



**CHEMISTRY**  
STAFFING

# **CHURCH & CANDIDATE PROFILE**

**WORSHIP PASTOR/  
DIRECTOR**

Crossroads Church  
Turlock, California

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## Population of City

73,000

## Population of County

553,000

## Community Overview

Turlock and the surrounding areas are filled with a diverse population. Largely a farming and small business community, we are situated closely to the Bay Area, attracting people of all backgrounds. California State University, Stanislaus is located across town from the Crossroads Campus and attracts students from throughout the state.

The Crossroads campus is located near an Elementary School and High School in a quiet area of town away from the large shopping centers. This allows us to utilize our large campus in a variety of ways, to bring the community to us.

## Why People Like Living Here

Locals love the small town vibes of Turlock, while still being in close proximity (2-hour drive) to large cities for shopping, the beach, and mountains. Additionally, Turlock has a diverse shopping market with both large box stores and small businesses, giving locals the amenities of both a large and small city. Due to the demographics of the area, a variety of cuisine is available at restaurants throughout town, including but not limited to; Chinese, Mexican, Indian, Sushi, Pho, Italian, Mediterranean and American. Our sprawling downtown area is known to host a large Farmers Market each weekend from May-October that attracts vendors far and wide. The Stanislaus County Fairgrounds (Located in Turlock) brings summer fun and entertainment to Turlock for the 2 weeks it operates. During the Christmas Season, Turlock runs a tree lighting ceremony downtown as well as the largely attended Christmas Parade.

## Church History

Crossroads Church is a member of the Evangelical Free Church of America. Crossroads Church has a long history in the community of Turlock. Founded in 1906 by a group of twelve friends, Crossroads began as a missional outpost to reach the many workers of Swedish descent coming into the community to take advantage of the growing agricultural opportunities. By the 1930s the church became English-speaking and in 1951, it became part of the new Evangelical Free Church of America (<https://www.crossroadsturlock.com>). At its peak, more than 800 people called Crossroads their church home.

Today, Crossroads is a unique church in its neighborhood. The facility is a wonderful resource, comprising 56,000 square feet, and attenders would love to see it filled with people experiencing life transformation in Jesus. It sits on nine beautiful acres in a tranquil section of the city. The beautifully maintained campus contains dozens of trees and area residents visit the property daily to take advantage of the green space or the large, inviting playground that welcomes

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younger children. This congregation wants to serve its neighbors and has commissioned a project to reimagine the back three acres of the property as a place for the community. With the installation of a new senior pastor in 2022, the church is trending in a great direction and truly has its best days ahead.

## **Mission, Vision and Values**

Mission: Crossroads Church exists to make fully committed followers of Jesus who love God by loving others.

Values: Christ Centered, Mission Minded, Growth Oriented, Spirit empowered, Biblically Saturated

## **Average Weekend Attendance**

400

## **Attendance Trend**

Growing

## **Overview of Weekly Worship Gathering**

We are currently meeting together in one 10 AM worship service. Fall '23 the plans are to add an additional Sunday service making our worship times 8:45 & 10:30. The worship style could be categorized as contemporary but needs to continue to grow in this area. The preaching style would be considered expositional since the primary means of preaching is walking through books of the Bible verse by verse. We do take breaks from book series throughout the year to make sure we are covering other topics and issues that need to be addressed. The goal is a well-balanced diet of preaching and teaching.

## **Worship Style of Your Church**

We are a church that has made the decision to move away from Traditional style worship. We have a full band. We sing songs from Hillsong, Bethel and all the other current contemporary worship artists.

## **Tell Us About Your Facility**

The facilities are older but very well maintained. We currently have a seating capacity of 420 in the Main Sanctuary with two other venues adding the potential of another 300+ seats.

In addition to multiple venues and classroom space, we have an incredible Student Ministry Center which includes: a large gathering space, game room, and large worship theater style space.

## **Overall Budget (this fiscal year)**

\$1.2 million

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## Overall Long-Term Debt of the Church

\$0

## Denominational Affiliation and/or other Partnerships

Evangelical Free Church of America

## Governance & Polity

It depends: The daily ministry and management decisions are made by the Pastoral Staff. Financial management and Oversight come from the Elders. If there is a significant change in Vision/Values/Mission, that would come from the Lead Pastor with the guidance and general agreement of the Elders.

## Current Paid Staffing Level

Full time

- Lead Pastor
- Executive Pastor
- Connections Pastor
- Student Ministry Director

Part-time

- Assistant to Lead Pastor/Marketing Director
- Receptionist

## Major Ministries of the Church

Men's and Women's Ministries, Community/Small Groups, Theology Classes (soon to be a Bible Institute), Sunday Children's Ministry as well as ministries focused on young girls and boys (Vessels and Christian Service Brigade), Student Ministry (7th - College)

## Outreach Programs Overview

Monthly meal prep at Turlock Gospel Mission, Ministry to Afghan refugee families, Love Turlock, Financial and service time support for local non-profits such as Enclave Grocery Assistance Program, Turlock Chaplaincy, Jessica's House, Child Evangelism Fellowship, etc.

