

Intergenerational Integrator

Accountable to

Senior Pastor

Preamble

Crossroads is not the typical United Methodist Church. We believe we are living in post aberrant times and a major part of our work involves recalibrating what it means to be church in an ever changing 21st Century world.

Crossroads is not a staff led congregation. The staff exist for, and with, the congregation to help equip the Body of Christ to transform the world one person, one family, and one community at a time. Our mission is to help people find unwavering hope for their lives through a focus on Families, Serving, and Unlimited Welcome. In this regard, we consider being part of the paid staff at Crossroads as both an awesome privilege and a great responsibility.

In 2018, Crossroads discerned that God is calling the church to be part of a greatly needed recalibration of what it means to be church. This recalibration or "reformation" is both exciting and immensely challenging. There are no experts in guiding the church any longer. The old models of church growth and revitalization no longer work.

What is required today is the ability to live and guide without having easy answers to questions. This means we must give equal attention to both learning and planning work; and the learning work must always proceed the planning work. The TREK Training Guidebook helps staff and ministry leaders gain an understanding of who we are, where we came from, and how we live into the vision and mission.

As an agile organization, all staff work with teams consisting of both paid staff and unpaid ministry leaders who oversee the work needing to be done. One of the roles of staff is to recognize and call out the gifts within the Body of Christ and to help nurture those gifts.

Instead of following Robert's Rule of Order, we practice discernment as our way to listen, learn and reshape what God is calling us to do now. It is an immense privilege to team together as Crossroads lives into the vision and mission.

In order to address the changing conditions of culture, recalibrating what it means to be church requires certain prescribed leadership qualities. These qualities include the ability to:

- Communicate a narrative of God's unwavering hope for the world.
- Lead without knowing the future or end-state.
- Recognize and accept the way God mysteriously works in and through us for the sake of the vision and mission.
- Have critical conversations that lead to greater learning.
- Work slowly, mindfully, and thoughtfully in fast times.
- Get loose from a tight, institutional past.
- Work from the edges and not just from the center of an institution.

Job Type

- Full-time, salaried position
- Accountable to the Pastor and in big-picture collaboration with the Operations Integrator.
- Staff accountable to the Intergenerational Integrator: Children's Ministry Coordinator; Student Ministry Coordinator; Serve Coordinator; and the Nurture and Care Coordinator.

Overview

The **Intergenerational Integrator** position is vital to the ongoing success of Crossroads' ability to live into God's Work of Boldness and Courage (Cascading Questions) and the Strategic Objectives for Family, SERVE, and Unlimited Welcome.

The position requires passionate alignment with Crossroads' vision, mission, theological framework, and team-based ministry as described in the TREK to Recalibrate Guidebook. The **Intergenerational Integrator** is responsible for integrating the mission of Crossroads throughout Adult, Children and Students, Serve, and Nurture ministries.

Success is attained when:

- There is a working environment that nurtures healthy relationships and accountability.
- The staff are aligned with and operating within the vision and mission.
- The staff connect to and engage teams in a productive manner to meet team objectives.

Responsibilities and Duties

1. Coordinate with the Pastor and TREK to Recalibrate Vision and Mission Team in developing overarching congregational SMART Objectives, including growth goals, that align with the Strategic Objectives for Family, SERVE and Unlimited Welcome.
2. In coordination with the Pastor and Operations Integrator, assist with staff meetings that promote collaboration across all ministry areas by defining potential roadblocks and solutions, reviewing progress on SMART Objectives, and celebrating accomplishments using the current Dashboard.
3. Direct responsibility for the formation and development of staff and teams that support Adult, Children and Student ministries, as well as those that support community needs through Serve and Nurture/Care ministries.
4. Serve on the TREK to Recalibrate Strategic Team.
5. Coordinate with the TREK to Recalibrate Team to oversee TREK to Greater Things including:
 - a. TREK to Recalibrate training for staff and teams using the TREK Training Guidebook.
 - b. Congregational spiritual gatherings at least three times per year.

6. Organize, develop, and plan Adult Small Group opportunities and offerings. Coordinate with the Women's Ministry Retreat Team.
7. Develop and collaborate with the Rites of Passages (ROP) Teams – Baptism, 3rd Grade Bibles, Crossover to Middle School, Confirmation, and Graduation.
8. Meet with each accountable staff member in a regular rhythm for missional alignment and accountability using the Dashboard and agreed upon Key Performance Indicators.
9. Coordinate with the Operations Integrator to identify potential gaps across ministry areas and collaborate on missional alignment.
10. Meet regularly with the Pastor and Operations Integrator to discuss progress, accountability, and concerns.
11. Lead Adult Small Group, Rites of Passage, and Family Team meetings in coordination with the Children and Student Ministry Coordinators.
12. Work with accountable staff and teams to create and manage the Adult Small Groups, Rites of Passage, and Family Ministry areas of the General Operating Budget.
13. Attend the following meetings: Discernment Team, TREK to Recalibrate Vision and Mission Team, Family Team, Rites of Passage Team and Adult Small Groups Team; and other meetings, as necessary.

Qualifications

- A passion for the vision and mission of Crossroads.
- Ability to lead, coordinate, and collaborate with ministry volunteers and staff.
- Ability to collaborate with people who have different perspectives, methods, and desired outcomes.
- Experience working with and managing people.
- Experience in managing multiple initiatives simultaneously.
- Good organizational skills and attention to details.
- Good writing and communications skills.

Send resumes to: staffrelations@crossroadsnova.org