



Local Church Profile for Churches Seeking a Designated Term Pastor (DTP)

Church Contact Information

Full Name: Crossroads United Church of Christ
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Additional Denominational Affiliations:

UCC Conference: Florida Conference United Church of Christ
Association: -NA-
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Position Details

*In a paragraph or two for each item, please answer the following prompts,
or fill in the requested information.*

1. Describe the ministry position for which you are seeking a pastor. *(This will be the first impression most candidates have of you. Highlight your gifts and graces as well as your needs so that candidates have the best sense of connection to and curiosity about your position. Include keywords that will help candidates search. It must be **no more than 2,000 characters, including punctuation and spaces, and in a single, unformatted paragraph**).*

Crossroads United Church of Christ is a Christian fellowship in Melbourne, Florida, located in Brevard County, near the Space Center. We enjoy a tropical climate year-round and access to nearby beaches, lakes, parks, and community activities. Available are excellent medical facilities and hospitals serving the community including veterans.

Brevard County takes pride in excellent schools, law enforcement and fire-rescue services.

The candidate should be someone who puts a high priority on his/her personal devotion to the Lord, as critical to the success of preaching and other pastoral functions. The candidate should be a person who loves and enjoys people; can relate well to a diverse congregation. The candidate should be able to delegate pastoral care responsibilities among the Deacons, Church Council, and other gifted individuals within the congregation.

2. *Name 3 core competencies that you feel you will need in your DTP.*

- A strong, biblical foundation and strong leadership skills, ability to communicate with diverse personalities
- Abilities in pastoral care inclusive of visitations to individuals and families within the church and church community.
- Ability to involve yourself in our communities, and to increase membership through church and personal growth.

3. Position Scope: _____ Full-time X _____ ¾ time X _____ ½ time _____ ¼ time

4. *Position Duration:* We are searching for a continuing Pastor, but prefer a commitment for at least one year to two years; to be evaluated annually.

5. Is the DTP eligible for the settled position? X _____ Y _____ N

If yes, how will that be discerned?

If the DTP is implementing agreed-upon goals, and the church is nourished and growing. The DTP will be welcomed to apply for consideration as settled pastor of Crossroads United Church of Christ.

Designated Term Ministry Goals

The focus of a designated term ministry is to work toward the church's declared purpose for a specific season. Whereas, the purpose of an Interim Pastor is to help a congregation prepare for their next Settled Pastor, a Designated Term Pastor is called to assist the church with meeting specific goals within a specific time period.

These are the most common reasons that churches choose a Designated Term Ministry.

1. Please choose all the reasons for choosing a DTM that applies to you.

- X___ New ministry development, start or continuance
- X___ Revitalization of current ministries and church vitality
- ___ Legacy/hospice
- X___ Reassessment of ministry, which may include:
 - exploring merger, yoking or unification with another church
 - assessment of properties
 - Staffing restructuring
- ___ Major conflict/healing

2. In a paragraph or two, explain how you discerned that a DTM was right for the church at this time.

Our current Pastor has served the congregation of Crossroads for over 9 years in the capacity of a part-time Preacher/Teacher. Although very dedicated to Crossroads the Pastor’s responsibilities were limited due to contractual restrictions and locale. We are hoping that the service of a DTP will provide the opportunity for Crossroads congregation to discern their role in the community, while attending to the spiritual needs as well as support, motivate and build up the congregation.

3. Please explain your goals for this Designated period using the table below.

	Goal: with specificity, describe what you hope to accomplish during this time.	Commitment: describe how the congregation will prioritize and participate in reaching this goal?	Assessment: describe how the congregation will know the goal has been accomplished
1.	The primary goal of our congregation is to grow...not only in numbers but spiritually.	Although we are “light” in numbers, we are a very dedicated congregation. We are an open congregation with an understanding that we have work ahead of us that includes self-care as well as service to others. It is often said that we are “small but mighty”	Increased membership and attendance will indicate that we are accomplishing this goal. However, it is also the overall sense and “feeling” that our congregation and visitors experience Sunday mornings and beyond.

2.	Discern God's call as a church. Crossroads has experienced major changes and transitions in the past couple of years and is open to exploring who God has created us to be	We are willing to do the work with tools provided by the DTP. Continuing our self – exam and commitment to spiritual growth as a congregation and as individuals	Assessment of this goal will be through conversations and perhaps continued surveys to confirm we are truly following God's direction
3.	Creating projects that serve and involve the community. We truly would like to serve and be an integral part of our community.	We feel that with strong leadership, improved marketing and ongoing communication we will be opening the door for anyone seeking a welcoming place to worship	Attendance and participation will help us to understand the success of implementing this goal. We are fortunate to have a congregant offer his gifts in this area.
4.	Need to expand our resources (both human as well as financial)	The individuals of our existing congregation are very committed in doing all that they are able to ensure Crossroads success. We attempt to lead by example.	Our stewardship program is vital in assessing not only the congregational financial commitment but also the gifts they are willing to share
5.	The Labyrinth has become part of our spiritual practices at Crossroads. It is our Goal to re-construct a Labyrinth/Meditation area at our new location.	The Council has approved moving forward with this project and there are funds to begin the process.	When the building process begins and we are finally able to enjoy the peaceful God inspired walks once again.

