



WEST MONROE, LA

CAMPUS PASTOR – CALHOUN POSITION PROFILE

OVERVIEW

First West is a sharing, growing and multiplying Southern Baptist Church with over 2,000 attending weekend services. With a well-established legacy of changed lives in northeast Louisiana (NELA), First West is poised for an exciting future full of hope for serving Christ and expanding His Kingdom in NELA, NOLA and the world.

Under the leadership of Lead Pastor Michael Wood, First West members, ministry teams and staff are committed to #seetoit that no one misses the grace of God. Life change happens through Christ-centered evangelism, worship, community and service.

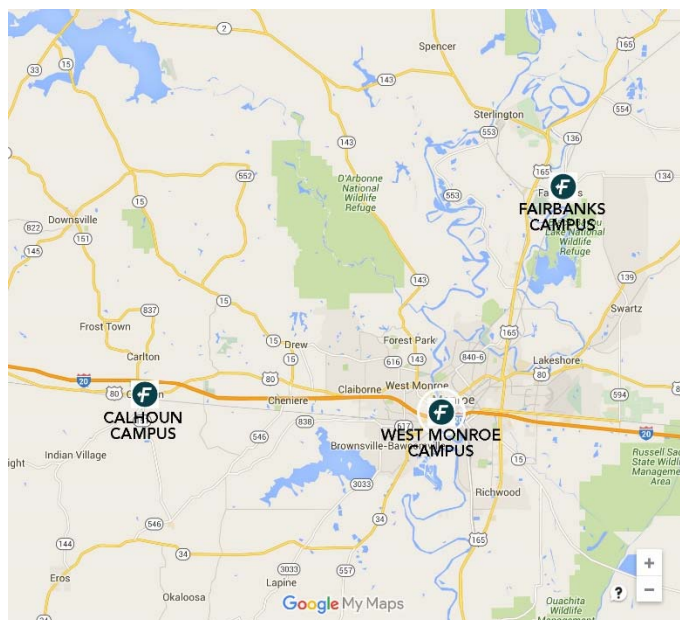
With two campuses and plans for a third in 2017, First West is embracing what it means to be one church in several locations. Worship at the West Monroe campus includes both conventional and contemporary services, while worship at other locations offer a contemporary service only.

The Campus Pastor is a person who has a passion for the church of Jesus Christ, a commitment to its mission of disciple making, a love for people and a calling to preach God's Word. This person must possess a comprehensive understanding and unbiased appreciation for the various expressions of the church's mission along with the heart and skills to efficiently and effectively lead and manage a staff, ministries, teams, processes and systems consistent with the intentionality, excellence and values of First West.

The Calhoun Campus will be located on or near Highway 80 in Calhoun, LA, a highly desirable area for young families and an area poised to see rapid growth in the next several years. First West already has a presence in the Calhoun area through the 150 First West families who reside in zip code 71225.

Why launch a regional campus in Calhoun?

- Spirit-led calling to this time and place
- Second fastest growing community in NELA
- Projected population growth of 5.8% in the next five years
- Demographics are comparable to our existing demographic profile
- Community is at the limit of our present reach



MISSION & VISION

Our vision is where we're going.

- **We will see people changed by the gospel and living out their Christ-centered purpose.**

Our mission is what we're doing.

- **We are seeing to it that no one misses the grace of God.**

STRATEGY & VALUES

Our strategy is how we're getting it done.

- **Evangelism** – We will train people to share their 1 story and memorize 1 verse and ask them to commit to share with 1 person.
- **Worship** – We will multiply worship leaders and grow worship services across all campuses.
- **Community** – We will develop new leaders and start new LIFE Groups.

We will multiply leaders in our NextGen Ministry and make every campus inviting for preschoolers, children, students and families.

- **Service** – We will increase volunteers serving in local ministries and on short-term mission trips.

Our values are why we're doing it.

- **Sharing** – We share Jesus with everyone.
- **Growing** – We grow together and live all out for Jesus.
- **Multiplying** – We multiply our church in NELA, NOLA and the world.

POSITION SCOPE

The Calhoun Campus Pastor is responsible to First West, under the direction of the Executive Pastor and in partnership with the Lead Pastor, for the spiritual leadership, health and stability of the Calhoun Campus.

