

Cross Creek
CHURCH

LEAD PASTOR & CHURCH PROFILE

2023



401 greenbriar road
st johns fl 32259

www.crosscreek.us

pastorsearch@crosscreek.us

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our mission is to make disciples who make disciples

“All authority in heaven and on earth has been given to me. Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age.”

Matthew 28:18–20





Dear Candidate,

Greetings! On behalf of our congregation, we thank God for you and your interest in the Lead Pastor position at Cross Creek Church (PCA) located in St Johns, Florida. Our hope is that this profile will give you an understanding of our community and culture, as well as our congregation and the vision which unites us.

We are looking for a preacher who will boldly proclaim the Word of God, a shepherd who desires to actively care for his flock, and a leader with a heart for mentoring our associate pastor, staff, and ministry leaders.

We invite you to read through this profile and discover who we are as a congregation, and how the Holy Spirit is present among us in the many ministries through which we serve our church, community, and world.

If you feel a calling to Cross Creek Church and would like to be considered for the Lead Pastor position, please submit the following to pastorsearch@crosscreek.us

- Ministerial Data Form
- Curriculum Vitae or Resume
- References (3-5)
- Links to a few of your sermons
- A brief biography of you and your family

We are in continual prayer for God's will to be done in our selection process. Our congregation eagerly awaits meeting the man God has preordained to serve as the Lead Pastor at Cross Creek Church. We are humbled by your interest and look forward to hearing from you.

In Christ,

Lead Pastor Search Team

Gary Hall | Laurie Ballowe | Heather Coggins | Matthew Fowler
Kevin Johnson | Dawn Lee | Alexa Mathis | Tim Miller
Jim Mose | Joe Relyea | Jessica Titus



Lead Pastor Qualifications

- MDiv (Master of Divinity) or DMin (Doctor of Ministry)
- 5+Years Church Pastoral Experience, Lead Pastor preferred, experience in churches with 150+ members preferred
- Ordained as a PCA Teaching Elder in good standing OR ordained in a North American Presbyterian and Reformed Council church and able to gain ordination through PCA Qualification and Examination Process in a timely manner
- Doctrinally sound; in accord with the Westminster Standards
- Experienced in the application of The Book of Church Order
- Outgoing with an approachable and caring personality. Communicates effortlessly with people of all ages and backgrounds
- Mission oriented with a desire to spread the gospel both locally and globally through support and strengthening of Cross Creek's missionary partners
- Exhibits a Visionary Leadership style during ideation and decision making
- Optimistic and inspirational to others when interacting with teams
- Proven Servant Leader with a heart for shepherding

We are seeking a Lead Pastor whose life and ministry demonstrate the qualifications for elders listed in 1 Timothy 3:1-7 and Titus 1:6-9. Our congregation's desire is for our leadership to continue Cross Creek's history of solid Biblical teaching while graciously unifying our session, staff, and congregation as we grow in our love for God and service to His kingdom.

PROCLAMATION OF THE WORD

- Preach the Word of God with conviction, bringing it to bear on the changing needs of individuals, the community, and the world
- Develop a strong preaching ministry and gain Session alignment on sermon series
- Sermons should be grounded in the Spirit's original purpose for the passage, clearly proclaim the Gospel, and lend themselves to practical application

PASTORAL CARE

- Provide regular shepherding, comfort, and counsel to individuals in the congregation
- Collaborate with church leaders, ministry leaders, and congregants to develop and deploy a coordinated and unified strategy to address needs in the congregation
- Provide counsel from the Word of God and build relationships with external counseling providers who can provide specialized counseling as needs arise
- Share responsibility with the Care Team (Session, Deacons, and Mercy Team) for hospital, sick, hospice, and shut in visits, as well as calling on members who stop attending

INVOLVEMENT IN LOCAL COMMUNITY PROBLEMS AND ACTIVITIES

- Proactively seek expansion of Cross Creek's reach into the St Johns community, one of the fastest growing communities in Florida
- Lead Cross Creek, through prayer and action, to be agents of culture change in our community and throughout the world
- Coordinate with ministry leaders and community leaders to identify and address needs within our community, along with exhortations to evangelize and serve our neighbors



CONGREGATIONAL FELLOWSHIP

- Develop close relationships with members of the congregation
- Facilitate intergenerational fellowship among members through various congregational activities
- Encourage participation in established and new church sponsored groups