## In the most generic sense, how would you describe your church theologically?

Evangelical - Conservative

## Published Theological Statement

God

We believe in one God, Creator of all things, holy, infinitely perfect, and eternally existing in a loving unity of three

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equally divine Persons: the Father, the Son and the Holy Spirit. Having limitless knowledge and sovereign power, God has graciously purposed from eternity to redeem a people for Himself and to make all things new for His own glory.

## The Bible

We believe that God has spoken in the Scriptures, both Old and New Testaments, through the words of human authors. As the verbally inspired Word of God, the Bible is without error in the original writings, the complete revelation of His will for salvation, and the ultimate authority by which every realm of human knowledge and endeavor should be judged. Therefore, it is to be believed in all that it teaches, obeyed in all that it requires, and trusted in all that it promises.

## The Human Condition

We believe that God created Adam and Eve in His image, but they sinned when tempted by Satan. In union with Adam, human beings are sinners by nature and by choice, alienated from God, and under His wrath. Only through God's saving work in Jesus Christ can we be rescued, reconciled and renewed.

## Jesus Christ

We believe that Jesus Christ is God incarnate, fully God and fully man, one Person in two natures. Jesus—Israel's promised Messiah—was conceived through the Holy Spirit and born of the virgin Mary. He lived a sinless life, was crucified under Pontius Pilate, arose bodily from the dead, ascended into heaven and sits at the right hand of God the Father as our High Priest and Advocate.

## The Work Of Christ

We believe that Jesus Christ, as our representative and substitute, shed His blood on the cross as the perfect, all-sufficient sacrifice for our sins. His atoning death and victorious resurrection constitute the only ground for salvation.

## The Holy Spirit

We believe that the Holy Spirit, in all that He does, glorifies the Lord Jesus Christ. He convicts the world of its guilt. He regenerates sinners, and in Him they are baptized into union with Christ and adopted as heirs in the family of God. He also indwells, illuminates, guides, equips and empowers believers for Christ-like living and service.

## The Church

We believe that the true church comprises all who have been justified by God's grace through faith alone in Christ alone. They are united by the Holy Spirit in the body of Christ, of which He is the Head. The true church is manifest in local churches, whose membership should be composed only of believers. The Lord Jesus mandated two ordinances, baptism and the Lord's Supper, which visibly and tangibly express the gospel. Though they are not the means of salvation, when celebrated by the church in genuine faith, these ordinances confirm and nourish the believer.

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## Christian Living

We believe that God's justifying grace must not be separated from His sanctifying power and purpose. God commands us to love Him supremely and others sacrificially, and to live out our faith with care for one another, compassion toward the poor and justice for the oppressed. With God's Word, the Spirit's power, and fervent prayer in Christ's name, we are to combat the spiritual forces of evil. In obedience to Christ's commission, we are to make disciples among all people, always bearing witness to the gospel in word and deed.

## Christ's Return

We believe in the personal, bodily and glorious return of our Lord Jesus Christ. The coming of Christ, at a time known only to God, demands constant expectancy and, as our blessed hope, motivates the believer to godly living, sacrificial service and energetic mission

## Response And Eternal Destiny

We believe that God commands everyone everywhere to believe the gospel by turning to Him in repentance and receiving the Lord Jesus Christ. We believe that God will raise the dead bodily and judge the world, assigning the unbeliever to condemnation and eternal conscious punishment and the believer to eternal blessedness and joy with the Lord in the new heaven and the new earth, to the praise of His glorious grace. Amen.

## What theological hills will you die on?

Our doctrinal statement would be our primary "hill" we would die on. As well, we do not currently ordain or have female pastors. We hold to the traditional Biblical view regarding sex, marriage and gender.

## Hot-Button Social/Cultural Issues for Your Church

We hold to the traditional Biblical view regarding sex, marriage and gender.

Our church's policies on participation of LGBTQ individuals in the life of your church is best described as a stance that we are "Welcoming, but not Affirming". While we invite and welcome all to worship and be a part of the life of the Church we would not affirm any sinful lifestyle and would address the issue from the Biblical texts when they came up in the normal preaching and teaching ministry of the Church.

## Biggest Church 'wins' in last 18 months?

- Finding and hiring a new lead pastor would be a big win for the Church.
- Significantly increased Sunday attendance over the last 6 months.
- A renewed desire and activity regarding loving and serving the city.