The Calhoun Campus Pastor is not only pastor of the Calhoun congregation, but is also a full member of the First West pastoral team and the Senior Lead Team.

If a church repurposing occurs prior to launch, the Campus Pastor will make ministering to the existing congregation a priority while leading people through the changes that would come with a merger. In any case, the Campus Pastor will lead the campus to adopt a growth mindset with a focus on reaching unchurched and dechurched people.

The Calhoun Campus Pastor also serves on the First West Preaching Team and is responsible to the church and to the Lead Pastor to proclaim the gospel of Jesus Christ, to maintain a commitment to Biblical authority, to engage in pastoral care ministries, and to provide leadership and direction in all



areas of congregational life. The Calhoun Campus Pastor serves as one of First West’s primary communicators and is available and on call to preach in all services at all campuses.

The Calhoun Campus Pastor serves as a minister, coach, manager and catalyst working with and through staff and lay leaders to implement and align the objectives, goals and strategies of the Calhoun Campus with First West mission, vision, strategy and values. Thus, this position requires highly developed skills in communication, planning, relationships, management, supervision and people development.

RESPONSIBILITIES

The Campus Pastor works closely with members and staff to support the vision of First West and its campuses in developing and leading the Calhoun congregation.

The search is for a person who has a passion for the church of Jesus Christ and its mission of disciple making. The Campus Pastor will have direct responsibility and supervisory responsibility for:

- **Oversee and manage the Leadership Team for the Campus, including:**
 - Worship Leader
 - Children’s Minister
 - Student Volunteer Coordinator
 - Groups Volunteer Coordinator
 - Missions Volunteer Coordinator
- Pastor the local campus and follow up with new guests
- Lead weekend services and serve in the primary preaching role on the Calhoun Campus
- Identify, recruit and develop key ministry leaders – Lead teams of people to fulfill First West’s mission and vision
- Serve as a catalytic leader for the Calhoun Campus – a high-energy, self-starter who not only gets things done, but makes things happen
- Strategize, create and execute systems to mobilize volunteers and develop quality, consistent weekly ministry
- Collaborate and support the work of campus pastors, ministry champions and global support services across campuses, particularly as it relates to the Calhoun Campus
- Support and shepherd First West DNA on the Calhoun Campus – Demonstrate total commitment to the church’s mission, vision, strategy, values and leadership
- Demonstrate a passion to minister to people in Calhoun and beyond
- Manage the campus budget
- Be available to counsel people in the body as needed
- Serve on the First West Preaching Team and abide by Preaching Team Points of Excellence
- Be on call to preach in all services at all campuses as directed by the Lead Pastor



- Work closely with the Executive Pastor with regards to campus planning and development
- Serve on the Senior Lead Team and attend monthly Global Team Meetings with the Calhoun Campus Team
- Attend Worship Planning Meetings if possible
- Assist in pastoral care duties, such as weddings, funerals, etc.

QUALIFICATIONS

The foremost requirement for this role is that of a Christ-centered life. The successful candidate will have a deep and ever-growing relationship with God as evidenced by daily habits of spending time with Him and His Word, observable fruits of the spirit, active involvement in the leadership of a church, and a commitment to maintaining healthy accountability relationships with a small number of mature believers. A strong sense of calling will be evident.

In evaluating individuals for the position of Campus Pastor, we will consider several key qualifications:

- Godly Character and a Christ-Centered Life
- A Clear Calling to Multisite Ministry
- Communication Competency and Experience
- Relational Ministry Skills and Pastoral Care Passion
- Chemistry with Other Ministry Team Members
- Leadership Skills (including the ability to recruit and develop others)
- Management Ability (including budgeting and supervising)
- A Strong Work Ethic
- A Commitment to Excellence



Contenders for this role will have 5+ years experience as a minister or pastor at a church with multiple staff members and team-based ministry. They will be teachable and have a strong commitment to self and staff development.

Viable candidates must give evidence of the ability to lead and appropriately hold accountable individuals, groups and teams that produce measurable results against predetermined goals and objectives. A participative, collaborative, team-oriented culture is the desire at First West and this leader must be characterized by these same values.

