



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

LEAD PASTOR

Crossroads
Camarillo, California

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Camarillo, CA



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Population of City

68,000

Population of County

846,000

Community Overview

Camarillo is a suburban community located in western Ventura County. Primary nearby major employers include Naval Base Ventura County, Cal State Channel Islands, Amgen, and Amazon. Crossroads is an ethnically and economically diverse church with all age groups represented, reflecting the west county demographics. Attendees come from Camarillo, Oxnard, Ventura, Moorpark & Thousand Oaks. Beaches are 15 minutes away and Los Angeles and Santa Barbara are each 45 minutes away. The climate is mild year-round and outdoor recreation abounds with State and National parkland and beaches. Camarillo has quality public and private schools, community colleges and a Cal State University campus. While housing is more expensive in coastal California than many places, Camarillo offers a wide range of options at prices below many nearby cities.

Why People Like Living Here

High quality of life, low crime, mild weather, clean air, and all of the reasons listed above.

Church History

Planted in 1985 by two large churches - Calvary Westlake and Ventura Missionary

Mission, Vision and Values

Crossroads Church is committed to helping people CONNECT with God and one another, GROW to be like Jesus, and GO, serving Him by serving others.

CONNECT

At Crossroads we are committed to coming together as a church family at our weekend services to worship God through contemporary music and to learn how to apply God's Word, the Bible, in practical ways. It's a great opportunity to introduce your friends and family to Jesus Christ as well.

- "Love the Lord your God with all your heart, soul, and mind.' This is the first and greatest commandment. And the second is like it: 'Love your neighbor as yourself.'" Matthew 22:37 – 39

GROW

Crossroads' discipleship path is to simply: Connect with God and others, Grow to be like Jesus, and Go and serve. We enact this growth by attending Sunday services, participating in life groups, serving in ministry, and in spending personal time with God, reading His Word, and in prayer.

- "Make them holy by your truth; teach them your word, which is truth." John 17:17

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GO

At Crossroads we serve with a purpose. We do this by reaching out to the needs in our church, community, and world. We strive to GO into all the world.

- "Therefore, go and make disciples of all the nations..." Matthew 28:19-20

Average Weekend Attendance

2022 - 420 in-person; 430 online

Easter 2022 - 860 in-person; 600 online

Attendance Trend

Growing - rebounding from Covid only-online levels

Overview of Weekly Worship Gathering

Contemporary music, practical teaching, seeker focused

Worship Style of your Church

Contemporary live worship

Tell Us About Your Facility

Fully modern and updated warehouse building adjacent to the major Camarillo Premium Outlet Center

Overall Budget (this fiscal year)

\$1.5 million

Overall Long-Term Debt of the Church

None. There is a substantial monthly lease payment for the extensive facilities.

Denominational Affiliation and/or other Partnerships

The Missionary Church

Governance & Polity

Elder board

Current Paid Staffing Level

9

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Major Ministries of the Church:

Children, Students, Life Groups, Spiritual Development track (Connect-Grow-Go)

Outreach Programs Overview

- Serve Day quarterly, Provide Ministry, Food Pantry, Support Groups (Grief & Divorce Care), Burundi and other local and global missions.
- Crossroads commits 10% of our giving to local and global missions and our own outreach programs.

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

Evangelical - Moderate

Published Theological Statement

We believe God inspired the authors of Scripture by His Spirit to speak to all generations of believers, including us today. We believe the Scriptures speak with the authority of God and are without error. By God's Spirit, we seek to interpret, contextualize, and live out this story even today.

We believe in one God, creator of all things, infinitely perfect, and eternally existing in three persons: Father, Son (Jesus Christ), and Holy Spirit. God created humans in His image to live in loving fellowship with Him. But the enemy tempted the first humans, and because we choose (and continue to choose) to sin and go our own way, we are alienated from God and suffer the corruption of our nature because of our sin. Because of this, death, disease, darkness, and evil have entered the world, and all of creation is in desperate need of redemption.

This perfect and holy God did not abandon us to our own destruction but instead promised to provide a way to restoration and redemption. That way took on flesh in the person and work of Jesus Christ. He was conceived by the power of the Holy Spirit and born of the virgin, Mary. He died a substitutionary death on the cross as payment for our sins. His suffering, death, burial, and resurrection bring hope for all humankind. Sin and death have been defeated and the promise of forgiveness and eternal communion with God are available through Jesus. No amount of good works or human effort can restore us from our state of eternal alienation from God. It is only by God's free grace that we are saved from this state of alienation. This grace is appropriated by a change of heart toward God's leadership in our lives, and by faith in Jesus to forgive our sins.

God's Holy Spirit works in us to bring conviction of a person's need for the forgiveness of sin through Christ. He regenerates their heart and then permanently indwells them, affirming as children of God all those who trust Jesus. The Holy Spirit empowers us with gifts, convicts, guides, comforts, counsels, and leads us into truth through a life of worship and expressions of our faith through service.

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Christ is the foundation of Crossroads Church. The church is a global and local expression of Christ's love, peace, sacrifice, and healing.

