



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

**ASSOCIATE PASTOR OF
STUDENT MINISTRY**

CrossWay Church
Germantown, Wisconsin

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Population of City

20,200

Population of County

137,800

Community Overview

Germantown is one of the best places to live in Wisconsin. It offers residents a sparse suburban feel and there are also many parks, great schools, local restaurants, and shopping. Located conveniently to all the city attractions yet far enough to feel small town, with all the needed conveniences within Germantown. People are friendly, great sense of community provides a perfect place for singles and families.

Church History

We are a part of the Christian & Missionary Alliance denomination. For more information visit the C&MA and a complete doctrinal statement.

Mission, Vision and Values

Our Mission: Making Disciples of Jesus Everywhere

- CrossWay is a Christ-centered, Bible-based community for the curious. We desire to be an authentic church that impacts our culture, helping individuals discover the incredible truths that God is with them and loves them personally. It is our commitment to be a community that encourages people, in every stage of their spiritual journey, to get connected and be transformed by the truth of Jesus Christ.
- CrossWay belongs to the Alliance denomination, an alliance of believers joining together in local churches. At the end of each day, our passion is that everyone at CrossWay would, in community, mature in his or her faith as a follower of Jesus Christ.

Average Weekend Attendance

1600ish

Attendance Trend

Growing

How many campuses?

3 campuses and online

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Overview of Weekly Worship Gathering

The dress is casual. We have KidVenture programs for all children from birth thru grade 5 at all services at all locations. When the service begins, we'll have a time of singing that lasts about 20 minutes, and then our pastor will deliver a bible-based message that lasts about 30-40 minutes. Overall the service will last 60-70 minutes.

Worship Style of your Church

Contemporary modern with song style similar to Hillsong United.

Tell Us About Your Facility

We have 3 facilities that have been fully remodeled to be welcoming and accommodating for multiple ages and abilities. Our campuses sit on a total of 25 acres of land.

Overall Budget (this fiscal year)

\$3M

Overall Long-Term Debt of the Church

\$1.5M

Denominational Affiliation and/or other Partnerships

We are a part of the Christian & Missionary Alliance denomination.

Governance & Polity

CrossWay has an elder board model of governance with a staff executive team and lead team. There is also membership input on new board members.

Current Paid Staffing Level

We have multiple full and part-time ministry and non-ministry paid staff that encompasses a current staff of 34.

Major Ministries of the Church:

Major ministry areas of Crossway are:

- Kidventure
- Crossing Students
- Adults - Grow and Care Community Outreach
- World Ministry
- Care and Serve Worship Ministry

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- Online Campus
- CMI Internship

Outreach Programs Overview

- Griefshare
- DivorceCare
- Earn and Learn
- Community Missions: Safe Families, Habitat for Humanity, Ronald McDonald House, City of Milwaukee Hunger Task Force, HYPE, CareNet Pregnancy Center
- World Missions: Alliance World-Wide, Harvesters, Living Hope, Saharra, Ekantha, Gideon, supporting 2 missionary families overseas

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

Evangelical - Moderate

Published Theological Statement

GOD

- We believe that God exists eternally in three persons: Father, Son, and Holy Spirit. All are co-equal, and all are one God. We believe God created the universe by His power. We believe that God is all-knowing, all-powerful, and ever present.

JESUS CHRIST

- We believe Jesus Christ is co-equal to God the Father. We believe Jesus was sent to earth to be God in the flesh (Incarnation). He is the perfect reflection of God's heart, character, beauty, and love for people. Jesus lived a sinless human life and offered Himself as the perfect sacrifice for the sins of all people by dying on a cross. Through faith in Jesus, we have been forgiven and brought into a right relationship with God. Jesus rose from the dead and demonstrated His power and authority over sin and death. He ascended to Heaven and one day will return to judge the world and restore all things in the New Heaven and New Earth.

HOLY SPIRIT

- We believe that the Holy Spirit is sent from God to live in all who put their faith in Jesus. The Holy Spirit teaches, comforts, convicts, and empowers us, giving each person diverse gifts for serving in the church and serving others in the world on the mission of God. We believe that it is through the Holy Spirit that we have the power to change and develop a holy life and Jesus-like character, to be lived out to the fullest here on earth.

