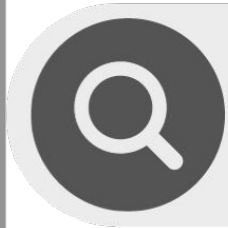


Church & Candidate Profile

Youth Pastor
Crossroads Church
Camarillo, CA

CHEMISTRY  STAFFING





Crossroads Church at a glance...

Denomination

Missionary Church

Service & Campuses

Weekly Services: 2

Campuses: 1

Weekend Attendance

550+ in person / 250+
online / 1,000+ Easter

Budget & Debt

Budget: \$1.35 million

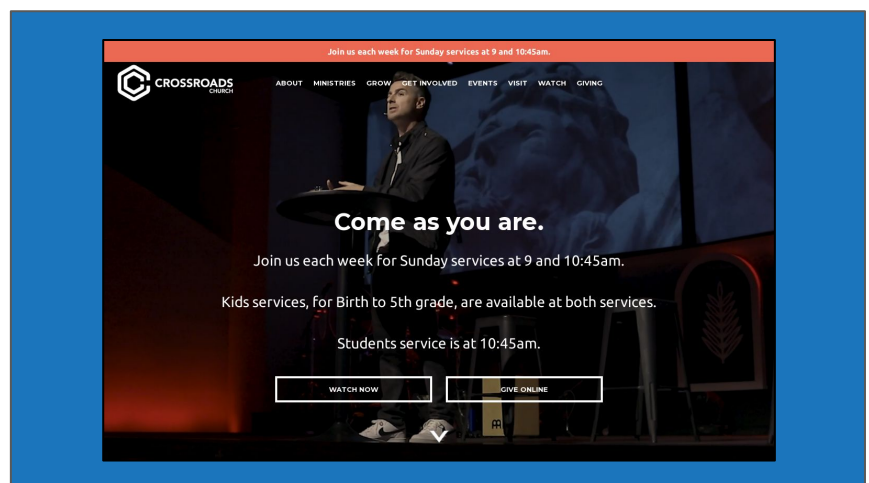
Debt: None

(There is a substantial
monthly lease payment for
the extensive facilities.)

Crossroads Church in Camarillo, CA, is hiring a Youth Pastor who has a clear sense of calling to ministry and who is passionate about the spiritual formation of today's youth. They will lead by example, prioritize discipleship, communicate effectively to students and parents, develop leaders, and possess a relatable teaching style that easily resonates with any who listen. Overall, our next youth pastor understands the challenges and complexities of shepherding young people through their formative years and will aim to create a safe environment where a love for Jesus is nurtured.

Governance & Polity,

Our church is guided by an Elder Board entrusted with making important decisions for our congregation. Working closely with our dedicated staff, the Elder Board plays a vital role in providing direction and leadership for the church and helps steer the church in alignment with our values and mission. Together, we strive to create a vibrant and thriving community that reflects our shared beliefs and goals.



Visit Our Website: <https://icrossroads.org>

There's a lot to love about Camarillo, CA!



Located in the heart of Ventura County, Camarillo is a suburban community with diverse employment opportunities from major employers such as Cal State Channel Islands, Amgen, and Amazon. It also is situated between two major military bases (Point Mugu and Port Hueneme). Crossroads represents the ethnically and economically diverse population of the area, catering to all age groups. The community is conveniently located near beaches, with Los Angeles and Santa Barbara each a short 45-minute drive away. Camarillo boasts a mild year-round climate, abundant outdoor recreation opportunities, quality education institutions, and a variety of housing options at relatively affordable prices compared to neighboring cities in coastal California.



Camarillo Population

68,000

County Population

846,000

Crossroads Church Worship Style



Each week, Crossroads creates an amazing contemporary worship experience that blends live music with practical Biblical teaching that seeks to lift up the name of Jesus. Crossroads is home to some extraordinarily skilled musicians who are devoted to glorifying the Lord. It also has at its disposal some cutting-edge audio and visual equipment, skillfully managed by a dedicated production team.

Crossroads Church Church History



Crossroads Church has a rich history that dates back to its inception in 1985 when it was planted through the collaborative efforts of two prominent local churches, Calvary Westlake and Ventura Missionary. This joint venture marked the beginning of a new chapter in the spiritual journey of Crossroads, setting the stage for a community-driven approach to worship, fellowship, and outreach.

The partnership between Calvary Westlake and Ventura Missionary played a pivotal role in shaping the identity and mission of Crossroads Church, providing a strong foundation of support, resources, and a shared vision that contributed to the church's growth and impact in the local community. The unity and collaboration between these two churches in planting Crossroads underscored a spirit of cooperation, mutual respect, and commitment to spreading the message of faith and love in the region.

