



Opportunity Profile Senior Pastor

CrossRoads Church
Red Deer, Alberta
38105 Rge. Rd. 275
Red Deer County, AB T4S 2N4

OVERVIEW

CrossRoads Church is prayerfully and diligently seeking a Senior Pastor. The Senior Pastor is a passionate, visionary leader who will oversee spiritual leadership at CrossRoads Church. The primary purposes of this role will be to provide spiritual direction and leadership to the congregation of CrossRoads. The Senior Pastor is to be a Godly person of deep faith, wisdom and courage, one that is passionate about God's Word, and about their own spiritual walk with God.

OUR VISION

The vision of CrossRoads Church is

To give everyone in Central Alberta an opportunity to have a personal relationship with Jesus Christ and by following Him together, impact the world with compassion and hope.

This vision has been woven into the life of the church for the past 25 years, and is now very much a part of the DNA of CrossRoads Church. It has been embraced by all leaders, staff, volunteers and people that attend on a regular basis, and continues to be lived out in practical ways in Red Deer and surrounding communities.

Our church started in 1962 after God placed it on the heart of a number of people in Red Deer to begin a new work of the Holy Spirit among us. Since that time, the church has continued to grow as we walk in God's leading. More information on our story can be found on the website at www.crossroadschurch.ca/ourstory.

OUR GUIDING PRINCIPLES

1. We stay focused on the main thing; doing fewer things and doing them very well.
2. As we get larger, we must get smaller.
3. We go forward on our knees.
4. We stay together and grow together.
5. We joyfully anticipate the extravagant outpouring of God's Spirit on Central Alberta, when thousands meet Christ and all the churches in the region overflow with those coming to hear about God.
6. We are committed to being inwardly strong and outwardly focused, missional in all we do.

For more information on our guiding principles visit <https://www.crossroadschurch.ca/succession>.

Here at CrossRoads, Isaiah 58 helps us define the things that are most important to us because this chapter reveals to us the heart of God. Our vision, compassionate action, and heart as a church family are lived out by following Jesus in these ways:

Living Godly Lives

- Spending time in God's presence and word.
- Confessing our sins.
- Depending on the Holy Spirit to help us follow Jesus.

Loving Each Other Deeply

- Living at peace with one another.
- Serving and encouraging one another.
- Participating in community.

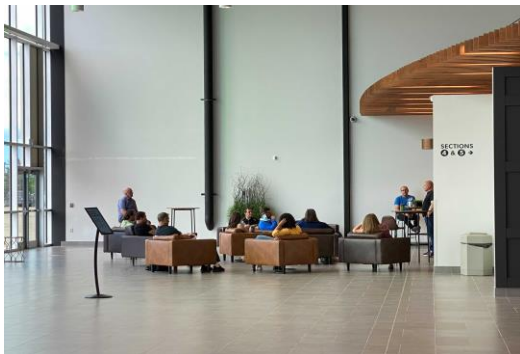
Giving Priority to the Last, the Lost, the Least, the Little and the Nearly Dead

- Sharing what Jesus has done for me.
- Praying for God's heart, understanding and direction.
- Giving of ourselves and our resources.

Delighting Ourselves in the Lord

- Coming together weekly to worship Jesus.
- Giving our whole body to Jesus daily as an act of personal worship.
- Setting apart one day in seven to rest in the presence of Jesus.

THE CHURCH



At CrossRoads Church, we believe that Christianity is first and foremost about relationships rather than rules. It is about the most important relationship of all - our relationship with God. We were created to know God and until we know Him personally, there will be something missing in our lives.

Jesus Christ makes relationship with God possible. The Bible, which we accept as God's word, teaches that Jesus Christ was and is the Son of God. Some people think He was just a good religious teacher, but the Bible teaches that He was sent by God to die for our sins on the cross. The Christian faith is based on the life, death and resurrection of Jesus Christ for all of us.

At CrossRoads relationship with each other is also important; a place for you to connect and get to know other people. We constantly ask people to come and bring a friend and experience Christian community as we worship God in a contemporary style and learn from the Bible how God wants us to live and enjoy life.