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## Biggest Opportunity for Your Church in the Next 12 Months

- Reaching young families

## Church's Biggest Challenge for the Future

- Missional Mindset

## Title of Position You Are Hiring

Worship Pastor/Director

## Full Time Position?

Yes

## Reporting Relationship

This person would report to the Lead Pastor

## Overall Description of Position

A qualified person to oversee and lead the worship ministry of Crossroads Church. We are looking for someone with a pastoral heart who has the understanding that the Sunday Gathering is designed to make disciples of people from skeptics all the way to mature believers. Someone who has the ability to bridge generations and has an understanding of the beauty of church history in regards to worship music, but has an eye on the present and future as far as musical styles.

## Goals and Expectations

- A consistent Sunday experience established in the first year where we begin to establish our unique DNA as a worshipping community.
- We start to understand and practice our unique Liturgy that will help to shape the congregation into fully committed followers of Jesus.

## Do you have a job description for this role?

Position: Worship Director/Pastor

Job Status: Full-time, exempt

Reports to: Lead Pastor

## Role Qualifications and Requirements

Education:

- High school diploma, college degree or formal post-secondary music training preferred but not required.

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## Experience and Ministry Expertise:

- Experience leading worship through music in venues of 200+ people.
- Experience leading and coordinating volunteer worship teams.
- Personal charisma and an engaging on-stage personality.
- Ability to multitask and handle changing and seasonal tasks and workload.
- Strong work ethic.
- Have a servant's heart and a desire to help create environments where people can worship God through music.
- Self-motivated, organized, and detail-oriented.
- Strong emotional intelligence and excellent communication skills.
- Working knowledge of digital sound systems
  - Working knowledge of A/V and video production for live and post-production
  - Working knowledge of live stream digital venue optimization and implantation

## Duties and Responsibilities:

- Weekly coordinating and planning of worship gatherings
- Recruitment and training of worship team members
- Tech team oversight and development
- Create a "Casual Liturgical" template for Sunday worship gatherings
- Maintain a current and relevant library of worship songs that doctrinally and stylistically reflect the church
- Stay abreast of trends regionally and nationally that affect worship service culture and musical selections
- Maintain sanctuary technology
- Some video production/editing, graphic design, and general campus technical oversight

## Other Expectations:

- Be in full agreement with Crossroad's Doctrinal Statement
- Be in full agreement with Crossroad's Mission of "Making fully committed followers of Jesus who love God by loving others."
- Have a desire to be an engaged member of the Staff Team that is able to help give input and direction for the overall ministry of the Crossroads Church.

## Educational Preferences

Theological training would be nice but not required. However, we do want someone with a general biblical/theological understanding and has a growth mindset in regards to Theology.



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## **Age Vs. Experience**

Younger and teachable

## **Denominational Affiliation**

Not important -denominational affiliation

Important - Loves God with all their heart, soul, mind and strength and a worshipper

## **How important is geographical location to you?**

I'd prefer someone from California, but I'm open to anyone because I want the best possible person.

## **What skills are you looking for specifically?**

Vocal; Guitar; Understanding of Music

## **What technical abilities (if any) are required?**

Propresenter; Sound/Audio

## **Equipper or Doer?**

Both - Someone who can lead worship and train others to lead worship

## **Budget Area Supervision**

The overall budget is \$16,100

## **Personal Characteristics Desired**

Definitely want someone who has a sense of humor and is flexible.

## **Urgency**

10 - We'd love to have this position filled before the end of the year.

## **Other "Must Have" Skills**

- Someone that works well with a team.
- Able to build teams.
- Teachable and Approachable
- Cares about the entire Church not just their area of ministry

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## **Other "Nice to Have" Skills**

Passion for another ministry area of the church that they would like to help oversee.

## **Finally...**

The perfect hire for Crossroads Church is someone who is a passionate Jesus follower who understands their role exists for the purpose of drawing attention to Him and not to themselves. We are looking for someone who sees their skill and ability as a means to an end not the end itself. Someone who longs to be a part of a community of believers and shares their life with others. We also want them to be very skilled vocally and musically.

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**Public Job Posting**  
**Crossroads Church**  
**Worship Pastor/Director**  
**Turlock, CA**

Crossroads Church in Turlock, California, is in search of their next Worship Pastor/Director. The perfect hire for Crossroads Church is a passionate Jesus follower who understands their role exists for the purpose of drawing attention to Him and not to themselves. They are looking for a skilled musician with a pastoral heart who has the understanding that the Sunday Gathering is designed to make disciples of people from skeptics all the way to mature believers. They are looking for someone who longs to be a part of a community of believers and shares their life with others.

**What you'll be doing:**

- Oversee all aspects of worship
- Designing worship services to make disciples from skeptics to mature believers
- Recruitment and training of worship team members
- Stay abreast of trends regionally and nationally that affect worship service culture and musical selections
- Maintain sanctuary technology
- Some video production/editing, graphic design, and general campus technical oversight

**What skills you need to have:**

- Vocal and guitar musical abilities
- Ability to train others to lead worship
- Team player and builder
- Propresenter and Sound/Audio
- Cares about the entire church, not just Worship Ministry

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