



## Position Profile Student Ministries Leadership Development Director

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**Working Title:** Student Ministries Leadership Development Director

**Reports To:** Student Ministries Lead Pastor

**Type of Position:** Full-time

**Remuneration:** Based on qualifications & salary grid

**Date Established:** March 5, 2020

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### Purpose / Summary

The Student Ministries Leadership Development Director is a brand-new position for us. We are excited for the far-reaching possibilities that a full-time position focused on youth leaders will bring us. The person we hire will be a strong and vibrant leader that can push large teams (70-90+ adult and student leaders) to deeper and more significant times with the students in their care.

This person needs to be able to grow an individual without losing the ability to reach more leaders. With the size of our youth and the growth we anticipate, this person's strategies for growing deeper must be reproducible in large. In order to accomplish this the Leadership Development Director must be able to organize, recruit, support, grow and lead significant number of leaders.

### Key Responsibilities

This job has two parts.

1. They will manage and care for the youth leader team. (40% of the job)  
Practically this means;
  - a. They make sure youth leaders know what they are doing.
    - Their general purpose.
    - Their specific assigned task/job on a youth night/event.
  - b. They evaluate/grow youth leaders so that they can achieve their purpose.
    - Plan youth leader training nights.
    - Plan end of night youth leader debriefs.
    - Provide feedback for youth leaders on how they are doing.
    - Provide places of greater leadership/responsibility for youth leaders to take on.
  - c. They encourage the effort and wins of youth leaders.

- Plan youth leader parties and social times.
  - Find ways to let youth leaders know that we appreciate them and care about them.
  - d. Recruit; youth leaders from varied demographics and competencies.
  - e. Communicate; Regular and timely written communication to keep youth leaders informed, scheduled, and organized.
2. They contribute on the shared responsibilities of the Student Ministry Staff team. (60% of the job) \*This will be done through the lens of engaging youth leaders to participate.
- a. Share the load in planning and running our youth and young adult programs.
    - Weekly program (2 evenings a weeks)
    - Mission trips (1 a year)
    - Events
    - Retreats (1 a year)
    - Sunday youth teaching (rotating)
    - Summer youth.
  - b. Administer their part of the Student Ministries budget (leadership).
  - c. Hold to the ministry directive.
  - d. Developing and tracking to ministry plans.
  - e. Meets regularly with and takes direction from the Student Ministry Lead Pastor.

### **Qualifications**

- Post-secondary education in one or more of the following; leadership, ministry, social work, youth & family, teaching, coaching.
- Experience in leading teams.
- A high level of initiative and the ability to work independently and stick to given direction with minimal supervision.
- Demonstrated interpersonal skills – emotional intelligence, willingness to learn and change, a positive attitude.
- Excellent organizational skills with the ability to manage a number of varied tasks and responsibilities simultaneously.
- Committed team member, which is committed to the success of the whole student ministry.
- Become a member of CrossRoads Church

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<b>Performance Standards</b>
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As a team player on the ministry team at CrossRoads Church the Student Ministries Leadership Development Director shall adhere to the following standards:

- Uphold the team values of CrossRoads Church.
- Understand and support the vision, mission, and strategic direction of CrossRoads Church.
- Live and uphold a lifestyle that models an elder of the church as defined by the Scriptures.
- Must sign the CrossRoads Staff Lifestyle Agreement and the Confidentiality Agreement.
- Must provide a criminal record check.

Application Process:

In order to help us get a more complete picture of you and your interest in this position at CrossRoads Church please answer the following questions:

1. Describe your faith in Jesus. Tell us how you came to know the Lord, and about your journey with Him, your current walk and how your relationship with Him has affected your ministry to date.
2. How has your Christian faith impacted the way you work as a manager/leader?
3. Describe two of the most defining experiences from your spiritual pilgrimage that have helped you as a person, disciple and servant of Jesus.

When completing your resume, please include the following information for each position you've held in the last 10 years:

- Type of ministry
- Size of organization
- Your place in the organization
- Specific accomplishments that you personally achieved especially related to leading teams of volunteers.

Please provide us references, including your pastor, at least one supervisor, and 2 volunteers entrusted to your lead.

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Submission of resume:

Please submit your resume and cover letter to Kendra Berniko at the Church Office or via email to KendraB@CrossRoadsChurch.ca.

CrossRoads Church  
38105 Range Road 275  
Red Deer County, AB T4S 2N4  
p.403.347.6425  
[www.CrossRoadsChurch.ca](http://www.CrossRoadsChurch.ca)

Accepting applications until position is filled.

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