



# Ministry Area Residency Program

2024



Crossroads Church

# Our Vision



At Crossroads Church, our vision is to *make kingdom impact in our community by being multi-ethnic and multi-generational, making disciples of the next generation, our kids and our grandkids*. We are young, old, married, single, divorced, rich, and poor. Colorado is one of the least “churched” states in the nation, so with God’s direction, we are working hard to reach those who are far from God with the good news of Jesus’ love for them, and bring them into the fold as disciples of Jesus.

**OUR FOUNDATION IS THE BIBLE, OUR LEADER IS JESUS, AND OUR PURPOSE IS TO SERVE PEOPLE TOWARD AND CONNECT PEOPLE WITH HIM.**

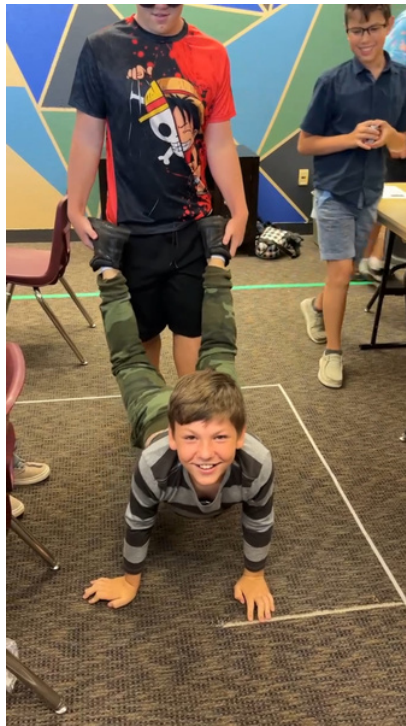
This program was developed to equip emerging leaders who have a desire to pursue vocational ministry. Our residents will receive customize leadership coaching, boots on the ground ministry experience, and intentional soul care.

This is a 1 year residency. Every ministry area resident will work hand-in-hand with Crossroads’ leader of that area, gaining experience while developing skills.



# Student Ministry Residency Overview

This Residency is an opportunity for future leaders in youth ministry to gain real-world experience, providing substantial leadership in a supportive environment. Our residents will be challenged to competently execute events, teach kids, manage volunteers, build connections, and grow as disciples of Jesus alongside volunteers and youth. They will also be supported with intentional leadership development that gives chances to shine in strengths and grow in areas of weakness.



The vision of Crossroads Students is *joyfully leading the next generation of women and men in whole-person discipleship to Jesus, in partnership with parents*. Our residents will be charged with executing that vision alongside volunteers and other staff. We seek candidates who will be 21 or older by June 1, 2024 and will be able to competently and professionally carry out a series of commitments rooted in our vision statement:

- *Joyfully*: As a disciple of Jesus myself, I have a contagious love of Jesus and love for my students that helps me lead fun environments.
- *Leading*: Through cruciform, self-giving service, I receive God's grace to fight for the highest good of students and volunteer leaders.
- *The next generation of women and men*: I respect the current life-stage needs of my students, honoring and protecting who they are now and who they will be in the future.
- *In whole-person discipleship to Jesus*: I work for my students to believe the gospel and apply it to shape all areas of life.
- *In partnership with parents*: Since parents are the main leaders of their kids' discipleship, I work with parents and support their growth for the thriving of their youth-aged kids.

# Residency Details

## WHAT TO EXPECT AS A RESIDENT

EACH RESIDENCY WILL COVER 3 MAIN OBJECTIVES:  
MINISTRY DEVELOPMENT, LEADERSHIP DEVELOPMENT AND SOUL CARE FOUNDATIONS

- 1 year term
- 12-15 hours weekly (The Students Ministry Residency will be 15-20)
- Compensation: \$20,000/year
- 1 on 1 Coaching from ministry
- 1 on 1 leadership development coaching
- Customized growth plan
- Flexibility to accommodate outside schedules, particularly for students.

