

CAMPUS PASTOR // CROSSROADS CHURCH

Crossroads Church is looking for a Campus Pastor that will lead the campus in accomplishing goals and action plans established by the Executive Leadership Team. This person will be responsible for growth at the campus and creating an inviting environment to all who enter the doors. A person who is passionate about creating environments where people feel valued, volunteers love serving, and people grow in relationships with God will thrive in this role.

ROLES & RESPONSIBILITIES

- Oversee all the details that make a weekend remarkable and execute the CR brand established by the Executive Leadership Team.
- Provide regular monthly reports to the Executive Leadership Team with attendance numbers, giving, growth track, volunteers, and care follow-up.
- Function as the primary communicator for announcements, verbal transitions, offering moments and other speaking parts during worship experience.
- Lead weekly campus staff meetings.
- Meet one on one with all the campus staff regularly to ensure key assignments are being completed.
- Develop and train campus staff for leadership at the next level.
- Lead the charge for “radical hospitality” by modeling it in the lobby before and after services.
- Oversee the process of welcoming, tracking, and following up with all guests.
- Lead the charge for the campus in “being a good neighbor” to the community.
- Take the strategy developed by the Executive Leadership Team and execute it at a campus level through weekend service plans, baptism, child dedication, and other events.
- Provide feedback to Executive Leadership Team on the effectiveness of current ministry strategies with a humble and honoring attitude.
- Be available for mentoring and/or counseling as requested and able.
- Be available for hospital visits, funerals, and weddings as requested and able.
- Assist/oversee administrative and maintenance related duties of the campus.
- Manage the campus budget which includes reviewing and submitting the annual budget.
- Other duties as assigned.

QUALIFICATIONS & EXPECTATIONS

- Education: 4-year bachelor’s degree is required. Master’s degree in related field with 3-5 years’ experience in progressive leadership is preferred; life experience will be evaluated and considered in lieu of academic credit. A degree with an emphasis in pastoral or other ministry-related programs is preferred.

- Qualified candidates should have ministerial credentials with preference given to those who hold credentials with the ECC (Evangelical Covenant Church).
- Successful candidates should have at least 8-10 years related ministry experience, including the ability to manage a high functioning team.

- **Qualifications**
 - Confident ability to communicate well in all formats and venues
 - Proven leadership skills in building and growing a large team
 - Ability to identify, develop, and lead key volunteer leaders
 - Flexibility in living in the tension of a multi-site church.
 - Anticipate problems and provide solutions
 - Gifted in time management
 - Works with high integrity

- **Environment**
 - Work is accomplished primarily indoors
 - Working extra hours should be expected at times throughout the year
 - Occasional travel is expected for events

- **Crossroads Staff Culture // Manifests the following culture traits:**
 - Expect God to Move – We believe God is still in the business of performing miracles.
 - Move as ONE – We believe that as a multisite church, we move faster, further, more effectively together.
 - Take it personally – We believe our “jobs” are a holy calling.
 - Be actively FOR each other – We believe we are family.
 - Invest in the next – We believe in the potential of the next Generation.
 - Leave the 99 – We believe people far from God matter to God and therefore should matter to us.

Classification: Exempt; Salaried

Status: Full-time

Directly Reports To: Executive Pastor of Discipleship