



## Opportunity Profile Pastor of Worship Ministries

CrossRoads Church  
Red Deer, Alberta  
38105 Rge. Rd. 275  
Red Deer County, AB T4S 2N4

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### OVERVIEW

CrossRoads Church is prayerfully and diligently seeking a Pastor of Worship Ministries. The Pastor of Worship Ministries at CrossRoads Church is a passionate, visionary leader who will lead a truly exceptional team of worship leaders, musicians, vocalists, visual artists, actors, and technicians who lead the congregation into worship and adoration of our Lord. The person will join with the whole team to advance the kingdom of God through the body of Christ at CrossRoads Church.

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### OUR VISION

The vision of CrossRoads Church is

***To give everyone in Central Alberta an opportunity to have a personal relationship with Jesus Christ and by following Him together, impact the world with compassion and hope.***

This vision has been woven into the life of the church for the past 25 years, and is now very much a part of the DNA of CrossRoads Church. It has been embraced by all leaders, staff, volunteers and people that attend on a regular basis, and continues to be lived out in practical ways in Red Deer and surrounding communities.

Our church started in 1962 after God placed it on the heart of a number of people in Red Deer to begin a new work of the Holy Spirit among us. Since that time, the church has continued to grow as we walk in God's leading. More information on our story can be found on the website at [www.crossroadschurch.ca/ourstory](http://www.crossroadschurch.ca/ourstory).

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## OUR GUIDING PRINCIPLES

1. We stay focused on the main thing; doing fewer things and doing them very well.
2. As we get larger, we must get smaller.
3. We go forward on our knees.
4. We stay together and grow together.
5. We joyfully anticipate the extravagant outpouring of God's Spirit on Central Alberta, when thousands meet Christ and all the churches in the region overflow with those coming to hear about God.
6. We are committed to being inwardly strong and outwardly focused, missional in all we do.

Here at CrossRoads, Isaiah 58 helps us define the things that are most important to us because this chapter reveals to us the heart of God. Our vision, compassionate action, and heart as a church family are lived out by following Jesus in these ways:

### *Living Godly Lives*

- Spending time in God's presence and word.
- Confessing our sins.
- Depending on the Holy Spirit to help us follow Jesus.

### *Loving Each Other Deeply*

- Living at peace with one another.
- Serving and encouraging one another.
- Participating in community.

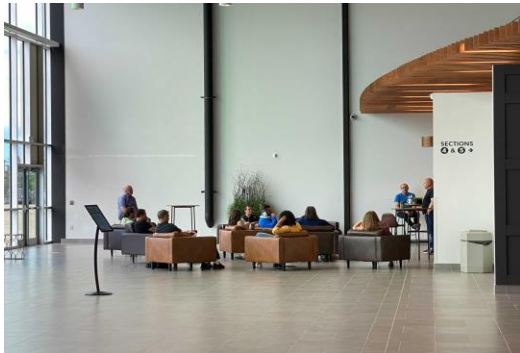
### *Giving Priority to the Last, the Lost, the Least, the Little and the Nearly Dead*

- Sharing what Jesus has done for me.
- Praying for God's heart, understanding and direction.
- Giving of ourselves and our resources.

### *Delighting Ourselves in the Lord*

- Coming together weekly to worship Jesus.
- Giving our whole body to Jesus daily as an act of personal worship.
- Setting apart one day in seven to rest in the presence of Jesus.

## THE CHURCH



At CrossRoads Church, we believe that Christianity is first and foremost about relationships rather than rules. It is about the most important relationship of all - our relationship with God. We were created to know God and until we know Him personally, there will be something missing in our lives.

Jesus Christ makes relationship with God possible. The Bible, which we accept as God's word, teaches that Jesus Christ was and is the Son of God. Some people think He was just a good religious teacher, but the Bible teaches that He was sent by God to die for our sins on the cross. The Christian faith is based on the life, death and resurrection of Jesus Christ for all of us.

At CrossRoads relationship with each other is also important; a place for you to connect and get to know other people. We constantly ask people to come and bring a friend and experience Christian community as we worship God in a contemporary style and learn from the Bible how God wants us to live and enjoy life.

### Sunday Atmosphere

Sundays consist of three worship services: two in the morning and one in the evening. Our auditorium seats 1100 people and post-COVID weekly attendance is around 1800 total, including children and youth.

Sunday services at CrossRoads are contemporary, including worship through song, giving of tithes and offerings, information-sharing of church family events and needs, a Scripture-based sermon and moments of prayer throughout. Services end with a benediction and the invitation to come forward for prayer. While services are not seeker-focused, we are aware that many attend who are searching for

God; for this reason, we strive to keep our language clear and to explain any 'Christianese' phrases. The basic gospel message is conveyed throughout CrossRoads Sunday services.

