



Crossroads Church
Turlock, California
Lead Pastor Opportunity Profile

March 2022

Crossroads Church is ready to open a new chapter in their ministry. They long to experience a return to fruitfulness and have taken intentional measures to lay a solid foundation for this reality to take shape. The past year has been spent under the leadership of a skilled interim pastor who has helped to restore hope, optimism, joyfulness and stability to a ministry that felt wounded. The congregation is reconnecting with their purpose and has a growing excitement to see how God will guide them to reach their city for Jesus. To this end, they are eager to receive the person God has chosen to shepherd them in the next season of church life.



Overview

Crossroads Church has a long history in the community of Turlock. Founded in 1906 by a group of twelve friends, Crossroads began as a missional outpost to reach the many workers of Swedish descent coming into the community to take advantage of the growing agricultural opportunities. By the 1930s the church became English-speaking and in 1951, it became part of the new Evangelical Free Church of America (<https://www.crossroadsturlock.com>). At its peak, more than 800 people called Crossroads their church home.

Today, Crossroads is a unique church in its neighborhood. The facility is a wonderful resource, comprising 56,000 square feet, and attenders would love to see it filled with people experiencing life transformation in Jesus. It sits on nine beautiful acres in a tranquil section of the city. The beautifully maintained campus contains dozens of trees and area residents visit the property daily to take advantage of the green space or the large, inviting playground that welcomes younger children. This congregation wants to serve its neighbors and commissioned a local architect to reimagine the back three acres of the property as a place for the community. One thought is a large park with a sizeable walking track, but numerous creative ideas have been suggested, and they are keeping their minds open to the ideas the commissioned professional will bring to them.

There is so much potential to be developed at Crossroads, and the next Lead Pastor will have the unique opportunity to put his fingerprint on the future course of this ministry. In fact, one member reflected the church seems like an “old church starting from scratch.” Crossroads is an historic church with tremendous people, resources and building blocks to leverage and maximize moving forward. Though the last season of congregational life has not been easy, attendees are ready to rebuild and refresh their ministry in order to make a lasting impact on the City of Turlock and beyond. Moreover, the congregation feels poised for this task.

The Opportunity

Crossroads envisions a future filled with spiritual vitality and Kingdom-oriented purpose. They aspire to experience powerful, awe-inspiring worship that moves people. They want to be a part of a community where people are on mission together. They hope people will readily proclaim that being part of Crossroads is the best part of their week. They long to be a church where people come to know the redemptive power of Jesus, where joy is contagious and thankfulness abounds. Crossroads envisions a church community where people are loved well, cared for deeply and known intimately. They desire to call a Lead Pastor who shares these aspirations and knows how to help them transition from vision to reality.

With a new pastor comes a new direction, and the church is ready for it. Congregants consistently affirm support for a renewed vision, and they are anxious to embrace it. The assignment calls for a pastor who is energized and passionate to work in a multi-generational context, to challenge the church with a big vision to stretch them and call forth their best. But casting a big vision is not enough. Crossroads needs a Lead Pastor who can work with other leaders to develop and execute a strategic plan to bring the vision to life. This church has a rich history, gifted people and tremendous resources. They need a pastor who can assess the landscape, and then inspire, equip and deploy the people to be part of God’s vision for Crossroad’s future.

The willingness to get behind a God-inspired and biblically faithful vision, and to help bring it to life, will mean the difference between Crossroads being the church they long to be or being a church that diminishes over time. A congregational assessment conducted in February 2021 revealed the church to be in a posture called “recovery.” Congregations in recovery require change to regain a significant level of health and vitality. Churches in recovery know something isn’t working as it could. In reality, the incoming pastor must help this congregation find inner renewal before it can effectively reach out on mission. Over the past year, the work of their interim pastor has significantly moved the dial on this front, but it will need continued intentional effort to ensure it lasts. The heart to be a vibrant community of faith is clear, but without patient, consistent shepherding and training, a congregation’s “muscle-memory” may draw them back into old patterns and expectations.

Attendees aspire to be a church that looks outward. They want to be equipped to easily share the Gospel with others and establish community partnerships in order to advance Kingdom initiatives. A key undertaking for Crossroads is to balance its inward and outward focus. While the heart is willing, they are out of practice and the incoming pastor will need to take time on the front end to assess strengths and determine the right path for this congregation. It will take some time for the people to build confidence in themselves and trust in their pastor. They are eager, but internal work must be done to fully heal and recover so the church can be all it is called to be. At the same time, a certain degree of outward focus is healthy, even during recovery. Balancing these two tensions is essential for the long-term success of the church.

Crossroads needs a pastor who understands how to lead effectively, but they also need a pastor who will shepherd them. They long to have a pastor who will show them the way, one who will love them, know them and serve alongside them. This will be evidenced by expressing care for the Body of Christ through loving actions, knowing the people on more than a superficial level, being accessible, and practicing empathy in dealing with the various challenges and crises of church life. Shepherding involves faithfully feeding the flock from God's Word and nurturing their love for Jesus as well as challenging them to grow and apply their spiritual maturity. The successful pastor will manage himself well while also shepherding the emotional, spiritual and relational health of the organization.

