



CROSSROADS  
CHURCH

# LEAD PASTOR CANDIDATE PACKAGE

[WWW.CROSSROADSPA.CA](http://WWW.CROSSROADSPA.CA)

**Interested applicants can send a copy  
of their resume to the Search Committee.**

**SEND MAIL TO: [search@crossroadspa.ca](mailto:search@crossroadspa.ca)**

# LEAD PASTOR PROFILE

CROSSROADS CHURCH, PRINCE ALBERT, SK

A beacon of hope and a place of refuge for all who seek spiritual growth and connection Crossroads Church is seeking a Lead Pastor who is Holy Spirit led, prayerful, wise, faithful, and steadfast.

**This individual will embody the fruit of the Spirit and be:**

- Approachable, relational, and friendly
- Honest, trustworthy, and a person of integrity
- Humble
- Accountable and authentic

In addition to the above character qualities, the candidate will possess the following competencies to serve the Crossroads congregation and staff, as well as the wider community.



## **Ministry Competencies**

### **The candidate will be:**

- A preacher and teacher who understands and communicates the Word of God with passion, in a relatable and relevant manner to inspire and challenge the congregation.
- One who exemplifies pastoral giftedness; a shepherd who models servant leadership and is encouraging, caring and gracious.
- An energetic, teachable, and confident leader with high potential.
- One who builds a multicultural and multigenerational community within our church, with an emphasis on next generations.
- A community minded leader committed to outreach and evangelism locally and globally.
- A champion of intentional discipleship.

## **Leadership Competencies**

### **The candidate will be committed to:**

- Developing and training a strong ministry team.
- Mentoring and empowering staff.
- Providing administration and leadership including empowered delegation with clear expectations and boundaries, financial stewardship, problem-solving, conflict resolution, and meeting facilitation.

## **Relational Competencies**

### **The candidate will:**

- Embrace and cultivate Crossroads Church culture.
- Be an effective communicator.
- Possess strong interpersonal skills.
- Be committed to teamwork.
- Be astute in time management.
- Be a life-long learner committed to personal and professional development.

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# **LEAD PASTOR JOB DESCRIPTION**

## **CROSSROADS CHURCH, PRINCE ALBERT, SK**

The Lead Pastor is responsible for ensuring that priorities and responsibilities are achieved through personal involvement and/or delegation.

### **PRIORITIES:**

- Excellence in Biblically-sound preaching and teaching.
- Visionary and strategic team-based leadership.
- Development of the ministry team personally, professionally, and spiritually.
- Intentional and trust-filled delegation, setting clear expectations with empowering boundaries.

### **QUALIFICATIONS:**

The Lead Pastor must hold a Canadian citizenship and be ordained with The Pentecostal Assemblies of Canada (PAOC) or hold another credential leading to ordination with the PAOC.

### **ACCOUNTABILITY:**

- In matters relating to the ministry of this local church, the Lead Pastor shall be accountable to the Board and the membership of this church
- In matters relating to the Lead Pastor's credentials, accountability is to The Pentecostal Assemblies of Canada

### **RESPONSIBILITIES:**

- Primary overseer of Crossroads Church
- Responsible for moving the church forward to realize Crossroads' stated vision to Love God, Love People and Love Life.
- Provide Holy Spirit-inspired leadership to the Crossroads Church congregation with primary ministries in preaching, teaching, and leadership
- Responsible for all ministries and activities including administration, finance, governance, and pastoral care

## **PREACHING & TEACHING (approximately 40%):**

- Provide overall leadership for worship services and special services of the church
- In charge of and give direction to the preaching and teaching ministry of the church
- Devote the necessary time in study, prayer, and preparation for weekly worship services, and other ministry responsibilities
- Administer the ordinances of the Lord's Supper and baptism
- Officiate at special services such as weddings, funerals, baby dedications, and other church family events as required

## **LEADERSHIP (Leadership, Administration and Pastoral Care combine for 60%):**

- Provide leadership, first among the pastoral staff, Board, committees, and congregation
- Collaborate with the pastoral staff and Board to identify ministry priorities which will move the church closer to our vision and mission
- Responsible for ensuring that strategic initiatives developed by the church leadership are carried out with excellence and in accordance with our mission and vision

