

Qualifications

Above all else, the Campus Pastor must have a Christ-centered life and demonstrate consistent spiritual growth. 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 manifestation of the fruit of the Spirit, active involvement in the leadership of a church, and a commitment to maintaining healthy accountability relationships. A strong sense of calling to the work of ministry in general and to the Lecompte campus particularly should be evident.

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

- Godly character and a Christ-centered life
- Dedication to personal evangelism and equipping the church for evangelism
- Commitment to and participation in missions
- Competency in communication
- Experience in the ministry of the local church
- Relational ministry skills and a passion for pastoral ministry
- Chemistry with other staff members, especially the Lead Pastor
- Leadership skills (including the ability to recruit and develop others)
- Management ability (including budgeting and supervising other staff)
- A strong work ethic and a commitment to excellence. Good enough is not good enough.

The qualified candidate should have three or more years of experience as a ministry staff member or pastor at a church. The candidate should have a demonstrated track record of effective teaching and pastoral 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 Baptist Church Pineville, and this leader must be characterized by these same values.

This person must be a leader who can accomplish agreed upon results through people by deeply valuing them and relating well to people of all ages and levels of spiritual maturity.

Because this individual will be communicating the church's vision and program in various avenues as well as God's word in preaching, he should be known as an excellent communicator.

The candidate should have a Master's degree from seminary or be pursuing such a degree. His theology should be in keeping with that of First Baptist Pineville and the Lead Pastor. He should also have a strong appreciation for the work of Southern Baptists.

Current Status of the Lecompte Campus

Since April of 2022, the Lecompte Campus has grown from an average attendance of around 50 in worship to just over 100. What was a congregation of mostly adults over 65 in 2022 is now a congregation with a growing young adult, median adult, children, and youth population. We have averaged more baptisms and new members than in previous years. Sunday morning and Wednesday evening ministries have been reestablished with plans for further growth once a campus pastor is in place. The children and youth ministries are led by interns who are supervised currently by the Pineville campus ministry staff. With the exception of the chapel and some classrooms, the entire campus has been renovated or repainted inside and out and numerous upgrades have been made to lighting, sound, and video. A new parking lot is expected to be built in 2026.

The budget has grown from \$172,320 in 2022 to \$265,884 for 2026 with giving outpacing both the budget and expenses in 2025. The campus has no debt.

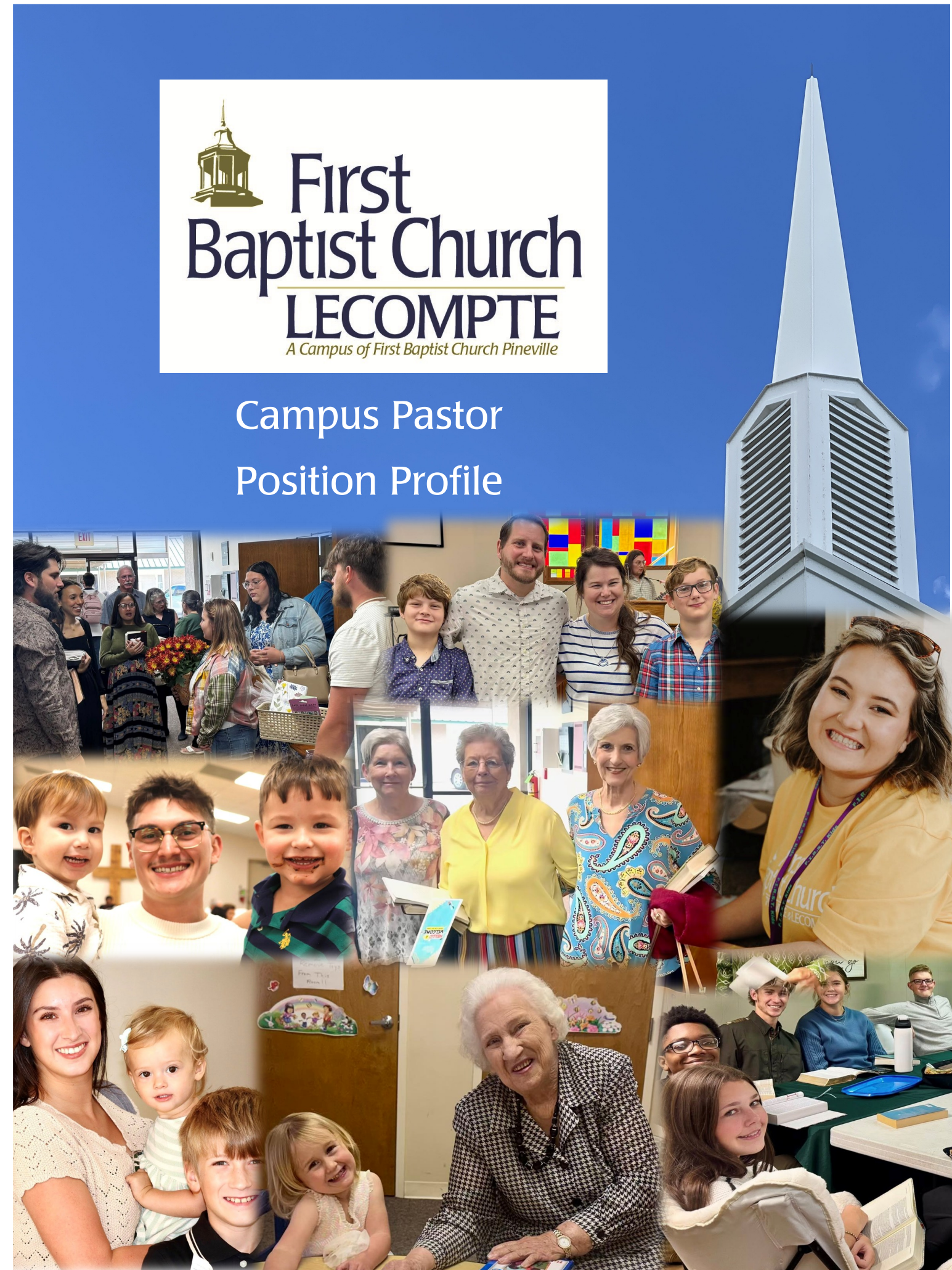
The campus has begun reconnecting with the Lecompte area schools and seeking to engage the town and surrounding region through events like a summer backyard Bible club, Ladies Valentine Tea, Trunk or Treat, and Christmas in the Country.