Through the guidance and support of Calvary Westlake and Ventura Missionary, Crossroads Church was able to establish its presence and build a community of believers dedicated to worship, service, and spiritual growth. The legacy of the founding partnership continues to resonate within the walls of Crossroads, shaping its ethos of inclusivity, collaboration, and a deep-rooted commitment to living out the teachings of Jesus Christ in practical and meaningful ways.

Crossroads Church

Vision Mission Values



At Crossroads, our core mission is to lead people to an authentic, life-changing relationship with Jesus. We are dedicated to leading people on a journey of faith that profoundly impacts their lives and inspires lasting change.

Emphasizing the values of evangelism, discipleship, and magnifying the renown of Jesus, we strive to embody these principles in our daily ministry and outreach efforts. Evangelism is at the heart of our mission as we passionately share the life-changing message of Jesus with others, inviting them to experience His love and grace.

Discipleship is a crucial aspect of our ministry at Crossroads Church, as we are committed to cultivating and nurturing believers in their walk of faith. Through intentional discipleship practices, we seek to equip individuals to grow spiritually and mature in their relationship with Jesus.

Additionally, spreading the fame of Jesus is a central focus of our church's endeavors. We aim to bring glory and honor to Christ through our words, actions, and community engagement, ensuring that His name is lifted high in all that we do.



Crossroads Church Facilities



Crossroads Church occupies a contemporary and refurbished warehouse building located near the prominent Camarillo Premium Outlet Center, reflecting a strategic and accessible location for members and visitors. The church's auditorium stands out with state-of-the-art sound and lighting technology, enhancing the worship experience and enabling dynamic presentations and events.

The layout of the facility is thoughtfully designed for worship in the auditorium, fellowship in the café, classes in the conference rooms, youth in the student center, and children's classes and programs safely located upstairs. Additionally, the nursery is strategically placed adjacent to the auditorium, further emphasizing safety and convenience for parents and caregivers.



Crossroads Church Our Staff



Crossroads Church is a vibrant faith community supported by a team of dedicated staff members serving in a variety of essential roles within the church.

Leading the congregation is the Lead Pastor, who provides spiritual guidance, leadership, and pastoral care to the community. The Next Generation Pastor focuses on the spiritual development and engagement of the younger generation within the church, ensuring that the needs of the youth are met.

Handling the operational aspects of the church is the Director of Operations, who oversees the logistics and administrative functions to ensure the smooth running of the church. The Director of Assimilation works to integrate newcomers into the church community, fostering a sense of connection and belonging.

The Finance Administrator manages financial matters and ensures the church's fiscal responsibility. The Media Coordinator handles communication and media-related tasks to engage the congregation effectively.

Additional support comes from the Interim Elementary Coordinator, Office Administrator, and Tech Assistant, who provide valuable assistance in coordinating programs, managing office tasks, and handling technological needs, respectively.

Crossroads Church

Youth Pastor



Crossroads Church Major Ministries



We are excited to offer a number of ministries that serve not only the people at Crossroads Church, but also our community, and people around the world:

Life Groups and other ministries: Our Life and other Ministry Groups at Crossroads Church encourage spiritual growth, fellowship, and support among individuals within our community. Through a variety of activities, events, and small group opportunities, we aim to deepen relationships with God and one another, address relevant issues, and foster a sense of unity and purpose among both men and women.

Children's Ministry: At Crossroads Church, our Children's Ministry is a vital part of our community, providing engaging and age-appropriate programs for children to grow in their faith. Through dynamic lessons, fun activities, and caring volunteers, we aim to create a nurturing environment where children can learn about God's love and build a strong foundation for their spiritual journey.

Student Ministry: Our Student Ministry at Crossroads Church is designed to empower and support youth in their faith walk. Through relevant teaching, impactful events, and meaningful relationships, we strive to help students deepen their relationship with Christ, navigate life's challenges, and cultivate a sense of belonging within our church community.

Food Share Outreach: The Food Share Outreach program at Crossroads Church reflects our commitment to serving those in need both locally and globally. By providing ministry opportunities and support through food distribution initiatives, we seek to address hunger issues in our community while demonstrating God's love through practical acts of service and kindness.

Support Groups (GriefShare & Divorce Care): Our support groups for Grief Share and Divorce Care at Crossroads Church offer a safe and compassionate space for individuals to find healing, comfort, and hope during difficult times. Led by caring facilitators, these groups provide guidance, encouragement, and a sense of community for those navigating grief or the challenges of divorce.

Men's Ministries and Women's Ministries: Our Men's and Women's Ministries at Crossroads Church encourage spiritual growth, fellowship, and support among individuals within our community. Through a variety of activities, events, and small group opportunities, we aim to deepen relationships with God and one another, address relevant issues, and foster a sense of unity and purpose among both men and women.