THE BIBLE

- We believe that the Bible is divinely inspired by God, and written by God-empowered human authors. We believe its content is entirely trustworthy and is guidance for how we live our lives in love, truth, and faith. We hold a high view of Scripture and place great significance on its authority in our lives as it is the ultimate authority of God's will.

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SALVATION

- We believe that Jesus, through His death on the cross, provided salvation for all. However, to receive salvation one must repent of sin and trust Jesus Christ alone. Our broken relationship with God is restored through Jesus' death on the cross, a perfect act of redemption for each of us. We believe everyone can receive the free gift of forgiveness and be spiritually reborn through repenting (changing our mind and heart) of our sin and placing faith in Jesus alone. All who have received Christ will, at death, depart to be with Christ and, at Christ's reappearing, will receive a new body which will be like His glorified body.

THE CHURCH

- We believe a New Testament church is a local body of believers who have agreed together to love God, love each other, and serve the world. We believe that the church does not exist for itself, but exists as a community of Christfollowers worshipping God, who are here to serve others—as Jesus told us to be His light, love, compassion, kindness, and hope to the world around us.

THE AFTERLIFE

- We believe that life continues after physical death and that there is a Heaven and a Hell. We believe a personal relationship and commitment to Christ is the only way to Heaven and that Jesus will one day return and bring justice and judgment to all things. Scripture teaches that our bodies will be resurrected when Christ returns. Those who followed Him in life will be raised to life (I Corinthians 15:20-23); those who did not will be raised to judgment (John 5:28, 29). The return of the Lord Jesus Christ is imminent.

What theological hills will you die on?

We will die on the belief of our theological statement.

Hot-Button Social/Cultural Issues for Your Church

Marriage is between one man and one woman.

Biggest Church 'wins' in last 18 months?

- Baptized 60
- Opened a new campus
- Expanded global ministry in South Sudan Africa
- Continued financial generosity of the congregation
- Partnership with Kingdom Faith Fellowship
- Online Campus expansion
- Assisted in the CareNet Pregnancy Center expansion
- Deeper Life Track launch
- Survived and grew during COVID

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Biggest Opportunity for Your Church in the Next 12 Months

- Future continued multisite expansion
- Deeper Milwaukee ministry partnership
- Strategic global mission experiences
- Expand the discipleship track
- New kids summer camp initiative

Church's Biggest Challenge for the Future

- Connecting people into the holistic discipleship process
- Being a church in post-Christian culture
- Current global economic uncertainty
- Reaching and discipling the next generation to live for Christ

Title of Position You Are Hiring

Associate Pastor of Student Ministry

Full Time Position? Yes

Overall Description of this Position

- The Associate Pastor of Student Ministry is responsible to cast vision, lead, plan, coordinate and implement the student ministry of CrossWay Church. The Student Ministry includes youth in grades 6 – 12.
- The Associate Pastor of Student Ministry works under the direct supervision of the Associate Pastor of Ministry, reporting to the Executive Team, and is an active member of the CrossWay Lead Team.
- The Associate Pastor of Student Ministry supervises Adult Staff and Volunteers within Student Ministry.

Reporting Relationship

This position reports to the Pastor of Ministry.

Goals and Expectations

- Our desire is for a mature Godly leader who positively impacts the staff team, creates an environment within student ministry to reach kids far from God and develops students to be hungry for more.
- This person will also recruit and equip adult leaders and volunteers who love Christ and are passionate about kids, collaborate with kids and adult ministries to demonstrate and advance the model of family ministry, and be an effective communicator and listener.

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Do you have a job description for this role?

Responsibilities:

A. Personal Development/Leadership

- Regularly nurture and grow your relationship with Jesus Christ
- Honor God in your relationships
- Believe and live your life in accordance with the doctrine and core values of CrossWay
- Recognize that you are in an influential leadership position
- Lead the ministry in accordance with the mission, vision, core values, and philosophy of CrossWay
- Pour leadership influence into the overall mission of the church
- Develop accountability relationships within the context of CrossWay
- Develop friendships with the spiritually lost
- Continue to grow as a leader
- Participate in an accountability relationship
- Give financially to the church
- Present yourself in a manner that is professional and appropriate to the culture of CrossWay Church

Ministry Team Areas of Oversight

- Jr. High (6-8th grade)
- Sr. High (9-12th grade)

