



Senior Pastor Opportunity Profile
Crosspointe Church
Kilgore and Longview, Texas

June 2019

Crosspointe Church is a healthy, growing multi-site congregation making a significant Kingdom impact in east Texas. During the last eight years, Crosspointe has transformed from a committed family of 125 attenders into a thriving, multi-ethnic community of more than 400. With a main campus in Kilgore, and a second site in Longview, this dynamic church is positioned for further multiplication across the region. As the current senior pastor leaves for a new call to plant a church in Conroe, TX, Crosspointe is eager to welcome a new Senior Pastor who will continue their positive trajectory and help them to reach this region for Jesus.



Overview:

With a mission *to worship God, reach others for Christ and equip God's people to love, serve and transform the world*, Crosspointe Church (www.crosspointefellowshipchurch.com) is an energetic faith community that is actively engaged in reaching out with the love and grace of Jesus Christ. As the church unapologetically shares the Gospel message in words and in actions, people are responding. Declarations of faith, baptisms and newcomers to the church have become the norm for this growing community of believers. Known for their hospitality and warm welcome, the individuals who call Crosspointe their church home go above and beyond to create a place where people can find belonging and acceptance.

In 2011, this small congregation in east Texas called Efrain Cirilo, a first time Senior Pastor from the Bronx, NY to lead them. Efrain was living and working in a college campus ministry in Pennsylvania, but God gave him a sense that Texas might be the place of his next ministry. Pastor Efrain's passion for Jesus, the Gospel and the Kingdom were infectious. His down to earth, authentic and humorous style of communication, coupled with a single-minded pursuit of a life and ministry that pleases God quickly drew the attention of those inside and outside the walls of the church. Under his leadership, the church has galvanized on a mission to reach people far from God with the saving knowledge of Jesus Christ. As the Kilgore campus was growing, an opportunity emerged in 2016 to adopt a dwindling congregation of 11 regular attenders who were aging but devoted to the continuation of their ministry. All of them stayed with the church as it was enfolded into Crosspointe. Now led by Campus Pastor Manny Cirilo, this small group of senior saints has now transformed into a vibrant multi-generational and multi-ethnic

community of 100 believers and regular attenders that is drawing new people, including many young families with children and youth. Similar opportunities to revitalize and/or partner with struggling existing churches in the region are emerging and the vision for Crosspointe's continued role in this kind of good work is becoming clear.

With an influx of younger, highly capable leaders developing into leadership and an established, seasoned group of leaders buying in, the vision of gospel-centered expansion has taken root. The multi-site model is still fresh and the organizational complexities of moving in this direction are real, but the congregation is ready to go where their leadership takes them.

Currently the Kilgore campus offers two worship services at 9 and 11 a.m. with approximately 300 regular attenders, including children. Live preaching and dynamic, contemporary worship is offered at both locations. They have recently expanded their larger Kilgore campus, moving into a brand-new worship center in the Spring of 2019, and have remodeled the Longview location to align and unify the look and "feel" of the two locations. In order to create the needed space at Kilgore, on-site staff office space was sacrificed. Currently the church rents space in a downtown Kilgore location providing staff with offices as well as meeting spaces where Life Groups, College ministries, etc. can gather.

With a budget of more than \$510K, Crosspointe is led by two full-time pastors (Senior Pastor and Youth Pastor), four part-time pastor/directors (Campus Pastor, Worship Pastor, Kids Ministry Director and Campus Worship Pastor) and a part time administrative assistant. The church is governed by an Elder team of five individuals, representing attenders of both the Kilgore and Longview campuses.

This region of East Texas is known for the oil fields that surround them. Some would say most members of the community are in one way or another connected to this industry. Many people who grew up in this area have chosen to stay or move back when it is time to raise a family. There is a strong value for family, hard work and practical acts of service here, and people speak plainly and kindly. Kilgore, Texas is a community of about 14,000, with a small town feel and easy access to the larger communities of Longview (pop. 80,000) and Tyler (pop. 104,000).

People have deep connections and enjoy the rich heritage of this region. This reality comes with many blessings, but some challenges too. People are quick to offer hospitality and a warm welcome, but building genuine trust tends to take time and consistency. Somewhat skeptical of outsiders, people here will respond well to a pastor that takes initiative to invest in relationships within the church and in the broader community. Being visible at community gatherings, youth sports, school events or participating in the local ministerial association will help to build trust. People respond to leaders who are authentic, servant-hearted, easy to be around, and who "walk their talk." Credibility and trust take time, but once it is established people quickly become "family."