Multi-generational churches often deal with the challenge of balancing the needs and wants of the younger and older populations. Issues of stewardship, programming, aesthetics and worship style are common. One positive example of how Crossroad's attenders are expressing their willingness to balance multi-generational perspectives is found in the ministry of worship. In recent months, leadership made the decision to move to a more contemporary style of worship. With the departure of the previous worship pastor, a volunteer group stepped up to lead the worship ministry and early reports show positive signs of improvement. The older attenders are demonstrating gracious flexibility by setting aside their preferences in order to better position the church to reach young families. As the church moves through recovery, other areas will need the same kind of flexibility and cooperation from various age groups in the church.

A top shared priority of the congregation is to reach the next generation. Attenders would love to see their beautiful facility filled with families, youth and children. Currently, 70% of the church demographic is 55 or older. The good news is the local community has a growing younger and millennial population. According to the *Know Your Neighbor Report*, Millennials and Generation Z represent 52% of the local residents. As a multi-generational congregation, Crossroads cares deeply about making the changes necessary to draw families with children and youth to the church. The prospect to reach young people with new initiatives and a younger-oriented ministry model could help Crossroads become a church that impacts Turlock for generations to come.

The Details

Currently, Crossroads offers one worship service at 10 a.m., with an average weekly attendance of 302 people, which includes in-person and online attendees. The church has recently refreshed the aesthetics of their 350-seat auditorium. Despite the lingering effects of COVID, Crossroads is seeing a stronger than average return to in-person worship and desire for ministry involvement. They have made a commitment to a more contemporary style as the primary mode of corporate worship and have raised over \$75,000 to upgrade the sound system.

Crossroads is a theologically conservative congregation with a high view of Scripture. They take their walk with Jesus seriously as evidenced by their personal sense of spiritual vitality and commitment to engaging in Biblical education. This stems, in part, from the fact that 63% of the congregation has a college degree or higher.

The congregation offers children's ministry and youth ministries, although both would benefit with more attention, particularly given their desire for growing, and growing younger. The educational programming of the church consists of Sunday morning classes, offered before and after the worship service, along with a variety of Community Groups that meet at different times throughout the week. The mission emphasis is strong with 10% of the budget designated to support a wide variety of missionaries and missionary projects adopted by the congregation. The church has historically offered a college ministry to the university and with some thoughtfulness, this could become a significant ministry once more. One unique feature of the ministry is the radio station it owns. It is currently operating with nominal attention, but with strategic thought, the possibilities are wide open.

The staff is a big part of ministry life at Crossroads. They have been invigorated by the improvement they have witnessed in the church over the past two years and unanimously agree they feel more like a team now than in the past. They observe the Body making positive changes and demonstrating flexibility to achieve the next level of growth. The team is eager to embrace a leader, one who brings visionary leadership and organizational adeptness. The incoming pastor will have an opportunity to re-engineer staff structure, to assess talent, and define needs and gaps. Then, working with leadership, he will craft the right organizational structure and staffing plan to meet the needs and advance the mission. Currently, Crossroads staff consists of a full-time Executive Pastor over operations, a full-time Connections Pastor, a full-time Children's and Student Ministries Director, a full-time Facilities Coordinator, a part-time Administrative Assistant, a part-time Communications staff member, and three part-time custodians and facilities helpers.

Crossroads is governed by an Elder Board consisting of seven men, plus the Lead Pastor. They currently meet twice a month to steward both the organizational and spiritual health of the church. Leadership is functioning well together, striving for prayerful consensus in discernment and decision-making. They are respectful, candid, and open with one another. Consistent with the congregation's desire, they too want to embrace a new Lead Pastor who will work in unison with them. They believe God has called them to support and love their Pastor, provide wise insight into the workings of the church, and to share the load of ministry together. They desire to minister shoulder to shoulder with him.

From a resource standpoint, the willingness of Crossroads to support the future vision is strong. This includes finances as well as human capital. There is an opportunity to optimize the multi-staff model, and the congregation's willingness and desire to dig in and get their hands dirty is rising. The annual budget is very strong for a church of its size. As mentioned previously, the physical campus is tremendous and the only obstacle to growth at Crossroads may be creativity.

Congregants, church leaders and staff all express the strong sense that the ministry is gaining momentum. Not only are they experiencing forward progress, but the church also acknowledges it is more unified than it has been in a long time. They feel as though they have something of substance to give back to the community and want to do so. They are hopeful, energetic, and willing to shed themselves of the baggage they carry and be renewed. With the call of a pastor who can lean into this potential, the future at Crossroads is bright!

