



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

LEAD PASTOR
CrossPoint Church
West Allis, Wisconsin

LEAD PASTOR

CrossPoint Church

West Allis, WI



POPULATION OF CITY

60,000

POPULATION OF COUNTY

1,000,000

COMMUNITY OVERVIEW

West Allis is a city with a rich industrial past and was home to the largest industrial plant in the state of Wisconsin for most of the 20th century. Since the late 1980's, West Allis has undergone a large-scale redevelopment, with a thriving small business culture, an eclectic downtown area, and an increasingly diverse population. It is a truly urban city (60,000 people in 11 square miles) with a small-town feel. It borders Milwaukee to the west and Waukesha County to the east, placing it right in between the city and the suburbs, which is one reason West Allis has become known as the "City at the Center." There is an east, central, and west side, and all are unique.

West Allis is home to Wisconsin State Fair Park, which is located in the center of the city along I-94 and draws a multitude of visitors every summer. State Fair Park boasts a lot of big events throughout the year, as well as one of only two Olympic Speed Skating Rinks in the United States. Our church is located on a thoroughfare just west of Highway 100, which is full of places to go and things to do. West Allis has 11 public elementary schools, including free pre-school, three intermediate schools, and two Division 1 high schools. The city boasts affordable housing and is a great place to lay down roots.

WHY PEOPLE LIKE LIVING HERE

People love being able to walk to their favorite local pub, restaurant, and park. They love the accessibility to all kinds of great destinations in Southeast Wisconsin, especially downtown Milwaukee and the lakefront. If you like professional sports, you can drive to see the Milwaukee Brewers or Bucks play within ten minutes. If you like food, West Allis is full of unique places to wine and dine. If you like festivals, West Allis folks love getting together for food, drinks, and live music. There is a great local Farmers Market and a plethora of shopping too. If you like outdoor fitness, there are bike trails in the city that lead into downtown Milwaukee or further west. Wisconsin is also home to some of the best State Parks in the midwest, full of lakes, hiking and biking trails, bluffs, and beautiful scenery, especially in the fall.

CHURCH HISTORY

In 1997, a group of people with a passion for the mission of Jesus Christ and the development of leaders started a new movement in Hales Corners, Wisconsin, called New Hope Community Church. New Hope began to grow and the church purchased a building in Franklin in 2000; a few years later we added to the building to make room for

more growth. In 2008 New Hope planted a church in West Allis called Fair Park Community Church, just down the road from Wisconsin State Fair Park. In the years following, New Hope developed plans to add to the building again in response to a desire to reach and serve more people. By 2013, though, God made it clear that the best way to do that was not to add on to our building but to move to more people.

The leaders of New Hope and Fair Park began spending lots of time together praying and asking God what He wanted us to do next. We determined that God wanted us to come back together as a new church with a new vision in the city of West Allis. This is how CrossPoint started, as a non-denominational church with our first service together on June 16, 2013 in Franklin. Within a few months, we sold our building and on February 9, 2014, we held our first service at West Allis Central High School. We learned and grew up a lot during the four years we met at Central, doing “portable church” for a second season. It was the right time for God to move us into the community to help, serve, volunteer, build relationships, and seek the welfare of our city. This is what we mean when we talk about being “On the Move.”

In March of 2016 God provided an opportunity for us to purchase a property to call home again. The Goodwill store on Oklahoma Ave. had outgrown its space and was renovating a larger property across the street. We purchased the store and began working that spring. Within one year, a church of 150 people (that’s us) and their friends built out 18,000 square feet. Except for the drywall and some of the carpeting, the people of CrossPoint put their own hands to work. God provided the money. God provided the strength. God protected our bodies. Without God’s hand, we never would have made it to the starting line! We began meeting at our new location in May, 2017.

Since our grand opening, many new people and families have joined CrossPoint. Many have decided to follow Jesus and have been baptized. Many have become part of our family, and most of our growth has come from the community of West Allis. We learned a lot about ourselves during the pandemic, and even more about God’s sovereignty. We believe God scattered the church for a reason, so more people can become followers of Jesus. Now that we are back together and growing again, we want to be bold, present, and intentional with everyone who walks through our doors, and to everyone God sends us.

