

## Job Details

**Title:** Region Pastor, Pittsburgh North  
**Reports to:** Executive Pastor, under the direction of the Senior Pastor  
**Location:** Pittsburgh North in Cranberry Twp.

**Type:** Full Time

**Revision Date:** 12.06.2021

## Job Summary

The primary role of the Region Pastor is to multiply disciples in their region by implementing the strategy, DNA, vision, and values of Crossroads Church.

## Responsibilities

This will include (but is not limited to) the following responsibilities:

- Grow the region numerically, spiritually, and financially (exceeding self-sufficiency to support multiplication.)
- Lead, send, and multiply a network of Life Groups (all ages) to reach their region.
  - Develop coaches and network pastors
  - Assure all groups practice UP, IN, and OUT ministry.
- Multiply and mentor disciple-making leaders through developing apprentices at every level.
  - Implement all elements of the Equipping Track
  - Encourage use of all spiritual gifts.
- Lead, supervise, and develop region staff. (Hire and fire in consultation with the Executive Pastor.)
- Assure the excellence and spiritual vitality of the weekly celebration service
  - Be the primary teacher and vision-caster of the congregation, utilizing the message written by our lead pastor.
  - Assure weekend ministry teams are trained and deployed effectively
- See that pastoral care is provided
- See that the quality of the hub (what we call our locations) is maintained as “ready for company.”
- Embody the values of Crossroads through personal and corporate prayer, personal evangelism and discipling.

### **Practically, how does a Region Pastor spend his/her time?**

- One-on-one meetings, with Life Group Leaders, team leaders, and anyone in the region who may need pastoral care
- Huddle meetings/trainings with Life Group Coaches and Leaders
- Visits to Life Groups (most meet in the evening)
- Regular meetings to integrate newcomers to the church, help others take their next step in community and help seekers explore questions of faith
- Oversight and main preacher for Sunday morning service

- Prayer for individuals, the church and the region
- Development of goals and plans for the region; planning and preparation for meetings
- Special services such as baptisms, weddings and funerals

<b>Region Pastor Does Have Oversight Over</b>	<b>Region Pastor Does Not Have Oversight Over (though does provide input to)</b>
The region’s vision and direction, as aligned with the overall Crossroads vision	Mission, vision, values, and strategic direction of Crossroads Church as a whole
Sunday morning implementation: teaching regularly, recruiting and motivating volunteer and staff team, ensuring a welcoming environment	Sunday morning strategy: message series teaching content, service order. The message is written by our lead pastor and delivered live at each of our hubs by the Region Pastor. The service is designed by our central Creative Team.
Region-specific special services and events (e.g. baptisms, social events)	Global special services and events (e.g. Good Friday, Christmas Eve, global kids and student events)
Management of region-specific staff and volunteer coordinators, including those responsible for children’s and youth ministry, media, worship	Curriculum, which is developed and shared at a central level
Life Group locations, leaders, training, recruitment	Life Group strategy and structure, training content, curriculum (our Life Groups use a weekly group guide based on the weekend message)

**Qualifications**

- You’re spiritually mature, wise, and lead with humility.
- You have a track record of reaching the lost, and you have a heart for seekers and the unchurched. You care about seeing others come to know Jesus.
- You’re a disciple-maker. You invest in people, and they catch that vision and go on to disciple others. You have a track record of helping people take their next step in faith, and some of them have followed your example and are currently doing the same with others.
- You’re a self-starter. You have an ability to get things done. You’ve got a system in place to make sure things don’t fall through the cracks. You follow through on things you say you’ll do. You respond promptly to emails and phone calls.
- You’re comfortable leading “naturally supernaturally” in all contexts, practically blending the natural and supernatural aspects of leadership.
- You have relational warmth. People find you approachable and easy to talk to. You are warm and engaging, and clearly care for people. You have a pastor’s heart and a leader’s mind. You can speak comfortable and naturally in front of large and small groups. Your own personality comes through. People look to you as a leader.
- You align with the core theological beliefs of Crossroads Church (<https://xr.church/about-us/our-beliefs/>). For example, we fully affirm women in leadership. We believe all gifts of the



Spirit listed in the New Testament are available to believers today. You will become licensed with our denomination to be able to baptize, marry, and consecrate communion at Crossroads.