
Director of Family Ministries

CrossRoads Church

Position / Role

CrossRoads Church is seeking a full-time Director of Family Ministries to provide spiritual leadership and oversight for our Children's and Youth ministries. This role will focus on shepherding students, and recruiting, training, and discipling the volunteers who serve these vital ministries. This role will report directly to the Elder Board of CrossRoads Church, with regular coaching and support provided through a designated elder liaison.

Responsibilities

Children's and Youth engagement:

- Cast and champion the vision for Children's and Youth ministries. Develop and maintain safe, engaging, and age-appropriate environments for Children and Youth to learn about Jesus.
- Ensure the smooth operations for Children's and Youth ministry events, including Children's Ministry programming during Sunday morning services.
- Coordinate childcare in support of church-related events.

Church engagement:

- Recruit, train, and equip distinct teams of volunteers for both ministries.
- Build, mentor, and lead dedicated leadership teams for both Children's and Youth ministries.

Family engagement:

- Partner with parents to equip them as the primary disciplers of their children.
- Help cultivate a church culture that supports family discipleship in the home.

Job Requirements

- Meets biblical requirements for church leadership: being above reproach, self-controlled, spiritually mature, holding to sound doctrine, and managing their household well.
- Proven experience (at least 2+ years) leading children's or youth ministry, with a track record of effective leadership in a local church setting.
- Demonstrated passion and experience in discipleship.
- Strong written and verbal communication skills, including the ability to communicate gracefully and truthfully.
- Demonstrates a deep appreciation for the existing culture, values, and discipleship processes of CrossRoads Church.
- Experience recruiting, training and leading volunteers.
- Experience equipping parents for discipleship in the home.
- Full alignment on CrossRoads Church's core doctrinal beliefs. A synopsis of these beliefs can be found under "What We Believe" on our website (<https://crcnorfolk.com/about>).

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- Bachelor's degree required; theological or ministry training preferred.
 - Provide ministerial care and guidance to children, students, and parents, including support during seasons of family difficulty, and help connect families to appropriate church, community, and professional resources when needed.
 - Provide ministerial care and guidance to help students and families navigate the transition from youth ministry into college-aged life and discipleship.

Ideal Candidate

Our ideal candidate is currently an ordained minister - or actively pursuing ordination as a minister - of the Gospel.

Compensation

The compensation for this role will be an annual salary between \$55,000 - \$65,000 based on candidate fit and relevant experience. Health and Dental insurance are available through Guidestone Insurance and would be deducted from the annual salary.

Paid Time Off (PTO)

In this role, CrossRoads Church will provide 20 days of Paid Time Off (PTO) annually, in addition to 9 paid holidays. Once a quarter, the church will provide a soul care day (not counted as PTO) designed to provide space for the Director of Family Ministries to spend time with God.

Sabbatical Policy

The Director of Family Ministries is eligible for a paid, month-long (30-day) sabbatical after every five years of continuous full-time service.

Relocation Assistance

Relocation assistance is available for a candidate needing to move in order to take this role.

Candidate Eligibility

We welcome all qualified candidates who are currently eligible to work full-time in the United States to apply. However, please note that CrossRoads Church is not able to provide sponsorship for this position.

Application Requirements

All applicants must provide at least three character references and three ministry references. To apply, please submit a resume and a cover letter sharing why you are interested in this role at CrossRoads Church and, if applicable, what draws you to ministry in the Norfolk area.