



# OPPORTUNITY SNAPSHOT

## EXECUTIVE PASTOR – North Fayette Campus Crossroads Church

### Overview

Crossroads Church ([www.crossroadsumc.org](http://www.crossroadsumc.org)) in Oakdale, Pennsylvania is eager to call an Executive Pastor for its North Fayette campus. With a clear desire to see the church live out its ministry through its philosophy of small groups, and reach people who do not yet have a relationship with Jesus, the time is right for a gifted and experienced leader to join this vibrant and relational faith community as they look to strategically build refreshed momentum toward greater ministry impact.

### The Big Idea



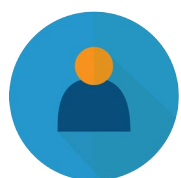
The incoming Executive Pastor will work alongside Crossroad's Lead Pastor, and Campus Director, to focus attention on developing the people, structures and processes that will empower momentum toward greater impact and effectiveness at their North Fayette campus. This campus is primed to benefit from an Executive Pastor who can provide team members with the resources and support they need for ministry excellence. Small Groups are deep in the DNA at Crossroads. While people are energized, the North Fayette campus has been on a plateau for a number of years, and there's an opportunity to realize broader engagement throughout the congregation. The Executive Pastor will bring fresh eyes to help the team to assess what is working and what isn't; to see where energy is being lost and how it can be recaptured, and to help the team understand "how" to help more people flow into groups, and into deeper and more meaningful levels of discipleship and leadership.

### The Church



**DENOMINATION:** United Methodist **ATTENDANCE:** 1250 at North Fayette; about 2000 total  
**ABOUT:** Crossroads is a multi-site, evangelical church with five campuses in the communities surrounding Pittsburgh. As its largest campus, North Fayette offers four services each weekend (one on Saturday and three on Sunday), and has an average total attendance of about 1,250. Services are informal, energetic and well coordinated with great music and preaching that communicates the truths of the Bible. Dress is casual and services are about an hour long. At North Fayette, people find a warm community, engaging worship, and multiple opportunities to engage in groups for spiritual growth and service.

### The Candidate



The ideal Executive Pastor for Crossroads is an activator who can jump-start ministry plans, and a maximizer that knows how to elevate a ministry from good to great. The right candidate will be clear, articulate and engaging, able to motivate others to action and draw others into involvement. He or she will have a passionate faith, serving as an example to others being faithful in prayer, wise in decision-making, and consistent in trusting the redemptive power of the Holy Spirit to transform broken lives into something beautiful. Humble, smart and relational, the right fit for Crossroads is someone who possesses a strong work ethic and enjoys identifying and developing the talents of others, helping to train and coach them to do the same.

### The Location



Located in suburban Pittsburgh, North Fayette Township is home to about 14,000 people. People here love Pittsburgh! They are proud of their city and sports teams. The culture of southwest Pennsylvania is unique. It is a "white collar town with a blue-collar mindset." People here are hard workers who look at actions more than words, are fiercely loyal, and love others deeply. "It may be a bit challenging to break into the community, but once you are in, you are in." Relationships truly matter at Crossroads and the phrase, "People don't care how much you know until they know how much you care" is very true here.

### The Qualifications



A Bachelor's degree minimum; Master's degree or significant relevant work experience is strongly preferred; Theologically aligned with "Our Beliefs" found under "About Us" on the church website; Clear philosophy of and experience with discipleship through small groups; Supervision, leadership and development of multiple paid staff members; Spiritually mature and emotionally intelligent; Exceptional communication and organizational skills; Significant lay leadership experience in a local church if coming from the marketplace.

### Next Steps



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For the full Opportunity Profile  
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