



Loved. Equipped. Sent.

**Senior Pastor Job Description**  
**NorthCross Church (PCA) | Cornelius, NC**  
[northcrosschurch.com](http://northcrosschurch.com)

**Introduction**

NorthCross Church desires a Senior Pastor who brings:

- A heart for Biblical worship, a commitment to the Truth of Scripture, and an understanding of the power of prayer
- A passion to faithfully and unapologetically proclaim the Gospel through the expository preaching of the Word
- A burden and vision for the redemption and restoration of the world around us
- A desire to share Christ with the lost, as well as encourage and instruct our members on how to better invite non-believers into the fold of Christ's church
- A heart for outreach and living out the Gospel in service to our Lake Norman community
- Experience in casting vision and growing teams / ministries
- Giftedness and joy in exegetical preaching, discipleship and pastoral care ● Relational authenticity and the ability to minister to the church community by fostering long term relationships
- Ordination (or the ability to be ordained) in the Presbyterian Church in America

**Mission Statement**

NorthCross Church exists to facilitate a gospel movement throughout the communities that make up Lake Norman – for the glory of Christ.

**Vision**

To be a people who are loved by God, equipped by the gospel, and sent into our communities.

- Loved: "A place of Genuine Community built upon the love and redemption of Jesus..."
- Equipped: "...Built upon the love and redemption of Jesus... with the goal of sharing that love..."
- Sent: "With the goal of sharing that love with all those around us in Lake Norman and around the world."

## **Our Story**

Chip Sneed and his family moved to Huntersville in August 2002 with the vision to plant a Presbyterian (PCA) church in the Lake Norman area. The vision for NorthCross is based on Acts 11 – God-centered, people-oriented and outward-facing to serve the Lake Norman area.

The first Sunday morning worship service was held May 18, 2003 in rented space in a restored building in downtown Cornelius. In September 2005, we moved to our current location in Cornelius – a warehouse that we have converted to offices, nurseries/classrooms and worship space.

With the blessing of the Central Carolina Presbytery, we held our particularization service on January 14, 2007 and celebrated what God had done in our midst, for gathering us together as NorthCross.

As the church grew, we called Aaron Gray to join our staff as an Associate Pastor in the spring of 2016 and he carried us through our first pastoral transition as our founding pastor stepped down in the fall of 2018. We hired Sid Druen in the summer of 2019 as senior pastor. Shortly after, Aaron Gray resigned to pursue international college ministry in Spain.

Sid carried on the vision for Northcross begun by Chip and we saw growth and retention of members, and an increase in the numbers of Elders and Deacons even through the tumultuous time of Covid-19. Sid had a heart for equipping the church to speak the truth to unbelievers as well as a focus on our adult education and discipleship programs. He encouraged us to engage in conversations with those who do not believe the truth of the Gospel. Sid also had a strong connection to Davidson College as the former RUF campus minister there and throughout his time as senior pastor at NorthCross, he continued to grow our church's relationship with Davidson College students.

In May of 2022, Sid approached the Elders with his concern that his skill set was not best suited for growing NorthCross. . He felt that his talents were better aligned with a discipleship and training role and felt called to take a position at another church in a role focused on those gifts.

NorthCross continues to pursue its vision as the Gospel is preached and experienced, authentic relationships develop and grow, and the community is touched by the love of our Savior.

## **Our Core Values**

As a result of God's love for us and His involvement in our individual stories, we value PEOPLE, the GOSPEL, AUTHENTICITY, DISCIPLESHIP, MERCY, WORSHIP, and MULTIPLICATION.

## **Primary Responsibilities:**

### **• Word and Sacrament**

- To plan and lead the various worship services of the church.
- To preach and teach the Word of God as written in the Old and New Testaments; Call the congregation to personal faith in Christ, to repentance, spiritual growth, service and evangelism through biblically grounded sermons and teaching.
- To preach the Word of God on the occasions as established by the Session, and to provide leadership in seeing qualified persons to fill the pulpit and conduct services when the Pastor is absent.
- To administer the Sacraments, working with the Session and other appropriate groups to insure that the elements are prepared for Communion.
- To encourage and help to equip congregational members who are called to ministries of preaching and teaching.
- To prepare congregants for membership in the church, including leading membership preparation class.

### **• Pastoral**

- Foster a church culture that increasingly embodies Christ's example of servant leadership to all congregational leaders and the congregation as a whole.
- To study in order to prepare for improvement in preaching, counseling, teaching, and administration.
- To counsel families and individuals of the church, and refer people to professional counselors when needed.
- To commit to support and encourage participation in mission.
- To lead and equip members in outreach to the community.
- To visit the sick in homes and hospitals; to contact inactive members; to contact prospective members, inviting them into the community of the church.
- To officiate at weddings and provide the couple with pre-marital counseling.
- To officiate at services for the deceased and to insure an appropriate witness to the resurrection worship service.

- **Administration**

- The Session
  - To serve as Moderator of the Session.
  - To develop and strengthen the organization of the Session.
  - To partner with elected church leadership to communicate vision and direction; and to administer church ministries.
- The Staff
  - Guide the spiritual development of the staff and the leadership. - To serve as senior member of the staff and as head of staff,
  - supervising and coordinating all work of other members of the staff.
  - To recommend appropriate modification to, and changes in, staff job descriptions to the Session.
  - To make temporary changes in staff duties and responsibilities as necessary to insure proper functioning of the church, reporting such actions to the Session for their advice and counsel.
- The Church
  - To encourage members of the church to support the work of Northcross Church.

- **Representation to the Presbytery**

- Participate in the meetings/duties/ministry of the Presbytery. Pledge to uphold the constitutional standards of the PCA and actively pursue those ideals.
- To attend meetings of the Presbytery unless providentially hindered.
- To serve in such capacities as the Presbytery may request or direct.
- To ensure that the Session receives appropriate reports on the activities of Presbytery at each stated meeting (of Presbytery) or more often as deemed necessary.

Please review the accompanying Job Description and reach out to Mark Bankert if you have any questions. Applicants are asked to submit the following:

- A formal resume / MDF and photo
- Samples of sermons, preferably digitally
- Personal Philosophy of Ministry
- A short personal biography
- Explanation of any existing candidate commitments that could impact availability

Please Contact:

Mark Bankert and the NorthCross Pulpit Search Committee

Email: [mark@northcrosschurch.com](mailto:mark@northcrosschurch.com)

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