

CrossPoint Community Church | Lead Pastor Profile Summary

CrossPoint is seeking a biblical shepherd—a spiritually grounded, relationally present pastor who will help us fulfill our mission: Follow Jesus. Love People. Make Disciples. This individual will serve as one elder among equals, working in mutual submission with the Elder Council and in open partnership with the Deacon Board. They will embody our core values: Lordship, Love, Discipleship, and Humility.

This is not a senior executive role. The Lead Pastor is not in charge of the church. Christ is. Authority is shared, leadership is collaborative, and every decision is made with prayer, counsel, and unity. This pastor's role is to equip others, support team health, and keep the mission clear—not to control outcomes or operate independently.

What We Are Prayerfully Seeking

Spiritually Grounded (1 Timothy 3:1–7; Titus 1:5–9)

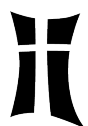
- Lives under the Lordship of Christ with visible dependence on Scripture and prayer.
- Models integrity, emotional maturity, and a surrendered posture.
- Demonstrates personal holiness and spiritual discipline in everyday life.

Elder Among Elder Team (1 Peter 5:1–3; Acts 20:28)

- Serves within the Elder Team as a guiding voice and presence.
- Submits to the authority of the Elder Team just as they participate in it.
- Does not operate with final say or singular authority.
- Works closely with the Deacon Board to support and align the stewardship of the church.
- Models a posture of shared responsibility and open accountability.

Team-Oriented (Philippians 2:2–4; Ecclesiastes 4:9–10)

- Operates with mutual trust, shared responsibility, and open communication.
- Honors the contribution of every staff member, elder, deacon, and owner.
- Provides guidance to the ministry staff in alignment with the church's mission—not through control, but through clarity and care.
- Leads by building consensus, but is prepared to make final decisions when necessary—always with humility, wisdom, and accountability.



Disciple-Maker (Matthew 28:19–20; 2 Timothy 2:2)

- Keeps disciple-making as the primary goal of every ministry effort.
- Equips others to grow in Christ, use their gifts, and reproduce spiritual maturity in others.
- Leads by investing in people—not by managing programs.

Teacher and Shepherd (2 Timothy 4:2; John 21:15–17)

- Preaches the Word with clarity, theological accuracy, and life application.
- Provides doctrinal stability and helps others develop biblical convictions.
- Walks with people through the highs and lows of life, offering presence, prayer, and wisdom.

Culture Shaper (Romans 12:10–12; Ephesians 4:29)

- Builds trust through consistency, approachability, and honesty.
- Upholds a culture of accountability, encouragement, and Christlike character.
- Responds to conflict with truth, grace, and a commitment to restoration—never avoidance or control.

Calm and Clear Under Pressure (Isaiah 26:3; James 1:19–20)

- Makes decisions patiently and with input, resisting urgency or fear-based leadership.
- Brings stability in times of tension and clarity in moments of uncertainty.
- Protects the body from division, confusion, and reactionary leadership.

Committed to Long-Term Health (2 Timothy 4:7; Hebrews 13:7)

- Thinks in decades, not just seasons—investing in what outlasts their tenure.
- Builds systems and people with sustainability in mind.
- Welcomes feedback, embraces accountability, and remains teachable.

Final Word

The pastor we're praying for will not assume authority that belongs to Christ or act as the head of the church—because they aren't. Jesus leads CrossPoint. The elders shepherd together. The body carries the mission. This pastor will walk with us in humility, help us stay faithful, and empower others to do the work of ministry. They will guide the staff team with spiritual clarity—not positional power—and when a decision must be made, they will carry that responsibility with wisdom, not control.