ADMINISTRATIVE LEADERSHIP

- Moderate the Session as “first among equals”
- Provide servant leadership of the staff to ensure efficient church operation. Delegate appropriately and conduct regular staff meetings and performance reviews
- Participate in the professional development of the Associate Pastor(s) through mentorship, development planning, and assignments
- Collaborate with the Director of Music Ministry in the selection of psalms, hymns, and spiritual songs, that stir the congregation to worship in spirit and truth
- Build Christ-centered relationships with the elders, deacons, and ministry leaders to enable strong, unified leadership of Cross Creek
- Partner with the deacons, bookkeeper, and session to develop and administer the church budget
- Develop and strengthen church leaders and staff through intentional mentorship. Grow the staff and volunteer teams as necessary to accommodate church growth and other needs
- Build relationships and collaborative partnerships with the Presbytery, and regularly attend General Assembly

SPIRITUAL DEVELOPMENT & DISCIPLESHIP TRAINING

- Support and encourage discipleship training in various forms including Sunday School, Youth Group, Journey Groups, Leadership Trainings, and other means deemed suitable for the congregation
- Work with the Session to ensure the children’s, youth, women’s, and men’s ministries are aligned with PCA teachings
- Maintain awareness that the teachings of church ministry partners are Biblically aligned

CONGREGATIONAL COMMUNICATION

- Encourage two-way communication between the congregants and church leaders
- Value congregational input on problem solving and decision making





Cross Creek Church started in 1996 when a group of friends gathered around a shared vision to reach the growing community of Saint Johns with the good news of Jesus Christ. Cross Creek was then incorporated in the state of Florida on March 16, 1998. Throughout our life as a church, we have been driven by a desire to see people's lives forever changed through an encounter with God's radical grace in the gospel.

We are a part of the Presbyterian Church of America (PCA), a group of churches that exists to glorify God by extending the kingdom of Jesus Christ over all individual lives through all areas of society and in all nations and cultures. Through the combined efforts and resources of all of the churches in our denomination, we are enabled to advance God's Kingdom much more effectively.

The PCA is an Evangelical and Reformed Presbyterian denomination.

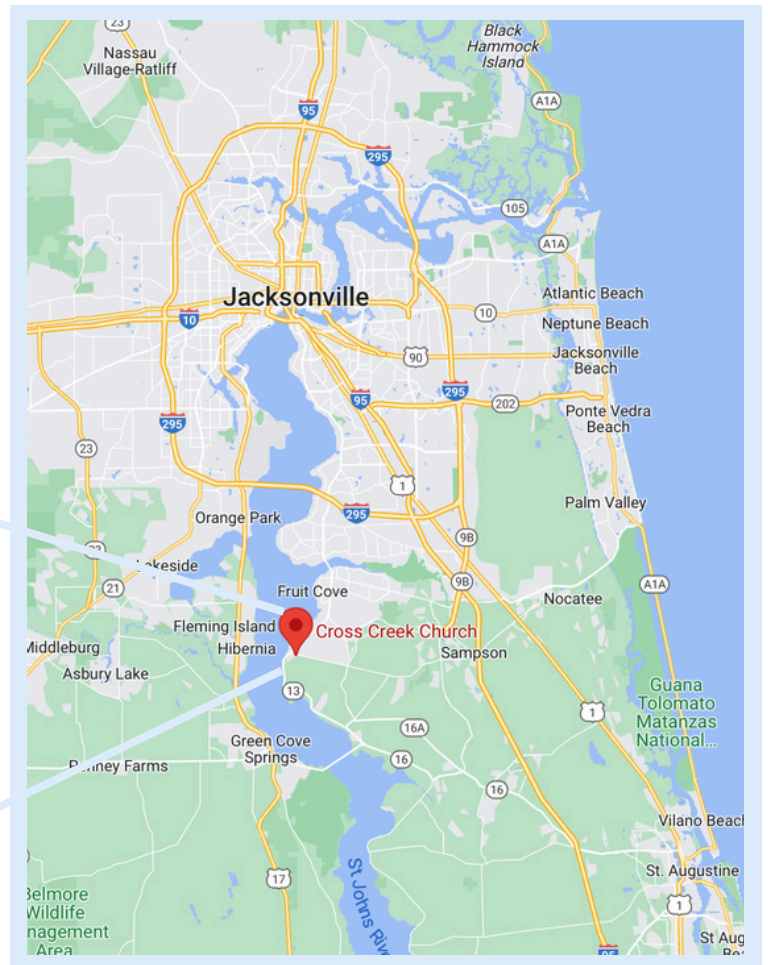
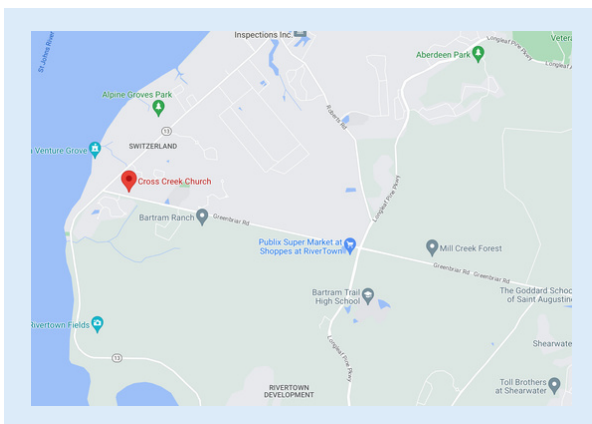
- By Evangelical, we mean that we emphasize the gospel (good news of salvation) through faith in Jesus Christ.
- By Reformed, we mean that we are rooted in the teachings of the historic church recovered by the Reformation, particularly as expressed in the Westminster Confession of Faith.
- By Presbyterian, we refer to our representative form of church government – our church is governed by a “Session” of elders (presbyters) who are elected by the members of the congregation.



