



CROSSWALK COMMUNITY CHURCH ASSOCIATE PASTOR MINISTRY DESCRIPTION

ABOUT US

Crosswalk Community Church, an EFCA congregation in Frederic, Wisconsin (75 miles northeast of the Twin Cities), serves a rural community with a Sunday worship attendance of 125-150 and a vibrant youth ministry of 30-40 participants. Our mission is to “advance God’s kingdom through intentional discipleship and an active commitment to the Great Commission.” Ministry is accomplished as the Elder Board equips, resources, and empowers various ministry teams led by ministry team leaders (Deacons/Deaconesses) and comprised of committed volunteers. Pastor Greg Lund has served as Lead Pastor for the past 22 years.

JOB SUMMARY

We seek a part-time Associate Pastor (25-30 hours/week) to assist the Lead Pastor in discipling and equipping the Crosswalk Community Church family for ministry. While we aim to remain flexible and match the Associate Pastor's gifting, our expectation is that this role will involve regular teaching and preaching, as well as leadership and pastoral support for ministry teams, particularly in the areas of youth and worship.

QUALIFICATIONS

- A clear testimony of faith in the Person and work of Jesus Christ.
- Exemplifies godly character, spiritual discipline, and leadership abilities in alignment with the biblical Elder qualifications given in 1 Timothy 3:1-7; Titus 1:5-9; Ephesians 4:11-16; and 1 Peter 5:1-4.
- Prior ministry experience (lay or full-time paid) required; formal theological training preferred.
- Able to preach and teach.
- Able to affirm the EFCA Statement of Faith and to affirm and support the doctrinal and mission statements of Crosswalk Community Church.
- Theological and philosophical compatibility with the Lead Pastor.
- Currently credentialed with the EFCA. If not, is willing and able to pursue (within two years) either ordination with the EFCA, or licensing followed by ordination.
- Organized, self-motivated, and detail oriented.
- Strong interpersonal skills, including the ability to navigate and effectively mediate conflict in a manner consistent with biblical principles.
- Understands and is able to thrive in a rural culture.
- Desires to build relational bridges into the community. Ability to speak Spanish a plus.

- If married:
 - The candidate's wife should support his calling and seek to actively engage with the church body and the larger community.
 - Able to maintain a healthy balance between ministry and family responsibilities.

PASTORAL DUTIES AND EXPECTATIONS

- Preach approximately 8-12 Sunday services annually.
- Meet weekly with the Lead Pastor.
- Provide strategic and administrative leadership and pastoral support to the Youth Ministry Team and Worship Ministry Team. Direct ministry involvement in at least one of these two ministry areas is required.
- Accomplish necessary administrative tasks in an organized and timely manner.
- Disciple and equip others within the context of carrying out ministry.
- Submit a pastoral report for all regularly scheduled business meetings.
- Attend Elder, congregational, and other meetings as directed by the Lead Pastor.
- Fulfill required work hours with integrity and transparency while remaining in consistent communication with the Lead Pastor.
- Engage in ongoing personal and professional development through conferences and/or classes.
- Other specifics will be determined as the Lead Pastor and Elders assess the Associate Pastor's gifts and skills to determine how they can best support and equip the Crosswalk Community Church family.

ACCOUNTABILITY

- Accountable to the Lead Pastor on a day-to-day basis.
- Regularly report progress and challenges to the Lead Pastor and collaborate on long-term strategies for ministry growth.
- The Lead Pastor will conduct semi-annual evaluations based on this ministry description to provide feedback and support.
- A spiritual mentor or peer for accountability and encouragement is required.
- This position description will be reviewed annually by the Lead Pastor in consultation with the Elder Board.

DURATION OF CALL

The duration of this call shall be indefinite.

COMPENSATION AND BENEFITS

- Competitive salary range
- Church-owned housing is provided, including utilities
- Continuing education, conference, books, and mileage budgets

Learn more about Crosswalk Community at www.crosswalkcommunity.org. To apply for this position, contact Pastor Greg Lund at greg@crosswalkcommunity.org.