Crossroads Church Wins & Challenges



Crossroads Church's Biggest Church 'Wins' in the Last 18 Months

In March 2023, Crossroads welcomed a new Lead Pastor as the predecessor retired after 20 years of service. The year brought remarkable growth, with a 36% rise in decisions for Christ compared to the previous year. Both physical and virtual congregations experienced significant expansion, with in-person attendance up by 21.5% and online participation by 11.8%. The new leadership and community initiatives have fostered a vibrant atmosphere of spiritual engagement and outreach. Crossroads continues to thrive as a welcoming and growing church, dedicated to making a positive impact on individuals and the community at large.

Crossroads Church's Biggest Opportunities in the Next 18 Months

In the upcoming 18 months, Crossroads Church perceives a significant opportunity beyond traditional Sunday services, focusing on providing ongoing soul care for its congregation and community. The church aims to strengthen connections and nurture spiritual growth by offering support and guidance throughout the week, effectively 'closing the back door' and fostering lasting engagement. To realize this vision, Crossroads plans to recruit pastors and elders who share their values and commitment to shepherding those entrusted to their care by God.

Crossroads Church's Biggest Challenge for the Future

Over the next 18 months, Crossroads Church faces significant challenges, such as attracting and hiring capable pastors who are passionate about ministry, expanding their Life Group ministries to deepen community connections, and grappling with the need to relocate due to outgrowing their current building. Addressing these challenges will require focused recruitment strategies for pastoral staff, intentional growth plans for Life Groups, and strategic considerations for potential new building acquisitions.

Crossroads Church Theology



Overall, we would describe Crossroads Church as Evangelical - Moderate.

Here are some theological hills we are willing to die on...

At Crossroads Church, we hold firm to the belief that Scripture, inspired by God, carries divine authority and without error, guiding us in today's context by the Holy Spirit. Our faith centers on the triune God the Father, the Son (Jesus Christ), and the Holy Spirit—and humanity created in God's image, yet marred by sin. Through Jesus Christ's sacrificial death and resurrection, we find hope and redemption from sin, offered solely through God's grace, prompting a transformation of the heart and a faith in Jesus for salvation. The Holy Spirit enables believers, affirming their identity as God's children, empowering them to worship, serve, and live out their faith in truth and love as an expression of Christ's eternal love and sacrifice.

Hot-Button Social and Cultural Issues for us...

At Crossroads Church, we hold a strong conviction that all human life, from conception to natural end, is sacred and bears God's image. We oppose practices like abortion that harm innocent life. Our stance on homosexuality aligns with biblical teachings categorizing it as sinful, and we affirm marriage as a covenant between one man and one woman in accordance with Scripture. Our belief in upholding traditional marriage roles and submission to Jesus as the head of the union reflects our commitment to biblical principles, emphasizing the importance of defending, protecting, and valuing all human life as affirmed by God's design and Word.

Our approach to the LGBTQ community...

We welcome all individuals, as we believe the Gospel's message is universal. While we do not endorse LGBTQ practices, we strive to extend love to everyone in obedience to Jesus' command to love one another. Our commitment to inclusivity rests on the foundational principle of loving one another as Christ teaches.



At Crossroads Church, our theological stance is grounded in the following key beliefs:

- **God the Father:** We affirm that God is the Creator and Ruler of the universe, existing in three divine personalities—the Father, the Son (Jesus Christ), and the Holy Spirit. These three persons are co-equal and form the unity of one God, demonstrating perfect harmony in the work of creation, providence, and redemption.
- **Jesus Christ:** We believe that Jesus Christ is the Son of God, sharing in the divine nature and co-equal with the Father. He lived a sinless life and sacrificially offered Himself as a perfect atonement for the sins of all humanity. Through His death on the cross and subsequent resurrection, Jesus triumphed over sin and death, demonstrating His absolute authority. He ascended to Heaven and will return in the future to establish His reign as the King of Kings and Lord of Lords.
- **Holy Spirit:** We acknowledge the Holy Spirit, who is co-equal with the Father and the Son. The Holy Spirit plays a vital role in convicting individuals of their need for salvation in Jesus Christ. Upon salvation, the Holy Spirit takes up residence within every believer, providing empowerment and guidance for living a fruitful, victorious Christian life. The baptism of the Holy Spirit, subsequent to salvation, equips believers with spiritual gifts and enables an experiential relationship with the Spirit.
- **The Bible:** We affirm that the Bible is the inspired and authoritative Word of God. It was written by human authors under the divine guidance of the Holy Spirit. As the supreme source of truth, the Bible serves as the foundation for Christian beliefs and guides our practical living.
- **Salvation:** We believe that salvation is a free gift from God, which individuals must personally accept. Our own efforts or good works cannot earn salvation. Instead, forgiveness and redemption are received only through faith in Jesus Christ. Eternal life begins at the moment of genuine faith in Christ.
- **Eternity:** Humans were created to exist eternally, and we will spend eternity either in a state of separation from God due to sin, or in complete union with God through forgiveness and salvation. Hell represents eternal separation, while heaven symbolizes eternal life in perfect communion with God.
- **The Church:** We recognize the Church as the universal body of Christ, encompassing all believers united through faith in Jesus Christ. In addition, we value the importance of the local church as a community of believers who gather to worship, grow, and serve together. The Church is a manifestation of God's redemptive work in the world, and we embrace our role as part of the larger body of believers.

