

Crosspoint Community Church

Senior Pastor Job Description

Role:	Senior Pastor
Location:	Missoula, Montana
Reports To:	Leadership Team (Church Board / Elders)
Direct Reports:	Executive Pastor, Director of Worship & Ministry, Finance Manager, Counseling Team

The Senior Pastor serves as the primary spiritual leader, biblical teacher, and visionary overseer of Crosspoint Community Church in Missoula, Montana. Driven by a passion to fulfill the church's core purpose—to **introduce people to the person of Jesus, and to help those that know Him, grow deeper and closer to Him**—the Senior Pastor works in unified alignment with the Leadership Team (Church Board / Elders) to guide the congregation to fulfill the Great Commission through engaging, biblically sound expository preaching, intentional discipleship, and strategic leadership development.

1. Preaching, Teaching & Cultural Engagement

- **Preaching & Doctrinal Integrity:** Research, prepare, and deliver high-quality, expository Sunday sermons while overseeing all church-wide curriculum, small groups, and discipleship pathways to ensure strict biblical accuracy; anchor all teaching in a clear gospel focus that introduces people to the person of Jesus and helps those who know Him grow deeper and closer to Him.
- **Service Collaboration:** Partner with the Worship Pastor/Director to design cohesive, vibrant, and God-glorifying corporate worship experiences.
- **Cultural Apologetics & Truth:** Confront pressing societal and cultural shifts that impact families, local communities, and the nation; utilize uncompromised Biblical truth to guide, protect, and fortify the flock through modern cultural turbulence.

2. Vision & Strategic Leadership

- **Vision Casting:** Discern, cultivate, and clearly articulate God's future direction for the church body.
- **Strategic Planning:** Translate the overarching vision into clear, measurable ministry maps, goals, and execution timelines.
- **Culture Champion:** Intentionally foster a grace-filled, biblically faithful community culture inside the church walls and across the greater Missoula region.

3. Staff & Leadership Development

- **Executive Oversight:** Provide direct management, mentorship, and annual performance evaluations for pastoral, financial, and administrative staff.
- **Team Discipleship:** Invest intentionally in staff spiritual formation, building a strong team mentality and equipping lay leaders for ministry.
- **Board Collaboration:** Maintain transparent, unified, and collaborative partnership with the Leadership Team to ensure robust organizational accountability.

4. Pastoral Care & Shepherding

- **Life Ceremonies:** Oversee and officiate at critical life events, including baptisms, communion, weddings, and funerals.
- **Spiritual Counseling:** Provide short-term pastoral, marital, and grief counseling; safely delegate or refer long-term care to our internal ABC certified Counselors.
- **Systematic Care:** Coordinate a proactive, structured strategy for crisis care, visitation of the sick, and support for homebound congregants.

5. Administration & Financial Governance

- **Operational Stewardship:** Maintain effective church operational policies, safety procedures, and healthy organizational structures.
- **Financial Oversight:** Collaborate actively with leadership to design, review, and advocate for the annual church budget.
- **Civic Representation:** Act as the primary official representative and point of contact for the church in civic, community, and denominational matters.

Qualifications & Requirements — Spiritual & Character Credentials

- **Biblical Standards:** Fully model the character and spiritual qualifications outlined in 1 Timothy 3:1–7, Titus 1:5–9, and 1 Peter 5:1–4.
- **Theological Alignment:** Demonstrate complete, unreserved alignment with the statement of faith, core doctrine, and values of Crosspoint Community Church.
- **Relational Integrity:** Maintain a vibrant personal prayer life, high emotional intelligence, and healthy boundaries across personal, family, and ministry dynamics.

Education & Experience

- **Formal Training:** Bachelor's degree in Biblical Studies, Theology, or Ministry required. A Master of Divinity (M.Div.) or equivalent seminary degree from an accredited institution is highly preferred.
- **Pastoral Track Record:** Minimum of 5 to 10 years of progressive pastoral leadership experience, with proven success supervising professional staff and guiding multi-functional ministry teams.