



CHEMISTRY
STAFFING

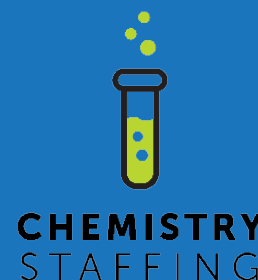
CHURCH & CANDIDATE PROFILE

STUDENT MINISTRIES PASTOR

Crossroads Church
Turlock, California

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Population of City

73,000

Population of County

553,000

Community Overview

Turlock and the surrounding areas are filled with a diverse population. Largely a farming and small business community, we are situated closely to the Bay Area, attracting people of all backgrounds. California State University, Stanislaus is located across town from the Crossroads Campus and attracts students from throughout the state.

The Crossroads campus is located near an Elementary School and High School in a quiet area of town away from the large shopping centers. This allows us to utilize our large campus in a variety of ways, to bring the community to us.

Why People Like Living Here

Locals love the small town vibes of Turlock, while still being in close proximity (2-hour drive) to large cities for shopping, the beach, and mountains. Additionally, Turlock has a diverse shopping market with both large box stores and small businesses, giving locals the amenities of both a large and small city. Due to the demographics of the area, a variety of cuisine is available at restaurants throughout town, including but not limited to; Chinese, Mexican, Indian, Sushi, Pho, Italian, Mediterranean and American. Our sprawling downtown area is known to host a large Farmers Market each weekend from May-October that attracts vendors far and wide. The Stanislaus County Fairgrounds (Located in Turlock) brings summer fun and entertainment to Turlock for the 2 weeks it operates. During the Christmas Season, Turlock runs a tree lighting ceremony downtown as well as the largely attended Christmas Parade.

Church History

Crossroads Church is a member of the Evangelical Free Church of America. Crossroads Church has a long history in the community of Turlock. Founded in 1906 by a group of twelve friends, Crossroads began as a missional outpost to reach the many workers of Swedish descent coming into the community to take advantage of the growing agricultural opportunities. By the 1930s the church became English-speaking and in 1951, it became part of the new Evangelical Free Church of America (<https://www.crossroadsturlock.com>). At its peak, more than 800 people called Crossroads their church home.

Today, Crossroads is a unique church in its neighborhood. The facility is a wonderful resource, comprising 56,000 square feet, and attenders would love to see it filled with people experiencing life transformation in Jesus. It sits on nine beautiful acres in a tranquil section of the city. The beautifully maintained campus contains dozens of trees and area residents visit the property daily to take advantage of the green space or the large, inviting playground that welcomes

STUDENT MINISTRIES PASTOR

Crossroads Church
Turlock, CA



younger children. This congregation wants to serve its neighbors and has commissioned a project to reimagine the back three acres of the property as a place for the community. With the installation of a new senior pastor in 2022, the church is trending in a great direction and truly has its best days ahead.

Mission, Vision and Values

Mission: Crossroads Church exists to make fully committed followers of Jesus who love God by loving others.

Values: Christ Centered, Mission Minded, Growth Oriented, Spirit empowered, Biblically Saturated

Average Weekend Attendance

400

Attendance Trend

Growing

Overview of Weekly Worship Gathering

We are currently meeting together in one 10 AM worship service. Fall '23 the plans are to add an additional Sunday service making our worship times 8:45 & 10:30. The worship style could be categorized as contemporary but needs to continue to grow in this area. The preaching style would be considered expositional since the primary means of preaching is walking through books of the Bible verse by verse. We do take breaks from book series throughout the year to make sure we are covering other topics and issues that need to be addressed. The goal is a well-balanced diet of preaching and teaching.

Worship Style of Your Church

We are a church that has made the decision to move away from Traditional style worship. We have a full band. We sing songs from Hillsong, Bethel and all the other current contemporary worship artists.

Tell Us About Your Facility

The facilities are older but very well maintained. We currently have a seating capacity of 420 in the Main Sanctuary with two other venues adding the potential of another 300+ seats.