This role will call for someone with substantive implementation, influencing and relational skills. Thus, this person must be a leader who can accomplish agreed upon results through people by deeply valuing people and relating well to those of all ages and levels of spiritual maturity. It is essential he have well-developed interpersonal relationship skills and social intelligence. Furthermore, this minister must be able to effectively share God’s Word and represent the overall mission, vision and values of First West and will therefore likely be known as an exceptional communicator.

In addition, top candidates for this role will have a demonstrated track record of effective teaching and pastoral ministry.

A Master’s level seminary degree is a specific requirement as is a well-established theological construct and an in-depth knowledge of scripture which is necessary for the wisdom and biblically based preaching, teaching and decision-making demands of this position. Leading candidates will possess a biblical theology that is consistent with that of First West and of the Lead Pastor and have a strong history in and appreciation of Southern Baptists.

Further, this is the role of a minister. A shepherd’s approach is a must; thus, this person will possess personal warmth that brings comfort, peace, wise counsel and harmony to relationships and the work environment.

PERSONALITY, GIFTS, ABILITIES AND STRENGTHS

Personality: Using the DISC personality profile assessment tool, we anticipate this person to exhibit primary I/D or D/I attributes with S and C being secondary, though a variety of profiles can be successful in this position.



Spiritual Gifts: Using the PLACE assessment tool, we will look for a concentration of Equipping-related gifts such as Exhortation, Leadership, Knowledge, and Teaching. The key serving gift is that of Pastor/Shepherd and the support gift of Administration will be beneficial but not as essential.



Abilities: Using the PLACE assessment tool, we will look for the Social, Artistic and Enterprising abilities among the top 5. The Investigative ability will be a plus.

Passions: Using the PLACE assessment tool, we will expect to see a demonstrated passion mix such as Leading, Influencing, Challenging, Defending and Developing. We might expect to see felt passions for young adults, preaching, teaching, discipleship and missions.

Strengths: Using the Gallup StrengthsFinder assessment, we will look for a person with strengths in at least three of the four domains: Executing, Strategic Thinking, Influencing and Relationship Building. The priority strengths for this position are in the Influencing and/or Relationship Building domains with Execution and Strategic strengths being secondary.



Need

Launching a First West regional campus is a major part of our multiplication strategy in northeast Louisiana (NELA). By extending our reach into new areas underserved by other churches, we will #seetoit that no one misses the grace of God with Christ-centered worship, community and service.

With campuses in West Monroe and Fairbanks, the next strategic regional campus should be located in Calhoun. We believe this is the next step in our multiplication strategy.

Why launch a regional campus in Calhoun?

- Spirit-led calling to this time and place
- Second fastest growing community in NELA
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Growth Potential

One experienced Calhoun leader says it this way: "A multisite done the way First West will do it will be the largest church in Calhoun in a year's time." We believe a new Calhoun campus satisfies the requirement for a long-term average worship attendance of 200 or more.

First West already has a presence in the Calhoun area through the 150 First West families who reside in zip code 71225. While not all of these people will commit to a new Calhoun campus, many will see this new opportunity as a moment to #seetoit with friends and neighbors.

Multiplication Grid

Reaching northeast Louisiana (NELA) through a multiplication of our reach in new areas is a key way First West will grow in coming years. We have four distinct kinds of opportunities:

- Launching a First West regional campus
- Repurposing an existing church belonging to a struggling congregation
- Planting a new church
- Initiating a strategic partnership

Since we recognize an abundance of opportunities in NELA and have limited resources to invest, we commit to meet a set of conditions before proceeding with any multiplication opportunity.

Replication Clarity

We have prepared a series of six replication documents that give focus to who we are and what we plan to reproduce on every First West campus. Covering the items we must do, should do and won't do on every campus adds clarity to our worship, community and service threads.

Ministry replication documents cover:

- Preaching Team
- Worship Team
- Groups Team
- NextGen Team
- Students Team
- Missions Team

Launch Options

We have four options for launching our Calhoun campus:

- Launching a campus in a strategic business
- Launching a campus in a school
- Leasing space in an existing building
- Repurposing an existing church belonging to a struggling congregation

Timeline Summary

2015

- August-September – Pray for direction.
- October-December – Clarify ministry replication points.

