



Job Description

Position: Pastor of High School & College Ministries, 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

High School Ministries (70% of position)

- Recruit, equip, and shepherd a team of adult leaders who carry out the mission of helping students *Find & Follow* God.
- Develop a spiritual growth path for students to grow in our four priorities – Pursue, Connect, Serve, and Reach.
- Oversee the large group teaching team, while also providing approximately 50% of the teaching.
- Develop small group environments designed to help individuals become more like Jesus and grow into a fully trained reproducing disciple.
- Build and mentor a student leadership team that engages core students with increased ownership and peer-to-peer influence.
- Create a system of hospitality and assimilation that helps every student be known and belong.
- Equip and support students to have a faith presence on their school campuses.
- Engage students in community impact through good works and proclaiming the good news.
- Organize HSM retreats, trips and events including effective promotion and logistics.
- Oversee the HSM Student Ministries budget.

College Ministry (15%)

- Provide ongoing discipleship for college students who attend Compass throughout the year.
- Assist departing graduating seniors to get connected with campus ministries and/or local churches in the context of their university.
- Organize socials, events, and ministry opportunities that propel college-age young adults to grow in faith.
- Oversee the ongoing process of recruiting, equipping, and encouraging your team of volunteers.

Campus Ministry (15%)

- While many job descriptions state “other tasks as assigned” our approach is to allow *you* to determine your leadership and influence at a Campus level. Your gifting, passions, and experiences will help determine how you allocate 15% of your time to shaping the overall ministry at our South Naperville Campus.
 - Potential ministries include community outreach, congregational care, sports outreach, or South Naperville Campus events.

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.