Sunday Morning Atmosphere

Sundays consist of three worship services: two in the morning and one in the evening. Our auditorium seats 1100 people and post-COVID weekly attendance is around 1800 total, including children and youth.

Sunday services at CrossRoads are contemporary, including worship through song, giving of tithes and offerings, information-sharing of church family events and needs, a Scripture-based sermon and moments of prayer throughout. Services end with a benediction and the invitation to come forward for prayer. While services are not seeker-focused, we are aware that many attend who are searching for God; for this reason, we strive to keep our language clear and to explain any 'Christianese' phrases. The basic gospel message is conveyed throughout CrossRoads Sunday services.

THE RED DEER AREA

Red Deer is situated in the heart of beautiful Central Alberta, located halfway between Edmonton and Calgary. It has a population of just over 100,00 people, with diverse cultural backgrounds. With all those living in the surrounding communities of Red Deer, the population quickly rises to over 250,000 people.

The economy continues to excel in today's market, and has become the envy of western Canada for a great place to raise a family, with safe and friendly communities throughout the city. Red Deer's main economic base is agriculture and food processing, oil and petrochemicals, small manufacturing, tourism and the retail and other services required by the Central Alberta marketplace of about 200,000 people.

Red Deer has been described as "The City in the Park". With over 80 kilometers of easily accessible, paved, multi-use trails throughout the city, our family-oriented Waskasoo Park attractions are linked under the shade of poplars and along the quiet flow of the Red Deer River.

More information on Red Deer and be found at www.reddeer.ca.



OUR DENOMINATION

CrossRoads Church is affiliated with The Evangelical Missionary Church of Canada (EMCC). The EMCC is a family of 150+ churches across Canada organized to fulfill the Great Commandment and the Great Commission of our Lord Jesus Christ. The EMCC maintains offices in Kitchener, Ontario and Calgary, Alberta.

The EMCC is passionately committed to introducing people to Jesus Christ, discipling believers and facilitating the multiplication of healthy churches in Canada and worldwide. The vision of the EMCC is to seek God passionately, dramatically increasing numbers of Jesus followers, led by Christ-inspired leaders.

More information about the EMCC can be found at www.emcc.ca.

THE POSITION

Key Responsibilities

Spiritual Leadership and Vision

- Model the heart of a pastor committed to caring for the people of CrossRoads, and passionate about reaching the lost people of Central Alberta and the world for Christ. Set the pace and the tone for who the church is and what it is becoming.
- With the Lead Team, make recommendations to the Board for establishing and revising the vision and purposes of CrossRoads.
- Seeking God personally and model the pursuit of godliness, regular prayer, regular study of the Scriptures and outreach evangelism; motivate staff and volunteers to do likewise.
- Provide leadership to keep the church focused outwardly to reach the lost people of Central Alberta and the world for Christ. This is accomplished through collaboration within the Lead Team.
- Ensure that the vision is clear and faith-stretching for the staff, the pastors, and the congregation.
- The Senior Pastor, with the Church Board, is the defender of the faith and ensures that we remain in alignment with the faith and practice of the EMCC.
- Love the people of CrossRoads with a deep desire for lives to be transformed into the likeness of Jesus.

Teaching and Preaching

- To be the primary preacher/teacher of CrossRoads and ensure that all who preach in his absence are in alignment in their theology and overall vision and purposes of CrossRoads. All believers are challenged, encouraged and inspired to become true followers of Jesus, living lives with understanding and commitment to worship, service, groups, and outreach.
- Oversee, develop and coordinate with other pastors on staff that may be asked by the Senior Pastor to preach throughout the year.

- Participate in some key pastoral responsibilities that are in alignment with our vision and purposes, such as baptisms and funerals.
- Provide a strong voice into our weekend services, so that the purpose and objectives of the weekend services ensure that Christ is known, people are challenged in their walk with the Lord, and the local body of Christ is united in community.

Other Responsibilities

- Represent the church at community and national events, which may include those of the EMCC.
- Along with Lead Team, proactively analyze current global and local trends (cultural and societal) that have potential impact on the church's ability to be effective and be an impact in Central Alberta and the world.
- Attend all staff meetings, congregational meetings and team meetings as assigned.

