



CROSSROADS CHURCH

Crossroads Church of Jackson County Community, Congregational, and Pastor Profile

www.crossroadsjc.com

Introduction

We are a church of Bible believing Christians that strive to follow the Great Commission by *being* and *building* disciples. We welcome all, teach biblically sound doctrine, pursue implementing a discipleship process, and strive to multiply through community outreach and beyond. Grace is central to our culture as our motto is No Perfect People Allowed. Our congregation is composed of a diverse range of ages. We have various ministries that pour life into our congregation within as well as a thriving outreach program. We operate under a mission to help people connect with God, grow in their faith, and share their God-given passion with the community and world.

History

Crossroads Church of Jackson County is a Southern Baptist Church that was planted by Crossroads Church of Newnan in 2006. Pastor Rod Zwemke began a small group of four people in a living room focusing on discipleship and the birth of the new church. In October of that year, Crossroads began providing public services at the Jefferson Recreation Center. Crossroads remained portable moving to other locations until purchasing the current location in 2016. In addition to the full-time Lead Pastor, the part-time staff has grown to nine individuals with four being ordained pastors. Pastor Rod Zwemke resigned in December 2025 to become the Associational Missionary Strategist for the Chattahoochee Baptist Association of which Crossroads is a member. Currently, Pastor Derek Spain is the Interim Pastor.

Core Values

- *Be and Build Disciples*
- *Teach Biblically Sound Doctrine*
- *Implement Discipleship*
- *Welcome All*
- *Reach the Community and Beyond*
- *Multiply*



The People

Our congregation is a vibrant mix of ages and life stages. Older retirees and couples, midlife singles and single parents, midlife families, and young families/couples make up our church family. Each generation, family expression, and life stage brings a unique perspective and energy. Socioeconomically we reflect that of the community at large ranging from high middle class to financially marginalized. Though there may be a range of income and educational levels, life experiences, and generational qualities -the overall welcoming culture of Crossroads is evident. Those who call our church home often express the warm, nonjudgemental environment that embraces our community and meets people where they are in life. We are united in our faith and commitment to the work of the Gospel.

Ministries Within the Church

Sunday Morning Service

Meeting weekly on Sundays is vital to our church family culture and growth. We have a worship team who leads us in spirit led contemporary worship followed by announcements and preaching/teaching that is Christ centered and Biblically based.

IMPACT

Our official discipleship process, IMPACT is a four book study that is designed to guide highly committed groups into becoming a dedicated disciple of Jesus. Groups are encouraged to meet regularly and grow together.

Group Life

Our small group ministry is active in the life and community of our church. We have an active ministry with around 40 groups (and growing!) that are comprised of various life stages and experiences. We have a vision of having 2000 people in small groups by the year 2030.

All of Me Kids

Our children's ministry is thriving with the mission to equip our children to love God with all their heart, soul, mind and strength. We are using a new model of teaching which has age groups rotate rooms (similar to VBS style) while learning different approaches to the biblical lesson. Volunteers pray for and serve each age group regularly.

Crosswalk

Our youth ministry is comprised of middle and high school students that meet once a week on Wednesday nights. Students experience Biblical teaching relevant to issues facing them, a high-energy worship experience led by a student band, games, and interactive learning experiences in small group settings. Additionally students attend events such as Rally Weekends and Youth Camp in the summer.

Women's and Men's Ministries

Both ministries meet quarterly to facilitate women and men connecting with the same gender and create rewarding relationships that sharpen each other.

Project Next

An ongoing funding project that benefits Crossroads Espanol as well as the refurbishment of All of Me Kids and the Youth areas.





Our Facilities

Crossroads Church is a 20,000 square foot one story building that sits on 3.4 acres. As you enter the building you're welcomed into the foyer that opens up into the Café gathering area. The large serving counter in this area serves coffee on Sunday mornings as well as meals for various ministries and small groups. Just beyond is the All of Me Kids area that houses our Kid's ministry. Five classrooms serve babies to 5th graders on Sunday mornings as well as on Wednesday nights. All of Me Kids is in the process of being renovated and refreshed.

Walking down the hall you'll go past our office and book store area where a variety of studies and guides are available. Further down on your right is our Crosswalk ministry which is a large room with ample seating that serves grades 6-12 on Wednesday nights. It also serves a variety of other gathering events on occasion. This room is also in the process of receiving some upgrades and being refreshed.

