



JOB DESCRIPTION

Compassion Online Pastor

Worship Experiences Department

Reports To:	Executive Pastor of Worship Experiences
Category of Employment:	Full-time
Payroll Status:	Salaried, Exempt
Office Hours:	Average of 50 hours per week, with the exception of heavy ministry season.
Supervisory Responsibility:	N/A

The mission of Compassion Christian Church is to lead people to a life-changing relationship with Jesus Christ.

Job Summary

To further the mission of the church by effectively developing, directing, and overseeing all operations of the weekly worship gatherings at Compassion Christian Church.

Minimum Qualifications

1. **Experience:** 3 years or more experience as a leader in ministry or related environments specifically related to online ministry.
2. **Education:** Minimum of a Bachelor's Degree from an accredited college or university. A degree from an accredited college with a major in online marketing, communications or a related field is preferred. Consideration will be given to candidates having experience and demonstrated proficiency in field.
3. **Knowledge, skills, and gifts:** Candidate must be tried and proven in ministry and have a passion to share Jesus. Candidate must demonstrate a Christ-like attitude in words and actions, and have the ability to work with a wide variety of people. Exhibit excellent interpersonal relational skills while maintaining and protecting confidentiality. Candidate must possess effective written and verbal skills that include excellent public speaking skills. Must be a motivated and successful recruiter and manager of volunteers. Candidate must exhibit excellent computer knowledge, experience and proficiency with Microsoft Office applications including Word, Outlook and Excel.
4. **Physical Demands:**
 - a. Lifting, pulling, bending, carrying, and pushing as needed to set up activities and events.
 - b. Operation of church vehicles.

Expectations

1. Exhibits a meaningful and growing personal relationship with Jesus Christ.
2. Engages in a regular and ongoing (meeting at least monthly) accountability relationship with a staff partner or other approved person.
3. Recognizes that our work is important and deserves our very best.

Conditions of Employment

1. Models the Biblical standard of personal conduct and lifestyle.
2. Supports and adheres to the Mission, Vision, Values, and Philosophy of Ministry of CCC, including the CCC Statement of Faith.
3. Supports and adheres to the CCC Policies and Procedures Handbook.
4. Director-level Staff must be active, participating members of Compassion Christian Church or be willing to become a member at the beginning of employment.

Duties and Responsibilities (Essentials)

1. General staff responsibilities:
 - Engage in pastoral responsibilities, as assigned, to include teaching, preaching, performing weddings and funerals, pastoral counseling, assisting in worship services, communion, baptisms, child dedications and hospital visits.
 - Lead, oversee, and direct all facets of Compassion Online.
 - Establish ministry goals and objectives, and individual tactics that support the mission and vision of the Church.
 - Provide visionary leadership and organizational structure for Compassion Online.
 - Recruit, train, equip and supervise volunteers for the ministry.
 - Propose and administer annual budgets.
 - Participation in monthly "Pastor's Lunch" and "All-Staff Meetings", as well as called departmental meetings, and other required staff events.

2. Specific duties and responsibilities:
 - Develop the vision and standards for Compassion Online ensuring the overall mission and core values of Compassion Christian Church are supported.
 - Establish strategies and tactics for growing the online audience and integrating them into the normal rhythms of Compassion (volunteering, groups, outreach and worship)
 - Work closely with the Central Worship Pastor to develop engaging, online service programs that are tailored for the online audience, but includes content from the broadcast location.
 - Be the on-air host for weekly services and other online events. This will require writing content for online only segments and transitions.
 - Expand online content offerings beyond weekly services to provide additional engagement points throughout the week.
 - Work closely with the Production Ministry Manager to ensure equipment and technical systems are maintained and functioning.

3. This job description is not meant to be an all-inclusive statement of every duty and responsibility that will be required of an employee in this position. Therefore, additional duties may be assigned.

Performance and Evaluation

Success in the position will be measured according to the performance assessment tool approved by the Lead Executive Pastor. Performance will be evaluated in relevant areas, including but not limited to: completion of ministry goals, communication, teamwork, leadership, creativity, responsibility, self-motivation, attitude, and potential for growth.

Employee Acknowledgement

My signature will acknowledge that I have read and understand the above Job Description. Further, I understand that this Job Description provides position essentials and the general duties, responsibilities, and specifications of the position; that it may be changed at any time to meet the needs of CCC; and, that it in no way constitutes an employment contract or otherwise alters my "employment at will" relationship with Compassion Christian Church.

Printed Name of Staff Member:

Signature of Staff Member

Date

Job Description Approved: DLM (HR Initials) _____ LEP (Initials) _____

Revised 6/17/2020