Ministry Detail (Highlights)

- Engage pastoral care for the students and families as applicable: Funerals, Counseling, Hospital Visitations, etc.
- Build ministry teams (This includes adult and student leaders)
- Communicate, administrate, and empower the lay adult and student ministers to do the work of the ministry (Equip)
- Continually search for people to plug in, develop, and train in the ministry (Recruit)
- Develop and/or research materials as resources for the student discipleship ministries and relationship with Jesus
- Oversee/Lead/Teach weekly programs
- Create compelling Christ-centered Connect, Grow, and Live environments for students
- Develop ministry communication systems internally and externally and maintain a strong presence on media platforms
- Communicate and partner with parents
- Reach out to the surrounding community (i.e. Schools, Youth Future, etc.)
- Equip students as followers of Jesus Christ in the current world
- Coordinate and/or lead any necessary student camps, retreats, and mission trips
- Participate in Staff Team responsibilities (i.e. staff meeting, staff team building, weekly staff chapel)
- Participate in church-wide annual celebrations and leadership opportunities/events

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- Finances: Utilize and manage the funds God provides to resource the ministry area within the given budget

Job Qualifications Experience

- 2-4 years of student ministry experience
- Bachelor's degree – 4 year

Educational Preferences

BA degree in Bible Theology or Christian Ministry

Age Vs. Experience

We would prefer an individual with a few years of experience and a teachable personality.

Denominational Affiliation

Denominational Affiliation is not important as it relates to the candidate, but we are part of the denomination and will request them to go through the licensing process.

How important is geographical location to you?

There is no bearing on where they are from, but they will be requested to live within the local community.

What skills are you looking for specifically?

- Loves Jesus
- Maturity
- Properly handles scripture
- Ability to speak and teach a group
- Able to equip and develop adult and student leaders
- Administrative skills needed to effectively run a multisite ministry

What technical abilities (if any) are required?

Planning Center, social media platforms, MS Outlook, Teams, Clearstream preferred

Equipper or Doer?

Equipper

Attractional vs. Missional

Missional

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Budget Area Supervision

Approximately \$50K

Personal Characteristics Desired

Trustworthy, honest, sincere, person of integrity, not too serious, motivated, hard worker, passionate for Jesus

What would immediately disqualify someone?

This person will need to sign off on the doctrinal statement, mission, vision of Crossway and agree with the core statements of the Alliance. ie: human sexuality.

Urgency

There is a sense of urgency but not to compromise time for finding the right person.

Other "Must Have" Skills

- Able to connect the truth of scripture to the world we live
- Function as a team player
- Humble
- Equipper
- Passion for students and walking alongside them, growing their desire for relationships with Jesus.

Other "Nice to Have" Skills

Computer skills, social media management, basic technology knowledge

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Public Job Posting

Associate Pastor of Student Ministry

CrossWay Church

Germantown, Wisconsin

CrossWay Church in Germantown, Wisconsin is looking for an Associate Pastor of Student Ministry to join their team. This person will be responsible to cast vision, lead, plan, coordinate and implement the student ministry of CrossWay Church to youth in grades 6 – 12. This person is an active member of the CrossWay Lead Team and will supervise the Adult Staff and Volunteers within Student Ministry.

What you'll be doing:

- Engaging in pastoral care for the students and families
- Building ministry teams (This includes adult and student leaders)
- Communicating, administrating, and empowering the lay adult and student ministers to do the work of the ministry
- Continually searching for people to plug in, develop, and train in the ministry
- Developing and/or researching materials as resources for the student discipleship ministries and relationship with Jesus

What you need to have:

- Love Jesus
- Ability to connect the truth of scripture to the world we live in
- Team player
- Humble
- Administrative skills needed to effectively run a multisite ministry
- Passion for students and walking alongside them

Germantown is one of the best places to live in Wisconsin. It offers residents a sparse suburban feel and there are also many parks, great schools, local restaurants, and shopping. Located conveniently to all the city attractions yet far enough to feel small town, with all the needed conveniences within Germantown. People are friendly, and a great sense of community provides a perfect place for singles and families.

Does this sound like an environment in which you would like to serve?

<https://www.chemistrystaffing.com/crossway-germantown-students>