The Opportunity

This community has experienced growth and a great deal of change in the last six years, but they are not worn out. Instead, this is a congregation chomping at the bit to get about their mission. A congregational assessment conducted in May 2019 revealed Crosspointe is a healthy, "transformational" church that is positioned well for continued growth and Kingdom impact. The potential is great but so is the risk of resting on current success versus continually looking for ways to improve and take more ground for the Kingdom. If not attentive, Crosspointe could slip into "maintenance mode." The incoming Senior Pastor will not need to reinvent Crosspointe or start over, but will need to seek out fresh ways to innovate, refine, advance or further improve all the good things that are happening in the church.

The vision for multiplication is evident, but will be clarified and further developed under the next Senior Pastor's leadership. The multi-site model is still new, and the organizational and leadership dynamics have become more complex with this reality. The next Senior Pastor will have a shaping influence on how this vision continues to develop at Crosspointe. The incoming Senior Pastor will be called on to work

with the team to further explore and develop the kind of framework that will ensure health, stability and alignment as the church moves forward.

You don't have to look too far to realize Crosspointe seems to have a leadership pipeline that is bubbling with potential. The next generation of worshippers, leaders, Elders, pastors, and life group leaders are already here and rising to the top, and there are young leaders emerging and serving in critical capacities across the two campuses. Calling a Senior Pastor with the drive and experience to invest and empower others into leadership (with guardrails) will not only help those individuals flourish, but will likely see amazing potential unleashed in and through the ministries of the church in Kilgore, Longview and where ever else the Lord leads.

Effort toward leadership development will be welcomed, but so will clear pathways to guide and connect new believers into the life of the congregation. People are coming to faith, being baptized, turning their lives over to God and plugging into this family of faith. They care about their church, and are hungry to serve. People want to feel equipped and prepared for service, especially if they have no prior experience in what to do or how to do it. They need experienced individuals to come alongside them and show them the way. Across ministries, there is a huge opportunity to create and communicate the opportunities for ministry so that new people can contribute in meaningful ways. This includes the process of assimilation and discipleship, but also encouraging long term ministry servants to become reproducing disciple-makers by making space and supporting the contributions of others.

Organizational, governance and communication structures are still being developed, so the incoming Senior Pastor will have an opportunity to work with the staff to design and implement effective systems that serve the church well. Finding ways to ensure the needs of each campus are well-represented at the governance table, and creatively telling the stories of Kingdom impact through the ministries and locations will help Crosspointe feel better connected and unified as one church in two locations.

Leading a staff team where many members are part-time and bi-vocational can be a challenge. It will require creativity and flexibility to find the right rhythms to connect the team and keep everyone moving forward in unity and excellence. Additionally, refining the ways in which Elders connect with and represent the campuses will be critical, particularly if new locations are added. This is one step on an exciting journey that will energize the right leader.

It is apparent that Crosspointe is drawing a younger, more ethnically diverse group to the church, particularly at Longview. The demographic data in the congregational assessment confirmed that 26 percent of respondents were 34 years old or younger, and 47 percent of respondents have attended the church four years or less. Many of these individuals are new to faith. There seems to be a virtually untapped opportunity to continue to reach out to young adults. Within Kilgore and Longview are numerous opportunities to connect with college-age students and young adults. LeTourneau University is located in Longview and is a highly rated, non-denominational university. Kilgore Community College has 5,000 students enrolled in classes and is centered in the heart of Kilgore.

Many attenders have only known Pastor Efrain as their pastor and were drawn in by his authentic, passionate faith, one that was clearly focused on the mission of living a life worthy of his calling, and consistently inviting others to join in. Some comparison is inevitable. He built relationships and modeled an approach to ministry that was centered on the mission. In a region that is close-knit, where family dynamics can quickly become an influence, this single-minded approach was refreshing and effective in shaping the church. He treated all people with equality and his heart to invite people to know and love Jesus was contagious. In many ways it has been one of the keys that has contributed to the growth and momentum Crosspointe now enjoys. While the leadership needs and developmental opportunities are certainly important, the right fit for this church is a pastor who conveys a similar passion for missional living and loving the lost.

God is using the people of Crosspointe to make a difference in this corner of the world, and they feel it. Attendees love their church and they are energized by the life transformation they see occurring. While this season of transition is challenging and a little unsettling, they are eager to see what happens next.