VISION, MISSION, VALUES

Mission: CrossPoint Church is on the move to redeem people with the gospel of Jesus Christ.

Values:

- Gospel - Gospel means “good news.” The gospel of Jesus is the power that brings people who are far away from God into His family. This gospel continually reminds us who God is and who we are. We express this by our preaching, teaching, and generosity.
- Relationships - Relationships between people and families are where genuine love and commitment happen. We express this through thriving small group environments, and worshiping and serving together.

- Movement - According to Jesus, we are sent to people who are far from God to draw them near, which means the church is always on the move. We show this by mobilizing people for service projects in our cities.
- Multiplication - God made us learners, or disciples so that we can make more disciples. We are intentional about multiplying disciples of Jesus, as well as small groups, leaders, and more local churches. We show this through hands-on leadership development.

AVERAGE WEEKEND ATTENDANCE

240

ATTENDANCE TREND

Growing

OVERVIEW OF WEEKLY WORSHIP GATHERING

We have one service at 10 AM that lasts about an hour. Each week, we have someone do a greeting, including any important announcements. This is followed by a contemporary worship set, usually three songs. The weekly messages are between 35-40 minutes. We aim to make every message about Jesus, and what God has accomplished through his life, death, and resurrection. We typically preach the Word through expository sermons with a view to Christ and the gospel, but we also preach topical series at least two or three times per year. Our people like the freedom to express themselves in worship, and our worship teams encourage reflection and celebration. Our people like the plain, clear teaching from the Bible, and we work hard to make each message engaging and personal.

WORSHIP STYLE OF YOUR CHURCH

The worship style at CrossPoint Church is best described as blended with a leaning toward contemporary. Our primary filter is and will always be what a song says about the truths of God's character and actions. We're more focused on how the lyrics lead us toward His gospel and greatness than if we are doing the most current and up-to-date songs. We aim to allow the most people to worship in the best way possible. Typically, that is accomplished through contemporary songs & styles that people know and relate to, but we also bring in hymns regularly, usually modern or re-done versions.

TELL US ABOUT YOUR FACILITY

Our church used to be a Goodwill store, so it was a big empty box when we first walked in. By God's grace, we transformed it into a unique, functional place for people to gather and worship. The first thing you will see when you walk in is a large atrium with pub tables and a cafe/serving station. There is a comfortable seating area for nursing moms with a monitor for viewing the service there. Our kids' rooms are in the main area off of the atrium, and we have a mezzanine upstairs for our student ministry, The Loft, as well as for small groups, meetings, and parties.

There are two additional rooms upstairs for an office and storage. We have two large rooms on the west side of the building for CP Kids, including a half-gym, which is used as a basketball or pickleball court during the week. On the west side is our auditorium, which seats around 325 people. To the left of the main entrance is our office space, including a nice seating/meeting area, a conference room, and two offices. The building is 18,000 square feet total.

OVERALL BUDGET (THIS FISCAL YEAR)

\$332,000

OVERALL LONG-TERM DEBT OF THE CHURCH

\$416,000 - Our building is valued at \$2M

DENOMINATIONAL AFFILIATION AND/OR OTHER PARTNERSHIPS

CrossPoint is non denominational. We are part of a local/regional church planting network in SE Wisconsin. We also partner with a Pioneers missionary couple in Brazil, as well as Potter's House in Guatemala, where we send small teams on short-term missions trips to build homes for the poor.

GOVERNANCE & POLITY

CrossPoint is elder-led, with support from our extended leadership team, made up of deacons.

