

## Crossroads Church – Nampa Campus

Associate Pastor Job Description

4170 E. Amity Ave. Nampa, ID 83687

208-463-9070

[www.crossroadsidaho.org](http://www.crossroadsidaho.org)

HOURS: Full-time

JOB CLASSIFICATION: Salary (includes full-time benefits)

SEND RESUME TO: Jeff Stockett [jeff@crossroadsidaho.org](mailto:jeff@crossroadsidaho.org)

or Debbie Eshelman [debbie@crossroadsidaho.org](mailto:debbie@crossroadsidaho.org)

### **Purpose of this position:**

This pastor will lead efforts to create processes through which people (both on-site and online) build meaningful connections with one another in alignment with the mission and vision of Crossroads Community Church:

*As people who have found **refuge** in God, we are called to be a community where the broken and hurting can find hope in Jesus, experience the Spirit's **transformational** power, and respond to the invitation to **partner** with Him in loving the world.*

### **Essential Duties and Responsibilities**

1. Works with the Pastor of Assimilation to plan, implement, and oversee connection points, i.e. Meet & Greet, Discover Crossroads (quarterly newcomers class), Study and Common Interest Groups, to foster authentic community by moving people through the assimilation process. Connection is the end step of assimilation and the beginning step of discipleship.
2. Work with the Pastor of Discipleship to move people from connection points to Discipleship Groups and Missional Communities. Create and implement a process of recruiting and training group leaders who embody the ethos of Crossroads and shepherding them through connectional relationships.  
  
Note: part of this process includes participation in a weekly staff discipleship group for the purpose of personal spiritual formation, leadership development, and embodying a missional lifestyle.
3. Provide oversight and organization to the new and existing groups as well as checking in and shepherding group leaders.
4. Work with the communications staff to create promotional materials and communication methods that ensure people are informed of opportunities join groups, serve together, and tell transformational stories.

5. Experience in expository preaching from a historical contextual framework. This role will serve as part of the teaching team rotation at the Nampa campus (appx. 6 or more times per year).
6. Experience in 3DM/missional-discipleship movement (preferred but not required).

### **Personal Requirements**

- Seminary education or equivalent preferred.
- Demonstrates an ability to recruit, train, and deploy leaders.
- Commitment to growing in one's own spiritual formation, leadership development, and missional lifestyle.
- A proficient communicator.
- Leads relationally and demonstrates a willingness to work in a collaborative and learning environment.
- An ability to multi-task and manage numerous projects simultaneously.
- Internally motivated and is passionate about connecting people.
- Incredible people skills--must be able to work well with others across multiple contexts (staff, congregants, community partners, etc.).
- Follows through and exhibits strong organizational skills.
- Crossroads is part of the Evangelical Methodist Church. All staff members must be in agreement with, and supportive of, the denomination and its mission, and willing to enter into the process toward ordination.

### **Accountability**

- All pastoral staff shall be accountable to the APEST Leadership team (See Ephesians 4:11-12).
- The Pastor must be loyal to the pastoral staff and a team player working in cooperation with all staff, board members, and ministry leaders within the Church.
- Participate fully in staff meetings and be responsible for communicating the direction and related needs for your areas of responsibility.
- The Pastor will build positive attitudes and relationships toward the church, its leaders, and staff.

### **Confidentiality / Conflict Resolution**

Working as part of the Pastoral Support Team will involve knowledge of sensitive information regarding staff, and members of the church. The Church requires that a strict code of confidentiality of information be maintained. Employees are prohibited from storing or divulging information outside the Church (either in written or electronic form) about any matter of the Church's business. See employee manual for further information and conflict resolution policy statement.