## **ADMINISTRATION:**

- Serve as the Chair of the Board and church business meetings
- Oversee the administration and management of all areas of the church's ministry in consultation with the Board
- Serve as ex-officio member of all committees, with the overall church mission and vision in mind

## **PASTORAL CARE:**

- Responsible for ensuring that the spiritual needs of the congregation are cared for through various ministries of Crossroads Church, in conjunction with the pastoral staff
- Responsible for nurturing the health and wellness of all staff mentally, spiritually, emotionally, and physically
- Ensure personal pastoral care is provided to those in crisis, including appropriate professional referrals when necessary

## OUR VISION

*Love God, Love People, Love Life.*

## OUR MISSION:

To love God, love people, and love life.  
We strive to create a welcoming community  
where everyone can grow in their faith,  
find support, and make a difference in the world.

AVERAGE  
WEEKEND  
ATTENDANCE:

**150-200**

**MULTI-STAFF TEAM**



# CROSSROADS CHURCH

## CHURCH HISTORY

Crossroads Church was established in Prince Albert as a Pentecostal assembly, growing from a small gathering of believers seeking Spirit-empowered ministry. Affiliated with the PAOC, it has served the community for decades, focusing on local outreach and family discipleship. The church has expanded its facilities to include a mortgage-free building with a gym and a main sanctuary seating 300, supporting vibrant worship and community events.

## Over its history, Crossroads Church has been focused on a few essentials:

Reaching those who are outside of the church growing those who are part of the Crossroads family  
providing resources for missions at home + around the world

## DIVERSE & MULTI-GENERATIONAL

Crossroads is a welcoming, family-oriented church in Prince Albert, drawing people from various backgrounds, including strong Indigenous influences. It emphasizes multi-generational ministry, with programs for all ages, and fosters a sense of community among its attendees from all walks of life.

# GATEWAY TO THE NORTH

Prince Albert is known as the Gateway to the North, offering access to vast wilderness areas, including Prince Albert National Park with its bison herds, lakes, and hiking trails.

# POPULATION: 38,000

## A YOUNG, GROWING, FRIENDLY CITY.

The city has a median age of around 38 years, with a diverse population including significant Métis and First Nations communities.  
60+ KILOMETERS OF RIVER TRAILS

The North Saskatchewan River winds through the city, providing trails for walking, biking, and cross-country skiing, connecting parks, historical sites, and recreational areas.

## OUTDOOR PARADISE

Prince Albert is surrounded by forests, lakes, and rivers, making it ideal for fishing, boating, camping, and winter sports. The nearby national park offers wildlife viewing and nature experiences.

## LIVE MUSIC & CULTURAL SCENE

The city hosts festivals like the Prince Albert Winter Festival and cultural events celebrating Indigenous heritage, with a vibrant arts community.

## WHY Prince Albert?

### FOODIE HAVEN

From local diners to farm-to-table eateries, Prince Albert features fresh Saskatchewan produce and unique spots like perogie houses, reflecting its multicultural roots.



### EXCELLENT POST-SECONDARY EDUCATION OPPORTUNITIES

Saskatchewan Polytechnic's Prince Albert campus offers programs in nursing, business, and trades, alongside other institutions providing theological and vocational training.



### SHORT COMMUTE TIMES + A SOLID INFRASTRUCTURE



# WHY Saskatchewan?

**PEOPLE ARE  
NICER HERE**

It's a bit ridiculous.

**LOW COST OF LIVING**

Saskatchewan ranks as the most affordable province to live and raise a family in.

**320 + DAYS OF SUNSHINE A YEAR.**

It's true, Saskatchewan's winters can be c-c-cold, but the summers are sizzling! Historically, Saskatchewan can get as hot as 40°C in the summer. Saskatchewan's cities average over 2,300 hours of sunshine per year. And how about those prairie summer sunsets – there's a reason Saskatchewan is called the Land of Living Skies!

**EXPLORE PLENTY  
OF NATURAL SPACES**

Saskatchewan is a land that offers breathtaking, ever-changing skies above and beautiful nature all around you that takes the form of rolling hills, national parks, sand dunes, vast prairies and more than one hundred thousand lakes and rivers.

**100 THOUSAND  
LAKES.**