



HIGHPOINT PASTOR ROLE DESCRIPTION

The Highpoint Pastor works with the Student Ministries Director and the ministry team to establish vision and goals while developing and executing ministry strategies for high impact, high energy, and highly relational ministry and partners with the Highpoint team by directly leading and building the community life ministry through mid-size teams and small groups. The Highpoint Pastor shares teaching with the Student Ministries Director, serves as the primary overseer of volunteer development; leads the creative direction for activities of camps, retreats, and special events; and ensures that all students, volunteers, and families are well-served.

RESPONSIBILITIES

Assist in Providing Strategic, Effective and Inspiring Leadership for the Highpoint Team

- Develop strategies and plans in alignment with ministry vision, priorities and goals and manage them to successful execution
- Build a culture defined by love and unity

Directly Lead the Volunteer Recruitment and Development Strategy

(In Partnership with Staff and Team Leaders)

- Develop a recruiting strategy to source highly engaging leaders for maximum impact
- Create community among leaders, fostering a sense of team
- Build a culture defined by love and unity
- Facilitate high-impact engaging training seminars for leadership development and practical training for maximum impact
- Cast vision regularly by sharing stories and celebrating wins
- Provide direction, care, support, prayer, and coaching for teams
- Evaluate and transition team members as necessary
- Serve as a resource to leaders for concerns or escalated matters
- Establish a system to monitor leader performance and development goals
- Envision volunteer leaders to grow in depth and size, so that more students can meet Jesus

Develop an Engaging, High Connection Infrastructure through Mid-Size Teams

- Utilize Camp to add additional Mid-Size Teams and to create stronger camaraderie
- Train Team Leaders to oversee the Mid-Size Team experience and to oversee and manage the small groups under their care
- Assist Team Leaders to recruit all the necessary volunteer roles
- Ensure Mid-Size Teams are the appropriate size to help build community
- Ensure volunteers follow up with students outside of regular meeting times
- Train volunteers to follow up with new students and get them integrated
- Utilize the Parent Liaison Coordinators to ensure meals are provided each week
- Add additional Mid-Size Teams when necessary

Ensure Small Group Ministry Is Highly Transformation for Spiritual Growth

- Train Small Group Leaders to facilitate highly relational and transformational groups that include fellowship, fun, connections, and community
- Ensure Small Group content and curriculum inspire life change
- Ensure volunteers follow up with students outside of regular meeting times

- Implement accountability systems to ensure each small group is flourishing

Ensure Strong Parent Partnership and Involvement

- Initiate Parent Liaison Program to support Small Groups and to further integrate parents
- Ensure Small Group Leaders are building parent relationships
- Develop opportunities to educate parents on student culture and needs
- Ensure timely, consistent communication to parents

Support in Developing a High-Impact High School (Highpoint) Service

- Teach inspiring, catalytic messages for life change on a regular basis
- Facilitate creative elements within the Highpoint program (games, testimonies, etc.)
- Ensure Mid-Size Teams are welcoming and are a strong connection point for new students
- Collaborate with team to ensure the program is gospel centric, high energy and fun

Lead the Creative Direction for Activities at All Special Events

(Examples: Camps, Retreats, Special Events, Etc.)

- Collaborate with the ministry team to understand the goal and requirements of the event
- Determine the activities for all weekend events
- Point leads the games, competitions and small group curriculum at Camps and Retreats

Complete Administrative Responsibilities

- Maintain all administrative documentation (follow-up reports, etc.)
- Ensure screening, processing, and paperwork for designated volunteers
- Ensure CCB (online church database) is organized, accurate, and up to date

Ensure Accurate, Timely Response to Communication Requests (Phone or Email)

- Manage email, voicemail, and communication requests in a timely, thorough manner
- Build trust by maintaining confidence of information
- Respond to all communication with professionalism, discretion, and a service orientation

Serve as a Fantastic Teammate to Peers on the Student Ministry Team

- Demonstrate loyalty to the Student Ministries Director and teammates in action and word
- Pursue and uphold relational unity with teammates
- Make assists for teammates to facilitate department-wide wins
- Place the team agenda before your own agenda
- Uphold the six commitments of trust and trustworthiness