Who We Are

In a paragraph or two for each item, please provide the following.

1. *Church's Mission Statement (or name that one needs to be developed):*

Our current mission statement is "Empowering lives through Jesus Christ" Although this mission statement seems to fit our missions, we are open to updating; we understand that it may need to be restructured with successful discernment.

We are a small congregation of enthusiastic, dedicated, and diverse Christians who believe that “No matter who you are, or where you are on life’s journey you are welcome here”. There are many people involved in Crossroad’s ministry work: Council, Deacons, Lay Leaders, volunteers who are committed to serving through our mini-food pantry, kitchen functions, prayer shawl ministry, process group and special events. Our paid staff includes: Pastor, part-time Administrative Assistant, Music Director, Buildings and Grounds person, and Custodian.

2. *Brief Church History:* Crossroads Church was established in 1964, obtained permanent structuring in 1979, erected a new sanctuary in 2005 on the same property, and relocated to our present building in 2023. Most recently our congregation moved to its current location after years of financial struggling. Even with members of the congregation committed to running a successful thrift store to supplement our income we found that it was not enough. As our numbers declined, we made the very difficult decision to relinquish ownership by selling the Church (the building) so that we may continue as a Church (the people). We truly felt God’s presence and guidance through this transition. We were presented with the opportunity to purchase our new building completely debt free so that we may focus on an exciting new beginning.

3. *2-3 Significant Events:*
 - Most recently, selling of property and relocation: This event enabled our congregation to enjoy a focus of missions, ministry and new start without serious financial constraints (at least for the time being).
 - Many years ago, the congregation made the financial decision to move from a full-time pastor to a part-time pastor.
 - Covid proved to be a detrimental world-wide catastrophe that strongly impacted our tiny church. We continue to feel the effects.

4. *Church Strengths:* Our congregation is a very welcoming, friendly and progressive community. We have committed to work diligently to become more involved with our surrounding neighbors. We are made up of a diverse group for our size. Our location lends itself to attract families, business people, military, college students, and seniors.

5. *Church Challenges:* Declining membership due the effects of covid, deaths and personal choices. Although we have reduced our expenses and own a building that is mortgage free, we continue to experience financial challenges. Recently, we have been blessed a

few youths attending and joining our congregation. The challenge is to find appropriate programs to help them grow and invite friends. We continue to be committed to improving communication skills amongst the entire Church Family.

6. Experience of Conflict: The sale of our previous church home created a division. Some folks wanted to continue to focus on saving the property that we all felt was our home. Others realized the futility of our efforts to increase income enough to sustain the financial responsibilities. Through conversations, gathering information and prayerful consideration. The congregation voted to the sale and purchase in hopes of refocusing our direction.

1. *Every church has conflict, some minor, some larger. On a scale of 1-5, where would you rank your church's level of conflict? 1-2 _____*

(Based on the work by Speed Leas 1. Problem to solve 2. Disagreement 3. Contest 4. Fight or Flight 5. Intractable)

2. *Please explain why you chose this level.*

We are working on enhanced communication by offering opportunities for sharing concerns and informing of upcoming events and encouraging the congregation's participation; especially, regarding disagreements and problem solving.

3. *Describe your congregation's values and practices when it comes to conflict.*

Our congregation does not promote conflict. However, when conflict occurs, communication between relative parties is encouraged.

Basic Church Statistics *Yearly average*

	Church Membership	Weekly Worship Attendance	Children & Youth Participation	Adult Ed Participation
Pre-pandemic	73	61	0	6-8
Current year	36	25	0	6-8

	Income	Overall Budget	Mission Giving	Reserves& Endowment Principals
Pre-pandemic	115,003	109,869	2,855	16,456
Current year	66,221	107,605	2,000	175,000

Compensation

Total Compensation Package Amount or Range: Upto \$75,000 _____

Package offered: Total Package, no additional monetary benefits offered
(choose only one) Total Package Includes Benefits (please list the benefits that are offered)

Housing:

- Housing allowance only
- Parsonage only
- Can offer either

Please explain briefly your process in discerning your compensation.

Compensation is negotiable based on the candidate's experience and qualifications as well as Crossroad's financial ability. Crossroads will work with a candidate to meet their needs and our resources regarding housing.

Ministry Description

In 2,000 characters or less, describe your church and the type of minister you need. Think of this section as your "sales pitch." It is the first thing the candidate will see about you.

There is great potential for growth and outreach in Brevard County. It is our earnest prayer that God will bring us a teacher who shares our vision to grow and reach our local area. We are eager to be nourished by God's word and church activities.

Crossroads is blessed with a spiritually hungry congregation willing to be involved with supporting a Pastor that has leadership skills in working collaboratively.

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Statement of Consent

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this document that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates. As the committee charged with the responsibility for identifying and recommending a suitable leader for the interim time for our church, we have been authorized to share the information herein with potential candidates.

We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

Signature of Search Committee Chairperson
(*typed is sufficient*)

Date