



Role Profile Student Ministries Associate Pastor

Working Title:	Student Ministries Associate Pastor
Reports To:	Student Ministries Lead Pastor
Type of Position:	Full-time
Remuneration:	Based on qualifications & salary grid
Date Established:	July 2021

Purpose / Summary

We are excited for the continuity and focus that a pastoral position crossing both of our student ministries layers (Junior High, Senior High) will bring us.

This person will be a strong communicator/teacher and a great grower of people. This person is passionate about the spiritual growth of youth and young leaders and uses a holistic approach to do so. This person leads leaders into pulling students into a greater love for Jesus and others. This person knows how to grow students and knows how to duplicate themselves. They are patient as they know genuine growth takes time. This person is not limited to just large group teaching times but is also able to create pathways, environment, materials, guides to help students develop their relationship with Jesus.

This person should be described by youth as fun. They value and create play, energy, and laughter.

This person needs to be able to grow individuals without losing the ability to reach more students. Youth leaders are very important to us. It is important that this person is effective in both staff and volunteer teams. With the size of our youth ministry and the growth we anticipate, this person's strategies for growing deep must be reproducible in large.

Key Responsibilities

- Youth Nights
 - Sr. High - Teach / Plan Activities / Lead Youth Leaders
 - Speak at youth nights and give leadership to what happens spiritually in small groups.
 - Implement a spiritual growth plan through leadership, discipleship and biblical teaching.
 - Prepare and Run the "Game" portion of the night

- Recruit, manage and train Sr. High Youth Leaders
- Jr. High – Run connecting components of the night
 - Check-in
 - Free Time
 - Snack
 - Youth Leader Hosting (food/activity)
- Sunday Youth
 - Work with the youth ministry team to prepare talks / activities for the Sunday youth services. (40 min at all 3 services)
- Youth Extras -Help plan and run...
 - Class trip / missions trip / fall retreat / camping trip
 - Parent teaching events
- Pastoral Duties
 - Visitations / Prayer
 - Pastors Meetings and Retreats
 - Online hosting, Pastoral care, Hosting membership classes, Baptisms, etc.
- Time with God
 - Solitude and Silence
 - Engaging with the Word for Personal Transformation
 - Prayer
 - Self-Examination
- Staying on Target
 - Holding to and evaluating the ministry directive
 - Developing and tracking to strategic ministry plans
 - Collaborates with and takes direction from the Student Ministry Lead Pastor
 - Student Ministry team meetings
 - Managing budget
- Joint Team Efforts
 - Work with the youth ministries staff team to support and grow volunteer youth leaders
 - Participates in joint student ministry team efforts
 - Hosting outside group teambuilding events
 - Summer Youth
 - Youth Center upkeep

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Qualifications

- Post-Secondary Theological/Biblical degree.
- Education in leadership, ministry, social work, youth & family, teaching, and coaching would be an asset.
- Experience in speaking to large groups of teens.
- Experience in leading teams.
- A high level of initiative and the ability to work independently and stick to given direction with minimal supervision.
- Demonstrates interpersonal skills –emotional intelligence, willingness to learn and change, a positive attitude.
- Excellent organizational skills with the ability to manage a number of varied tasks and responsibilities simultaneously.
- Committed team member, which is committed to the success of the whole youth ministry.
- Become a member of CrossRoads Church and qualify to become licensed with the EMCC.

Performance Standards

As a team player on the ministry team at CrossRoads Church the Student Ministries Associate Pastor shall adhere to the following standards:

- Uphold the team values of CrossRoads Church.
- Understand and support the vision, mission, and strategic direction of CrossRoads Church.
- Live and uphold a lifestyle that models an elder of the church as defined by the Scriptures.
- Must sign the CrossRoads Staff Lifestyle Agreement and the Confidentiality Agreement.
- Must provide a criminal record check.

Process:

Please submit your resume, cover letter and references to Kendra Berniko at the Church Office or via email to KendraB@CrossRoadsChurch.ca. Refer to the CrossRoads Pastoral Application Process for details on what to include with your application.

CrossRoads Church
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Red Deer County, AB T4S 2N4
p.403.347.6425
www.CrossRoadsChurch.ca

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