CURRENT PAID STAFFING LEVEL

Pastor of Worship & Mobilization, Part-Time Ministry Assistant

MAJOR MINISTRIES OF THE CHURCH

Children's ministry, student ministry, small groups (over 130 adults in small groups right now), women's ministry (thriving mom's ministry and women's bible studies), and a growing outreach ministry (especially to the local community)

OUTREACH PROGRAMS OVERVIEW

We currently partner with the West Allis Downtown Business Improvement District to help with three different major events in downtown West Allis every year. Our local missions team organizes a monthly meal for the local community. Some who have come for the meal have begun attending on Sundays.

IN THE MOST GENERIC SENSE, HOW WOULD YOU DESCRIBE YOUR CHURCH THEOLOGICALLY?

Evangelical - Moderate

PUBLISHED THEOLOGICAL STATEMENT

We believe the Scriptures, both Old and New Testaments, to be the inspired Word of God, without error in the original writing, the complete revelation of His will for the salvation of all men and women, and the divine and final authority for Christian faith and life. The central focus of all Scripture is the redemptive work of Jesus Christ.

We believe in one God, Creator of all things, infinitely perfect, eternally and equally existing in three persons: Father, Son, and Holy Spirit.

We believe that Jesus Christ is true God and true man, having been conceived of the Holy Spirit and born of the virgin Mary, He died on the cross for our sins, arose bodily from the dead on the third day, ascended into heaven, and is coming again.

We believe that the Holy Spirit indwells all believers in the Lord Jesus Christ; baptizes them into the body of Christ; convicts and reproves of sin, leads in the way of righteousness, and allays our fear of judgment; enables understanding of the Scriptures; empowers for Godly living; equips and gifts for service and witness.

We believe that God directly created Adam and Eve, the parents of the entire human race. They were created in His own image, distinct from all other living creatures, in a state of original righteousness. Adam and Eve, having been deceived, fell into sin, resulting in the fall of the entire human race. Consequently, all people are sinners by inheritance and choice, stand condemned before God, and are in need of salvation.

We believe that salvation is a free gift bestowed by God's grace and is received by faith in Jesus Christ. We believe that only those who put their faith in Jesus Christ as their personal savior are born of and sealed by the Holy Spirit and thus become children of God. We believe the shed blood of Jesus Christ provides the only ground for the justification of all who believe.

We believe a New Testament church is a local body of baptized believers, associated by covenant in the faith and fellowship of the gospel; observing the two ordinances of Christ; governed by His laws; exercising the gifts, rights, and privileges invested in them by His Word; and seeking to extend the gospel to the ends of the earth. Each church operates under the Lordship of Christ. In such a church, each member is responsible and accountable to Christ as Lord. Its scriptural leaders are elders and deacons. The New Testament speaks also of the church as the Body of Christ which includes all of the redeemed of all the ages, believers from every tribe, and tongue, and people, and nation.

We believe in two biblical ordinances for the church. The Lord's Supper is when all true believers reflect on and remember together the sacrificial death of Christ. Water baptism is by immersion soon after salvation and is a testimony of identification with Jesus Christ.

We believe it is our duty and privilege to make disciples of all nations. The Lord Jesus Christ has commanded the preaching of the gospel to all nations. It is the duty of every believer to seek to win the lost to Christ by verbal witness undergirded by a Christian lifestyle.

We believe in the blessed hope that Jesus Christ will soon return to this earth, personally, visibly, and unexpectedly in power and great glory to gather His Church, to raise the dead, to judge the nations, and to bring His kingdom to fulfillment. This blessed hope should have a vital bearing on the personal life and service of the believer.

WHAT THEOLOGICAL HILLS WILL YOU DIE ON?

- Penal substitutionary atonement
- Infallibility and inerrancy of the Word
- Trinitarian equality/unity
- The centrality of Christ in God's redemptive plan
- We hold to the conviction that a person is justified by grace alone, through faith alone, in Christ alone

HOT-BUTTON SOCIAL/CULTURAL ISSUES FOR YOUR CHURCH

- We are loving of homosexuals, but regardless of whether or not they are professing Christians, we do call homosexuality a sin and make a call for repentance.
- We do not view gender as a spectrum based on elective identity, but rather human beings are created man or woman.
- We are sensitive to issues of race, especially since Milwaukee is one of the most racially segregated cities in the nation.

