



Job Description

- Position:** Pastor / Director of Outreach, South Naperville Campus
- Reports To:** Campus Pastor – South Naperville Campus – Jon Kalvig
- Schedule:** Part-time (approx. 20 hours/week); 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.

Position Overview

The Compass Church is committed to seeking and saving those who are lost. This is seen clearly in our mission statement, *Helping People Find & Follow God*. And yet, this is a challenging endeavor. We are seeking a leader who will help reach, equip, and send out believers to be everyday missionaries where they live, work, and play. This role is unique in that it will partner with other staff members at South Naperville Campus to raise the evangelistic temperature of all ministries – both attractively and missionally.

Success in this role will include the following:

- Training over 100 people every year to effectively share the gospel in their everyday life.
- Plan several "come and see" initiatives that draw over 1,000 first time guests in our building with direct engagement to Christian community and the proclamation of the gospel. Doing so in partnership with other pastors.
- Helping our Campus experience increasing professions of faith as well as baptisms.
- Organizing neighborhood outreach system, called Microsites, that regularly engage non-Christians in relationships and faith activity.

- Provide adult and student groups with ongoing opportunities to live missionally outside the walls of our church.

Responsibilities

Equip Compass Attendees

- Support and encourage South Naperville Campus staff with the ideation, planning, and galvanizing of evangelistic ministry.
- Capture stories of Reach Your Neighbor / PEARL strategy lived out. Identify ways for these stories to be shared with our church family.
- Plan and facilitate Discover The Christian Faith, or similar, to help The Compass Church attendees know the gospel and have the opportunity to respond in salvation.
- Follow up with those indicating first time believer and those who make a rededication of faith.
- Oversee the baptism process for kids, students, and adults.
- Create events, seminars, and provide resources that equip The Compass Church attendees to understand God's heart for the lost and how to live on mission with those outside the church.
- Serve as South Naperville Campus staff liaison to support CompassLocal Pastor in our annual GiftMart event.

Microsite Ministry

- Expand Campus vision of neighborhood evangelism through our system called Microsites. Create initiatives that equips congregants to live missionally in the proximity of where they live and in partnership with other Christians.
- Recruit and oversee Microsite lay leaders and teams that organize local connections and outreaches.
- Lead Rock the Block – a traveling trailer designed for block parties – through multiple Microsites.

Sports Ministry

- Establish ongoing evangelistic ministry through adult sports and recreational activities. Ensuring gospel intentionality at the forefront of all scheduled gatherings.
- Recruit leaders and teams to organize programs, events, camps, and leagues that prioritize the invitation of The Compass Church PEARLs.

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.