

CROSSROADS

Job Description: Care & Connections Pastor

Reports to: Executive Team

Classification: Non-Exempt, Full-Time (40 hours)

Vision Statement

To see our valley awakened and transformed by the love of God.

Mission Statement

To equip and mobilize people to live the life and mission of Jesus.

Primary Purpose

The Care & Connections Pastor provides leadership and oversees the development of the Connections Ministry, including Local & Global Outreach, hospitality teams, assimilation, Age & Stage Groups, and Care Ministries at Crossroads Church. This role is essential in creating a welcoming, safe, and engaging environment where individuals feel connected and supported as part of the Crossroads family.

Responsibilities

Connections

1. Cultivate a warm, hospitable, and welcoming environment for all Sunday services, special events, and church gatherings.
2. Design, implement, and continually improve guest follow-up systems that provide clear next steps for engagement and connection.
3. Oversee the appearance, functionality, and effectiveness of the Connections Table and other guest-facing areas, ensuring that signage, resources, and materials are up to date, clear, and inviting.
4. Recruit, schedule, train, and lead volunteers across all Connections Teams (Greeters, Ushers, and Communion), equipping team leaders to thrive in their roles.
5. Build and maintain strong partnerships with ministry leaders to ensure consistent, high-quality hospitality coverage across all ministries and events.
6. Develop, update, and steward the Connections Teams handbook and all related training materials (both print and digital).
7. Provide leadership for Global and Local (Glocal) partnerships by maintaining regular communication with partners, collaborating with senior leadership to evaluate and select partners, championing prayer and awareness within the congregation, participating in budgeting decisions, coordinating with mission trip leaders as needed, and celebrating Glocal partnerships throughout the church.

Care

1. Provide pastoral care through visitation for individuals and families experiencing medical needs, including hospital, home, and follow-up visits.
2. Partner with Prayer Ministry leaders to ensure meaningful, timely follow-up and care for those who request prayer.
3. Serve as the primary staff liaison for the Age & Stage Groups (Women's, Men's, and 55+ Ministries), offering leadership, coaching, and spiritual support to group leaders.
4. Serve as the primary staff liaison for the Care Groups (Mental Health Advocates, GriefShare, Support Groups), providing guidance, support, and encouragement to group leaders.

5. Respond to requests for benevolence assistance, coordinating with the Executive Assistant and offering pastoral guidance, discernment, and next steps to those in need.
6. Oversee, coordinate, and officiate funerals for members of the Crossroads congregation with pastoral sensitivity, care, and gospel-centered hope.

Ministry of Presence: Worship/Church Body Responsibilities

- Attend and support church-wide events and ministry-specific events.
- Attend weekly All-Team Meetings.

Champion Crossroads' Care & Compassion Vision, Culture, & Strategy

- Cultivate a culture of care, compassion, and prayer that is persistently practiced throughout the Crossroads church body.
- Be a person of refuge who delivers the proper care to the right people in a sensitive and compassionate manner.
- Implement and follow Crossroads' culture guide.

Attributes:

- Honor - Live a life that honors the Lord and one another
- Honest - Living and leading with honesty and in authentic harmony
- Humble - Being a learner - Curious, and extending charitable judgment to others
- Hungry - Desire to get the job done well - working enthusiastically unto the Lord
- Positive Attitude - Always look for opportunities in every situation.
- Fun/enjoyable - Strive to maintain a sense of joy in all things.
- Share the vision of Crossroads to fulfill the Great Commission with integrity and passion.
- Highly self-motivated and directed - Not afraid to try and figure things out or bring a solution.
- Prioritize - Ability to effectively prioritize and execute tasks in a high-pressure environment.

Team Connections:

- Consistent contact with the Executive Team and supervisor.
- Weekly team meetings to encourage and disciple the team.
- Willingness to be disciplined by someone within Crossroads Church.

Qualified candidates should have the following:

- Bachelor's degree, preferably in pastoral ministry.
- At least 5 years of pastoral or comparable ministry experience, including officiating funerals.
- Willingness to pursue ordination, if not already ordained.
- Strong relational presence, with particular strength in shepherding or evangelistic gifting preferred.
- Excellent organizational skills with the ability to manage multiple priorities.
- Strong written and verbal communication skills.
- Ability to lead, equip, and delegate effectively.
- Self-starter who thrives in a fast-paced environment.
- Team-oriented and relational in approach.

Please send a cover letter and resume to the Executive Assistant, Gwin Steele, at gwin@crossroadsidaho.org.