THECOMPASSCHURCH

Job Description

Position: **Campus Pastor, Naperville Campus**

Reports to: **Executive Pastor of Campuses**

Schedule: **Full-time** (40+ hours/week) **/** Salaried, Exempt, Weekends Required

Employment Classification: Campus Pastor (P)

Job Summary

This position reports to the Executive Pastor of Campuses and is based at the Naperville Campus. The Campus Pastor provides spiritual, pastoral and operational leadership for the Naperville Campus, serving the mission of *Helping People Find and Follow God*. This position is responsible for developing Staff and Lay Leaders, strengthening Ministry effectiveness, fostering spiritual growth and building a healthy, unified church community. As a member of the Senior Staff, the Campus Pastor works collaboratively with churchwide leadership to advance the mission and vision of The Compass Church while ensuring the Naperville Campus effectively serves its congregation and surrounding community.

Duties & Responsibilities

Responsibilities include, but are not limited to:

Spiritual Leadership & Discipleship

- Provide spiritual leadership and pastoral oversight for the Naperville Campus, encouraging spiritual growth and discipleship throughout the congregation.
- Champion The Compass Church's Ministry priorities of Pursue Him Daily, Connect in Groups, Serve in Teams and Reach Your Neighbor.
- Lead and strengthen pathways for individuals to connect through membership, groups, serving teams and local and global mission opportunities.
- Oversee evangelism and discipleship efforts, helping individuals take meaningful steps in their relationship with Jesus Christ.
- Serve as a primary communicator for the Naperville Campus through worship hosting, teaching, preaching and other Ministry communication opportunities beyond the weekly teaching of the Senior Pastor.
- Provide pastoral care to the congregation through counseling, hospital visits, weddings, funerals, baptisms and other pastoral Ministry needs.

Campus Ministry & Operational Leadership

- Provide overall leadership and oversight of all Ministry areas at the Naperville Campus, including CompassKids, Compass Students, Adult Ministries, Guest Services, Congregational Care, Support Groups, Community Impact and Alternate Language Ministry.
- Ensure Campus Ministry strategies, staffing and resources are aligned with churchwide objectives and effectively address the needs of the local congregation.
- Establish and monitor Campus goals related to attendance, baptisms, groups, serving teams, budget and community outreach.
- Oversee Campus operations and Ministry effectiveness, ensuring appropriate communication, collaboration and accountability among Ministry teams.
- Foster a welcoming church environment that encourages individuals and families at every stage of their faith journey to become connected and engaged.

Staff & Lay Leader Development

- Lead, develop and care for Campus Staff, providing clear direction, coaching, accountability and ongoing professional and spiritual development.
- Build a healthy Staff culture that promotes collaboration, trust, communication and continuous improvement.
- Hire, train and develop Campus Staff in partnership with Human Resources and churchwide leadership.
- Identify, recruit, equip and empower Lay Leaders, including Group Leaders, Team Leaders and Ministry Leaders.
- Provide leadership and support to direct reports, ensuring effective Ministry execution and alignment with churchwide expectations.
- Address performance concerns and leadership development needs with wisdom, consistency and appropriate follow-through.

Churchwide Collaboration & Engagement

- Serve as a member of The Compass Church's Senior Staff, contributing to churchwide Ministry direction, philosophy and culture.
- Collaborate with other Campus Pastors and Executive Directors to promote alignment, shared Ministry strategies and consistency across Campuses.
- Participate in churchwide leadership meetings, initiatives and pastoral responsibilities.
- Communicate Campus needs, opportunities, challenges and Ministry progress to executive leadership.
- Represent The Compass Church in the surrounding community, developing relationships and encouraging opportunities for community engagement and outreach.
- Perform other duties as assigned.

Qualifications & Requirements

Qualifications

- Bachelor's degree in theology, Ministry or a related field preferred.
- Minimum of five years of pastoral leadership experience.
- Demonstrated ability to provide spiritual leadership, shepherd a congregation and develop Staff and Lay Leaders.
- Strong biblical foundation and demonstrated spiritual maturity.
- Proven ability to lead and develop high-capacity teams, including Staff, volunteers and Lay Leaders.
- Strong relational and emotional intelligence with the ability to build trust, navigate difficult conversations and foster healthy working relationships.
- Strategic and visionary leadership skills with the ability to align Campus Ministry priorities with churchwide objectives.
- Excellent communication, organizational and decision-making skills.
- Ability to lead through complexity and change while maintaining humility, flexibility and sound judgment.
- Ability to work collaboratively with churchwide leadership while providing effective leadership within the local Campus.

Spiritual Expectations

- Affirm our Statement of Faith and be in theological agreement with The Compass Church and the Evangelical Free Church of America.
- Demonstrate a growing relationship with Jesus Christ.
- Regularly attend weekend worship services at The Compass Church.

- Be a Member of The Compass Church or become a Member within 12 months of employment. If married, the employee's spouse is also expected to become a Member.
- Attend monthly All-Staff meetings.

Physical Requirements

- Prolonged periods of sitting, standing and working at a computer.
- Ability to move throughout church facilities to attend meetings, services and Ministry activities.
- Ability to stand for extended periods while leading worship services, teaching and participating in Ministry activities.
- Occasionally lift and carry items weighing up to 25 pounds.
- Regular evening and weekend work, including Saturday evening and Sunday morning services.
- Ability to travel locally for pastoral care, community outreach and other Ministry responsibilities.