In addition to multiple venues and classroom space, we have an incredible Student Ministry Center which includes: a large gathering space, game room, and large worship theater style space.

Overall Budget (this fiscal year)

\$1.2 million

STUDENT MINISTRIES PASTOR

Crossroads Church
Turlock, CA



Overall Long-Term Debt of the Church

\$0

Denominational Affiliation and/or other Partnerships

Evangelical Free Church of America

Governance & Polity

It depends: The daily ministry and management decisions are made by the Pastoral Staff. Financial management and Oversight come from the Elders. If there is a significant change in Vision/Values/Mission, that would come from the Lead Pastor with the guidance and general agreement of the Elders.

Current Paid Staffing Level

Full time

- Lead Pastor
- Executive Pastor
- Connections Pastor
- Student Ministry Director

Part-time

- Assistant to Lead Pastor/Marketing Director
- Receptionist

Major Ministries of the Church

Men's and Women's Ministries, Community/Small Groups, Theology Classes (soon to be a Bible Institute), Sunday Children's Ministry as well as ministries focused on young girls and boys (Vessels and Christian Service Brigade), Student Ministry (7th - College)

Outreach Programs Overview

Monthly meal prep at Turlock Gospel Mission, Ministry to Afghan refugee families, Love Turlock, Financial and service time support for local non-profits such as Enclave Grocery Assistance Program, Turlock Chaplaincy, Jessica's House, Child Evangelism Fellowship, etc.

In the most generic sense, how would you describe your church theologically?

Evangelical - Conservative

Published Theological Statement

God

We believe in one God, Creator of all things, holy, infinitely perfect, and eternally existing in a loving unity of three

STUDENT MINISTRIES PASTOR

Crossroads Church
Turlock, CA



equally divine Persons: the Father, the Son and the Holy Spirit. Having limitless knowledge and sovereign power, God has graciously purposed from eternity to redeem a people for Himself and to make all things new for His own glory.

The Bible

We believe that God has spoken in the Scriptures, both Old and New Testaments, through the words of human authors. As the verbally inspired Word of God, the Bible is without error in the original writings, the complete revelation of His will for salvation, and the ultimate authority by which every realm of human knowledge and endeavor should be judged. Therefore, it is to be believed in all that it teaches, obeyed in all that it requires, and trusted in all that it promises.

The Human Condition

We believe that God created Adam and Eve in His image, but they sinned when tempted by Satan. In union with Adam, human beings are sinners by nature and by choice, alienated from God, and under His wrath. Only through God's saving work in Jesus Christ can we be rescued, reconciled and renewed.

Jesus Christ

We believe that Jesus Christ is God incarnate, fully God and fully man, one Person in two natures. Jesus—Israel's promised Messiah—was conceived through the Holy Spirit and born of the virgin Mary. He lived a sinless life, was crucified under Pontius Pilate, arose bodily from the dead, ascended into heaven and sits at the right hand of God the Father as our High Priest and Advocate.

The Work Of Christ

We believe that Jesus Christ, as our representative and substitute, shed His blood on the cross as the perfect, all-sufficient sacrifice for our sins. His atoning death and victorious resurrection constitute the only ground for salvation.

The Holy Spirit

We believe that the Holy Spirit, in all that He does, glorifies the Lord Jesus Christ. He convicts the world of its guilt. He regenerates sinners, and in Him they are baptized into union with Christ and adopted as heirs in the family of God. He also indwells, illuminates, guides, equips and empowers believers for Christ-like living and service.

The Church

We believe that the true church comprises all who have been justified by God's grace through faith alone in Christ alone. They are united by the Holy Spirit in the body of Christ, of which He is the Head. The true church is manifest in local churches, whose membership should be composed only of believers. The Lord Jesus mandated two ordinances, baptism and the Lord's Supper, which visibly and tangibly express the gospel. Though they are not the means of salvation, when celebrated by the church in genuine faith, these ordinances confirm and nourish the believer.