Position Compensation and Accountability

The position is a permanent full-time role, with compensation being negotiable within the salary range of CrossRoads Church, background and experience.

The Senior Pastor is a member of the Lead Team and an employee of CrossRoads and fully accountable to the Church Board. The Senior Pastor, along with the Lead Team, is responsible for adhering to the Spiritual and Organizational Ends of the church, and to the Executive Limitations as outlined in the Governance Documents.

THE PREFERRED CANDIDATE

The preferred candidate for this position will have the following:

- Must be in harmony with the qualifications of ministers as set forth by the Constitution of the Evangelical Missionary Church of Canada.
- A deep level of love for God's word, and an in-depth knowledge of the work with experience in preaching the Word.
- A growing, authentic, and contemplative relationship with Jesus Christ.
- Master's degree in a Biblical program preferred.
- A capacity to inspire and enable others to reach their God-given calling and to achieve fruitfulness in their personal lives and ministries.
- A demonstrated heart for the lost, for the body of Christ and possesses a hunger and thirst for God.
- A broad range of experience in a large church or organizational setting, including strategic planning, leading staff and leading the congregation.
- Must agree and sign the CrossRoads Lifestyle Agreement and the Confidentiality Agreement.
- Understand and support the vision, mission, and strategic direction of CrossRoads Church.

- Live and uphold a lifestyle that models an elder of the church as defined by the Scriptures.
- Become a member of CrossRoads Church and qualify to become licensed with the EMCC.

It is not a requirement that the selected candidate be a current member of the EMCC, but must be willing to join the local EMCC church if selected. We encourage those from other denominations and para-church ministries who feel called to this position to submit an application.

The requirement is that the person be in agreement with the EMCC Statement of Faith as well as the mission and vision of CrossRoads Church.

Additional information that describes the ideal candidate are as follows:

Commitment to Christ

A commitment to Christ is at the centre of CrossRoads Church. Candidates should have a personal warmth that invites trust, and possess a personal integrity that never forfeits the trust that is offered. The person should be a spiritually maturing Christian.

Heart for the Lost

At the very heart of CrossRoads Church is a desire to reach out to the people that have yet to come to church, and have not yet been introduced to Jesus Christ. The candidate will share this same heart-felt desire. The personal life of this person will demonstrate this longing through fostering of intentional relationships with people outside the church, sharing their life in an authentic way so as to impact lives for the Kingdom of God.

A High Level of Commitment to CrossRoads Church and the Job

We encourage keeping a healthy balance between work and family life. The right person for this job should neither be a workaholic nor a clock-watcher, but rather be comfortable in whatever hours the job demands on a particular basis. The successful candidate must always be flexible and reliable.

Team-Based Leadership

The successful candidate must display Christ-centered servant leadership and foster team building. The Senior Pastor will be a leader, motivator, abler, encourager and team organizer who can offer opportunity for team growth.

Commitment to Relationships and Collaboration

The culture at CrossRoads Church values relationships and partnerships which are integral to collaboration and success. The right person will possess a skill of drawing people out of themselves and into action. The person will enjoy combining their efforts and working together with others, encouraging them to participate and to contribute their energy, skills and talents.

APPLICATION PROCESS

One can only learn so much from a resume so in order to help us get a more complete picture of you and your interest in the position at CrossRoads Church, please provide a cover letter that responds to the following questions:

1. Describe your faith in Jesus. Tell us how you came to know the Lord, and about your journey with Him and your current walk with Him.
2. Describe two of the most defining experiences from your spiritual pilgrimage that have helped you as a person, disciple and servant of Jesus.
3. Please provide us with a single page of your philosophy of ministry as it pertains to the role of Senior Pastor.

When completing your resume, please include the following information for each position you've held in the last 10 years:

- Type of employment and/or volunteer experience
- Size of organization
- Your place in the organization
- Specific accomplishments that you personally achieved

Please also provide the following social media links:

- Facebook
- Instagram
- LinkedIn
- Twitter

Submit the cover letter, resume and any additional information to:

Kendra Berniko

Director of Finance and Human Resources

38105 Rge. Rd. 275 Red Deer County AB T4S 2N4

(403) 347-6425 ext 504

KendraB@crossroadschurch.ca