



DO WHAT YOU LOVE.



CROSS MOUNTAIN CHURCH

NEXT GEN PASTOR
JOB PROFILE



A person with a backpack is walking across a city street. In the background, there is a large suspension bridge with a lattice structure, and tall city buildings. The scene is lit with a warm, golden light, suggesting late afternoon or early morning. The overall mood is urban and dynamic.

One.

THIRTY NINE

WE EXIST TO BRING
TRANSFORMATION
TO PEOPLE AND
ORGANIZATIONS
ONE STRONG HIRE
AT A TIME



THE CROSS MOUNTAIN CHURCH STORY

Cross Mountain Church started in 1997 in Leon Springs, a community on the outskirts of San Antonio, on January 12th, by Pastor Jerry McNeill and Pastor Gary Adams. It was a cold, icy day, but still over 100 people showed up for the first service at Leon Springs Elementary. Cross Mountain would spend the next several years moving from location to location, looking for a permanent place to call home. In July 2002, Cross Mountain purchased the land where the church is currently located and started meeting in a red and white round tent on that property. In October of that same year, Pastor Randy and Kelli Ayres moved their family to San Antonio and started pastoring Cross Mountain. At that time, about 35 adults were attending Sunday services in the tent. Despite the obstacles, by 2004, Cross Mountain grew to nearly 200 people while meeting in the tent. In October of that year, they moved into a small auditorium in the middle of their property. With God's hand and favor on the church, CMC continued to grow and impact the community. Due to steady growth over the years, Cross Mountain continued to develop its campus and built a new auditorium in 2013 that was larger and could meet the needs of the congregation's growth. In addition to campus growth, this season also saw a lot of staff growth as new staff were added to the team. With continued growth and a vision to have an even bigger impact on the community, Cross Mountain finished construction on a new Kids and Students Facility called the HUB in 2021. Cross Mountain was positioned for an incredible future with 32,000 square feet, an indoor sports court, and state-of-the-art amenities. Then in 2022, Cross Mountain celebrated its 25th anniversary while Pastor Randy and Kelli celebrated their 20-year mark as the pastors of this life-giving church. Today, Cross Mountain is a thriving, life-giving congregation in a position for an incredible future.

CROSS MOUNTAIN CHURCH

VISION & MISSION

WE WANT TO SEE PEOPLE:
CONNECT AND KNOW GOD
GROW AND EXPERIENCE LIFE
SERVE AND MAKE A DIFFERENCE

CORE VALUES

- Jesus is our message
- People are our heart
- Generosity is our privilege
- Excellence is our pursuit
- Servant leadership is our identity
- Honor is our calling
- Passion is our spirit

JOB SUMMARY

Crossroads Church is seeking a high-capacity Next Gen Pastor to lead and develop ministry from birth through young adults. This leader will oversee and strengthen existing teams, build leadership pipelines, and create a clear pathway for discipleship across every age group. This is a hands-on leadership role, not just oversight. The right candidate will be energized by building teams, developing leaders, and creating environments where the next generation can grow spiritually and relationally. We are looking for someone who is both a builder and a developer. Someone who can lead what exists while taking it to the next level.

WE ARE ONE THIRTY NINE

PERSONAL PROFILE

Leadership

- Strong leader who effectively delegates and empowers others
- Builder mindset—focused on growth, not just maintenance
- Hands-on and proactive in leadership approach
- Leads with a flexible, relational, and evolving style
- Not overly rigid or dogmatic in approach
- Values growth, collaboration, and leadership development
- Thrives in a fast-moving, energetic, and team-oriented environment

Personality

- High-energy and engaging
- Relational and approachable
- Easy to connect with and communicate effectively

Spiritual & Cultural Fit

- Demonstrates a strong personal walk with Jesus
- Believes in and operates in the gifts of the Spirit
- Aligns with biblical, conservative values
- Passionate about the local church

Preferred

- Married, with a spouse who is:
 - Fully bought into ministry
 - Excited about the church
 - Supportive and engaged



ESSENTIAL DUTIES & RESPONSIBILITIES

Next Gen Oversight (Birth – Young Adults)

- Provide leadership and vision for:
 - Kids Ministry (~120 weekly attendance)
 - Student Ministry (~60 weekly attendance)
 - Young Adults (monthly gatherings)
- Ensure alignment across all Next Gen environments
- Strengthen continuity from kids → students → young adults

Team Building & Leadership Development

- Lead and develop:
 - 2 Kids Ministry staff
 - 3 Student interns
 - Young Adult leader (high-capacity volunteer)
- Build a leadership pipeline across all Next Gen ministries
- Recruit, train, and develop volunteers
- Empower leaders through delegation and ownership

Culture of Discipleship

- Establish discipleship pathways for each age group
- Move ministries beyond events into spiritual formation
- Equip leaders to disciple, not just manage programs



ESSENTIAL DUTIES & RESPONSIBILITIES

Sunday & Ministry Execution

- Ensure excellence in all Next Gen environments
- Partner with central leadership on the overall church experience
- Occasionally preach on Sundays and in Next Gen environments

Leadership Presence

- Be visible, relational, and engaged with students, families, and volunteers
- Bring energy and connection to all environments
- Represent Crossroads well both internally and externally

REQUIRED EXPERIENCE

- Proven experience leading and growing teams
- Experience in Next Gen ministry (Kids, Students, or Young Adults)
- Demonstrated ability to build and develop leaders
- Experience managing volunteers and/or staff





SAN ANTONIO, TX

San Antonio, Texas, is a vibrant city that blends rich heritage, community spirit, and modern growth. From historic districts to rapidly expanding suburbs, it's a place where tradition and opportunity come together.

Known for its welcoming communities, San Antonio features everything from quiet, family-friendly neighborhoods to lively urban areas filled with restaurants, shops, and entertainment. Residents enjoy outdoor spaces like the San Antonio River Walk, Brackenridge Park, and nearby Hill Country trails, along with access to professional sports, festivals, and a thriving food scene rooted in Tex-Mex tradition.

Ask locals what they love about San Antonio, and you'll hear about "evenings along the River Walk," "weekend trips to the Hill Country," and "a culture that celebrates family, faith, and connection." With its blend of history, growth, and community, San Antonio truly feels like home.

WHO WE ARE

We are bold. We are diverse. We are the catalyst for transformational change by connecting dynamic leaders, driven by a unique calling, equipping & empowering them to create exponential impact.

OUR WHY

We exist to bring transformation to people and organizations, ONE strong hire at a time.

OUR VALUES

EXPERTLY SKILLED
WILDLY EFFECTIVE
AUDACIOUSLY INNOVATIVE
BOLDLY AUTHENTIC
PASSIONATELY TRANSFORMATIONAL
UNUSUALLY GENEROUS

