer Participation
    - v. DiscipleStory attendance
    - vi. Number of new leaders
    - vii. Professions of Faith
    - viii. Baptisms
  - b. Campus community impact
  - c. Personal involvement in the community
  - d. Giving
2. Individual goals
3. Annual performance evaluation
4. Implementing the best practices outlined in the Crosspoint Playbook
5. Compliance with policies and procedures

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## PHYSICAL REQUIREMENTS AND WORK ENVIRONMENT:

Upon appropriate request, Crosspoint may provide employees with a reasonable accommodation, so long as **doing so does not result in undue hardship to the church.**

1. Frequently remains in a stationary sitting position at a computer workstation
2. Frequently operates a variety of office equipment: computers, telephones, copiers, scanners, etc
3. Frequently travels over common ground and surfaces
4. Frequently uses near vision to interpret data, etc.
5. Frequently communicates face to face
6. Occasionally bends, kneels or crouches
7. Occasionally reaches with hands and arms
8. Occasionally lifts and transports moderate weight items under 20 pounds
9. Works primarily in an indoor environment in an office building
10. Occasionally requires local area travel

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## REQUIREMENTS:

1. Master of Divinity, or substantive progress toward completion of the Global Methodist Course of Study for Local Pastors
2. Minimum 5 years of regular preaching experience; multi-service, multi-site, or large-church context strongly preferred
3. Prior church staff experience with demonstrated ability to work within a team reporting structure

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## CONTINUING EDUCATION DESIRED:

Ongoing investment in preaching craft, leadership development, and spiritual formation – including conferences, preaching labs, coaching relationships, and peer cohorts – is expected and supported within budget