Crossroads Church Job Description



Position Title: Youth Pastor

Minimum Degree Requirement: Bachelors

Reporting Relationship: Report to the Lead Pastor; work closely in collaboration with the church staff, and youth leaders.

Budget Area Supervision

Student Ministry: \$17k-\$20k

Expense account: \$500

Oversee: scholarship funds

Job Description

KEY RESPONSIBILITIES:

- Cast vision over all student ministries.
- Continue to lead creative and compelling programs/activities on Wednesday nights and Sunday mornings, as well as annual youth camps, retreats, or key events.
- Build a collaborative team that recruits, trains, empowers, and unleashes volunteers to the work of ministry.
- Care for the spiritual formation of each student and their connectedness to the life-changing work of the Holy Spirit.
- Provide dynamic gospel-centered teaching that is Biblically sound and culturally relevant.
- Evaluate and implement curriculum and customize as necessary for maximum impact.
- Establish and nurture relationships with students, parents, and volunteers, maintaining clear communication that keeps them informed and encouraged.
- Work closely in collaboration with the lead pastor, church staff, as well as a long list of youth ministry volunteers who serve faithfully each week.
- Own Crossroads mission and align to its theological statement of beliefs.
- Contribute to the preaching rotation on Sunday mornings at least 3-4 times per year.
- Offer pastoral care: counseling, hospital visits, phone calls, serving members in crisis, baptisms, weddings, and funerals.
- Attend weekly church staff meetings.
- Maintain an annual budget.

Crossroads Church Skills & Abilities



Here are some skills and abilities our next Youth Pastor will have:

- Excellent interpersonal and communication skills for effective stage presence and engagement with the congregation.
- Capability of recruiting, developing, and shepherding team members towards a deep passion for God.
- Skills in scheduling teams, filling volunteer gaps promptly, and managing the youth ministry efficiently.
- Proficiency in budget management to oversee and maintain an annual financial plan.
- Creative sermon-writing skills, including a solid understanding of the Bible.



Crossroads Church Personal Qualities



Here are some personal qualities our next Youth Pastor will exhibit:

- A vibrant and growing personal relationship with Jesus Christ as the foundation of ministry.
- Participation, excellence, reproduction and leadership values with a ministry approach.
- Integrity of character to navigate sensitive conversations and maintain confidentiality with discretion.
- Excellent interpersonal and communication skills for effective interaction with the congregation and team members.
- A team-player mentality, self-motivation, and a strong work ethic in collaborative ministry settings.
- A strong sensitivity to unchurched people.
- Strive for excellence in all aspects of ministry while fostering a culture of inclusivity and engagement.
- Emotional and social intelligence with the ability to effectively communicate with leaders, parents and students.



We'd love for you to apply!

Crossroads Church is a vibrant and growing church located in sunny Camarillo, California. They are looking for a Youth Pastor to join their team! With a solid foundation, rich history, and exciting future, Crossroads is the perfect place for the right candidate to develop a meaningful ministry. With ample talent and resources, the days ahead are promising!

Today, Crossroads is a thriving congregation with a deep passion for evangelism and discipleship and has a heart that beats for the lost. They aim to help lead people to an authentic, life-changing relationship with Jesus. God is moving in this church, and there is a real sense of excitement stirring to see what He has in store next.

At its core, Crossroads is looking for someone who has a clear sense of calling to ministry and who is passionate about the spiritual formation of today's youth. They will lead by example, prioritize discipleship, communicate effectively to students and parents, develop leaders, and possess a relatable teaching style that easily resonates with any who listen. Overall, their next Youth Pastor understands the challenges and complexities of shepherding young people through their formative years and will aim to create a safe environment where a love for Jesus is nurtured.

If you possess a clear sense of calling to ministry and are passionate about the spiritual formation of today's youth, consider applying for the Youth Pastor role at Crossroads.

[APPLY NOW](#)