### Ministries Available:

- Communications
- Outreach
- Connections
- Engagement/Discipleship
- Family Ministry
- Worship Arts
- Production Services
- Care
- Church Operations/Executive
- Senior Leadership\*

## QUALIFICATIONS FOR APPLICATION

- Must be a firmly grounded Christian whose life is modeled by solid commitment to Jesus Christ.
- Must be passionate about the local church and growing relationship with Jesus Christ
- Must be relational in personality and a good 'team' member or leader.
- Must be committed to the mission and vision God has given Crossroads Church.
- Should have some educational background/experience in applicable ministry.

\*Senior Leadership programming is managed through a full-time Pastoral Residency with a separate structure. For more information about the full-time, senior leadership residency, please email Angie Duran at [angie.duran@crossroadsabc.com](mailto:angie.duran@crossroadsabc.com)

# Ministry Development

Here is what you can expect to engage during your ministry time:

- **Vision and Mission:** why we do what we do
- **Relational equity:** how we connect with people in our ministry and our congregation
- **Volunteer development:** Recruitment, development, deployment, empowerment—the whole process
- **Essential Skills development:** Growth in competencies relevant to your specific ministry area
- **Customized Growth Plan:** a pathway, unique to each resident, for maximizing effectiveness



# Leadership Development



At Crossroads, our staff are leaders of leaders. Our roles are to equip, encourage and deploy our people into ministry opportunities. Your leadership development is just as important and your ministry development.

Our leadership program is a designed to develop you in 3 district areas:

- **Self Awareness:** Knowing yourself to lead yourself
- **Liberating Others**
- **Becoming a leader others want to follow**

# Soul Care



God created us as holistic beings, which includes our bodies, emotions, minds, souls and relationships. We are Followers before we are Doers. Instead of doing things for Jesus, we do things with Jesus as an expression of our dynamically growing relationship with Him. We invest in our interns in a way that will help them grow in their spiritual rhythms.

- Individually and in groups, you will pursue the "with-God" life.
- Structure for engaging in spiritual rhythms
- Monthly Spiritual Direction opportunities
- Community Group discipleship
- Annual soul care retreats

# Custom Growth Plan

## Example Plan

**Resident:** [Your name here]

**Position:** Student Ministry Resident

**Timeline:** June 2024 to May 2025 (12 month program)

**Goal:** To grow as a follower of Jesus who competently serves churches in leading student discipleship

### Standard Weekly In Office Hours:

Alternating Sunday mornings: 7:45am - 12:30pm, leading Sunday morning middle school (5 hours)

Sunday afternoons: 1:30pm - 3:30pm in planning and development (2 hours)

Sunday afternoons/evenings: 3:30 - 6:30pm leading CSN, our “youth group” (3 hours)

As scheduled monthly: Leadership Development and Spiritual Direction (1 hour each)

Tuesday mornings (*optional*): All-staff meetings (2 hours)

Additional self-directed hours for preparation, leader empowerment, and visitations with students

### Objectives:

- Development of personal discipleship rhythms
  - Method: regular meetings with mentor (may be ministry area leader, another staff member, or a longtime follower of Jesus in our congregation) to refine a working “rule of life”
- Proficiency in public communication:
  - Method: individualized coaching in climbing a “ladder” of speaking opportunities with increasing complexity
- Proficiency in curriculum development: conceptualizing, planning, executing, and evaluating
  - Method: working with family pastor on creating curricular cycle for youth ministry and assessing its effectiveness
- Proficiency in volunteer leadership pipeline: recruitment, development and deployment
  - Method: coaching small group leaders; discipling student leaders
- Development of intentional parent interactions as well as family resourcing and involvement
  - Methods: family ministry conference; participation in family team parent meeting rotations

### Interested in applying to the Students Ministry Residency?

Crossroads Church is actively seeking two residents (one male, one female) to staff a position like the one described above. If interested, just send a résumé and a short cover letter explaining your interest in youth ministry (250 words max) to the leader of family ministry at Crossroads, Dr. Jonathan Groce, at [jonathan.groce@crossroadsabc.com](mailto:jonathan.groce@crossroadsabc.com)