BIGGEST CHURCH 'WINS' IN LAST 18 MONTHS?

- Baptized sixteen people
- 2022 was our best year for giving
- Partnered with Mobilize MKE along with other local churches to feed 130,000 people
- Dedicated 16 children
- Presently preaching The Gospel Project Series
- Block Party in July 2022 - 150-200 attended
- Hired Andrew Goff in July as our Mobilization and Worship Pastor
- Added two deacons

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- Chili Cook-off in Fall 2022 raised \$7,000 for Youth Missions Trip
- Preparing to send another team to Guatemala in March 2023
- THE LOFT – our HS youth group – doubled in size and added two couples to their volunteer team
- Helped a missionary couple purchase a much-needed used car by giving \$4000, then raised an additional \$3000 to help them get back to Jerusalem
- Gave over \$10K to Mosaic Church to help them get into their new building
- We launched two new ministry teams: local missions team and a global missions team. Both have been actively forming partnerships. We have since sent a team to Guatemala to build a house for the poor, and other teams to a nearby city to serve the homeless.
- Even with the lead pastor stepping down, CrossPoint continues to be unified and experience growth.

BIGGEST OPPORTUNITY FOR YOUR CHURCH IN THE NEXT 12 MONTHS

Mobilize people for mission by getting people into small groups, equipping people for ministry, moving small groups into the community, and forming discipleship groups.

CHURCH'S BIGGEST CHALLENGE FOR THE FUTURE

- Keeping the church body unified, and equipping our people to talk about Jesus in their neighborhoods.
- Choosing the correct Lead Pastor
- Deciding when to move to two services

TITLE OF POSITION YOU ARE HIRING

Lead Pastor

FULL TIME POSITION?

Yes

OVERALL DESCRIPTION OF THIS POSITION

The Lead Pastor will lead the church in preaching, shepherding, and vision casting while helping the congregation pursue its mission of being on the move to redeem people with the Gospel of Jesus Christ. While he will be a peer alongside the other elders in terms of spiritual leadership and oversight, he will be the “first among equals.” He will drive the visions and pursuits of CP, leading the staff, elders, and body to accomplish the Gospel work to which we are called.

REPORTING RELATIONSHIP

He will report to the Elder Board.

GOALS AND EXPECTATIONS

- For him to get to know and develop relationships with the leadership team and then the congregation.
- He would also learn the culture of CrossPoint. From there he would implement changes that would line up with his vision as well as the mission of CrossPoint.

DO YOU HAVE A JOB DESCRIPTION FOR THIS ROLE?

Purpose & Primary Responsibilities:

- First and foremost, CrossPoint seeks a man of God who is in love with Jesus Christ. His devotion and desire to please the Lord and lead others to Him should be obvious and fervent. He should strive for the qualities and ambitions that our Savior has – humility, graciousness, integrity, honesty, steadfastness, and Gospel minded-ness. CP strives to tie everything back to the Gospel. We are truly a Gospel-centered church. We want the next lead pastor at CP to be of that same mind, always pointing our people back to the Gospel: In preaching, in service, and in evangelism.
- The Lead Pastor at CP will lead the church in preaching, shepherding, and vision casting while helping the congregation pursue its mission of being on the move to redeem people with the Gospel of Jesus Christ. While he will be a peer alongside the other elders in terms of spiritual leadership and oversight, he will be the “first among equals.” He will drive the visions and pursuits of CP, leading the staff, elders, and body to accomplish the Gospel work to which we are called.

Preaching

- The Lead Pastor will be the primary preacher on Sunday mornings. CP has a team preaching approach with the Lead Pastor taking the lion’s share. He will lead the preaching team in developing the preaching schedule and calendar.