Cross Creek is nestled at the corner of SR-13 and Greenbriar Road in St Johns County, Florida.

- St Johns County is centrally located within the Northeast Florida community, within 30-40 minutes of both downtown Jacksonville and historic downtown St. Augustine.
- St Johns is one of the fastest growing counties in America. It was the 11th fastest growing county during the pandemic, according to new census data.
- Residents enjoy no state income tax, along with one of the lowest overall tax rates in Northeast Florida.

The St Johns County School District is consistently ranked among the best in the state. Along with well-maintained neighborhoods and a low crime rate, it's an ideal place for families. Additionally, the area enjoys year round sunshine and mild winters. With over eight beaches within a short driving distance, there is always something to do!





Cross Creek meets together for worship on Sunday mornings at 10:15 am. During the school year, we also offer Sunday school (from pre-k through adults) at 9 am.

Attendance


- 2022 Average: 144 (fiscal year)
- 2023 Average to Date (9/30/23) 160

Financial Information 2023-2024

- Giving Budget: \$447,113
- Expense Budget: \$437,847

Staff

- Craig Williford, Associate Pastor (Full Time)
- Ashton Taylor, Director of Music Ministry (Part Time)
- Renee Cook, Director of Children's Ministry (Part Time)
- Alexa Mathis, Administrative Assistant (Part Time)
- Margaret McDaniel, Bookkeeper (Part Time)



Cross Creek has a full host of ministries and group partnerships that operate at the church throughout the week. The goal is to provide opportunities for every age and every stage to have a place to learn to love God and serve our world together.

Cross Creek Ministries

These ministries are operated by Cross Creek staff and volunteers and serve to give Cross Creek members a place to fellowship, disciple one another, and serve the body of Christ.

- Men's Ministry
- Women's Ministry
- Youth Ministry
- Children's Ministry
- Vacation Bible School
- Connect Groups

Ministry Partnerships

In seeking to be good stewards of the facilities that God has blessed us with, Cross Creek partners with the following ministries who use our building each week.

- Mothers of Preschoolers (MOPS)
- Classical Conversations (CC)
- The Grove Homeschool Co-Op

Missionary Partnerships

Our prayer is that the gospel would be spread to the ends of the Earth, and to that end, we partner with the following groups.

- Equipping Leaders International (ELI)
- Reformed University Fellowship (RUF)

Mercy Partnerships

We seek to serve our community and share the blessings we have received. We work with the following organizations throughout the year to reach and bless those around us.

- First Coast Women's Services
- Family Integrity of St Johns County
- Seamark Ranch
- SEA Community Outreach