**YOUTH PASTOR** // CROSSROADS CHURCH

The **CR Youth Pastor** is a dynamic and relational leader responsible for cultivating a vibrant student ministry at their campus. This role champions the recruitment, training, and care of volunteer leaders who will foster authentic discipleship relationships with students. The Youth Pastor leads all aspects of Wednesday night programming, engages with volunteers and families outside of the church walls, and builds strategic partnerships within the local community and schools. As part of both the campus and central CR Youth teams, the Youth Pastor contributes to pastoral leadership at the campus, youth teaching/program development and overall ministry alignment. This role requires strong leadership, pastoral care, organizational skills, and a passion for seeing the next generation follow Jesus with purpose and conviction.

**ROLES & RESPONSIBILITIES**

**Campus Responsibilities**

* Engage fully as a pastor at the campus, participating in staff meetings, events and weekend services.
* Be a visible, pastoral presence within the campus community, stepping into care opportunities as they arise.

**Volunteer Leadership & Development**

* Recruit, equip, and train volunteers aligned with CR Youth’s mission and values.
* Provide consistent support and coaching through one-on-ones and team gatherings.
* Assign volunteers based on their unique gifts and support them in their roles.

**Student Engagement & Discipleship**

* Build meaningful relationships with students during weekly gatherings and beyond.
* Support follow-up and integration of new students into small groups.
* Engage families and attend student events to foster holistic discipleship.

**Wednesday Night Programming**

* Plan and execute weekly youth services, ensuring all elements run smoothly.
* Communicate clearly with volunteers and update Planning Center with service details.
* Lead pre- and post-service procedures, including setup, leader meetings, and clean-up.

**Community & School Outreach**

* Cultivate relationships with local schools and be present when possible.
* Represent CR Youth in the broader community to increase visibility.
* Strategically use outreach budget to support local school initiatives.

**Central Team Responsibilities**

* Actively participate in weekly Youth Team meetings and central events.
* Contribute to youth retreats, teaching series, and curriculum development.
* Preach during services or events as assigned.

**QUALIFICATIONS & EXPECTATIONS**

* Bachelor's degree in a related field (or equivalent ministry experience).
* Strong passion for youth discipleship and a long-term ministry mindset.
* Skilled in volunteer leadership, communication, and organization.
* Comfortable working evenings/weekends and engaging students on and off stage.

**Bonus Qualifications**

* Prior experience in youth ministry leadership (paid or high-level volunteer).
* Familiar with Planning Center, ProPresenter, and team management tools.
* Creative, fun, and energized by leading with excellence.

**Environment**

* + Primarily indoors with occasional travel for events.
  + Will require flexibility for extra hours during key seasons of ministry.
  + Sunday- Thursday work schedule

**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, Salary

**Status:** Full-time

**Directly Reports To:** Campus Pastor