JOB DESCRIPTION

CAMPUS PASTOR, NORTH CRESTVIEW CAMPUS

Position Title: Campus Pastor (Full-Time, Ministerial Exempt Position)

Supervisor: Executive Pastor of Ministries

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

PRIMARY DUTIES:

1. Serve as the primary preacher for the campus, delivering biblical and engaging messages that inspire people to grow in their relationship with Christ and live as disciple makers.
    a. Collaborate in sermon planning, series development and the annual teaching calendar
2. Oversee the execution of weekend worship services, creating environments where people encounter Christ, develop meaningful connections, and are encouraged to take their next steps of faith.
3. Lead, shepherd and equip campus staff to fulfill the mission of Crosspoint.
4. Cultivate a culture of disciple-making where staff, volunteers, and congregants are encouraged, equipped, and challenged to build relationships, grow spiritually, and disciple others.
5. Identify, invite, equip, and develop emerging ministry leaders, intentionally creating opportunities for individuals to discover and live out their unique role in God's mission.
6. Provide pastoral care through weddings, funerals, hospital visits, counseling, and intentional engagement with individuals and families.
7. Champion and model Crosspoint's DNA, ensuring that campus ministries, activities, and decisions reflect the mission of making disciples who make disciples.
8. Develop, submit, and manage the campus budget, stewarding resources in ways that support the mission of Crosspoint.
9. Lead campus staff meetings and Campus Leadership Team meetings with an emphasis on collaboration, spiritual growth, leadership development, and ministry effectiveness.
10. Be a visible, accessible, and relationally engaged representative of Crosspoint in the surrounding community, intentionally developing relationships with people outside of the campus.
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 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.
12. Uphold the Staff Covenant

SKILLS DESIRED:

1. Gifted Preacher
2. Visionary leader
3. Demonstrated ability to train and disciple others and develop new leaders
4. Team builder
5. Self-starter with an entrepreneurial work ethic
6. Genuine love for people

7. Ability to work within and submit to the organizational structure of Crosspoint
8. Full alignment with Crosspoint's Statement of Beliefs and the doctrinal standards of the Global Methodist Church

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, copier, scanner, 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.

KEY PERFORMANCE MEASUREMENTS:

1. Key campus indicators
    a. Number of people moving along the Disciple-making Pathway:
        i. Worship Attendance
        ii. Life Group and Multiply Group participation
        iii. Discover Crosspoint attendance
        iv. Volunteer involvement
        v. DiscipleStory attendance = the number of laity developed and deployed into their unique role of leadership.
        vi. Professions of Faith and Baptisms
    b. Campus community impact
    c. Personal involvement in the community
    d. Giving
2. Regular discipling relationships with key volunteers or staff and who then make disciples.
3. Individual goals
4. Annual self-evaluation
5. Annual performance evaluation
6. Implementing the best practices outlined in the Crosspoint Playbook
7. Compliance to policies and procedures

EDUCATIONAL REQUIREMENTS:

Bachelor's Degree with two years of full-time preaching and ministry experience.

Preferred: Masters Degree, or progress toward the completion of the Global Methodist Church Course of Study

CONTINUING EDUCATION DESIRED:

Seminars, workshops and conferences as needed and approved by supervisor