

Church Leadership Connection
The Call System for the Presbyterian Church (U.S.A.)

Mif #: 09445.APO

Ministry General Information

Ministry Number	09445
Ministry Name	Crossroads Presbyterian Church
Mailing Address	6031 W. Chapel Hill Road Mequon, WI 53092
Phone	262-242-1670
Fax	262-242-4809
E-Mail	PNC@crossroadspres.org
WWW Address	www.crossroadspres.org
Ministry Size	651 - 1000 members
Ethnic Composition	
	Asian 1%
	White 99%

Average Worship Attendance	417
Church School Attendance	130
Curriculum	Sun-130; Mid-Week-365; Children-Dwell-Faith Alive, Wed-Pioneer Club; Youth-PCUSA-Feasting on God's Word, D-Groups-Variou; Adult-Lifeway, Alpha, etc
Yoked	False
Presbytery	MILWAUKEE
Synod	SYNOD OF LAKES AND PRAIRIES
Community Type	Suburban
Ten-year trend statistics of this church/organization Show Statistics	

Information about the position

Position:	Head of Staff (who supervised one teaching elder and other staff)
Experience Required:	5 to 10 Years
Specific Title:	Pastor/Head of Staff
Employment Status:	Full-time

Language Requirements:	
	English

Other Language:	
Statement of Faith Required:	True
Clergy Couples:	True

Training/Certificate Requirements:	
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Other Training:	
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Brief Church Mission Statement:	
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Purpose: To Know Christ and Bring Others to Him

Mission Statement:

Inspired by God's abundant grace, Crossroads welcomes, loves, and offers all a safe place to experience authentic connection. We love and value everyone as Christ first loved and valued us. In an imperfect world we remember, and remind others, that all belong to God, all are redeemed by Christ's sacrifice, and all are indwelt by the living spirit of God.

Understanding the strength of a rope with many strands, we rely on our diversity of theological perspectives to bind us as a family in common purpose equipped to make a lasting positive impact locally and around the world.

What is the congregation's or organization's vision for ministry:

We fervently believe that Crossroads should be a place where all people, in all stations of life, feel welcomed, embraced and encouraged in their journey with Christ. We seek above all to be a vibrant community united by the grace of Christ and devoted to living life together. Sunday morning worship is a key focal point, but we believe in a church community that goes further, practicing faith on a daily basis. We gather throughout the week for strong youth and family programs. Dining together. Studying God's word together. And building lasting church family ties through the strengthening of our small-group program. We place an emphasis on invitation and consider community central to a vision for discipleship and mission, which we believe to be intimately connected. We seek to be fully committed followers of Jesus, knowing that such commitment requires that we pray together and hold one another accountable. We see service to the least and the lost as an integral part of our discipleship. We are committed to mission work, locally and abroad, and we serve together alongside numerous mission organizations. Our aim is to be a church singularly focused on knowing Christ and bringing others to Him. We serve at the Holy Spirit's pleasure and insistence, not for our own glory, but to shine a light on the God who created and saves the universe.

How do you feel called to reach out to address the emerging needs of your community or constituency:

United by the abundant love of Christ, we seek to share that love with our nearby friends and neighbors, as well as those we serve farther afield. We invite all who come through our doors to lay down their burdens and enter into full fellowship with the Christ who first loved them. Authentic worship — image-rich, symbolic, experiential, participatory and community-focused — is a keystone of our ministry and a centering point of our life together. Our unified diversity finds further expression in the different age groups that gather in worship. We reach out to our neighbors through strong children and youth programs. Small groups and Bible studies open to all ages. And an active, vibrant community of seniors. Crossroads is a true crossroads of intersecting beliefs and views. We aim to be a place where people can discuss difficult topics in a way that honors God and draws us closer as a loving, supportive community. In a broken world, we feel called to work against injustice and inequality in our community and in the broader world. Our vision is to love and serve all who make Crossroads their worshipping home and to raise up a new generation of leaders who will carry on Christ's ministry in this place. "We have to keep rolling away the large stones that prevent people from coming out of their graves." (Liz Emery, *The Road to Daybreak*, Henri Nouwen.)

How will this position help you to reach your vision and mission goals:

The pastor we seek will not be Jesus. But he/she should possess some of the qualities that naturally drew people to Jesus and inspired them to engage with him on a variety of levels. The people of Crossroads understand that faith is best lived out in community. And we want to attract friends and neighbors to join us. A key role of the person we hire will be to help us foster a culture of invitation, using the skills they already possess to make people feel welcome in a manner that is compassionate and genuine. We seek someone who can inspire from the pulpit. Translate the Bible with sound theology into practical approaches to doing ministry. And inspire us to transform our church and community through the Word, Sacraments and Reformed Tradition. Our lead pastor will be someone who naturally nurtures existing leaders, raises up a new generation of leaders, and inspires the whole congregation to authentically practice their faith. We are a collaborative community, with strong lay leaders and staff who capably shepherd many of our ministries. The person filling this position will be comfortable participating in a model of shared leadership —demonstrating leadership where necessary, allowing others to lead where possible, and having the wisdom to know the difference.