The Candidate

The ideal candidate for Crosspointe Church is a passionate, mission-minded pastor who loves people and desires to invest in the potential of this incredible community. As someone who is genuinely compelled by the Gospel, the right Senior Pastor will lead out of a personal experience with the redemptive power of Christ, and will unapologetically proclaim God's Word in a way that is engaging, relatable and infused with a good dose of humor. Communication is an important strength not only in preaching, but also interpersonally and organizationally. Crosspointe needs a leader that is able to see and create the best structures and pathways for consistent, clear communication that bridges and unifies the campuses.

The mission is clear and the vision for multiplication is clarifying, so the incoming Senior Pastor will be drawn to the good things that are happening in the church. They will align with the current trajectory and be energized by the opportunity to build on a solid foundation that has been laid by another. Crosspointe will benefit from a strategic leader that will work with staff and Elders in advanced planning, looking down the road to plan, position and align the right people and resources so the potential of this place is maximized. Additionally, there is an opportunity for the incoming Senior Pastor to see Crosspointe with fresh eyes, and to raise collective awareness about areas that could be optimized, leveraged or improved upon.

A natural developer of people, the selected pastor for Crosspointe will bring out the best in others, recognizing and calling out their potential and unique contribution. This candidate will maintain high standards for excellence while also valuing the developmental process in people. They will create on-ramps and connection points, always looking for ways to meaningfully connect people into the body-life of the church. Experienced in discipleship, they will understand how to engage people into areas of ministry that align with individual talents, passions or strengths. Ideally this person will foster an environment where people feel they belong and are continually encouraged to invite and welcome others in. Curious and eager to learn their stories, the right Senior Pastor will prioritize time with people, asking questions, listening well and caring for them as a shepherd cares for a flock.

While the context is growing and evolving, this community needs a leader who is willing to model what it looks like to roll up their sleeves and get the work done. The ability to carve out responsibilities and effectively delegate to others is essential. Integrity, a strong work ethic and follow-through are highly valued in this culture and will lay the foundation for credibility. The next Senior Pastor will hold themselves to a high standard personally and will never ask of someone else what they are unwilling to do themselves.

Most importantly the next Senior Pastor of Crosspointe will love Jesus, be missionally focused and desire the church to move out of the four walls of the building and into the community. They will encourage the church to go to where the people are and to meet practical as well as spiritual needs. This leader will find value in working collaboratively with others and will enjoy developing partnerships with other churches, community organizations or non-profit service groups. The heartbeat of Crosspointe is to see lives changed and transformed by the Gospel. The right pastor will continue to catalyze the kind of positive momentum that empowers this vibrant congregation to be all that God dreams it can be. With this kind of leader in place, even better days are ahead.

Preferred Candidate Qualifications

- A deep, passionate commitment to Jesus Christ, love of the local church, and heart for the lost.
- Spiritually mature and aligned with Wesleyan/holiness theology.

- Willingness to be credentialed with the Church of God movement (www.jesusisthesubject.org).
- Spiritually gifted in preaching and leadership; Bachelor's degree preferred but not required.
- 8-10 or more years of ministry experience preferred.

Inquiry Process

If after reading this description you have some interest in the **Senior Pastor** position at **Crosspointe Church** and you feel you meet the qualifications for the role, you are invited to submit the following information for consideration:

1. Your resume or CV (**in Word doc format only**)
2. Results of any personality or strengths assessments you have taken in the past three years (StrengthsFinder, DiSC, Myers-Briggs, etc.)
3. Five references, including: One supervisor or overseer (could be a board member), two or three staff associates, with at least one from someone you have supervised, and one or two personal. *NOTE: These references will be contacted later in the process and only with your prior approval.*
4. Family biography and recent family picture.
5. Written responses to the following questions (**in Word doc format only**). We believe that one can learn only so much from a resume. Your responses will help us to gain a more complete picture of you and your leadership.
 - 1) Describe your faith in Jesus Christ. Tell us how you came to personal faith and something about your journey into ministry. How do you stay spiritually healthy and refreshed in the midst of ministry demands?
 - 2) What is it about the opportunity at Crosspointe Church that attracts you to this position?
 - 3) Please share two or three core strengths or key experiences that you believe have prepared you for the Senior Pastor position at Crosspointe?
 - 4) Who was a significant mentor in your life? How has that experience shaped how you mentor and develop others today?
 - 5) What do you need around you in order to be optimized in your workplace?

Please submit your information to:

Kara Bubar
 Search Associate
 NL Moore & Associates
kara@nlmoore.com
 865-200-7983