

COMPASSION CHRISTIAN CHURCH JOB DESCRIPTION

Position Title	Department	Reports to
Generations Leader/Pastor - Bluffton	Campus Development (CD)	Campus Pastor - Bluffton
Employment Status	FLSA Status	Effective Date
<input type="checkbox"/> Temporary <input checked="" type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time	<input type="checkbox"/> Non-Exempt <input checked="" type="checkbox"/> Exempt	11.2025 – cdb/HR

WHO WE ARE

We are guided by our fundamental values, our **CORE4**, which define our culture, but it's our mission that drives everything we do: to **LEAD OTHERS TO A LIFE-CHANGING RELATIONSHIP WITH JESUS.**

- Roof Wrecker (RW): Willing to go above and beyond to help others connect with Jesus.
- Game Changer (GC): Committed to doing whatever it takes to advance the Kingdom.
- Ephesians 4 (E4): Focused on raising others up to fulfill their potential and contribute.
- We Over Me (W/M): Prioritizing the good of the team over personal gain.

POSITION SUMMARY

Lead and inspire the Kids and Student Ministries at Bluffton Campus by championing centrally directed innovative programs and strategies that foster spiritual growth and community engagement. This position involves effectively recruiting and equipping volunteers, nurturing relationships, and maintaining a vibrant ministry environment. Collaboration with campus teams and regional ministries is essential to ensure effective programming and a safe atmosphere for all participants.

ESSENTIAL DUTIES & RESPONSIBILITIES

The essential functions include, but are not limited to the following:

- **Leadership and Vision (RW, E4, W/M):** Engage and inspire the Kids and Student Ministries Teams by effectively communicating the church vision, generating momentum, and actively recruiting and developing volunteer leaders to foster spiritual growth through meaningful relationships.
- **Team Oversight and Collaboration (E4, W/M):** Recruit, lead, shepherd, and oversee team leaders across ministry areas, including administration, small group coordination, volunteer coordination, large group coordination, and technical support. Maintain relationships with Kid and Student Ministries at all regional campuses to encourage collaboration and mutual support.
- **Promotion and Event Development (GC, W/M):** Participate in promoting and publicizing ministry activities and events to enhance community engagement. Contribute to the planning and execution of special events, including the creation and setup of staging, props, videos, and other elements to enrich the overall ministry experience.
- **Safety and Environment (RW):** Ensure a safe and healthy environment within the Kids and Student Ministries, prioritizing the well-being of all participants.
- **Additional Responsibilities (E4, W/M):** This job description is not all-inclusive and may include additional duties related to pastoral responsibilities at the campus, Central department, and community levels, as well as other assigned responsibilities.

COMMITMENT TO CHRIST and CCC

- Demonstrates a personal relationship with Jesus Christ and actively engages in spiritual growth.
- Participates in regular accountability with a designated staff partner or approved individual.
- Adheres to the Mission, Vision, Core Values, Philosophy of Ministry, and Statement of Faith of CCC.
- Supports and upholds the policies and procedures outlined in the CCC Employee Handbook.

TEAMWORK and PROFESSIONALISM

- Embraces a collaborative team mindset and actively contributes to the objectives of the Vision & Strategy Team (VST).
- Maintains the highest standard of personal conduct and lifestyle, as outlined in the Team Assumptions.
- Demonstrates a commitment to excellence in all work, recognizing its significance.

MINIMUM QUALIFICATIONS

Education:

- A Bachelor's degree from an accredited college or university is required.
- Consideration will be given to candidates with extensive experience and demonstrated proficiency in ministry leadership, particularly in Generations roles.

Experience:

- A minimum of three (3) years of experience in ministry or a related field is preferred.

Knowledge, Skills, and Gifts:

- **Ministry Involvement:**

A dedicated individual with a passion for reaching lost or unchurched individuals, particularly through engaging in ministry with Kids and Students (Middle School & High School). Demonstrates a lifestyle that encourages others to grow in their faith.

- **Relational Skills:**

Strong interpersonal skills characterized by emotional intelligence and spiritual maturity. Ability to connect with a diverse group of individuals and build meaningful relationships while being sensitive to their needs.

- **Organizational & Administrative Skills:**

Solid organizational skills with the ability to manage projects effectively. Capable of seeing tasks through to completion while being skilled in problem-solving and time management. Proficient in relevant software, including Google applications.

- **Communication:**

Committed to excellence in both verbal and written communication, with the ability to connect with individuals from diverse backgrounds while upholding confidentiality.

- **Spiritual Character:**

Demonstrates a strong commitment to Christ-like values through words and actions. Exhibits integrity in interactions, reflecting a dedication to serving others and growing spiritually.

EMPLOYEE ACKNOWLEDGEMENT

I understand and acknowledge that my employment with Compassion Christian Church is "at-will," meaning it can be terminated by either party at any time, with or without reason, and with or without notice. This job description, along with any other provided documents, does not constitute an employment contract or guarantee of continued employment. I have read and understand the contents of this job description. I understand that it may be subject to change and does not alter my "at-will" employment status.

Reviewed with employee by

Signature: _____ Name (print): _____

Title: _____ Date: _____

Received and accepted by

Signature: _____ Name (print): _____

Title: _____ Date: _____