



Job Description

Position: Pastor / Director of Adult Ministries, South Naperville Campus

Reports To: Campus Pastor – South Naperville Campus – Jon Kalvig

Schedule: Part-time (1200 hours per fiscal year) Hourly, Non-Exempt, includes weekends.

Employment Classification: Director/Pastor (D)

Competencies:

- *Leadership.* Leads through change and adversity, makes the tough call when needed, builds consensus when appropriate and encourages others.
- *Organizational Savvy.* Operates with the organization's formal and informal structures, is appropriately diplomatic, thinks critically and responds accordingly, understands others' roles and perspectives, can cast vision for projects and ideas across the organization.
- *Relational Networker.* A team player who builds trust quickly, creates a following, and helps people get in the right position to grow.
- *People Developer.* Provides feedback and coaching, rewards hard work and risk taking, accepts mistakes, takes mentoring role, challenges and develops staff and volunteers.
- *Hunger and Humility.* Approaches each day with a drive to make a Kingdom impact, while possessing a teachable spirit and dependence on the Lord.
- *Results Focused.* Targets and achieves results, sets challenging goals, prioritizes tasks, overcomes obstacles, accepts accountability, sets team standards and responsibilities, provides leadership and motivation.

Responsibilities:

- Lead South Naperville Campus adults to grow in spiritual formation and their disciple-making journey
- Implement an effective Groups Coaching system that provides care and counsel to all small group leaders
- Recruit and develop high capacity, godly lay leaders who are being equipped to shepherd people and ministries
- Utilizing small groups and midsize groups, pursue 65+% engagement through consistent on-ramp opportunities
- Grow small groups ministry toward spiritual health and multiplication to include:
 - Influencing culture of group life.
 - Launching new groups continuously, including needed life stages and affinity interests.
 - Evangelism efforts and accountability (ex: PEARL, Explore God, Alpha).
 - Communication between groups and church.
 - Training, personal health, and problem solving.
 - Connect guests into groups in partnership with Director of Assimilation.

- Create adult initiatives, events, and special gatherings that support the church's mission (Helping People Find & Follow God) and four priorities (Pursue, Connect, Serve, Reach).
- Provide vision and oversight for Men's Ministries through lay leaders and teams.
- Engage congregants on the weekend and throughout the week to connect and shepherd the growing core of our church.
- Effectively utilize internal communications and promotional pathways (social media, technology) to inform, influence, and impact spiritual growth.
- Manage the Adult Ministries budget.

Additional Requirements:

- Attend weekly Campus/ministry staff meetings.
- Attend monthly All-Staff meetings.
- Affirm our Statement of Faith and be in theological agreement with The Compass Church and the Evangelical Free Church of America.
- Attend The Compass Church weekend worship services on a regular basis.
- Be a member or become a member of The Compass Church within 12 months of employment (spouse included if married).
- Basic understanding of Microsoft Office.
- A willingness to take on other duties as assigned.