

ASSOCIATE PASTOR OF YOUTH AND DISCIPLESHIP
JOB DESCRIPTION
Crosspoint Church, Rockford, Illinois

General description

The Associate Pastor shall have three main responsibilities: (1) provide pastoral leadership and oversight to our middle and senior high school ministries. (2) Develop and oversee Crosspoint's adult small group and discipleship ministries. (3) Provide administrative leadership/oversight for projects deemed necessary or appropriate by the Lead Pastor or Leadership Council. They shall also fulfill general pastoral duties such as occasional preaching and pastoral care.

Qualifications

- Strong, prayerful, and loving disciple of Jesus Christ.
- A clear and confirmed call to pastoral ministry.
- Team player, cooperating and interacting with the Lead Pastor and other leaders, as well as with the leaders of his ministry areas. He must be humble, servant-hearted, and loving.
- Strong people skills, as evidenced by past ministry and personality testing.
- Proven ability to recruit, train and motivate ministry leaders for youth and small groups.
- If married, have a supportive wife who affirms his call to pastoral ministry.
- Five years of church staff experience preferred.
- Bachelor's degree in a ministry field required; a Master's degree preferred.
- Affirm Crosspoint's [Statement of Faith](#) without reservations.

Accountability

Accountable on a day-to-day basis to the Lead Pastor. He will also be accountable to the Shepherding Team. The Lead Pastor is responsible for helping the Associate Pastor keep a workable balance in his various areas of responsibility. He shall participate in an annual job review. (During the first year, informal job reviews with the Lead Pastor and one of the Shepherds will be quarterly.) Report in writing on a monthly basis to the Shepherding Team, giving key updates on ministry responsibilities.

Specific duties

- **Prayer** – contemplative and intercessory prayer personally as well as a regular practice of prayer with others for the church and beyond.
- **Give pastoral and strategic leadership to our student ministries (grades 6-12)**
 - Be a shepherd to our students—watching over their spiritual development, praying for them, being in regular contact with them (both in groups and personally), and attending to the unity of the group with one another and the rest of the congregation.
 - Develop an overall strategy of age-appropriate discipleship for our students. Then design the youth program of meetings, social events, outreaches, retreats, etc. accordingly. While the Associate Pastor should teach regularly, he need not teach nor even be present all the time but must see that our students are getting regular effective Bible teaching and discipleship.
 - Crosspoint is strategically situated in an ethnically and economically diverse neighborhood. Many nearby students come from unstable or broken homes. The church has a history of reaching these unchurched kids and drawing them to Christ and his

family. This is an essential element of the Associate Pastor's responsibility. We are looking for someone who is at ease working with unchurched kids.

- Reach out promptly to visitor families who have students.
- Recruit and train sponsors and teachers.
- Connect with other area evangelical youth ministries
- **Give strategic leadership to Crosspoint's small groups and other adult discipleship efforts**
 - Determine, with the Lead Pastor and Shepherding Team, the format(s) of Crosspoint's small groups. Initially, we will function on a trimester program with groups starting or restarting every 16 weeks.
 - Recruit, train and support leaders.
 - Work with the shepherding team to further develop a comprehensive adult leadership strategy encompassing all our efforts outside of the morning worship service.
- **Personal development** – regular practice of reading and interaction with others on theological and other ministry subjects in order to keep growing.
- **Participate in the general pastoral care of the flock, along with the Lead Pastor.** This may include some pastoral calls, counseling, helping in the morning service, and occasional preaching.

General expectations

- This is a full-time position, generally requiring about 45 hours per week, not counting general church life functions that most members would attend.
- To be submissive to the Shepherding Team and the congregation in accordance with Heb. 13:17.
- To attend Shepherding Team meetings, at their invitation.
- To be loyal to and supportive of the rest of the ministry staff.
- To be an active learner in areas of responsibility.
- To give whole-hearted support to the Constitution and By-laws of Crosspoint Church.
- To be a member of Crosspoint Church. (The call by the church to the position will constitute membership for the Associate Pastor and his wife.)
- To be credentialed with the Converge or an acceptable alternative within one year of employment.
- To participate in church activities and ministry in addition to day-to-day responsibilities.

Our commitment as a church to the Associate Pastor

- To love him and his family.
- To respect his gifts and calling as a shepherd of God's people.
- To encourage his involvement in activities which would build personal character, professional competency, and family strength.
- We will help you find a mentor if you do not have one.
- We will respect days and evenings off, and vacation time, whenever possible, requiring flexibility when urgent situations arise.

Benefits - salary, holidays, and vacation to be discussed privately.