

CAMPUS PASTOR // CROSSROADS CHURCH

At Crossroads, we believe thriving campuses are key to fulfilling our mission—helping one more person, in one more place, meet and be changed by Jesus. This role is instrumental in leading the campus to achieve growth by implementing strategic goals and direction set by Leadership. You'll cultivate a welcoming and dynamic environment for everyone who walks through our doors, serve as the face of adult ministry within the campus, and actively engage with the surrounding community to extend Crossroads' impact beyond our walls.

ROLES & RESPONSIBILITIES

- **Cultivate a Strong Campus Culture** – Foster an environment that embodies Crossroads' vision, mission, and strategies.
- **Lead & Develop Staff** – Provide pastoral leadership to campus staff through regular one-on-one meetings, ensuring they feel supported and have clear role expectations.
- **Execute Strategic Initiatives** – Implement the Strategic Leadership Team's plans at the campus level, including weekend services, baptisms, child dedications, and special events.
- **Be a Primary Communicator** – Deliver announcements, lead verbal transitions, and facilitate generosity moments during worship experiences.
- **Oversee Campus Operations** – Lead weekly staff meetings, manage administrative and maintenance tasks, and oversee the campus budget, including annual budget submissions.
- **Engage with the Community** – Serve as a visible pastoral presence to attendees and the broader community, both in the lobby and through local outreach.
- **Welcome & Connect Guests** – Oversee guest engagement, ensuring all visitors are welcomed, tracked, and followed up with effectively.
- **Provide Pastoral Care** – Be available for hospital visits, funerals, and weddings as needed.
- **Give Strategic Feedback** – Act as a bridge between the campus and ministry leaders, offering insights on existing strategies.
- **Support Additional Needs** – Take on other responsibilities as assigned to ensure the overall church thrives.

QUALIFICATIONS & EXPECTATIONS

- Education: 4-year bachelor's degree is required. Ministerial credentials, and Master's degree in related field with 3-5 years' experience in progressive leadership of high-functioning teams is preferred
- 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 Culture
 - Embrace the Mission – Be deeply committed to reaching "one more person in one more place" so they can meet and be changed by Jesus.
 - Advance the Vision – Help propel Crossroads toward becoming an Outward-Facing, Next-Gen Focused, Multi-Ethnic church that both reaches and reflects the communities we serve.
 - Live the Culture – Embody our Staff Commitments of: *Expect God to Move, Move as One, Take it Personally, Be Actively for Each Other, Invest in the Next, Leave the 99*

Classification: Exempt; Salaried

Status: Full-time, Sunday-Thursday

Directly Reports To: Executive Pastor of Campus Ministry

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