



POSITION: Associate Youth Pastor

JOB-TYPE: Full-time (exempt)

CHURCH SIZE: 3,500+ (in-person)

PAY RANGE: \$40,000 - \$48,000 (salary + benefits)

LOCATION: Mansfield, OH

POSITION DESCRIPTION

Crossroads Church is growing like never before, and we're pumped to be adding an Associate Youth Pastor to our team! This role is all about teaming up with our Student Pastor to serve 7th–12th grade students, helping them grow in faith, build lasting relationships, and step into their calling as followers of Jesus. A part of what you'll get to focus on is shepherding students, pouring into leaders, helping shape and carry out vision, and using your top-notch organizational skills to keep *StuCrew* moving with clarity, consistency, and excellence.

This is a full-time pastoral role with a strong leadership and administrative side, but it's also highly relational. You'll play a big part in building systems for discipleship environments (Home Crews, Campus Crews, Encounters), while also spending time with students and leaders - encouraging, mentoring, and pointing them toward Jesus.

If you're passionate about Jesus, love working with students, and thrive in a team environment where vision and structure meet real-life impact, we'd love to meet you!

RESPONSIBILITIES

Pastoral & Discipleship Leadership

- Shepherd and support Home Crew leaders (recruit, equip, and encourage).
- Oversee the structure, health, and multiplication of Home Crews.
- Build relationships with students through presence at services, schools, and events.
- Provide pastoral care and one-on-one discipleship as assigned by the Student Pastor.
- Serve as a visible and relational leader during *StuCrew* Encounters and events.
- Support Campus Crews administratively and relationally, ensuring they are consistent and connected.

Devotional Content & Spiritual Formation

- Create/curate weekly devotional content tied to StuCrew sermon series.
- Equip students to engage Scripture throughout the week through print, digital, or group resources.
- Resource Home Crew leaders with devotionals and all content to strengthen discipleship in groups.

Administrative & Operational Leadership

- Manage weekly administrative tasks (emails, scheduling, communication, attendance tracking, check-ins).
- Maintain CCB database accuracy and ensure follow-up systems are timely.
- Support interns and residents through scheduling, accountability, and feedback.
- Build effective infrastructure and systems that create long-term success in student ministry operations.

Volunteer Support & Development

- Assist in the recruitment, onboarding, and encouragement of volunteers.
- Provide clarity, role-specific training, and consistent follow-up for leaders.
- Partner with the Student Pastor to place volunteers in best-fit ministry roles.

QUALIFICATIONS

- A growing relationship with Jesus Christ and alignment with the mission and values of Crossroads Church.
- Shepherd's heart with a clear call to student ministry.
- Relational and approachable; able to disciple students and support leaders.
- Strong organizational and administrative skills with attention to detail.
- Creative and adaptable in developing discipleship resources (e.g., devotionals, small group tools).
- Able to balance administrative execution with pastoral presence.
- Proficiency or willingness to learn tools such as CCB, Planning Center, and Google Workspace.
- Strong written and verbal communication skills.
- Humble, teachable, flexible, and eager to grow on a team.
- Self-starter who can work both independently and collaboratively.
- Formal education is a strong plus, but not required; experience will be considered.

ABOUT CROSSROADS CHURCH

Founded in 1997, the genesis of Crossroads Church has always been to be a church specifically reaching “the rest of us”, a community of Christ committed to welcoming and walking alongside people in their encounter with Christ while simultaneously equipping Christians as they become fully-devoted followers of Jesus. In the early years, Crossroads experienced rapid growth in spirit and breadth, quickly growing to more than 1,000 people actively involved in the church. Today, under strong leadership and a renewed spirit, Crossroads is again experiencing unprecedented growth!

Crossroads is a multi-site ministry with campuses - located in Mansfield, Ontario - and includes a prison campus, two community centers (in Mansfield and Shelby), a healthy and growing online community, and a global missions presence with partners in Brazil, Nepal, Japan, Uganda, Cambodia, Thailand, Israel, and beyond.