



CROSSROADS CHURCH

## JOB DESCRIPTION | STUDENT MINISTRY PASTOR

### Position Description

Crossroads Church is a contemporary non-denominational church of approximately 3,500+. We are experiencing much growth and development as we have launched an initiative to start new campuses throughout our region. Crossroads has been identified by Outreach Magazine as one of the fastest-growing churches in America several times in recent years.

Crossroads is located in Mansfield, Ohio, a city of 50,000 people in a region of 225,000. The Mansfield area is conveniently located on two major highways and sits between two major cities, Columbus and Cleveland. There are many family-friendly attractions in the area and many outdoor activities year-round. For more information on all that the area has to offer, visit <http://www.mansfieldtourism.com>.

Crossroads' mission is to "Lead people to gospel transformation in our communities and around the world." We accomplish this mission through three distinct core values: 1. Know Christ, 2. Grow Together, 3. Go Boldly.

Crossroads is a dynamic church with people eager for the effective work of God's Word to transform them. We strive to maintain a staff team that embodies, promotes, and builds according to Crossroad's vision, mission, values, and culture.

The Student Ministry Pastor will lead, shepherd, and fulfill the core values and strategy of Crossroads Church within Student Ministry. Specifically, this role oversees Weekend Services and Home Crews, and the overall growth of students and their families.

The Student Ministry Pastor must be passionate about seeing middle and high school students come to *Know Jesus*, *Grow* alongside their peers, and *Go* into their spheres of influence with the Good News of Jesus. This person must be a dynamic leader who will set vision, recruit and equip leaders, and grow the student ministry and connect young people to the vision and mission of Crossroads.

The candidate must be a hospitable and intuitive leader, able to care well in various settings and communicate effectively with a shepherd's heart. The candidate must be people-oriented, extremely caring, and passionate about being present with hurting people. The candidate must also be an organized leader able to create, implement, and maintain campus-wide care systems. Previous pastoral experience is a plus.

*This is a full-time, FLSA-exempt position. Mutually agreed-upon days off will be provided (staff usually take Mondays off). Vacation and other benefits are described in the employee handbook.*

**POSITION:** Student Ministry Pastor

**REPORTS TO:** Family Pastor

**HOURS:** Full Time (40 Hours)

### **POSITION SUMMARY**

Create a balanced ministry through developing a variety of environments for students to come to know Jesus, grow with their peers, and go with the message of Jesus. The Student Ministry Pastor is responsible for maintaining relationships and communication with students and parents, programming for Student Ministry services and events, developing student ministry leaders/teams, teaching in several capacities including weekend service, Home Crews, and Academy.

### **KEY LEADERSHIP RESPONSIBILITIES**

- Disciple and build relationships with students and parents at Crossroads.
- Develop and implement strategies and goals for growing the ministry.
- Recruit, train, resource, and oversee leadership teams/structures.
- Provide ongoing training and continual feedback for leaders and team members.
- Train volunteers on how to share the Gospel with students.
- Maintain knowledge of best Student Ministry practices.
- Monitor the overall health of the Student Ministry and its team members.
- Maintain correspondence for Student Ministry.
- Maintain calendar and schedule meetings with students and parents as needed.
- Create content for weekly large and small group meetings, and communicate with leaders on how to incorporate it into their groups
- Ensure effective communication/promotion for student ministry (ex. website and social media).
- Attend and participate in assigned staff meetings and church-wide events (ex. *First Wednesday services, retreats, trainings/orientations, etc.*).
- Meet regularly with leadership for oversight, discipleship, and professional development.
- All other duties as assigned.

### **QUALIFICATIONS**

- Must agree to/pass a background check.
- Have an intimate and growing personal relationship with Jesus Christ.
- Fully committed to living a godly life both in public and private. A person of character and demonstrated lifestyle of integrity consistent with Biblical principles (1 Tim. 3:1-7).
- Fully committed to his family by lovingly leading spouse and children in life and ministry.
- Willing to join the family of Crossroads Church as a member.
- Agrees with the overall ministry philosophy/direction, and statement of faith of Crossroads.
- Demonstrate enthusiasm for the mission and vision and actively engage in church and personal efforts to live out and further them.
- Committed to the ministry of Crossroads Church and see his role as one of shepherding and guiding people to be fully devoted followers of Jesus Christ.
- Outgoing, positive, and caring leader with strong interpersonal skills.
- Experience leading, recruiting, and building teams.
- Sees himself as leader of leaders.
- Sees himself as a team player, able to serve collaboratively with multiple leaders, and willing to work within the boundaries of the pastoral staff, elder board, and leaders in the ministry.
- Organized and detail-oriented self-starter.
- Gifted in recruiting, leadership, and compassion.
- Able to remain flexible and problem-solve quickly when pivots are needed.
- Excellent written and verbal communication skills.
- Previous ministry experience preferred.