The Candidate

Crossroads understands it is at a tender place in ministry and realizes change in ministry must occur. They not only know this, but embrace it. However, the wise pastor understands people often want things without understanding what it will feel like to receive them. This pastor will lead change skillfully and wisely, pacing with the people, and not rushing too quickly nor moving too slowly. He will work diligently with staff and elders to think about the future course of ministry while remaining pastorally in-tune with congregational members and how they are adapting.

As much as Crossroads is ready for a fresh vision and plan, they also need a loving, faithful pastor. The church will respond well to a pastor who models a life that is presently shaped by an intimate walk with God. The ideal candidate will be a humble yet confident leader who understands how to guide the church to move toward the vision effectively. Secure in his identity in Christ, he will be authentic and appropriately transparent about life's challenges and realities. He will deliver inspiring messages that are engaging, thought-provoking and anchored in the Biblical text. Theologically trained and well-grounded in biblical knowledge and prayer, the ideal pastor will model consistency of character that has been shaped by biblical mandates for Gospel-centered living. Approachable and friendly, people will experience him the same way whether he is in the pulpit or out in the community. In addition to leading well from the platform, the selected Lead Pastor will embrace team ministry and include others in ministry decisions. Words like accessible, intelligent, creative, winsome, relevant, and collaborator describe the ideal

candidate for this role. He will be a motivated person who can work well with others to move the ministry forward and keep it progressing in the right direction.

The one who will flourish at Crossroads understands the Ephesians 4 model of ministry, specifically the commission to equip others for the work of ministry. Not only does equipping the saints for ministry communicate love and confidence in them, but it is a strategic piece in building ministry momentum. The congregation wants a pastor who brings a proven ability to work with others to plan, implement and follow through with excellence. As someone proficient in mobilizing people with purpose, this pastor will understand the benefit of good organization and frequent communication to draw out and empower ministry participation. Crossroads doesn't want someone to do the work of ministry for them. They want someone to be present with them to empower and embolden their work in ministry.

Crossroads is looking for a pastor who has a heart to share the Gospel and to see people experience the redemptive power of Christ in their lives. Calling believers to live on mission as reproducing disciple-makers, this pastor will enjoy developing the leadership potential of others. He will listen to the ideas that emerge as people begin to think and dream about the potential of their ministry in the church or community, helping to ensure alignment with the vision. He will know how to move the right ideas from concept to action, working well with paid staff and lay volunteers to craft a plan, communicate rationale, maximize resources, invite participation and assess results.

The ideal candidate will be knowledgeable and experienced in communicating biblical truth. Crossroads attenders will resonate with a pastor who communicates from the pulpit in a style that is relatable, interesting, and inspiring. People enjoy learning but they need to be disciplined and challenged to live their faith. It is important for the Lead Pastor to be a good expositor of God's Word while also being able to relate Scripture to the realities of daily life and ever-changing culture. This pastor will consistently model authentic servant leadership, passionately encouraging others to live out their faith in practical ways. Under his leadership, this congregation will experience continued renewal of vitality and momentum, moving confidently into its next season of Kingdom impact.

Preferred Candidate Qualifications

- Prefer a theological master's degree.
- Theological agreement and support for the EFCA statement of faith (www.efca.org). Willingness to be credentialed and/or ordained in the Evangelical Free Church of America.
- Demonstrate a vibrant, growing personal relationship with Jesus Christ.
- Excellent Bible-based preaching, teaching, and communication skills with a genuine passion for the Gospel.
- Experience in innovating and growing ministry in a multi-generational context, with an emphasis on reaching younger families.
- Missionally focused and oriented toward serving and reaching the community with the Gospel.
- A minimum of five years of Lead Pastor experience, which includes oversight of paid staff and volunteers. This could also include a Campus Pastor with preaching experience and direct oversight of paid staff. Candidates with 10 years of pastoral leadership experience, or equivalent in larger church contexts will be considered.

Inquiry Process

If after reading this description you have interest in the Lead Pastor position at Crossroads Church and you believe 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. A current headshot photo of yourself, a current photo of your family, and a written family bio (**in Word document format only**).
4. At least two links to video sermons.
5. Five references (one supervisor or board leader, two staff associates, and two personal). These references will be contacted later in the process and only with your prior approval.
6. Written responses to the following questions (**in Word document 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 then something about your journey into ministry. How do you spiritually stay refreshed during ministry demands?
 2. What is it about the opportunity at Crossroads Church that piques your interest? What reason(s) lead you to desire a change from your current ministry? Do the leaders of your current setting know of this desire?
 3. What networks, ministries, authors, teachers, or Christian leaders have been very influential for you? With what ministry sub-cultures do you most readily self-identify?
 4. Describe your typical approach to preaching.
 5. What are two or three of your core strengths? Please share two or three examples of how you have used your strengths to innovate, revitalize or elevate a ministry you have led.
 6. What are the key factors you believe should be present in your next ministry for you to be most effective and engaged?

Please submit your information to:

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