

Organizational Overview

Crossroads Community Church has a rich history and legacy that provides a great foundation as they expand their ministry, seeing God's faithfulness as they move farther and faster in their kingdom work. It is the second oldest church in Howard County, founded in 1846. After many years and a few name changes, Crossroads Community Church was named as it is today, following a period of strong growth in the God movement of the 1990s.

Today, Crossroads Church is a large church that has kept the warmth, hospitality, and family feel of a small church. Now with two campuses and an online campus community, they look forward with anticipation as a new Middle School Pastor joins their team to help equip the next generation of believers who will continue working for the kingdom.

Ministry Programming

The following is a concise overview of the ministries at Crossroads Community Church.

Kids' Ministry

Each weekend we offer amazing settings where your kids can make new friends, play, sing, and experience the Bible taught in creative ways just for them.

We go a little overboard to ensure infants through fifth grade experience God's love in ways that are fun and relevant to them.

Students

We want to help students develop into the leaders God designed them to be. That's why we have ignite for sixth through eighth graders, nine.12 for ninth through twelfth graders, and y/a for our post-highschool crowd. Crossroads began a separate ministry to middle schoolers in the fall of 2011 with a service during our weekend worship services in a large group/small group format. Last year, we moved their "main event" to

Sunday afternoon and transitioned Sunday morning to a groups model. The church partners with a parachurch ministry and buses in multiple students. In the quarantine season of Covid, services took various forms, particularly online through YouTube live. While in-person services have resumed, a YouTube live service is available every week for those who cannot join in person. Currently, the Middle School Ministry serves around 70 middle schoolers on a weekend.

Groups

One of our core values is that we become more like Jesus together. That means we are constantly looking for ways to connect outside of a weekend service. You would be amazed at the kind of growth that can happen when you meet in a smaller setting with people in a similar life stage or circumstance.

More information about the ministries at Crossroads Community Church can be found at: <https://ecrossroads.org/about/>

Weekend Programming

The South Kokomo Campus started in 2003, and has two live services each weekend and 4 that are broadcast online. It also runs a high school service on Sunday evenings and a middle school service on Sunday afternoons. The South Campus also offers groups for middle school students on Sunday mornings.

The North Kokomo Campus began in September of 2018, and has a Campus Pastor, Worship Pastor, and a Children's Pastor on staff.

Crossroads Community Church also offers Celebrate Recovery classes, with over 100 participants on Thursday evenings.

Weekend Services

- **North Kokomo Campus:**
 - Sundays at 10:00 a.m.

- **South Kokomo Campus:**
 - Sundays at 9:15 a.m. and 10:45 a.m.
- **Online Campus:**
 - Sundays at 9:15 a.m., 10:45 a.m., and 7:00pm
 - Wednesdays at 9:00 p.m.

Community

Kokomo, Indiana

Kokomo's story is one of vision.

When a major employer invested nearly \$1.3 billion in Kokomo in 2011, they didn't rest in the relief from the hardships of the recession. They used it as momentum and pushed forward with investments of their own.

In 2011, the city found itself on a list for "Best Cities for Jobs" and "Best Places to Live Cheaply." By 2013, they were leading the nation with a 61 percent increase in real GDP growth. Kokomo is a great place to do business and a wonderful place to call home, and that clearly didn't happen by accident.

Kokomo, an important industrial center mainly tied to the automotive industry, supplies automotive parts for assembly plants nationwide. DaimlerChrysler and the smaller Delphi are the two largest private employers. The city has a long history of auto innovation dating back to the creation of the first American automobile in Kokomo in 1894.

Kokomo has a friendly, small-town feel with a typically Midwestern downtown, considerable local pride, and is unusually clean and attractive for a town with such a strong industrial presence.

Mississinewa Reservoir to the northeast offers recreational opportunities. Living and especially housing costs are very attractive, and relatively high incomes give strong

buying power.

Reporting Relationships

Reports to: Student Pastor

Supervises: Volunteers

Relates to: Student Ministry Groups Pastor and Youth Worship Leader

Position Summary: Middle School Pastor

The primary goal of the Middle School Pastor is to lead, facilitate, and oversee the daily operations of all Middle School Ministry and its personnel. The new Middle School Pastor will connect with various demographics of students in our community. They will oversee a volunteer team, striving to encourage, equip, and shepherd them to engage and connect with every student that comes through the doors, no matter their background or experience.

Goals and Expectations

The effective Middle School Pastor will achieve the following goals during the first 12 months of work:

- Carry & cast the vision of Crossroads to lead the Middle School Ministry.
- Oversee all aspects of how the organization's value "We build faith at home and worshipping God is a big deal" is executed.
- Carry the pastoral responsibilities of the Middle School Ministry activities.
- Recruit, schedule, and pastor volunteers in the department.
- Oversee all the curriculum taught in the department.
- Help families with middle school children build faith at home.
- Schedule, plan, and execute a Sunday afternoon event for middle schoolers.

- Coordinate small groups among middle schoolers.
- Coordinate annual special events, including summer camp.
- Carry out other duties as required.

Candidate Profile

The following describes many of the characteristics of the ideal candidate for the Middle School Pastor:

Education

The ideal candidate will preferably have a bachelor's degree or equivalent work experience. They must have license or be ordained or be willing to be licensed or ordained.

Experience

The ideal candidate will have, although not required but a great bonus, one to two years of experience working in Student or Middle School Ministry.

Personal Characteristics

- Endorses and supports the ten biblical doctrines professed by Crossroads Community Church.
- Becomes a member of Crossroads and fulfills the expectations therein.
- Is able to handle the demands of meeting people where they are and helping them take their next steps with Christ.
- Has the ability to pastor congregation and community members' spiritual well-being.
- Has strong leadership and interpersonal skills to engage congregation and church members, along with volunteers.