



Job Description

Position: Pastor of Groups and Congregational Care, South Naperville Campus

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

Schedule: Full-time (40+ hours/week); Salaried, 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

Adult Ministries

- Implement a multi-faceted discipleship track for all adults who consider The Compass Church, South Naperville Campus their church home.
- Develop and institute leadership pipeline that influences Adult Ministries directly and other ministries indirectly.
- Recruit and develop high capacity, godly lay leaders at both the Ministry Leader and Group Leader levels who are being equipped to shepherd people and ministries.
- Grow small groups ministry toward spiritual health and multiplication to include:
 - Influencing culture of group life
 - Launching new groups continuously
 - 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
- Provide vision and leadership for Men's Ministries through lay leaders and teams.

- Plan and execute special gatherings, conferences, seminars, and events that re-enforce our mission and advance disciple-making relationships (i.e. Secret Church, No Regrets, Marriage Seminar).
- Engage congregants on the weekend and throughout the week to connect and shepherd the growing core of our church.
- Serve in general shepherding functions; which could include weekend hosting, Discover The Compass, pastoral counseling, hospital or home visitation, administering baptisms, or communion.
- Utilize social media and technology to influence and communicate.
- Manage the Adult Ministries budget.

Congregational Care & Support Groups

- Recruit, develop, and support Care Ministry Leader and team.
 - Cast vision and direction for expanded Care Ministry services and those leading the initiatives
- Lead and expand Care Night to be an effective system of support groups serving current and future Compass adults.
 - Recruit and oversee leaders, effectively promote, and seek to assimilate participants into the church family
- Serve the South Naperville Campus through general pastoral care including:
 - Pastoral counseling, new believer follow-up, hospital visitation, elder visitation, Assistance Fund referrals, pre-marital counseling, weddings, funerals, crisis counseling, care follow-up calls and emails, spiritual mentoring, professional counseling referrals, referrals to ministries or organizations
- Direct the Prayer Team to include prayer partners after worship services and follow through with submitted prayer requests within the church family.
- Oversee Assistance Team and the process of financial support and after-care of those served through this benevolence.
- Oversee weddings and funerals with lay leadership teams.
- Interface with counseling agencies and South Naperville referrals in the process of professional help and involvement in our church body.
- Develop a marriage ministry, utilizing lay leaders, that provides ongoing initiatives in the areas of premarital counseling and marriage enrichment.
- Lead baptism for the campus; to include promoting, facilitating the process through baptism date, and assisting CompassKids and CompassStudents staff in their efforts.

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.