Shepherding

- The Lead Pastor will fulfill the primary role in shepherding the congregation. He will be passionate about caring for both individuals within the body and in guiding and protecting the entire flock. He will develop and train others to be under-shepherds within the body, such as other pastoral staff, elders, ministry leaders, and small group leaders

Vision-Casting

- The Lead Pastor will be the primary vision caster, and alongside the elder board, develop where God would have CP go and how we’ll get there. He will clearly communicate this vision to the staff, leadership team, ministry leaders, and church body. He will develop, alongside the elders, the road map of how we’ll accomplish this vision.

Required Qualifications

- Meet all the Biblical standards for an elder/overseer described in 1 Timothy 3:1-6 & Titus 1:5-9.
- Agree with CP’s statement of faith.
- Have 3+ years’ experience in a lead/senior pastor role.

- Show a strong proficiency in the Word of God and ability to teach it accurately and communicate it in an easy-to-understand way.
- Have a heart for urban ministry and reaching our community

Desired Qualifications

- Be a team builder and team player. We desire someone who leads out of a place of relationship and who is team-oriented rather than having a CEO mindset.
- A strong sense of humility and graciousness
- Strong conflict resolution skills
- Strong leadership skills
- Strong relational skills
- Strong communication skills

EDUCATIONAL PREFERENCES

CrossPoint prefers someone with seminary experience or a degree, but we are very open to those who do not have that qualification. Experience is as valuable as formal education.

AGE VS EXPERIENCE

Experience is our primary desire, mainly the maturity in handling God's word and working with leadership and people.

DENOMINATIONAL AFFILIATION

CP is a non-denomination church. A denominational affiliation for our lead pastor isn't a concern. We believe he should be like-minded in his theological views in relationship to our statement of faith and our mission statement.

WHAT SKILLS ARE YOU LOOKING FOR SPECIFICALLY?

- Preaching, teaching, shepherding, vision casting.
- Ability to work with the elder team in an elder-run church

WHAT TECHNICAL ABILITIES (IF ANY) ARE REQUIRED?

None required, but teachable and ability to learn. We want someone who embraces the use of technology to further the work of the Gospel.

EQUIPPER OR DOER?

Equipper, but not afraid to get involved and help with our various ministries.

ATTRACTIVE VS. MISSIONAL

Missional

BUDGET AREA SUPERVISION

\$100,000- \$125,000 (mainly staff salaries)

PERSONAL CHARACTERISTICS DESIRED

Sincere, humble, trustworthy, team player, good-humored, not afraid to make tough decisions, forthright, mature believer.

URGENCY

8, on a scale of 1-10

OTHER "MUST HAVE" SKILLS

- Energetic, good leadership and people skills.
- He should be a good listener.
- To be able to preach a Christ-centered, biblically based sermon that is engaging and gives practical application.
- Should lead from the concept of team-building.
- Ability to counsel people and lead the staff.

OTHER "NICE TO HAVE" SKILLS

Organizational skills, enjoys being hospitable, good sense of humor.

FINALLY...

Our perfect Lead Pastor will be experienced in leading a church and encompass the culture & mission of CrossPoint Church in a manner that builds up and edifies the body as well as seeing new people come to Christ.

LEAD PASTOR

CrossPoint Church

West Allis, WI



Public Job Posting

Lead Pastor

CrossPoint Church

West Allis, Wisconsin

CrossPoint Church in West Allis, Wisconsin, is looking for a Lead Pastor to join their team. This person will lead the church in preaching, shepherding, and vision-casting while helping the congregation pursue its mission of being on the move to redeem people with the Gospel of Jesus Christ. While he will be a peer alongside the other elders in terms of spiritual leadership and oversight, he will be the "first among equals." He will drive the visions and pursuits of CrossPoint leading the staff, elders, and body to accomplish the Gospel work to which they are called.

What you'll be doing:

- Leading the church in preaching, shepherding, and vision casting
- Preaching on Sunday mornings.
- Shepherding the congregation.
- Developing and training others to be under-shepherds within the body, such as other pastoral staff, elders, ministry leaders, and small group leaders.

What you need to have:

- Preaching and teaching
- Shepherding
- Vision casting
- Ability to work with the elder team in an elder-run church

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