STUDENT MINISTRIES PASTOR

Crossroads Church
Turlock, CA



Christian Living

We believe that God's justifying grace must not be separated from His sanctifying power and purpose. God commands us to love Him supremely and others sacrificially, and to live out our faith with care for one another, compassion toward the poor and justice for the oppressed. With God's Word, the Spirit's power, and fervent prayer in Christ's name, we are to combat the spiritual forces of evil. In obedience to Christ's commission, we are to make disciples among all people, always bearing witness to the gospel in word and deed.

Christ's Return

We believe in the personal, bodily and glorious return of our Lord Jesus Christ. The coming of Christ, at a time known only to God, demands constant expectancy and, as our blessed hope, motivates the believer to godly living, sacrificial service and energetic mission

Response And Eternal Destiny

We believe that God commands everyone everywhere to believe the gospel by turning to Him in repentance and receiving the Lord Jesus Christ. We believe that God will raise the dead bodily and judge the world, assigning the unbeliever to condemnation and eternal conscious punishment and the believer to eternal blessedness and joy with the Lord in the new heaven and the new earth, to the praise of His glorious grace. Amen.

What theological hills will you die on?

Our doctrinal statement would be our primary "hill" we would die on. As well, we do not currently ordain or have female pastors. We hold to the traditional Biblical view regarding sex, marriage and gender.

Hot-Button Social/Cultural Issues for Your Church

We hold to the traditional Biblical view regarding sex, marriage and gender.

Our church's policies on participation of LGBTQ individuals in the life of your church is best described as a stance that we are "Welcoming, but not Affirming". While we invite and welcome all to worship and be a part of the life of the Church we would not affirm any sinful lifestyle and would address the issue from the Biblical texts when they came up in the normal preaching and teaching ministry of the Church.

Biggest Church 'wins' in last 18 months?

- Finding and hiring a new lead pastor would be a big win for the Church.
- Significantly increased Sunday attendance over the last 6 months.
- A renewed desire and activity regarding loving and serving the city.

STUDENT MINISTRIES PASTOR

Crossroads Church
Turlock, CA



Biggest Opportunity for Your Church in the Next 12 Months

- Reaching young families

Church's Biggest Challenge for the Future

- Missional Mindset

Title of Position You Are Hiring

Student Ministries Pastor

Full Time Position?

Yes

Reporting Relationship

This person would report to the Lead Pastor

Overall Description of Position

The Student Ministries Pastor at Crossroads Church will be responsible for developing and overseeing ministry to students in 7th grade - College. The primary personal ministry outlet will be with High School, but this person will be responsible for the entire Student Ministry. The focus will be preaching/teaching, developing a scope and sequence, recruiting and training volunteers and developing effective outreach to the community.

Goals and Expectations

- For the first year, we would love to see a solid team of volunteers in place for Junior High (JH) and High School (HS)
- Another goal would be to establish a solid ministry calendar, create excitement and trust within the families of the Church, lay out a scope and sequence of teaching for the JH & HS years, and lay a foundation for a healthy student ministry for years to come.

Do you have a job description for this role?

Student Ministry Pastor

Role: Pastoral Oversight of ministry for Students 7th grade – College age

Direct Report: Lead Pastor

Vision for Role: An experienced pastoral leader that has a calling and vision to disciple students with God's word, and a passion to reach non-believing students with the claims of Christ. The person for this role will also be well acquainted with the current cultural landscape that students are growing up in and will be well versed in how to counter the cultural narratives with the truths of Scripture.