The following are foundational statements of our faith and the scriptural references supporting them:

GOD THE FATHER

God is the Creator and Ruler of the universe. He exists in three personalities: the Father, the Son, and the Holy Spirit. These three are co-equal and are one God. Genesis 1:1, 26, 27; Psalm 90:2; Matthew 28:19; 1 Peter 1:2; 2 Corinthians 13:14

JESUS CHRIST

Jesus Christ is the Son of God. He is co-equal with the Father. Jesus lived a sinless human life and offered Himself as the perfect sacrifice for the sins of all people by dying on a cross. He rose from the dead after three days to demonstrate His power over sin and death. He ascended to Heaven and will return again someday to earth to reign as King of Kings and Lord of Lords. Matthew 1:22-23; Isaiah 9:6; John 1:1-15; 14:10-30; Hebrews 4:14-15; 1 Corinthians 15:3-4; Romans 1:3-4; Acts 1:9-11; 1 Timothy 6:14-15; Titus 2:13

HOLY SPIRIT

The Holy Spirit is co-equal with the Father and the Son of God. He is present in the world to make people aware of their need for Jesus Christ. He also lives in every Christian from the moment of salvation. Also subsequent to salvation, the baptism of the Holy Spirit is available to every believer. This immersion into Spirit-led living provides the Christian with the power to live a fruitful, victorious life, understanding of spiritual truth, and boldness in sharing the good news with others. He also gives us spiritual gifts. As Christians, we seek to live under His daily control. 2 Corinthians 3:17; John 16:7-13; 14:16-17; Acts 1:8; 1 Corinthians 2:12; 3:16; Ephesians 1:13; Galatians 5:25

THE BIBLE

The Bible is God's Word to us. It was written by human authors, under the supernatural guidance of the Holy Spirit. It is the supreme source of truth for Christian beliefs and living. 2 Timothy 3:16-17; 2 Peter 1:20-21; Psalm 12:6, 119:105, 160; Proverbs 30:5

SALVATION

Salvation is God's free gift to us, but we must accept it. We can never make up for our sin by self-improvement or good works. Only by accepting Jesus Christ as God's offer of forgiveness can anyone be saved from sin's penalty. Eternal life begins the moment one receives Jesus Christ into his or her life by faith. Romans 6:23; Ephesians 2:8-9; John 1:12; 14:6; Titus 3:5; Galatians 3:26; Romans 5:1

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ETERNITY

People were created to exist forever. We will either exist eternally separated from God by sin or eternally with God through forgiveness and salvation. To be eternally separated from God is hell. To be eternally in union with Him is eternal life. Heaven and hell are real places of eternal existence. John 3:16; 12:25; 14:2-3; 17:3; Romans 6:23; Revelation 20:15

CHURCH

We believe the church is the world-wide body of Christ. It is comprised of all believers who have been united through the sacrifice of Jesus. God has also called these believers to be part of a local church family. Matthew 16:18; Hebrews 12:22-24

What theological hills will you die on?

We are called to maintain our focus on reaching the lost within our community - "We're a hospital ship, not a cruise ship". We are also firmly conservative on social issues, and open to all seeking the Hope of eternal life.

Hot-Button Social/Cultural Issues for Your Church

None. We are non-partisan and highly mission-focused.

Biggest Church 'wins' in last 18 months?

Retained giving and membership throughout the pandemic while upgrading our online streaming ministry. In 2022 we've been recovering our in-person worship attendance and increasing the variety of onsite programming on Sundays and throughout the week. Most recently we have secured an Interim Pastor by appointing our current Grow Pastor to the role full-time.

Biggest Opportunity for Your Church in the next 12 Months

Hiring an energetic, visionary lead pastor to lead us into the next decade and beyond

Church's Biggest Challenge for the Future

Youth & children's ministry growth, transition from legacy pastor, expansion of the Life Group Ministry (small groups)

Title of Position You Are Hiring

Lead Pastor

Full Time Position?

Yes

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Reporting Relationship

Elder board

Do you have a job description for this role?

PURPOSE AND SCOPE OF THIS POSITION:

Recognizing that God deserves our best, the ministry role of the Lead Pastor is tasked with being part of the planning, oversight, and implementation of the "Connect, Grow, Go" vision of Crossroads. Working in concert with ministry leaders, pastors, and volunteers, assuring that the congregation and staff are united behind the Great Commission and Great Commandment of Jesus Christ. This means modeling a spirit of humility and teamwork; building, encouraging, developing, and empowering volunteer teams; and serving first the Lord and then the pastors, staff, and congregation.

WORKING RELATIONSHIPS:

We require that all team members be able to maintain strong working relationships with each other, collaborating in a team environment with all pastors, staff, and volunteers.

PRIMARY AREAS OF RESPONSIBILITY:

Worship:

- Be in charge of Crossroads worship services
- Preach the Word of God with a strong focus on discipleship and evangelism
- Administer the ordinances and ceremonies of the church

Leadership:

- Join with the Elder Board in exercising spiritual and visionary oversight
- Work with the leadership to organize and develop the opportunities for service available in the church

Administration: He shall be an ex-officio (voting and participating) member of all boards and committees and counselor of all departments.

