



JOB DESCRIPTION

TITLE: Campus Pastor

REPORTING: Senior Pastor

STATUS: Full Time Exempt

POSITION DESCRIPTION:

The Campus Pastor embraces the mission, vision and values of Crossroads Church and directs a campus in all aspects of church life. The affirmation of his call to ministry is evidenced by the community of believers under his leadership exhibiting authentic life change through faith in Jesus Christ.

CHARACTER:

Has a clear call from God to lead the people of their community and the campus to Jesus Christ. Demonstrates the qualities of a follower of Jesus Christ, with a passion to love God, live in authentic community with those in the body of Christ, and extend the love of God to those seeking him. Shows a strong commitment to living out Crossroad's values and beliefs in their Christian life. Possesses characteristics that include: leadership, humility, teachability, organization, teamwork, discernment, wisdom and strategic agility. Must work extremely well with others.

QUALIFICATIONS:

1. Education: Bachelor Degree and Seminary Degree or in pursuit
2. Experience: At least five years of Christian ministry experience which includes (1) evidence of the ability to lead people into an authentic relationship with Jesus Christ as well as shepherd and disciple new believers toward spiritual maturity, and (2) considerable, successful experience leading staff or volunteers and working on peer-based teams.
3. Demonstrated ability to equip, empower, and encourage others while also holding them accountable to completing their job duties. Candidate should rate high in the spiritual gifting areas of: pastor/shepherd, leadership, discernment, exhortation and teaching.
4. Affirmation of the mission, vision, values, and beliefs of Crossroads.

WORK SCHEDULE:

Sunday through Thursday office hours as agreed upon with Senior Pastor. Evening and weekend availability.

RESPONSIBILITIES:

- 1. Reproduce Culture** – Embrace and replicate Crossroads’ culture at the campus level. Hold self, staff and volunteers accountable through attitudes and interactions. Welcome feedback from the Senior Pastor and Executive Team regarding culture concerns and make adjustments as directed.
- 2. Develop Church: Campus Alignment** – Ensure that campus staff develops and executes all ministry in alignment with Crossroads’ non-negotiables including overall mission, vision, values, doctrinal statement and incorporates core elements deemed essential by the Senior Pastor and Executive Team to deliver a consistent expression of Crossroads’ church brand across all campuses.
- 3. Shepherd the Congregation** – Act as the primary shepherd for those who are seeking or in need of spiritual guidance and leadership. Willingly engage in navigating individuals and groups through difficult circumstances in a loving and biblical manner.
- 4. Lead and Teach at Worship Services** – Serve as the pastoral presence at the campus’ weekly worship services. Prepare sermons that align with Crossroads’ doctrine and fit into sermon the series as scheduled. Willingly receive coaching in order to develop a preaching style that aligns with the church’s culture. Perform other pastoral duties including communion service, infant dedications, marriage vows, adult baptisms and funerals.
- 5. Hire and Develop Campus Staff** – Oversee the recruitment, hiring, orientation and ongoing professional development of campus staff. Provide leadership and oversight necessary to create and maintain a healthy and productive work environment.
- 6. Manage Campus Staff** – Equip staff to successfully set goals, maintain calendars and manage budgets.
- 7. Lead and Participate on Teams** – Lead and participate in both campus and church-wide teams as needed to carry out the mission and vision of the church.
- 8. Implement New Initiatives** – Foster an environment where staff feels encouraged to propose new ministry ideas to reach the campus community. Successfully implement all new ministry initiatives approved by the Senior Pastor and Executive Team at campus level. Manage projects by leading and delegating from start to finish.

For consideration please submit your resume to wkilroy@crossroads140.com