2016

- January-February – Develop a multiplication grid.
- March-April – Review demographic data and finalize Calhoun area.
- April 4-7 – Determine meeting location options.
- April 11-25 – Explore a church repurposing.
- May – Finalize Campus Pastor Profile and outline budget.
- Summer – Conduct Campus Pastor search process.
- September-October – Hire Campus Pastor, recruit core leadership team and refine launch plan.
- November-December – Hire part-time campus employees.

2017

- January 9 – Begin pre-launch community effort
- March 5 – Services Begin
- April 16 – Easter Launch

FIRST WEST | Preaching Team | Points of Excellence

Under the leadership of the Lead Pastor, the First West Preaching Team is responsible for the preaching and teaching of Scripture in all First West campuses and venues. The team includes the Lead Pastor and all campus pastors at First West.

Introductory Thoughts from Lead Pastor Michael Wood:

At First West, we take preaching very seriously. We also love it more than anything else we do. We're blessed to have the opportunity to serve with a team of campus pastors. This structure creates a comfortable place for mutual support, accountability and maximum creativity. With this in mind, I would ask that you do the following in order to be prepared for our weekly time together:

- Read the text. If reasonable, read the entire book. Do your best to understand the passage in context.
- Think about how your people will hear this text and what issues they'll want you to address.
- Identify the "big rocks" for your campus or congregation.
- Read through the research. You probably won't have time to complete your sermon research, but familiarize yourself with the work done by our research assistant.
- Identify any problem areas of the text that might need special attention from you.
- Identify themes your people will readily identify.
- Pray for yourself, each other and our church.

Must Do:

- Each teaching pastor must align with the **Annual Sermon Plan** that is developed by the Lead Pastor in collaboration with the Preaching Team. Each major series should be preached in all venues. Each Sunday the same Scripture text and main point should be preached with the exception of "open Sundays," when the text and focus is at the discretion of the teaching pastor.
- Each teaching pastor should preach using the **English Standard Bible (ESV)** unless another translation is approved for a particular Sunday by the Preaching Team. This is to ensure consistency across campuses, venues and for our next generation ministries.
- **The Baptist Faith and Message (1963)** is our doctrinal standard as a church and serves as our statement of faith. All preaching and teaching should align with these doctrines.
- The Preaching Team meets from **3:30-4:30 on Monday afternoon**. All campus pastors are expected to attend this meeting.

- The Docent Group provides a **research document** 1-2 weeks before each sermon. While no teaching pastor is required to use the material provided, it is expected that the document is reviewed prior to the preaching team meeting.
- Campus pastors should be available to **rotate** to other campuses/venues as requested and/or needed.
- **Substitute** teaching pastors must come from the approved list (see below) or be approved by the Lead Pastor's office.

Should Do:

- Campus pastors should attend the weekly **worship planning meeting** from 2:30-3:30 every other Monday. Other teaching pastors should attend as requested by the Worship Pastor.
- Each campus pastor should enlist **prayer support** of key leaders and/or staff. How prayer needs and updates are distributed is at the discretion of the teaching pastor.
- The Lead Pastor will occasionally **call meetings** as needed for long-range sermon planning or addressing key issues. It is expected that these called meetings are a priority.
- The Lead Pastor will, on occasion, give **assignments** or **readings** to the Preaching Team. These are expected to be a priority.
- Campus pastors should give feedback to the **Communications Team** as needed and within the timeframe requested for items like sermon series artwork, supporting projects and videos.
- Feedback should be given to the **Discipleship Team** as requested for the creation and evaluation of **sermon-guided resources**.

Nice to Do:

- The Lead Pastor reserves the right to request that the Preaching Team attend **conferences, seminars or make visits** to area churches for professional development.
- Under the coaching of the lead pastor, **extemporaneous preaching** is preferred (preaching without notes).

Discouraged – Don't Do:

- Don't preach without offering an invitation to respond and/or clear instruction on next steps.
- Don't allow the preaching moment to become a time for programming announcements; work with the Worship Team to ensure those happen at other times during the service.
- Don't give undue focus to civil and "Hallmark" holidays.
- Don't do anything without asking the "why" question.

Preaching Team:

- Lead Pastor – Michael Wood
- Fairbanks Campus Pastor – Chad Merrell
- Calhoun Campus Pastor – TBA

Approved Teaching Pastor Substitutes:

- Mark Fenn
- Nathan Neufang
- Jericho Jones
- Cody Keys