





**Gather. Grow. Go.**

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## Monticello, IL

Monticello, IL is a vibrant, growing, safe, close-knit town in East Central Illinois, with a population of around 5,700. Our local school district has a long history of academic and athletic success, which attracts young families to the community. Quality local healthcare options are also numerous through a variety of providers including a local critical-access hospital on the north side of town. Monticello is home to the famous Allerton Park and Retreat Center, and the Monticello Railway Museum, which combined with a historic downtown district supports a healthy local tourism industry. Monticello is in many ways a bedroom community to the larger cities of Decatur, IL to the west (home of major agri-business and manufacturing employers) and Champaign-Urbana to the east (home to the world-renowned University of Illinois). Monticello has an advantageous small-town feel with the convenience of big city amenities a short distance away. These local qualities (and others too numerous to list) contribute to our community's reputation as an excellent place to live and raise a family.

## Crossroads Church

Crossroads is a casual, come-as-you-are community of Christ-followers. Our purpose is to help people love God and love others through faith in Jesus Christ.

The spiritual family at Crossroads is focused on a simple strategy for living out our purpose:

**Gather.** We gather in worship to express our love for God.

**Grow.** We grow in relationships and through opportunities to serve one another.

**Go.** We go across the street, across our city and county, and around the world engaging in efforts to share the love of Christ with others.

Wherever you are in your spiritual journey, there's a place for you to connect and grow with others at Crossroads.

Crossroads is a part of the Fellowship of Evangelical Churches (FEC). The FEC exists to help the local church accomplish the Great Commandment (Matthew 22:37-39) and the Great Commission (Matthew 28:16-20). You can find out more about the FEC at [www.fecministries.org](http://www.fecministries.org).

## Crossroads History

Crossroads Church of Monticello began with a group of families from the Monticello area, who were attending Grace Church in Mahomet, IL. After much prayer, the decision was made to start a new church in Monticello, similar in style to Grace. Mike Heiniger, who was on staff at Grace, was chosen to be the senior pastor.

Mike along with his wife Cindy and family made plans to move to Monticello, The church held its first service at the Best Western in Monticello on Easter Sunday, 2004. Over the course of the next year, Crossroads grew and moved their services to the Monticello Middle School. In 2007, Crossroads built their current facility on the east side of town and expanded to two services. Pastor Mike served for eleven years, stepping down at the end of May, 2015.

Rich Ratts was chosen as the church's next senior pastor. He and his family moved to Monticello in June of 2015 and served until December, 2019. Following Pastor Rich, Crossroads welcomed Brian Raynard and his family, who served Crossroads until December, 2024. Crossroads has been blessed to also be served by several associate and youth pastors in the past. The Crossroads family looks forward to the next senior pastor that will lead Crossroads to continue in its mission to love God and others through faith in Jesus Christ.



# CROSSROADS CHURCH

**Job Title:** Senior Pastor, Monticello  
Campus  
**Reports To:** Crossroads Elder Board

**FLSA Status:** Full-time |  
Exempt  
**Date Revised:** 01-2025

## JOB OVERVIEW

The Senior Pastor is primarily responsible for preaching and teaching God's word in the regular assembly of Crossroads Church. The Senior Pastor provides leadership and oversight of staff members. The Senior Pastor, as a fellow elder, shares responsibility with the Elders for the spiritual leadership of the congregation.

- Is an active and committed disciple of Jesus Christ, who pursues personal spiritual growth through Bible reading, meditation and prayer,<sup>1</sup> and exemplifies in speech and action what it means to be a growing and fully devoted disciple of the Christian faith.<sup>2</sup>
- Is an example of a godly husband and father (if applicable), not neglecting one's responsibility of being a servant leader and active participant in one's own family life.<sup>3</sup>
- With the Elders, seeks the Holy Spirit's leading<sup>4</sup> while helping to navigate Crossroads' place within the context of its local, national, and global culture.
- Is a Christ-like public representative of Crossroads Church<sup>5</sup> by building relationships through involvement in the community.
- Upholds and models our church's vision statement: Loving God and loving others by faith in Jesus Christ.<sup>6</sup>
- Assists the Elders and church leadership in crafting annual budgets and adhering to short-term and long-term financial plans.

## PERSONAL RESPONSIBILITIES (include and are not limited to:)

- Preaches the whole counsel of God through sermons that are thoroughly grounded in the Biblical text, equipping the congregation for ministry.<sup>7</sup>
- Leads the staff and lay leadership of Crossroads Church,<sup>8</sup> making sure that the work of Christ's Church is undertaken with compassion, fairness, decency, and order.<sup>9 10</sup>
- Manages and oversees the staff business functions.
- Mentors and leads staff by providing timely feedback on performance, as well as completing and discussing individual staff member annual performance reviews.

## SHARED RESPONSIBILITIES (include and are not limited to:)

- Provides spiritual leadership to the whole congregation, seeking opportunities for personal and group prayer<sup>11</sup>, and one-on-one or small group discipleship.<sup>12</sup>

- Teach classes within the congregation or small groups as needed to support the discipleship of the congregation.<sup>13</sup>
- Encourages and equips the members of the congregation to identify and to use their gifts in ministry within the church and the community<sup>14</sup>
- Provides pastoral counseling to those preparing for baptism or marriage.
- Provides pastoral care to the suffering in the congregation (death, illness, family crisis) with the assistance of the elders. Organizes the visitation ministry for the elder team to call on the sick, the homebound, people with special needs, respond to crises and emergencies.<sup>15</sup>
- Provides counseling where it falls within one's area of giftedness and available time, and to refer other cases as necessary to other professional caregivers or other spiritually competent people in the church.
- Conducts weddings, funerals, and baptisms.
- Does the work of an evangelist,<sup>17</sup> and to disciple members in growing in personal and congregational evangelism.<sup>18</sup>
- With the Elders conducts church discipline.<sup>19</sup>
- With the Elders oversees that Crossroads committees meet regularly and report issues, business, and current information to be dealt with on a timely basis to Elder Board.

## EXPERIENCE

- Five or more years of teaching experience is preferred.
- Masters of Divinity Degree (or equivalent experience) is strongly preferred.

## WORK ENVIRONMENT

The position of Senior Pastor requires great flexibility in hours available for work, including evenings and weekends. The pastor should be in the office a sufficient amount of time for accessibility to members of the congregation and for regular communication with members of the church staff

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<sup>1</sup> 1 Timothy 4:7b, 15; 2 Timothy 3:14-17  
<sup>2</sup> Titus 2:7-8; 1 Timothy 4:12b; 1 Peter 5:3b  
<sup>3</sup> 1 Timothy 3:4-5; Titus 1:6  
<sup>4</sup> Ephesians 6:17b-18  
<sup>5</sup> 1 Timothy 3:7  
<sup>6</sup> Matthew 22:37-39  
<sup>7</sup> Acts 20:27; 2 Timothy 4:2; Ephesians 4:12  
<sup>8</sup> 2 Timothy 2:2  
<sup>9</sup> 1 Corinthians 14:40

<sup>10</sup> Ephesians 4:3, 11-14  
<sup>11</sup> Ephesians 6:18  
<sup>12</sup> Acts 20:20; Matthew 28:19-20  
<sup>13</sup> 1 Timothy 4:11, 13  
<sup>14</sup> Ephesians 4:12  
<sup>15</sup> James 5:14  
<sup>16</sup> Acts 20:20  
<sup>17</sup> 2 Timothy 4:5b  
<sup>18</sup> Ephesians 4:12  
<sup>19</sup> Titus 2:15; Matthew 18:15-20; 1 Corinthians