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## THE RED DEER AREA

Red Deer is situated in the heart of beautiful Central Alberta, located halfway between Edmonton and Calgary. It has a population of just over 100,00 people, with diverse cultural backgrounds. With all those living in the surrounding communities of Red Deer, the population quickly rises to over 250,000 people.

The economy continues to excel in today's market, and has become the envy of western Canada for a great place to raise a family, with safe and friendly communities throughout the city. Red Deer's main economic base is agriculture and food processing, oil and petrochemicals, small manufacturing, tourism and the retail and other services required by the Central Alberta marketplace of about 200,000 people.

Red Deer has been described as "The City in the Park". With over 80 kilometers of easily accessible, paved, multi-use trails throughout the city, our family-oriented Waskasoo Park attractions are linked under the shade of poplars and along the quiet flow of the Red Deer River.

More information on Red Deer and be found at [www.reddeer.ca](http://www.reddeer.ca).



## **OUR DENOMINATION**

CrossRoads Church is affiliated with The Evangelical Missionary Church of Canada (EMCC). The EMCC is a family of 150+ churches across Canada organized to fulfill the Great Commandment and the Great Commission of our Lord Jesus Christ. The EMCC maintains offices in Kitchener, Ontario and Calgary, Alberta.

The EMCC is passionately committed to introducing people to Jesus Christ, discipling believers and facilitating the multiplication of healthy churches in Canada and worldwide. The vision of the EMCC is to seek God passionately, dramatically increasing numbers of Jesus followers, led by Christ-inspired leaders.

More information about the EMCC can be found at [www.emcc.ca](http://www.emcc.ca).

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## **WORSHIP MINISTRIES OVERVIEW**

### **PURPOSE**

The primary purpose of the Worship Ministry at CrossRoads Church is to honour Jesus through song, prayer, spoken word, technical creativity, stage design, and fellowship. We first strive to become daily worshippers ourselves so that we can lead others in worship.

### **THURSDAYS**

Our regular Thursday night gatherings have been a core part of our ministry. There are approximately 60 musicians, singers, and technicians that serve as part of the CrossRoads Worship Ministry and we function best when we gather weekly as a group on Thursday evenings. We usually spend these times worshipping, rehearsing for services, learning new songs, in vocal or instrument workshops, writing songs, recording, or serving our community outside the walls of the church building. Rehearsal is very important to us because our bands change from service to service – rather than scheduling set teams, we use Planning Centre to schedule unique teams from the larger pool of technicians and musicians. That means that we each need to be well-versed in our entire song catalogue. We also use Thursday nights for preparation for upcoming conferences, retreats, special events, youth group, Children's Ministry gatherings, or Celebrate Recovery services. Our dedicated rehearsal space allows us to quickly set up with different band configurations, isolate vocals, or gather for a speaker.



### CREATIVE OUTLET

Another key element of the Worship Ministry has been our Thursday Night Live events, where we showcase our team's songwriting in an intimate setting. There are many cherished memories of these nights with our wider Church family and we are sure there will be more to come.

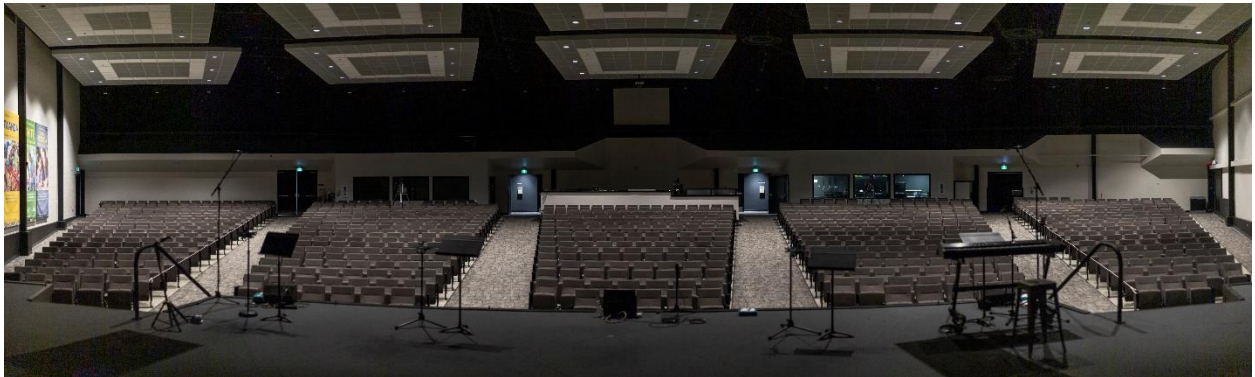


### TECH AND MORE

CrossRoads has invested in a multitrack recording studio with a selection of instruments and outboard gear, control room, and live room. Our hope is to see songwriting and recording grow as an ongoing part of our services so that we can use what the Holy Spirit is teaching us to lead others in worship well and honor God with the creative talents He has given us.



