DIRECTOR OF NEXT GEN MINISTRIES / TEACHING PASTOR

The **Director of Next Gen Ministries / Teaching Pastor** will play a critical role in the mission for one more person in one more place to meet and be changed by Jesus by leading a thriving culture of spiritual and relational growth for kids, youth, young adults, and their families — while also being a vital teaching voice in the broader church community.

KEY RESPONSIBILITIES:

Leadership & Vision
- Champion and model the mission, vision, and values of Crossroads Church across all Next Gen ministries and campuses.
- Provide visionary leadership and strategic oversight for kids, youth, and young adult ministries.
- Develop a clear discipleship pathway guiding spiritual growth from early childhood through young adulthood.
- Stay informed about cultural trends impacting Next Gen populations and adjust ministry strategies accordingly.

Team Management & Development
- Lead, shepherd, and manage the Next Gen staff team.
- Set clear goals, coach team members, and foster a culture of excellence and spiritual vitality.
- Collaborate with campus leadership to ensure a unified, healthy ministry culture across sites.

Ministry Programming & Family Engagement
- Partner with ministry leaders to create engaging, life-changing environments for kids and students.
- Equip parents and families with tools, resources, and events to nurture faith formation at home.
- Oversee the ongoing effectiveness, alignment, and growth of Next Gen programs.

Teaching & Pastoral Responsibilities
- Preach 8–12 times annually as part of the Crossroads Weekend Adult Teaching Team.
- Serve on the Crossroads Youth Teaching Team, contributing regularly to student environments.
- Support the Woodbury Campus Pastoral Team by providing pastoral care, service hosting, and leadership as needed.

Church-Wide Collaboration
- Serve as a member of the Crossroads Staff Lead Team, collaborating with other directors to address church-wide initiatives and opportunities.
- Lead and contribute to creative solutions that advance the broader ministry objectives of Crossroads Church.
- Perform other duties as assigned by the Executive Pastor.

QUALIFICATIONS & EXPECTATIONS:

- **Education**
  - Bachelor's degree required; pastoral or ministry-related degree preferred.
  - Ministerial credentials required.
- **Experience**
  - 8–10 years of ministry leadership experience, with demonstrated success in leading high-functioning teams.
- **Skills & Competencies**
  - Exceptional communicator across a variety of platforms and audiences.
  - Proven leadership in building and growing large, dynamic ministry teams.
  - Ability to thrive in the complexities of a multi-site church environment.
  - Strong problem-solving, time management, and organizational skills.
  - Demonstrates personal integrity and lives a Christ-centered life.
- **Work Environment**
  - Primarily indoors with occasional travel for events.
  - Will require flexibility for extra hours during key seasons of ministry.
- **Crossroads Culture**
  - Embrace the Mission: Be deeply committed to reaching "one more person in one more place" so they can meet and be changed by Jesus.
  - Advance the Vision: Help propel Crossroads toward becoming an Outward-Facing, Next-Gen Focused, Multi-Ethnic church that both reaches and reflects the communities we serve.
  - Live the Culture: Embody our Staff Commitments of: *Expect God to Move, Move as One, Take it Personally, Be Actively for Each Other, Invest in the Next, Leave the 99*

Classification: Exempt; Salaried ($70-90k)
Status: Full-time
Directly Reports To: Executive Pastor

Marketing Copy:
Are you passionate about reaching the next generation and leading people to life-changing faith in Jesus? Crossroads Church is seeking a visionary leader to serve as our **Director of Next Gen Ministries / Teaching Pastor**. This role will oversee thriving Kids, Youth, and Young Adult ministries while also joining our adult teaching team. If you're ready to equip families, lead teams, and help change lives for eternity, we'd love to hear from you!