



EXECUTIVE PASTOR

CrossPoint Alliance Church – Lewiston, ID

The primary role of the Executive Pastor is to extend and implement the vision of CrossPoint Alliance Church through leading the staff team, ministry execution and implementation, leader development, and through the oversight of general operations. The right person for this role will embrace the vision of CrossPoint and serve in unity with the Lead Pastor.

QUALIFICATIONS

- Be a follower of Jesus Christ and demonstrate a growing maturity in faith and character.
- Support the vision, heart, and passions of CrossPoint.
- Invest in serving and shepherding those in our community to Christlike maturity.
- Maintain the qualifications of a spiritual leader according to Scripture.
- Engaged in continued learning and personal growth.
- Previous church staff experience at a church of 800+ weekend attendees.
- Has led and developed teams of people with 5 years of experience in related field.
- A bachelor's degree in a related field and/or master's degree preferred.
- Seminary degree, business experience, hiring and dismissing staff, budgeting, multi-level leadership experience is preferred.
- Is licensed and ordained within the CMA (if not, willing to do so within the first 2 years of employment).

ESSENTIAL JOB FUNCTIONS

- Has a mature and growing walk with Christ, practicing the way of Jesus through presence, transformation, and mission.
- Models for the church what a fully engaged “Active Member” at CrossPoint looks like.
- Has a passion to make disciples, execute ministry, and multiply people in a church environment.
- Qualifies as an elder (1 Timothy 3:1-7; Titus 1:5-9), living a life committed to Christ, exemplary of a mature Christian.
- If married, has a spouse who is vested in the ministry of CrossPoint Alliance Church. She doesn't just tolerate her husband's ministry but celebrates it in every way.
- Effectively tends to his soul and actively pursues personal spiritual growth and development (e.g., prayer, Bible reading/study, soul care, spiritual relationships, church attendance, etc.)
- Values the leadership and staff culture of the church.
- Leads through consensus and collaboration, particularly in unity with the Lead Pastor.
- Fully embraces the vision, mission, and theology of CrossPoint Alliance Church and the CM&A.
- Has a solid and/or growing aptitude for interpersonal and public communication.
- Has a proven track record of developing leaders and has a strong gift of leadership (to lead staff and other leaders).

CORE JOB FUNCTIONS

- Chief of Staff for all-church staff (hiring, developing, training, staff culture, morale, performance, reviews, and dismissals).
- Ministry design, implementation, and execution (co-leading the design of strategy of ministry with the Lead Pastor for church ministries, then leading the evaluation and continual growth and improvement of these ministries and processes, monitoring stats, etc.).
- Leadership development (Primarily of staff and high-level leaders, secondarily church-wide systems, and structures of development to achieve ministry outcomes)
- High level oversight and management of the finances and facilities of the church through an Operations Director and other support staff.
- Effectively able to teach/preach in various large and small group settings in-person and via video; involved in the preaching/teaching team for Sunday gatherings.



ALL-STAFF REQUIREMENTS

- Attend pastoral leader meeting, retreats, etc.
- Participate in a CrossPoint Community.
- Dedicate time for pastoral care and pastoral meetings as needed.
- Adherence to all leadership and employee guidelines as outlined in the employee handbook.
- Attend weekly staff meetings.
- Participate developmental reviews on an annual basis.
- Participate in regular Ministry Objective meetings with your supervisor.
- Keep Ministry Objectives current.

SUPERVISOR: Lead Pastor

POSITION: Executive Pastor

HOURS/SCHEDULE: Full-Time; 40-50hr/wk

NOTE: This job description is not intended to be all-inclusive. Employee may perform other related duties as negotiated to meet the ongoing needs of CrossPoint.

If interested in this position, please email a resume to amanda@crosspointlew.org.