The campus is characterized by loving relationships, a passion for mission projects, joy, and hard-working volunteers.

Challenges include:

- continuing to move the congregation towards organized, planned ministry instead of reactionary, last minute ministry
- engaging more members in leadership
- reaching beyond Lecompte to all of South Rapides Parish
- developing multi-ethnic ministry

The potential for this campus remains to be achieved. We believe this campus could reach 300 people weekly.



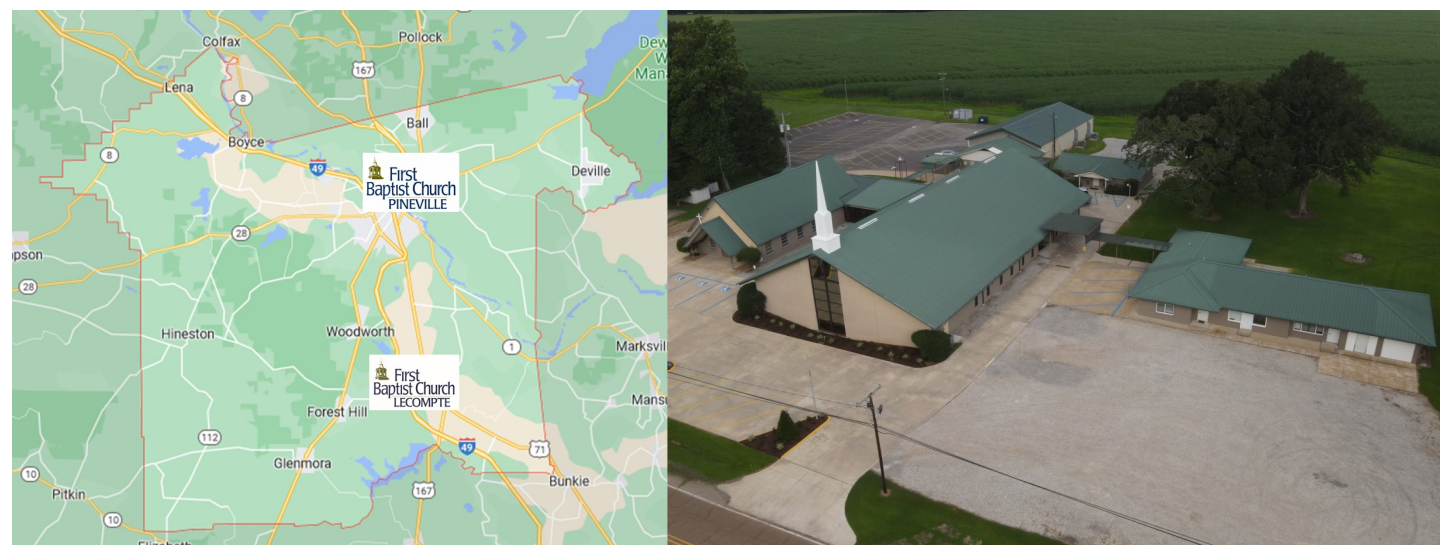
Overview

First Baptist Church Pineville has been a flagship for mission work in Central Louisiana and beyond since 1911. After experiencing its own revitalization a decade ago, FBC Pineville is now a growing, multi-generational church that is reaching Central Louisiana for Christ and investing in other churches through revitalization and planting.

In May of 2022, FBC Pineville adopted FBC Lecompte, Pastor Stewart Holloway's home church, and became one church in two locations. With the adoption, the reach of FBC Pineville extended significantly in Central Louisiana.

