



CROSSROADS CHURCH

Senior Pastor | Job Description

Job Title: Senior Pastor, Monticello Campus

Reports To: Crossroads Elder Board

FLSA Status: Full-time | Exempt

Date Revised: 01-2020

JOB OVERVIEW

The Senior Pastor is primarily responsible for preaching and teaching God's word in the regular assembly of Crossroads Church and retention and management of staff members. The Senior Pastor also shares responsibility with the Elders for spiritual leadership of the congregation, counseling, and encouraging and equipping of the saints for ministry. Incumbent will be a leader who:

- Is an active and committed disciple of Jesus Christ, who pursues personal spiritual growth through Bible reading, meditation and prayer,¹ and exemplifies in speech and action what it means to be a growing and fully-devoted student of the Christian faith.²
- Is an example of a godly husband and father (if applicable), not neglecting one's responsibility of being a servant leader and active participant in one's own family life.³
- Is a visionary who works to build consensus with the Elders, seeking the Holy Spirit's leading⁴ while helping to navigate Crossroads' place within the context of its local, national, and global culture.
- Is a Christ-like public representative of Crossroads Church⁵ by building relationships through involvement in the community.
- Upholds and models our church's vision statement: Loving God and loving others by faith in Jesus Christ.⁶
- Assists the Elders and church leadership in crafting annual budgets and adhering to short-term and long-term financial plans.
- Provides guidance and leadership in the daily operations of all Crossroads' campuses while collaboratively developing plans for future church plants.

PERSONAL RESPONSIBILITIES (include and are not limited to:)

- Preach the whole counsel of God through sermons that are thoroughly grounded in the Biblical text, engaging both mind and heart, while equipping the congregation for ministry.⁷
- Lead the staff and lay leadership of Crossroads Church,⁸ making sure that the work of Christ's Church is undertaken with compassion, fairness, decency, and order;⁹ and that the ministries and programs of the church are carried out with a common vision and a unity of purpose.¹⁰
- Work closely with and communicate freely with the staff in coordinating goals and responsibilities for the congregation, demonstrating companionship and support in the efforts of staff-lead ministries within the congregation and greater community.
- Mentor and lead staff by providing timely feedback on performance, as well as completing and discussing individual staff member annual performance reviews.

SHARED RESPONSIBILITIES (include and are not limited to:)

- Provide spiritual leadership to the whole congregation, seeking opportunities for personal and group prayer¹¹, and one-on-one or small group discipleship.¹²
- Be available to teach classes within the congregation on a regular or a periodic basis.¹³
- Encourage and equip the members of the congregation to identify and to use their gifts in ministry within the church and the community, and to lead the Elder Board to challenge, release, and empower members in various ministries.¹⁴
- Provide pastoral counseling to those preparing for baptism, marriage, or suffering the loss of a loved one, and to evaluate the pastoral needs of those in other situations of stress (e.g. marital, family, emotional challenges), to provide care where it falls within one's area of giftedness and available time, and to refer other cases as necessary to other professional caregivers.
- Conduct weddings, funerals, and baptisms.
- Call on the sick, the homebound, people with special needs, respond to crises and emergencies,¹⁵ and to share with the Elder Board the ministry of general visitation of the congregation.¹⁶
- Do the work of an evangelist,¹⁷ and to guide and instruct the members in personal and congregational evangelism.¹⁸
- Conduct church discipline.¹⁹
- Be responsible for overseeing that all Crossroads committees meet regularly and report issues, business, and current information to be dealt with on a timely basis to Elder Board.

EXPERIENCE

- Five or more years of teaching experience is preferred.
- Masters of Divinity Degree (or equivalent experience) is strongly preferred.

WORK ENVIRONMENT

The position of Senior Pastor requires great flexibility in hours available for work, including evenings and weekends. The pastor should be in the office a sufficient amount of time for accessibility to members of the congregation and for regular communication with members of the church staff

¹ 1 Timothy 4:7b, 15; 2 Timothy 3:14-17

² Titus 2:7-8; 1 Timothy 4:12b; 1 Peter 5:3b

³ 1 Timothy 3:4-5; Titus 1:6

⁴ Ephesians 6:17b-18

⁵ 1 Timothy 3:7

⁶ Matthew 22:37-39

⁷ Acts 20:27; 2 Timothy 4:2; Ephesians 4:12

⁸ 2 Timothy 2:2

⁹ 1 Corinthians 14:40

¹⁰ Ephesians 4:3, 11-14

¹¹ Ephesians 6:18

¹² Acts 20:20; Matthew 28:19-20

¹³ 1 Timothy 4:11, 13

¹⁴ Ephesians 4:12

¹⁵ James 5:14

¹⁶ Acts 20:20

¹⁷ 2 Timothy 4:5b

¹⁸ Ephesians 4:12

¹⁹ Titus 2:15; Matthew 18:15-20; 1 Corinthians 5