Continuing down the hallway, last on the right is our large auditorium where we meet as a church on Sunday mornings. Seating around 300 people the room is comfortable and has good acoustics. A stage, baptismal, LED video wall, and sound booth give this space modern practicality in creating Christ centered, immersive, and functional services.

Staff

Derek Spain - Interim Pastor
Tom Bedzyk - Worship Pastor
Wright Humble - NextGen and Group Life Pastor
John Bilti - Missions Pastor
Jeff Brookshire - Care Pastor
Bethaney Tully - Children's Director
Meghan Sabin - Office Administrator
Vic and Jan Sneed - Financial Administrators

Outreach and Events

Celebrate Recovery

Celebrate Recovery is a safe place to share life's struggles, experiences, strengths, and hopes through a Christ-centered recovery process. Overcoming personal hurts, hang-ups or habits is the purpose of Celebrate Recovery through community, scripture and worship.

There's Hope for the Hungry

Food outreach once a month that provides free of charge boxes of groceries to those in need.

Clothes Closet

Clothes ministry once a month that provides free of charge, gently used clothing to those in need.

Vacation Bible School

VBS every summer provides a fun, immersive experience for children to learn about God's love for them.

Livestream Production

Sunday services are broadcast live every Sunday for the community and congregation who are unable to attend in person to enjoy virtually.

Mission Trips

Both local and international mission trips a couple of times a year to serve and impact lives.

Community Event Participation

Crossroads partners with various city of Jefferson events to serve and minister to our community.

Crossroads Espanol

Our Spanish speaking church plant led by Pastor Cristian Ramos launched within our walls in April 2026.



Our Community

Crossroads Church is located in Jefferson, Georgia. Jefferson serves as the county seat of Jackson County. Jackson County is the 4th fastest growing county in the United States. Our congregation comes from a variety of areas surrounding Jefferson with most living within 5-20 minutes away. Located a little over an hour north of Atlanta and about 25 minutes from Athens in Northeast Georgia, our communities have a rural feel with a growing suburban atmosphere. There is a strong sense of family and loyalty amongst our congregation as well within the local community. The culture is largely Christian based as most have a sense of faith. There has been some recent explosive growth with subdivisions bringing young families and those seeking a wholesome place to raise children. We have seen in our church as well as in the community a booming next generation hungry for belonging and purpose.

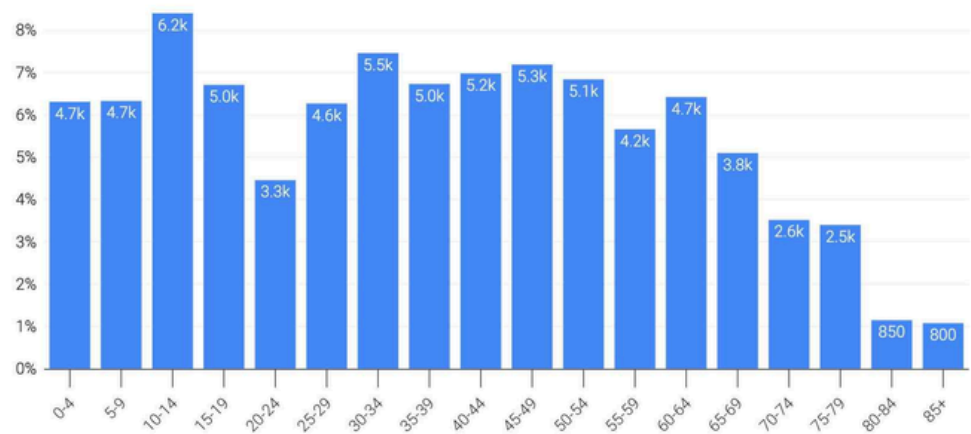
Various ethnicities are represented within our community. While a high percentage is Caucasian at 75%, there are a mix of other ethnic groups that contribute to our community's character and social life. Latino residents make up around 9%, followed by African American residents at 8%, while Native American and Asian communities each represent about 3%. While demographics in the immediate area lean toward a middle class income level, within our community and church we see and serve many who are financially marginalized of lower income. There is addiction, broken family units, and government housing. There are many who are hurt, hopeless, and struggling. The dichotomy of two socio-economic groups is evident in the culture of the community as well as our congregation. A variety of businesses/industry exist in our small town community and surrounding areas including small businesses, commerce, warehousing, construction, and the like. Many work from home or travel to neighboring larger cities such as Athens, Gainesville, and Braselton for jobs.