Develop Creative Direction for Apparels

Perform Other Duties and Tasks as Assigned

Model Servant Leadership and Exhibit a Helpful, Joyful Attitude

Demonstrate a Commitment to Growth

- Receive and apply training and development from the Student Ministries Director
- Attend department and all-staff meetings

REQUIREMENTS

- College Degree
- 2+ Years of Ministry Experience in a Similar Church Size to CHCC OR Educational Background with High School Students

- Skills: Church Management Software, Microsoft / Mac Office Programs
- Relational with Students
- Ability to Connect, Engage & Equip Parents

WHO WE ARE

We're a vibrant church of everyday people who come together in many ways – in exploring and learning about faith, in raising kids and strengthening marriages, and in discovering the fullness of life God desires for each of us.

At our core we are all about love.

- Love Expressed – which is all about God receiving the worship He deserves.
- Love Experienced – that's all about helping you grow in experiencing the love of God.
- Love Extended – which is all about extending the love of God out to those who need it most in mission.

WHO YOU ARE

You Model a Growing and Vibrant Relationship with Christ

- Pursue full devotion to Christ and live the life we are inviting others to live
- Manifest the fruit of the Spirit in work habits and relationships
- Pursue spiritual growth through community and a daily (or almost daily) Biblical engagement
- Embody other-centered, servant-leadership in all interactions
- Reflect Christ's heart for reaching the spiritually lost

You Demonstrate Commitment to Cherry Hills Community Church

- Pursue church membership and live out the four commitments of active membership, which are wholehearted worship, daily Bible reading and reflection, pray for and pursue friendships with those who don't know Christ, and 3P giving (priority, percentage, and progressive)
- Be an active, engaged participant at weekend services and involved in community
- Serve at church-wide, all-hands-on-deck events (Examples: Christmas & Easter service, etc.)
- Accept and uphold Cherry Hills' [Statement of Our Faith](#)

COMPETENCE

Builds Effective Teams: An effective team-builder blends people into teams when needed; creates strong morale and spirit in his/her team; shares wins and successes; fosters open dialogue; lets people finish and be responsible for their work; defines success in terms of the whole team; creates a feeling of belonging in the team.

Directing Others: An individual who is skilled at directing others is good at establishing clear directions; sets stretching objectives, distributes the workload appropriately; lays out work in a well-planned and organized manner; maintains two-way dialogue with others on work and results; brings out the best in people; and is a clear communicator.

Developing Direct Reports and Others: An individual that develops direct reports and others provides challenging and stretching tasks and assignments; holds frequent development discussions; is aware of each direct report's career goals; constructs compelling development plans and executes them; pushes direct reports to accept developmental moves; will take direct reports who need work; is a people builder.

Motivating Others: A person who is skilled at motivating others creates a climate in which people want to do their best; can motivate many kinds of direct reports and team or project members; can assess each person's hot button and use it to get the best out of him/her; pushes tasks and decisions down; empowers others; invites input from each person and shares ownership and visibility; makes each individual feel his/her work is important; is someone people like working for and with.

Organizing: An individual who is skilled at organizing can marshal resources (people, funding, material, or support) effectively and efficiently, orchestrate multiple activities at once to accomplish a goal, and arrange information and resources in a useful manner.

SPIRITUAL GIFTS

God equips every Christ-follower with spiritual gifts to serve and strengthen the body of Christ and to partner with Him in the advancement of His kingdom.

The following gift is recommended for this role:

- Leadership
- Teaching

Other gifts that may align well with this role include but are not limited to:

- Evangelism
- Shepherding

POSITION TYPE: Full-Time, Exempt

HOURS PER WEEK: 40

SUPERVISOR: Student Ministries Director

SALARY RANGE: \$37,776 - \$56,669

BENEFITS: Eligible Health, Dental, Vision, 403(b), Paid Vacation and Sick Leave