Our technicians play a key role in Sunday services at CrossRoads. Each service is recorded and streamed with volunteer-operated cameras and stage robocams. The sanctuary is outfitted with a 64-channel digital mixer, outboard effects, a lighting system, livestream and video switching system, and an auxiliary steaming submixing system. Musicians use in-ear monitors and individual monitor mixers. Between singers, musicians, camera techs, light techs, front-of-house techs, and livestream techs, there will often be 20 volunteers working together during a service. Lighting and stage design are important parts of our ministry too – often coinciding with sermon series.



We know that even a solitary frail voice lifted in praise of our Lord is sufficient for Him. All the songs, the instruments, the gear, and the lights are wonderful, but we acknowledge that they do not mean anything if they are not used to glorify the King of Kings. A daily commitment to worship – through prayer, song, obedience, and reflecting on the character of Jesus – that is the core of our hope as the Worship Ministry at CrossRoads Church.

## THE POSITION

### Key Responsibilities

- Working with the worship team members to continuously develop and execute a philosophy and style of worship that glorifies God and holds true to our weekend service values, under the direction of the Senior Pastor.
- Providing leadership and oversight to the worship ministry divisions: music, audio, video, visual, and creative arts.
- Leading the Sunday Service Team in preparation, implementation, and programming for all weekend services including special services (i.e., Good Friday, Christmas Eve, etc).
- Identifying, recruiting, and developing future leaders, gifted musicians, technicians, and other artists for service in the Worship Ministry.
- Coaching and supporting, whenever possible, the worship needs of other ministries, such as Celebrate Recovery, Youth, Young Adult, and Children. These venues provide places for recruiting and growing young musicians and technicians and provide outlets for the worship team to grow and engage beyond a Sunday service.
- Giving supervision to the Worship Ministry staff (currently includes Administrative Assistant, Technical Director and Worship Music Director).
- Administering the Worship Ministry budget.
- Attend all staff meetings, congregational meetings and team meetings as assigned.

### Position Compensation and Accountability

The position is a permanent full-time role, with compensation being negotiable within the salary range of CrossRoads Church, background and experience. This position is supervised by the Pastor of Community Life.

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## THE PREFERRED CANDIDATE

The preferred candidate for this position will have the following:

- Strong understanding and exposure to the areas of leading worship, conducting, sound and lighting, arts, and production.
  - Has a contemporary approach to style and worship songs that the team use for Sunday services with an appreciation for our heritage.
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- Must have a solid understanding of the scriptures to base song choice on, ensuring that they are theologically sound.
- A leader of vision with a proven track record of strategic people and organizational leadership excellence in an environment where multiple services and worship teams exist.
- Possess the heart of a shepherding pastor with leadership skills and a clear understanding of the power of artistic and musical communication.
- A broad range of experience in a large church or organizational setting, including strategic planning, leading staff, and managing budgets.
- A demonstrated heart for the lost, for the body of Christ and possesses a hunger and thirst for God.
- Education in leadership, ministry, music, and coaching would be an asset.
- Must agree and sign the CrossRoads Lifestyle Agreement and the Confidentiality Agreement.
- Understand and support the vision, mission, and strategic direction of CrossRoads Church.
- Live and uphold a lifestyle that models an elder of the church as defined by the Scriptures.
- Become a member of CrossRoads Church and qualify to become licensed with the EMCC.
- Provide a criminal record check.

It is not a requirement that the selected candidate be a current member of the EMCC, but must be willing to join the local EMCC church if selected. We encourage those from other denominations and para-church ministries who feel called to this position to submit an application.

The requirement is that the person be in agreement with the EMCC Statement of Faith as well as the mission and vision of CrossRoads Church.

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## APPLICATION PROCESS

One can only learn so much from a resume so in order to help us get a more complete picture of you and your interest in the position at CrossRoads Church, please provide a cover letter that responds to the following questions:

1. Describe your faith in Jesus. Tell us how you came to know the Lord, and about your journey with Him and your current walk with Him.
2. Describe two of the most defining experiences from your spiritual pilgrimage that have helped you as a person, disciple and servant of Jesus.

3. Please provide us with a single page of your philosophy of Worship Ministry as it pertains to the role of Pastor of Worship Ministries.

When completing your resume, please include the following information for each position you've held in the last 10 years:

- Type of employment and/or volunteer experience
- Size of organization
- Your place in the organization
- Specific accomplishments that you personally achieved

Please also provide the following social media links:

- Facebook
- Instagram
- LinkedIn
- Twitter

Submit the cover letter, resume and any additional information to:

Kendra Berniko

*Director of Finance and Human Resources*

38105 Rge. Rd. 275 Red Deer County AB T4S 2N4

(403) 347-6425 ext 504

[KendraB@crossroadschurch.ca](mailto:KendraB@crossroadschurch.ca)