

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

Mif #: 09445.AQ0

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-Various; 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:	Pastor Interim
Experience Required:	0 to 2 Years
Specific Title:	Interim Associate Pastor
Employment Status:	Full-time

Language Requirements:	
	English

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

Training/Certificate Requirements:	
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Other Training:	
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. This role will help provide more opportunities for Christian Education at every age and stage of life and create more opportunities for people to form meaningful relationships. Working with the deacons, the interim associate pastor will develop ministries that work toward healing those broken by life's circumstances. Crossroads is a true intersection of 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.

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

The interim associate pastor we seek 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, motivate, and encourage people in their personal spiritual journey and participation in mission work; someone who exudes a natural sense of care for the well-being of others; and who can help create a place where people can discuss difficult topics. Our interim associate pastor will be someone who naturally nurtures people, 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:

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 an interim associate pastor with the organizational skills to help a diverse congregation focus its priorities and also lay leaders, and volunteers in collaboratively achieving these goals. Our interim associate pastor must be about developing community and relationships through fellowship. 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 an associate 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 interim associate 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.

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

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- The Interim Associate Pastor will provide leadership for adult ministries with a focus on leading the development and delivery of adult education, faith formation, keeping small groups strong and creating/strengthening opportunities for the engagement of adults in the mission of Crossroads Presbyterian Church (CPC).
- Crossroads has a 60-year legacy of strong mission activity. Our new interim associate pastor will be instrumental in keeping mission initiatives at the forefront of all programs we engage in as a congregation. We expect this role to be a catalyst for mission engagement of the congregation in the local community and beyond.
- In collaboration with CPC staff, the interim associate pastor will provide pastoral care to those in crisis, the seriously ill, dying and families of the recently deceased at CPC. We seek an interim associate 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
- This role will serve as primary staff resource to the Deacons, providing leadership and spiritual development.
- The Interim Associate Pastor will serve as communication link between the Ministry Teams and staff, to promote classes and mission/outreach opportunities with the congregation and maintain the prayer web for the Weekly News.
- This role will also contribute to the planning and leadership of worship services.

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

Spiritual Maturity

Teacher

Communicator

Advisor

Organizational Agility

Collaboration

Bridge Builder

Motivator

Self Differentiation

Compensation and Housing: Cost of Living Calculator

Minimum Effective Salary: \$51,500

Housing Type: Open to Manse/Housing Allowance

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References:				
Name	Address	Phone Numbers	Relation	Email
Rev. Dr. Jeff Lincicome	Sammamish Presbyterian Church, 22522 NE Inglewood Hill Rd, Sammamish, WA 98074	425-868-5186 ext. 107	Former Associate Pastor at Crossroads	jefflincicome@spconline.org
Rev. Dr. Deborah A. Block	Immanuel Presbyterian Church, 1100 N. Astor St., Milwaukee, WI 53202	414-276-4757	Relation Pastor in Milwaukee Presbytery and friend	deborahblock@immanuelwi.org
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 12/17/2018

Self-referral Contact Information

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