Provide a description of the characteristics needed by the person who is open to being called to this congregation and or organization:

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A skilled rope maker realizes that tension is not something to be feared but is a natural part of helping individual fibers live into their collective strength. We seek a pastor with the organizational skills to help a diverse congregation focus its priorities and also guide staff, lay leaders, and volunteers in collaboratively achieving these goals. Our pastor must be more about developing community and relationships than being right or proving a point – but also able to defend a position when necessary. We welcome someone who does not shy away from hard conversations. Someone who can be authentic about what she/he believes but accept the spirituality and humanity of those with differing opinions. Crossroads is a well-educated and theologically diverse congregation seeking a pastor who can provide thoughtful and insightful spiritual leadership. We are looking for someone steeped in Scripture and well versed in drawing relevant, actionable applications that enrich personal faith and our lives together. Our pastor must be able to authentically demonstrate how faith should be lived by living it out in community with us. Crossroads is a large church, but our passion is authentic relationship. We seek someone who has a pastor's heart for people, who is compassionate and caring, and sincere in empathy. Our pastor must genuinely like people and want to serve alongside us.

What specific tasks, assignments, and program areas will this person have responsibility?

We seek a leader who empowers every-member ministry at Crossroads, uniting us in service through our disparate gifts. Worship at Crossroads is a collaborative process. It requires a pastor who is comfortable working with our worship team to develop immersive, thematic services in which the sermon provides detail and depth to a broader message. He/she will be required to provide relevant, meaningful, sermons based on sound theology and the authority of Scripture. In the same vein, we need a strong head of staff: an individual who can communicate, cultivate, and execute the vision of Session with a diverse staff, offering an atmosphere of support, accountability and spiritual guidance. This includes teambuilding across leadership teams, equipping staff with training resources, and providing a setting where staff will have the freedom to explore new ways to practice their ministry. We seek a pastor with a heart for compassionate pastoral care: loving, listening, supporting, and caring for individuals, knowing that love will be returned. Additionally, she/he should set an example that encourages members to nurture and love one another. Crossroads has a 60-year legacy of strong mission activity. Our new pastor will be instrumental in keeping mission initiatives at the forefront of all programs we engage in as a congregation.

Optional Links:

Mequon-Thiensville School District
<https://www.mtsd.k12.wi.us/>
Mequon Chamber of Commerce
<http://www.mtchamber.org/>
Cedarburg School District
<http://www.cedarburg.k12.wi.us/>
Cedarburg Chamber of Commerce
<http://www.cedarburg.org/>

Leadership Competencies:

Compassionate
Preaching and Worship Leadership
Spiritual Maturity
Public Communicator
Willingness to Engage Conflict
Organizational Agility
Strategy and Vision
Collaboration
Interpersonal Engagement
Bridge Builder

Compensation and Housing: Cost of Living Calculator

Minimum Effective Salary: \$88,500

Housing Type: Housing Allowance

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References:				
Name	Address	Phone Numbers	Relation	Email
The Rev. Dr. Jeff Lincicome	Senior Pastor, Sammamish Presbyterian Church, 22522 NE Inglewood Hill Rd, Sammamish, WA 98074	(425) 868-5186 x107	Former Associate Pastor at Crossroads	jefflincicome@spconline.org
The Rev. Dr. Deborah A. Block	Pastor/Head of Staff, Immanuel Presbyterian Church, 1100 N Astor St., Milwaukee, WI 53202	(414) 276-4757	Pastor in Milwaukee Presbytery & friend of Crossro	deborahblock@immanuelwi.org
The Rev. Susi Stoll	Pastor to Pastors, Milwaukee Presbytery, 6767 W Greenfield Ave, Suite 202, Milwaukee, WI 53214	(202) 258-9119	Former Interim Associate Pastor at Crossroads	sstoll@pbymilwaukee.org

Has the Pastor Nominating Committee and Search committee affirmed its intention to follow the Form Of Government in this regard?

Yes

Version Track Info: This MIF was last updated on 07/20/2018

Self-referral Contact Information

PNC: David Steck	Address 214 E. Beechwood Court, Mequon, WI
Daytime Phone Cell - (414) 688-1925	Office Phone Office - (414) 290-2568
Fax	Email PNC@crossroadspres.org