STUDENT MINISTRIES PASTOR

Crossroads Church
Turlock, CA



**CHEMISTRY
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- Develop a scope and sequence for the curriculum for 7th grade – High School that balances Bible Content with Christian Apologetics.
- Develop a Mid-week program utilizing the Student Ministry Center that is engaging for both Christians and nonChristians.
- Develop a Sunday Discipleship Program for JH students during the Sunday Worship Services.
- Build into the Student Ministry Calendar regular service projects and mission trips.
- Build into the Student Ministry Calendar annual Summer and Winter camps and retreats.
- Build a volunteer leadership team that is relationally engaged with the students in their everyday lives.
- Create a loving and accepting environment for students from all types of backgrounds.
- Develop a proven process of transitioning students from JH ministry to HS ministry to College ministry.
- Identify and Disciple students that have expressed interest or gifting in future vocational ministry.
- Regularly meeting students on school campuses and off campus for the purpose of relationship building, discipleship and evangelism.
- Network with local youth pastors and Young Life leaders for the purpose of collaboration and encouragement.
- Regular collaboration with Kids Ministry Team leaders, and Club 56 leaders for the purpose of a concerted effort of Evangelism and Discipleship of the Next Generation.
- A willingness to support and align with the overall Vision, Values and Mission of Crossroads Church.
- Provide oversight and direction for College Ministry leadership team.

Educational Preferences

Theological Training is very important. We do not need a seminary degree but definitely an undergrad Bible degree.

Age Vs. Experience

Someone with a few years of experience minimum.

How important is geographical location to you?

We would prefer someone from California, but am open to the best candidates no matter where they are from.

What skills are you looking for specifically?

- Love for Students
- Teaching
- Leadership
- Evangelism
- Administration

STUDENT MINISTRIES PASTOR

Crossroads Church
Turlock, CA



What technical abilities (if any) are required?

Basic computer skills

Equipper or Doer?

Equipper

Attractional vs. Missional

Both

Budget Area Supervision

The overall Creative Arts budget is \$10,000

Personal Characteristics Desired

- Flexible
- Sense of Humor
- Teachable/Growth mindset

Urgency

10 - We'd love to have this position filled before the end of the year.

Other "Must Have" Skills

- Able to build trust with parents.
- Networking

Other "Nice to Have" Skills

Musical Abilities

Finally...

The perfect Student Ministries Pastor for Crossroads Church loves Jesus and wants to encourage Students to love Jesus as well. This person is a team player who understands their role in the larger context of the Church and Church Staff Team. They have the desire to make disciples of Jesus for a lifetime as opposed to creating buzz and excitement for a few years. Their primary desire is not to build their own platform, but rather to be used by God to build His Church.

STUDENT MINISTRIES PASTOR

Crossroads Church
Turlock, CA



Public Job Posting
Crossroads Church
Student Ministries Pastor
Turlock, CA

Crossroads Church in Turlock, California, is in search of its next Student Ministries Pastor. This person will be responsible for developing and overseeing ministry to students in 7th grade - College. The primary personal ministry outlet will be with High School, but this person will be responsible for the entire Student Ministry. The perfect hire will be an experienced pastoral leader that has a calling and vision to disciple students with God's word, and a passion to reach non-believing students with the claims of Christ. The person for this role will also be well acquainted with the current cultural landscape that students are growing up in and will be well versed in how to counter the cultural narratives with the truths of Scripture.

What you'll be doing:

- Developing a scope and sequence for the curriculum for 7th grade – High School that balances Bible Content with Christian Apologetics.
- Developing a Mid-week program utilizing the Student Ministry Center that is engaging for both Christians and non Christians.
- Building into the Student Ministry Calendar regular service projects and mission trips.
- Building a volunteer leadership team that is relationally engaged with the students in their everyday lives.
- Regularly meeting students on school campuses and off campus for the purpose of relationship building, discipleship, and evangelism.

What skills you need to have:

- Love for Students
- Teaching
- Leadership
- Evangelism
- Administration

Close to the Bay Area, Turlock is a diverse farming and small business community. Locals love the small-town vibes of Turlock, while still being in close proximity (2-hour drive) to large cities for shopping, the beach, and mountains. Due to the demographics of the area, a variety of cuisine is available at restaurants throughout town, and our sprawling downtown area is known to host a large Farmers Market each weekend from May-October that attracts vendors far and wide.

