**Crossroads is Hiring**

Crossroads Community Church is hiring an Associate Pastor (Next Generation Focus). We are looking for an individual who can connect with children, students, families, and volunteers. They will be passionate about Jesus, and sharing God’s love with the Next Generation.

About Crossroads:

Crossroads is a Pentecostal church serving Merritt, BC since 1931. It has a rich history of ministry to children and youth. Crossroads has a blend of ages from 0-99 and is multigenerational in it’s approach. On any given Sunday there can be 70-100 people in attendance. We are deeply committed to connecting with the families of Merritt and growing our Next Generation department. Our Lead Pastor and Leadership team fully support the efforts of our incoming Associate Pastor. There are significant resources allotted for this person to be able to succeed.

Our church is focused on reaching and serving the residents of Merritt. Crossroads wishes to create a place for everyone to feel wanted, welcome, and have a sense of belonging. We wish to love our church family, our neighbours, and our enemies.

About Merritt:

Merritt can be found in the Nicola Valley; it is a small city of about 8000 people, located 270 km north east of Vancouver. It is known for the sunshine and the heat in the summer; the city’s motto is “Flourish under the Sun”. It has a Starbucks and many different restaurants. There are a number of civic parks, historical sites, an aquatic centre, an arena, a public library and a civic centre, and is home to the Merritt Centennials Hockey Team. Merritt has many wonderful amenities while being close to some incredible cities (Kamloops and Kelowna are not far away). There are a great many lakes and recreational sites in the area. It is a great place to live, play, and raise a family.

What you will be doing:

The Associate Pastor will serve primarily in the areas of Children’s & Youth Ministry, Pastoral Care, and assisting the Lead Pastor in various ministry areas as directed. We anticipate connection with families, parents, students, volunteers, schools, and our community.

If this sounds like a position you feel called to, please provide the following to our Lead Pastor at [m.westergard@outlook.com](mailto:m.westergard@outlook.com): A cover letter explaining why you think this job will be a good fit for you and us, and acurrent resume.

**CROSSROADS COMMUNITY CHURCH**

*Associate Pastor – Next Generation*

**Summary**

The Associate Pastor will serve primarily in the areas of Children’s and Youth Ministry, Pastoral Care, and assisting the Lead Pastor in various ministry areas as directed.

**Expectations**

The Associate Pastor will:

* Serve in this capacity as a team player under the direction of the Lead Pastor and in conjunction with current staff, ministry coordinators and volunteers.
* Support the mission, vision and values of CCC.
* Familiarize themselves with the liability safety standards in place as per our Plan to Protect program and undergo a criminal record check.
* Make tending to their own spiritual life a priority through personal devotions and prayer. This should be aside from ‘work’ time spent in the Bible.
* Adopt a community oriented perspective.
* Keep regular office hours, attend meetings and participate in church life.
* Adhere to CCC policies and the guidelines of the CCC Staff Manual.

**The Job**

It is expected that you will work 40 hours per week (equating to your 1.0 FTE employment status), which includes general business hours and as required, work outside of office hours to perform your duties and responsibilities. Flexibility, recognizing the irregular hours often required to carry out pastoral duties, tempered by the need to maintain an appropriate home life balance, is key.

Your specific hours of work and work priorities are to be determined by your supervisor, the Lead Pastor.

The Associate Pastor will facilitate ministry at Crossroads as follows:

Children’s and Youth Ministry

* Have an initial focus on children’s ministry by prioritizing development of a vibrant Sunday morning children’s ministry program and volunteer team.
* Recruit and train volunteers for children’s and youth ministry.
* Work towards developing a once per month youth/children’s event.
* Lead children’s ministry program on some Sunday mornings.
* Cast vision for children's ministry with the goal of raising the profile of our children's ministry within the congregation.
* Work to involve children’s ministry in visible ways on Sunday mornings.
* Disciple and build relationships with teens.
* Work towards developing a weekly youth ministry night and/or youth home group.
* Facilitate outreach to children and youth in our community through VBS, Day Camps, Seminars, and “fun events”
* Build relational connections with parents of children and teens at CCC.
* Lead and manage our liability safety program: Plan to Protect. Ensure all youth and children’s ministry volunteers have completed criminal record checks and are trained in Plan to Protect.
* Connect with local and regional youth/children’s pastors as possible.

Other Areas of Ministry

* Preach on Sunday mornings as requested by Lead Pastor.
* Involvement in our reach committee
* Worship ministry training
* Engage in pastoral counselling as needed.
* Facilitate weddings and funerals as needed.
* Engage in pastoral care and visitation as needed.
* Be involved in organizing church get-togethers and outreach events.
* Lead and/or assist with discipleship and training programs as needed.
* Assist in other areas of CCC ministry as directed by Lead Pastor.