- Oversee the activities and positions of the Pastor(s), Pastors-in-training and Directors – Direct Reports
- Conduct an annual review of all direct reports
- Conduct meetings with the staff of the church on a regular basis

Training: Ensure the discipleship and training of ministry staff members and current and future leaders of this church

Pastoral Care: Shepherding the congregation in cooperation with the Pastor(s) to include but not be limited to visitation, counseling, and prayer for members and prospective members

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Association Representation: Actively participate in the Missionary Church Conference and their required association activities.

PRIMARY AREAS OF ACCOUNTABILITY:

- The Lead Pastor is accountable, first and foremost, to God and His Word, and secondly to the Elder Board and the membership of Crossroads Church.
- He will maintain and enhance knowledge, skills, and abilities related to this position description through necessary means of continuing education.
- This position, and the job description, will be evaluated annually.

QUALIFICATIONS AND SKILLS REQUIRED:

- A clear testimony of faith in Jesus Christ
- An understanding of and commitment to leading an outreach focused ministry. Leading the church to help people Connect with God and each other, Growing people to become like Jesus Christ and Go, serving God by serving people
- Consistent spiritual and moral character and lifestyle, complying with the Crossroads Bylaws and the biblical leadership qualifications of an overseer described in 2 Timothy 3:17 and Titus 1:5-9. C
- Agreement with the doctrinal Statement of Faith of Crossroads Church
- Competent in organization, administration and interpersonal relationships
- Potential and desire to remain in a long-term ministry at Crossroads Church
- Strong in biblical preaching with a strong emphasis on practical application
- History of faithful ministry experience
- Ordained or eligible to be ordained by the Missionary Church

GOALS AND EXPECTATIONS

For the initial 60 & 180 days will be developed and agreed to at time of accepting the position.

Educational Preferences

Seminary degree

Age vs. Experience

We prefer someone who has experience in an evangelistic, multi-staff setting that will help us lead people to Jesus for years to come.

Denominational Affiliation

Open, needs to be able to qualify for Missionary Church ordination prior to final appointment as Lead Pastor.

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How important is geographical location to you?

Geography is less important than an understanding of our unique cultural context.

What skills are you looking for specifically?

Teacher/shepherd, staff leadership and development for a multiple-member staff

What technical abilities (if any) are required?

Digital proficiency with common software programs

Equipper or Doer?

Both

Attractional vs. Missional

Attractional

Budget Area Supervision

\$1.2 mil

Personal Characteristics Desired

Approachable and confident

What would immediately disqualify someone?

History of conflict in personal or ministry life, legal or financial troubles, non-transparency

Urgency

Our Lead Pastor has recently retired in May 2022. A trusted, experienced current staff member is being installed as Interim Pastor. The Interim Pastor is not a candidate for the permanent Lead Pastor position. We intend to fill this permanent Lead Pastor position with the qualified candidate as soon as possible. at the conclusion of our search process.

Other "Must Have" Skills

Mentoring, coaching, counseling

Finally...

We are looking for someone who is engaging, passionate about seeing the lost come to know Jesus, and will build on the foundation that we have in place.

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Public Job Posting

Lead Pastor

Crossroads

Camarillo, California

Crossroads of Camarillo, California is in search of a new Lead Pastor. Recognizing that God deserves our best, the ministry role of the Lead Pastor is tasked with being part of the planning, oversight, and implementation of the "Connect, Grow, Go" vision of Crossroads. Working in concert with ministry leaders, pastors, and volunteers, assuring that the congregation and staff are united behind the Great Commission and Great Commandment of Jesus Christ. This means modeling a spirit of humility and teamwork; building, encouraging, developing, and empowering volunteer teams; and serving first the Lord and then the pastors, staff, and congregation.

What you'll be doing:

- Preaching the Word of God with a strong focus on discipleship and evangelism
- Administering the ordinances and ceremonies of the church
- Joining with the Elder Board in exercising spiritual and visionary oversight
- Ensuring the discipleship and training of ministry staff members and current and future leaders of this church
- Maintaining and enhancing knowledge, skills, and abilities related to this position description through necessary means of continuing education

What you need to have:

- A clear testimony of faith in Jesus Christ
- An understanding of and commitment to leading an outreach focused ministry
- Consistent spiritual and moral character and lifestyle
- Competency in organization, administration and interpersonal relationships
- Strong in biblical preaching with a strong emphasis on practical application
- History of faithful ministry experience

Crossroads is an energized, growing and diverse church, reflective of our regional demographics. Camarillo is a suburban community in western Ventura County. The region enjoys a mild coastal climate, abundant outdoor recreation and easy access to Los Angeles and Santa Barbara. The community has quality public and private schools, community colleges and a Cal State University campus.

Does this sound like an environment in which you would like to serve?

<https://www.chemistrystaffing.com/crossroads-lead-pastor>