



## Opportunity Profile Senior High Youth Pastor

CrossRoads Church  
Red Deer, Alberta  
38105 Rge. Rd. 275  
Red Deer County, AB T4S 2N4

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### OVERVIEW

CrossRoads Church is prayerfully and diligently seeking a Senior High Youth Pastor. The Senior High Youth Pastor is a passionate, strategic leader with strong teaching skills. They will lead a strong team of youth leaders as together they seek to grow youth in their ability to understand both themselves and their relationship with God. They value and create play, energy, connectedness, meaningful memories and laughter. They champion both inner growth and outward focus. They work well in teams.

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### OUR VISION

The vision of CrossRoads Church is

***To give everyone in Central Alberta an opportunity to have a personal relationship with Jesus Christ and by following Him together, impact the world with compassion and hope.***

This vision has been woven into the life of the church for the past 25 years, and is now very much a part of the DNA of CrossRoads Church. It has been embraced by all leaders, staff, volunteers and people that attend on a regular basis, and continues to be lived out in practical ways in Red Deer and surrounding communities.

Our church started in 1962 after God placed it on the heart of a number of people in Red Deer to begin a new work of the Holy Spirit among us. Since that time, the church has continued to grow as we walk in God's leading. More information on our story can be found on the website at [www.crossroadschurch.ca/ourstory](http://www.crossroadschurch.ca/ourstory).

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## OUR GUIDING PRINCIPLES

1. We stay focused on the main thing; doing fewer things and doing them very well.
2. As we get larger, we must get smaller.
3. We go forward on our knees.
4. We stay together and grow together.
5. We joyfully anticipate the extravagant outpouring of God's Spirit on Central Alberta, when thousands meet Christ and all the churches in the region overflow with those coming to hear about God.
6. We are committed to being inwardly strong and outwardly focused, missional in all we do.

Here at CrossRoads, Isaiah 58 helps us define the things that are most important to us because this chapter reveals to us the heart of God. Our vision, compassionate action, and heart as a church family are lived out by following Jesus in these ways:

### *Living Godly Lives*

- Spending time in God's presence and word.
- Confessing our sins.
- Depending on the Holy Spirit to help us follow Jesus.

### *Loving Each Other Deeply*

- Living at peace with one another.
- Serving and encouraging one another.
- Participating in community.

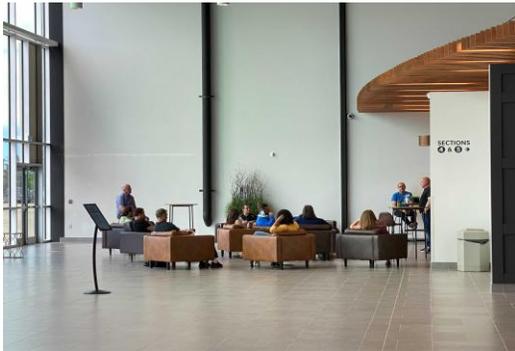
### *Giving Priority to the Last, the Lost, the Least, the Little and the Nearly Dead*

- Sharing what Jesus has done for me.
- Praying for God's heart, understanding and direction.
- Giving of ourselves and our resources.

### *Delighting Ourselves in the Lord*

- Coming together weekly to worship Jesus.
- Giving our whole body to Jesus daily as an act of personal worship.
- Setting apart one day in seven to rest in the presence of Jesus.

## THE CHURCH



At CrossRoads Church, we believe that Christianity is first and foremost about relationships rather than rules. It is about the most important relationship of all - our relationship with God. We were created to know God and until we know Him personally, there will be something missing in our lives.

Jesus Christ makes relationship with God possible. The Bible, which we accept as God's word, teaches that Jesus Christ was and is the Son of God. Some people think He was just a good religious teacher, but the Bible teaches that He was sent by God to die for our sins on the cross. The Christian faith is based on the life, death and resurrection of Jesus Christ for all of us.

At CrossRoads relationship with each other is also important; a place for you to connect and get to know other people. We constantly ask people to come and bring a friend and experience Christian community as we worship God in a contemporary style and learn from the Bible how God wants us to live and enjoy life.

### Sunday Atmosphere

Sundays consist of three worship services: two in the morning and one in the evening. Our auditorium seats 1100 people and weekly attendance is around 2000 total, including children and youth.

Sunday services at CrossRoads are contemporary, including worship through song, giving of tithes and offerings, information-sharing of church family events and needs, a Scripture-based sermon and moments of prayer throughout. Services end with a benediction and the invitation to come forward for

prayer. While services are not seeker-focused, we are aware that many attend who are searching for God; for this reason, we strive to keep our language clear and to explain any 'Christianese' phrases. The basic gospel message is conveyed throughout CrossRoads Sunday services.

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## THE RED DEER AREA

Red Deer is situated in the heart of beautiful Central Alberta, located halfway between Edmonton and Calgary. It has a population of just over 100,00 people, with diverse cultural backgrounds. With all those living in the surrounding communities of Red Deer, the population quickly rises to over 250,000 people.

