

Join Our Team!

Do You Have a Heart for Middle School Ministries?

Are you passionate about seeing students live and love like Jesus? Do you feel called to disciple middle schoolers, equip leaders, and partner with families to equip and mobilize the next generation?

If you're seeking a role that's full of purpose, energy, and meaningful relationships, this could be the opportunity you've been praying for.

We're looking for a **Middle School Ministry Director** who is ready to lead with joy, creativity, and a heart for helping students live out the life and mission of Jesus.

About the Role

As our **Middle School Ministries Director**, you will:

- Lead and disciple students in grades 5–8, helping them grow in their relationship with Jesus and one another.
 - Create engaging spaces for worship, teaching, and community both on Sunday mornings and midweek.
 - Develop and oversee camps, retreats, and missional events that encourage spiritual growth and joyful connection.
 - Partner with parents and families through care, communication, and support. Equip and empower Ministry Partners to lead students with excellence and compassion.
 - Collaborate with the Next Gen Team to ensure a smooth and intentional pathway from kids to youth ministry.
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We're Looking For Someone Who Is:

- A committed follower of Jesus, eager to model a Jesus-shaped life.
- Relational and passionate about connecting with students where they are—in their schools, activities, and daily lives.
- A creative leader who brings fun, energy, and intentional discipleship to every gathering.
- Organized and dependable, able to coordinate details for events, communication, and ministry operations.
- A team builder who loves developing and investing in volunteers.
- Humble, hungry, and full of joy in serving God and others.

If you're excited to see middle school students awakened and transformed by the love of God—and ready to equip and mobilize them to live the life and mission of Jesus—**we'd love to hear from you!**

Please submit your resume, cover letter, and references to **Gwin Steele at gwin@crossroadsidaho.org**. We can't wait to meet you!

CROSSROADS

Job Description: Middle School Ministry Director

Reports to: Next Gen Pastor

Classification: Exempt, part-time or full-time (to be determined)

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 role of the Middle School Ministries Director is to provide leadership and oversee the execution of the church's vision, mission, and values through discipleship of students in 5th through 8th grades and their families.

Primary Job Responsibilities:

- Connect with students through life-on-life discipleship by meeting them in their natural environments, such as attending their games, performances, or meeting for coffee.
- Provide spaces on Sunday mornings and midweek where students are equipped to live out the life and mission of Jesus in their relationship with God and with other believers.
- Work with the Middle School Ministry Partner team to create and execute plans and details for the Middle School Ministry, including missional events, camps, and retreats.
- Build a culture of missional living by teaching and modeling people of peace and providing missional opportunities for middle school students.
- Bring energy and fun to gatherings of celebration, sharing of stories, prayer, and worship.
- Work with the Youth Pastor to recruit and train Ministry Partners (MPs) to effectively disciple students, increasing opportunities for further training and development of the MPs' gifts. Build a team culture where MPs are invited into discipling relationships as they disciple students.
- Collaborate with appropriate staff to create a pathway for students to engage with and find ownership of the larger church through knowing our beliefs, engaging in Sunday services, serving, and building relationships with other generations.
- Provide spaces for students to grow in character and competency by learning to hear God and do what he says. These spaces include, but are not limited to, large-group biblical teaching, life groups, various forms of reflection groups, camps, retreats, and mission trips.
- Create opportunities for students to grow as a spiritual family where they support, encourage, and have fun with one another.
- Partner with parents and the families of students by providing shepherding care and encouragement, as well as clear communication.

Additional Responsibilities:

- Collaborate with the Next Gen Team to develop strategies to carry out the mission and vision for kids and students, ensuring alignment and positive transitions between kids and youth ministry areas.
- Collaborate with the Next Gen Team to create age-and stage-appropriate experiences, as well as opportunities for youth with special needs.
- Implement safety measures related to the youth ministry areas, including MP screening, classroom/building safety, and Next Gen policies and procedures outlined in the handbooks.

- Work with the communications team to create digital and print communications for families and MPs.
- Work with the Youth pastor to steward the annual budget for the Crossroads Youth Ministry.
- Manage documentation for Crossroads Youth Ministry event requests, facility needs, and other paperwork to run day-to-day operations.
- Effectively coordinate tracking of Youth Ministry numbers through the church's health dashboard to ensure the vision becomes a reality.
- Work with the Youth pastor to provide consistent communication opportunities for families through email, newsletters, and Planning Center Group messaging. Post communication, resources, and other content to the middle and high school ministry social media sites.

Champion Crossroads' Vision, Culture, & Strategy:

- Cultivate a culture of care, compassion, and prayer that is persistently practiced throughout the Crossroads church body.
- Equip Middle School Ministry Teams' MPs to be people of refuge who deliver the proper care sensitively and compassionately.
- Ensure the Middle School Ministry Teams follow Crossroads' core values.

Attributes:

- Honor - Live lives that honor 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:

- Maintain consistent contact with the Next Gen Pastor and Next Gen Team.
- Attend all-Team and Next Gen meetings, and have monthly check-ins with the Next Gen Pastor.
- Attend leadership retreats and conferences that involve the Next Gen Team.
- Twice yearly MP team meetings to encourage and disciple the team.
- Commit to being discipled by someone within Crossroads Church, regularly participate in a Discipleship Group, and strive to lead a discipleship group.



VISION

To see our valley
AWAKENED + TRANSFORMED
by the LOVE OF GOD.

TO EQUIP + MOBILIZE
people to live the
LIFE + MISSION of JESUS.

MISSION



VALUES

REFUGE

+ Generosity
+ Authenticity
+ Hospitality

Biblical Principle
The Greatest Commandment
MARK 12:28-31

TRANSFORMATION

+ Contextual biblical teaching
+ Holistic health + healing
+ Life on life discipleship in community

Biblical Principle
The Great Commission
MATTHEW 28:18-20

PARTNERSHIP

+ All are called + gifted
+ People of peace
+ "Glocal" partners

Biblical Principle
The Cultural Mandate
GENESIS 1:26-28