Schools

Jefferson City and Jackson County school systems are both highly rated and a major draw for new families moving to the area. So much so that there is an issue with some overcrowding due to booming growth. As a result, we have new schools within the county opening and additions being made/adjusted within the city schools. Within the school system, there is a Christian presence. FCA and Bible studies happen regularly within their walls, and a large portion of the teachers/administrators/board are practicing Christians and a part of local churches.

Jackson County, GA population by age group

The largest age group is 10-14 years with a population of 6,206 (8.4%)



Source: U.S. Census Bureau, American Community Survey (ACS) 2017-2021 5-Year Estimates



Goals for the Future

Strengths

- 1. Welcoming and friendly atmosphere and culture*
- 2. A heart for the lost, needy, and hurting*
- 3. Biblically sound teaching and spirit led worship*

Opportunities for Growth

- 1. Leadership development- equipping people in places of leadership with the training and skills to effectively lead well*
- 2. Discipleship process- an updated and clearly defined pathway with strategies to strengthen our disciple making process*
- 3. Pursuing a culture of a higher standard of excellence in all we do and in our servanthood*

Potential Challenges Over the Next 5 Years

- 1. Adapting to growth of community with limited building and space availability*
- 2. Maintaining genuine Biblical church culture (small group life, carrying each other's burdens with authenticity, close knit relationships) while addressing consumeristic church culture expectations (production like experiences/expectations that may be present in the community)*
- 3. Reaching the younger generations who are moving away from Christianity and church participation*



Pastor Profile

Crossroads Church is searching for a lead pastor who is first and foremost a dedicated disciple of Jesus Christ. He should personify a growing relationship with the Lord and demonstrate a love and passion for serving Him. Our heart is that our new pastor have a clear calling from the Lord to Crossroads Church and that he possess the Biblical qualifications as stated in 1 Timothy 3:1-7 and Titus 1:6-9.

Leadership Expectations

Preaching and Teaching

Our pastor should be a skilled teacher of Biblical truth whose style is relatable and authentic - someone who has a conversational and humble approach while prioritizing the Holy Spirit's leading. Our pastor should maintain balance in presenting the gospel to seekers and feeding both the new and mature believer alike.

Discipleship

Matthew 28:18-20 instructs us that the primary mission of Crossroads Church is to make disciples. This is reflected in our core value of "Be and Build Disciples". Our pastor should have a proven track record of building disciples and will be expected to continue that pursuit.

Shepherding/Nurturing

We desire our pastor to shepherd and nurture the congregation as led by the Holy Spirit. We believe in the shared responsibility of carrying one another's burdens as a congregation and, therefore, do not hold the pastor to every visit, need, or comfort. Shepherding and nurturing is also provided through small groups, ministry leaders, and the care pastor.

Vision

We expect our pastor to be heavily involved and collaborative in all vision for the church. We recognize that he may be the agent of that vision or that others may be the origin. Regardless of who God uses as his agent, we expect the pastor and elders to work collaboratively to discern spiritual direction and change in the church.

Elders

Our pastor is one of a plurality of elders that uphold, manage, and keep one another accountable in the leadership of the church. In accordance with Southern Baptist Convention standards, our pastor is to be a qualified male.

Priorities

We believe our pastor should prioritize his relationship with the Lord first. If he has a family, we expect that he lead them second with sensitive and strong servant leadership. Finally, we would expect that he lead the church and congregation third.

Staff

Our pastor should have experience in managing and leading staff and be skilled with wisdom in equipping the saints for the work of ministry and in delegation of responsibilities based on his giftedness. He will be expected to meet with staff and leadership regularly as well as one on one as needed.

Administration

While some administration is outsourced through finance teams and office management, our pastor will be expected to have basic knowledge and experience in directing administrative tasks for staff and church business.



Pastor Profile

Qualifications

- Southern Baptist Ordained Minister
- Masters of Divinity from a Credentialed Seminary
- Current Member in Good Standing of Bible Believing Church
- At Least 5 years of Experience as Lead Pastor
- Experience in Student Ministry Strongly Preferred
- Previous Experience Managing Staff
- Current Mentorship and Accountability

Attributes

- *Spiritual Giftedness in Leadership, Teaching, and Pastor/Shepherd*
- *Passion for Being and Building Others as Disciples of Christ*
- *Engaging Interpersonal Skills*
- *Humility*

Compensation

A benefits package will be offered. The Pastor's salary and benefits package will be determined based on experience, education, and cost of living. Further details will be given in the later stages of the interview process.

Contact

Resumes to:

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or

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Jefferson, GA 30549

Church Office Contact

706-387-0404

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