Job Description

Position Title: Campus Pastor
Reports To: Executive Director of Campus Ministries
Revised*:* 02.22.2023

Department: Campus Operations
Status: Full-Time, Salaried, exempt

Primary Purpose

The NewPointe Campus Pastor will contribute to NewPointe's mission of seeing lives changed through Christ by serving as the lead staff position at the campus. The Campus Pastor is a high caliber leader who serves as the "face" of NewPointe and is primarily responsible for all ministry teams, programs, and volunteers at the assigned campus. This includes the role of building teams, identifying leaders, managing for quality, solving problems, championing the DNA and mission of NewPointe, and ultimately inspiring people to follow Jesus.

Essential Job Functions/Key Result Areas (KRAs)

- Promote the unity of one church in multiple locations by implementing NewPointe ministries so that they align with organizational vision and values in a way that facilitates people movement from weekend services to a small group and/or ministry team and transfers the global DNA to the campus and surrounding community.
- Provide leadership, support, pastoral care and systems of care, counseling and shepherding while maintaining a passion for reaching the unchurched and achieving vision-driven growth and health at the campus.
- Identify, equip, empower, value and care for a team of high-capacity ministry leaders to provide direction, growth and multiplication of their respective areas of ministry through maintaining open lines of communication and personal involvement in their lives and ministries.
- Provide directional leadership, input and support to global initiatives in collaboration with other Campus Pastors while creating excitement and commitment to the implementation of global decisions.
- Display commitment to excellence and sensitivity to misses with a focus on identifying and exploring areas of improvement and implementing change.
- Other duties as assigned.

Position Requirements

- Supervisory:
    - Manage Campus Staff
    - Lead volunteers

Knowledge/Skills/Abilities:

- Strategic Thinker - Intrinsically motivated to look for ways to keep the campus new, improved and improving. Able to ask questions for understanding and advancement of ideas/concepts
- Talent Scout – Naturally identifies and recruits people into areas of service that best meets their gift set.
- Quality Manager - Ability to identify problems, find solutions, and improve systems.
- Cheerleader - Able to effectively communicate in a vision casting, host, greeter, mentor and managerial setting
- Team Builder - Ability to build teams, equip and empower leaders, and hand off ministry effectively. Able to deal with conflict.
- Communicator - Ability to communicate clearly and concisely, both orally and in writing
- Proficient in Microsoft applications such as Word, Excel, and Outlook
- Coachable and takes direction well
- Able to lead multiple projects at once
- Able to work independently, as well as with a team

Qualifications

Education: College degree (seminary preferred) or higher
Experience: Minimum of five years related experience in leading at high-levels in a growing church of at least 2,000.
Licenses: Ministerial License (Ordination preferred) and License from State of Ohio to perform marriage ceremonies. Commissioned status may be granted upon hire and licensure to perform marriage may be acquired within 12 months of hire.
Must possess a valid driver's license.

NewPointe Community Church expects pastoral functions to be performed in this position, which may qualify the employee to claim a housing allowance. Please refer to the Housing Allowance Policy for more information on qualification and procedure for requesting the housing allowance. Pastoral functions expected in this position include:

1. Administering the sacraments (i.e. baptism, communion, dedication, marriage).
2. Conducting religious worship.
3. Having management responsibility at NewPointe Community Church.
4. Being considered as a religious leader by NewPointe Community Church.

Physical Activities/Requirements (with or without accommodation)

- Ability to move throughout the facility
- May require long periods of standing or sitting
- Be able to lift 25 pounds and be able to assist in set-up or tear-down

Personal and Spiritual Requirements

- Professes Jesus Christ as Lord and Savior
- Commitment to personal spiritual growth and healthy lifestyle
- Models standards and expectations of leaders within NewPointe, including:
  - Tithe (within 3 months of hire). A tithe is giving 10% of your income to the ministry of the local church at NewPointe.
  - Participate in small group accountability.
  - Regular attendance at NewPointe services.

At NewPointe we value working through people to accomplish goals, as well as personally contributing at a level that requires God's help. By maintaining these priorities, we will put ourselves in a position where we can continue to strive for excellence and value reaching lost people.

ACKNOWLEDGMENT

I acknowledge that I have read the above job description and can perform the essential functions of the position with or without accommodation.

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Applicant Signature/Date Management Signature/Date