FBC Lecompte's history crosses the path of FBC Pineville in at least two significant ways. First, the two churches were both founded by E.O. Ware (Lecompte in 1888 and Pineville in 1911). Second, when Trinity Baptist Church of Lecompte split from FBC Lecompte in 1957, Dr. T.W. Gayer, a retired pastor of FBC Pineville, became their first pastor. FBC Lecompte and Trinity merged in 1993.

With excellent and large facilities located on Hwy. 112 near both Hwy. 71 (.8 miles) and I-49 (1.8 miles), the Lecompte campus is perfectly positioned to reach South Rapides Parish for Christ. Over 10,600 people live within a ten-mile radius of the Lecompte campus. The Lecompte campus is well-maintained, updated, and ready for ministry.



Our Mutual Commitment and Common Goal

Our Mutual Commitment:

We do life together.

Our Common Goal:

To be F.I.R.S.T.

Focused on God

I practice the privilege of worship.
I read and memorize Scripture regularly.
I pray because it matters.
I know and follow God's plan for my life.

Involved in Ministry

I practice biblical stewardship.
I know and use my spiritual gifts.
I serve in at least one ministry.
I share the Gospel with lost people.

Respected by Peers

My family relationships are growing.
I am a spiritual leader and not a follower.
I develop relationships among all generations of our church.
I live with consistency and integrity.

Strengthened in Faith

I know what I believe and why I believe it.
I am personally accountable to other Christians.
I am involved in a Sunday School group.
I can defend my faith.

Transformed by Christ

I spend time with God daily.
I obey God instantly.
I serve God selflessly outside of FBCP.
I am making disciples.

Multi-Site Vision

Our multi-site vision achieves our common commitment because *we do life together* with a broader congregation over a larger geographical area. First Baptist Church desires to assist in planting new churches and revitalizing existing churches. We have and continue to do both. The Lecompte campus is a church revitalization restart that will remain a part of the FBC Pineville family.

Our multisite vision helps us reach our common goal in the following ways:

Focused on God – The vision calls us to depend on God for a task that is far beyond ourselves.

Involved in Ministry – The vision requires that the members of both campuses serve the Lord through the local church.

Respected by Peers – The vision motivates us to build relationships with new people for a kingdom purpose.

Strengthened in Faith – The vision ensures that we step out in faith, which facilitates our need to grow in faith.

Transformed by Christ – The vision challenges us to become more like Christ every day as we reach our region for Him.

Position Scope

The Lecompte Campus Pastor is responsible to First Baptist Church Pineville, under the direction of and in partnership with the Lead Pastor, for the spiritual leadership, health, and stability of the Lecompte Campus. The Campus Pastor leads the campus, its members and staff, with a growth mindset and a focus on reaching unchurched and de-churched people.

The Lecompte Campus Pastor is not only pastor of the Lecompte congregation but is also a full member of the First Baptist Church Pineville ministry staff team.

The Lecompte Campus Pastor is also responsible to the church and 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 Lecompte 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 Lecompte Campus with the First Baptist Church Pineville common commitment and goal. This position requires highly developed skills in communication, planning, relationships, management, supervision, and people development.

Responsibilities

The Campus Pastor works closely with the members and staff of both campuses to support the vision of First Baptist Church Pineville in developing and leading the Lecompte congregation. The search is for a man who has a passion for the church and its mission of disciple-making. The Campus Pastor will have responsibility to:

- Oversee and manage the Lead Team for the Campus, including campus staff and members serving on the Lead Team.
- Provide pastoral care to the local campus and follow up with guests.
- Assist in pastoral care duties for all campuses and assist in weddings and funerals as assigned by the Lead Pastor or requested by families.
- Lead weekly services on Sundays, Wednesdays, and as otherwise planned and serve in the primary preaching role of the Lecompte Campus after an initial transitional period has been completed.
- Identify, recruit, and develop key ministry leaders who will serve on teams and committees at the Lecompte campus.
- Serve as a catalytic leader for the Lecompte Campus – a high-energy, self-starter who gets things done and works to make things happen.
- Strategize, create, and execute systems to mobilize volunteers and develop quality, consistent weekly ministry.
- Collaborate and support the work of all ministry staff at all campuses.
- Support and shepherd First Baptist Church Pineville DNA on the Lecompte Campus. Demonstrate total commitment to the church's mutual commitment and common goal.
- Demonstrate a passion to minister to the people in South Rapides Parish and beyond.
- Manage the campus budget.
- Be available to counsel people as needed.
- Be on call to preach in any service of any campus as directed by the Lead Pastor.
- Work closely with the Pineville ministry staff in regards to campus ministry, planning, and development.
- Serve on the church staff and attend weekly staff meetings with the senior ministry staff at the Pineville campus.
- Lead staff meetings for the Lecompte campus staff.
- Meet with the Lead Pastor to discuss campus progress and challenges at least twice a month.
- Schedule and perform Associational, State, and Convention responsibilities as time permits.