

Making Fully Devoted Followers of Jesus

Introduction

Are you ready to lead the next generation in bold, Christ-centered discipleship? Do you get excited about building a dynamic team of leaders and equipping students to live out the Great Commission? If you're energized by relational ministry, gospel-centered teaching, leadership development, and creative programming, then keep reading—you just might be the next team member at Crossroads Fellowship!

We are a thriving multi-site Christian church (non-denominational) in central North Carolina that is searching for a passionate, full-time Youth Pastor at our Wake Forest Campus. This person will inspire middle and high school students to know Jesus deeply, live out their faith courageously, and impact their world for the Kingdom. This is more than a job—it's a calling to invest in students, raise up leaders, and ignite a movement of young people who believe they are part of a revival generation.

Our Church (crossroads.org)

Crossroads Fellowship exists to develop fully devoted followers of Jesus Christ who want to transform the Triangle and the world.

- We are a growing church, with two campuses: Raleigh(Milbrook) and Wake Forest
- We are passionate about connecting people to Jesus, one another, and meaningful ministry.
- We practice being a light and a resource to our community in big and small ways.
- We think intentionally about reaching people (adults, students, kids) who aren't connected to a church.

You can get a better sense of the Wake Forest Campus by watching this [5 min intro "new member" introduction](#) from Ryan Siegers (WF Campus Pastor) or [check out the WF sermon podcast](#).

Our Culture

At Crossroads, how we show up every day matters just as much as what we do. Here's what you can expect to see from our team:

- **Servant Leadership** – You'll join a team committed to humility, teachability, and going the extra mile for each other. We live with a "We, Not Me" mentality every day.
- **Integrity** – We keep our commitments, speak the best of each other, and build trust through honesty. We embrace crucial conversations in a Biblical way and aim to always "Do the Right Thing."
- **Collaboration** – We believe "We are Better Together". Our team communicates openly, values diverse gifts and perspectives, and innovates through creative problem-solving across campuses and departments.
- **Passion** – We're "All In" for the Kingdom. Each of us brings energy, vision, and a desire to see people grow spiritually, personally, and professionally.

If this describes the kind of team you want to be part of, you'll feel right at home with us.

The Role & Specific Expectations

As the Youth Pastor at our Wake Forest Campus, you'll get to:

- **Lead a vibrant student ministry (grades 6–12)** with creativity, energy, and purpose.
- **Plan and execute weekly Sunday gatherings**, including teaching topics, coordinating speakers, shaping dynamic worship experiences, enabling small group discussions, and overseeing production/worship volunteers.
- **Recruit, train, develop and empower volunteer leaders** in meaningful ministry (both students and adults)
- **Build and lead student small groups ("Crews")**, fostering authentic relationships and discipleship.
- **Intentionally implement pathways of connection** in services, groups, and events that result in current and new students feeling seen, known, and invited.
- **Connect personally with students, parents and volunteers** through calls, meetings, and hallway conversation.
- **Coach and mentor students** to help them grow spiritually and step into their God-given potential.
- **Communicate regularly with parents**, equipping them to be the primary faith leaders for their teens.

You'll report to the Wake Forest Campus Pastor and partner strongly with our Wake Forest Campus Staff Team. You'll also collaborate closely with the Millbrook Campus Youth Pastor and the NextGen Pastor to align with churchwide student ministry goals and events.

Other General Expectations

We also expect that you will:

- Model a sincere love for Jesus and a desire to submit to Him in all things.
- Be a team player who empowers others to lead alongside you.
- Attend and contribute to weekly staff and NextGen meetings, monthly rallies, and regular 1:1s with your Campus Pastor.
- Participate in churchwide events and support the broader mission of Crossroads Fellowship.

Required Qualifications

To thrive in this role, you need to have:

- Experience connecting with middle school and high school students.
- A proven track record of building and leading teams
- Experience planning and executing both small gatherings and large-scale events.
- Strong relational and conflict-resolution skills.
- The ability to prioritize and deliver excellent Sunday experiences that are contemporary, dynamic, biblically solid, and well-organized.
- A clear passion for student ministry and a demonstrated history of pursuing it.

Desired Qualifications

While not required, it would be a bonus if you have:

- A bachelor's degree in a ministry-related field.
- 3+ years of experience leading a healthy student ministry.

Job Description: Youth Pastor - Wake Forest Campus



- 3+ years of experience in professional Christian ministry.

Closing

We know this is a lot of information, but if your heart is beating a little faster right now, we'd love to hear from you! This is your opportunity to shape the lives of students, lead a thriving ministry, and join a passionate team on mission for Jesus. Apply today—we can't wait to start the conversation with you.