

**Crosstown Alliance Church**  
**Open Position - Greece Campus Pastor**

**Position:** Campus Pastor

**Campus Location:** Greece, NY (a suburb of Rochester)

**Denomination:** Christian and Missionary Alliance (C&MA)

**Hours:** Full-Time (40-50 hours per week; Offices closed on Fridays)

**Pay:** TBD based on candidates experience and skill set

**Supervisor:** Lead Pastor

Find out about Crosstown Alliance at [www.crosstownalliance.com](http://www.crosstownalliance.com)

**Job Description:**

The Campus Pastor (CP) oversees the life and ministry of their campus, under the direction and leadership of our Lead Pastor & Lay Elders.

The CP shepherds the flock of God (1 Peter 5:2) and equips the saints for ministry (Ephesians 4:11-12). He also supports Crosstown's vision to lead people to discover, develop, and display full devotion to Jesus Christ. The way in which the CP does this is through 3 specific environments: the Sunday morning worship service (discover), weekly small groups (develop), and ministry/outreach teams (display).

In addition, the CP offers pastoral leadership to their campus and ensures the systems and policies of the church are followed.

Most importantly, the CP prioritizes his own spiritual life understanding that a leader can only pour into others what has first been poured into them by the Lord. A consistent quiet time and an active prayer life are essential to a faithful and fruitful ministry. We are looking for a qualified spiritual leader who displays integrity in all areas of their life.

**Specific responsibilities include but are not limited to:**

- Lead and oversee their campus as an "extension" of our *one church* by reproducing the overall vision and core values of Crosstown at their location.
- Create an environment on Sunday mornings for people to discover a life-giving relationship with Jesus. We want people to have an encounter with God where they are encouraged to take their next step of faith.
- The CP will be the first one in and the last one out, preparing and executing every portion of the worship service (including communication with volunteers, pre-service huddle, hosting, communion, baptisms, connecting with first-time guests, etc.)
- Develop a healthy leadership structure by recruiting and raising up key leaders who will oversee the primary areas of the campus ministries.
- Lead and oversee the campus leadership team (CLT) at your campus and work with them to build teams of ministry volunteers who will carry out the vision of the church.
- Provide pastoral care to those who attend your campus.
- Be the primary recruiter of volunteers and leaders at your campus. Meet with, support & encourage volunteers at your campus (especially small group leaders and the members of the CLT).
- Work closely with any of your campus staff (ex. part-time children's ministry and student ministry directors, or worship leader). Provide any needed support to their ministry, including helping them build a volunteer force.

- Develop and communicate an annual outreach/in-reach strategy at your campus that supports the overall vision (e.g. a strategy that helps *develop* meaningful relationships while growing towards Christ-like maturity & display Christ's love to the community).
  - Note: your campus' uniqueness should be an expression of our overall church vision, not separate (or in competition) with the church's vision.
- Help organize and lead outreach events & community activities for your campus. Work with our Creative and Communications Director to promote these events and generate invites to our worship service on Sunday mornings.
- Follow up with new guests, and conduct connection type of events throughout the year to help them engage with others in the church.
- Preach at least 6 times per year (typically the first Sunday of every other month) and when *occasionally* called up by the Lead Pastor.
- Work with the Lead Pastor to set 6 objective goals for you and your campus each year.
- Attend staff meetings (typically 2x a month) or other meetings set forth by the Lead Pastor.
- Fulfill other pastoral/administrative duties (weddings, funerals, baptisms, child dedications, counseling, etc.) or other tasks which might not be considered part of the normal job description.

#### **Required Qualifications and Skills:**

- Must meet the Biblical qualifications of a pastor found in 1 Timothy 3 & Titus 1
- Reflect Christ in your personal life and ministry. Be able to say to others "Follow me as I follow Christ."
- A strong desire to serve Christ in the local church
- A strong desire to see people far from God find life in Christ
- A passion to see Christians understand and live out the truth of the Bible
- Must be a self-starter (see a need, meet a need; come up against a problem, research solutions, and then implement a plan in conjunction with your team)
- Good communication skills – verbal (comfortable and confident communicating in front of a large group), relational (not awkward talking with people), and written (can clearly communicate thoughts and ideas to others in written form)
- Has leadership experience and solid problem-solving ability
- Effectively manages time, prioritizes workload, and can balance working on multiple projects simultaneously
- Recruiting, building, and developing teams
- Able to teach God's timeless truths in ways that connect with people
- An understanding of the benefits and know-how of technology within ministry
- Has basic administrative, organizational, and computer skills
- Must be a flexible and teachable team player
- Be in agreement with Crosstown's vision, values, statement of beliefs, and other position papers set forth by the elders.

#### **Desired Qualifications and Skills:**

- Experience in some level of church leadership or a para-church organization is preferred
- Good team-building skills
- Excellent people skills
- Passion for creating a serving culture in the church
- Worship leading/music ability

Interested applicants, please email your resume to [jgorham@crosstownalliance.com](mailto:jgorham@crosstownalliance.com)