The economy continues to excel in today's market and has become the envy of western Canada for a great place to raise a family, with safe and friendly communities throughout the city. Red Deer's main economic base is agriculture and food processing, oil and petrochemicals, small manufacturing, tourism and the retail and other services required by the Central Alberta marketplace of about 200,000 people.

Red Deer has been described as "The City in the Park". With over 80 kilometers of easily accessible, paved, multi-use trails throughout the city, our family-oriented Waskasoo Park attractions are linked under the shade of poplars and along the quiet flow of the Red Deer River.

More information on Red Deer and be found at [www.reddeer.ca](http://www.reddeer.ca).



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## OUR DENOMINATION

CrossRoads Church is affiliated with The Evangelical Missionary Church of Canada (EMCC). The EMCC is a family of 150+ churches across Canada organized to fulfill the Great Commandment and the Great Commission of our Lord Jesus Christ. The EMCC maintains offices in Kitchener, Ontario and Calgary, Alberta.

The EMCC is passionately committed to introducing people to Jesus Christ, discipling believers and facilitating the multiplication of healthy churches in Canada and worldwide. The vision of the EMCC is to seek God passionately, dramatically increasing numbers of Jesus followers, led by Christ-inspired leaders.

More information about the EMCC can be found at [www.emcc.ca](http://www.emcc.ca).

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## THE POSITION

### Key Responsibilities

- Sr. High Youth Nights
    - Speak at youth nights
      - Implement a spiritual growth plan through leadership, discipleship and biblical teaching.
      - Encourage Biblical understanding
    - Responsible for the safety of the night.
    - Work together with the Student Ministries Coordinator to ensure all aspects of the night go well and that teens want to come back.
  - Lead Youth Leaders
    - Recruit, manage and train the Sr. High Youth Leaders
    - Equip and grow effective ministry between volunteers and SH youth.
  - Plan and Run Youth Extras
    - Missions trip / fall retreat / camping trip
    - Parent teaching events
    - Intentionally reach out and look for opportunities to minister at schools
  - Communication
    - Teens, Parents, Staff are widely invited, informed, and valued.
  - Pastoral Duties
    - Pastoral Care / Visitations / Prayer / Baptisms / Weddings / etc.
    - Pastors Meetings and Retreats
  - Personal Soul Care
    - Intentionally and regularly press in and engage with our four pastoral spiritual practices that ensure we are leading self well. (Solitude and Silence, Engaging with the Word for Personal Transformation, Prayer, Self-Examination)
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- Staying on Target
  - Developing and tracking to strategic ministry plans
  - Collaborates with and takes direction from the Pastor of Young Adult and Student Ministries
  - Student Ministry team meetings
  - Create and manage budgets
- Joint Team Efforts
  - Work with the family ministries staff team (Pre-K, K-6, JH, YA) to support and grow volunteer youth leaders.
  - Work strategically with other family ministries throughout the year and especially at transitions.
  - Participates in joint youth team efforts. Hosting outside group teambuilding events, Summer Youth, Youth Center upkeep, Family/parent events.
- Attend all staff meetings, congregational meetings and team meetings as assigned.

Position Compensation and Accountability

The position is a permanent full-time role, with compensation being negotiable within the salary range of CrossRoads Church, background and experience. This position is supervised by the Pastor of Young Adults and Student Ministries.

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**THE PREFERRED CANDIDATE**

- A demonstrated heart for the lost, for the body of Christ and possesses a hunger and thirst for God.
  - 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.
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- Must agree and sign the CrossRoads Lifestyle Agreement and the Confidentiality Agreement.
- 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.
- Become a member of CrossRoads Church and qualify to become licensed with the EMCC.
- Provide a criminal record check.

It is not a requirement that the selected candidate be a current member of the EMCC, but must be willing to join the local EMCC church if selected. We encourage those from other denominations and para-church ministries who feel called to this position to submit an application.

The requirement is that the person be in agreement with the EMCC Statement of Faith as well as the mission and vision of CrossRoads Church.

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## APPLICATION PROCESS

One can only learn so much from a resume so in order to help us get a more complete picture of you and your interest in the position at CrossRoads Church, please provide a cover letter that responds to the following questions:

1. Describe your faith in Jesus. Tell us how you came to know the Lord, and about your journey with Him and your current walk with Him.
2. Describe two of the most defining experiences from your spiritual pilgrimage that have helped you as a person, disciple and servant of Jesus.
3. Please provide us with a single page of your philosophy of Youth Ministry as it pertains to the role of Senior High Youth Pastor.

When completing your resume, please include the following information for each position you've held in the last 10 years:

- Type of employment and/or volunteer experience
- Size of organization
- Your place in the organization
- Specific accomplishments that you personally achieved

Please also provide the following social media links:

- Facebook
- Instagram
- LinkedIn
- X (formerly known as Twitter)
- TikTok

Submit the cover letter, resume and any additional information to:

Kendra Berniko

*Director of Finance and Human Resources*

38105 Rge. Rd. 275 Red Deer County AB T4S 2N4

(403) 347-6425 ext 504

[KendraB@crossroadschurch.ca](mailto:KendraB@crossroadschurch.ca)