

# CHURCH AND PASTOR PROFILE



## Cross Park Church PCA



Hemby Program Center  
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[www.crossparkchurch.org](http://www.crossparkchurch.org)

# WHO WE ARE

Cross Park Church began in 2011 as a plant of Uptown Church with a vision to establish a Christ-centered, gospel-preaching congregation in the rapidly growing South Charlotte area. Throughout our history, God has sustained a committed and resilient congregation; one that has worshiped in schools, outdoors during COVID, and now in the Hemby Center at the Brace YMCA.

Despite the challenges of frequent relocations and recent leadership transitions, Cross Park has continued to grow in authentic community, biblical depth, and global missions engagement. Our congregation is known for:

- Expository, gospel-centered preaching
- Sincere, supportive relationships and multigenerational community
- A strong core of spiritually mature believers
- Generosity, service, and global missions
- Resilient, joyful worship and dependable volunteerism

At the same time, we acknowledge several key areas requiring renewed leadership and attention, including the need for:

- A long-term permanent meeting space
- Clear organizational leadership and strategy
- Better communication and administrative structure
- More leadership development and rotation
- Reinvigorated local missions focus

These realities shape the type of pastor we believe God is preparing to lead Cross Park forward.

# WHAT WE STAND FOR

## VISION STATEMENT:

“Him we proclaim” so that the people of South Charlotte and the world might thrive in the gospel.  
(Colossians 1:28)



### HIM

Gospel centered sermons

Attitude of humility under the authority of the Word and Christ's leading

All to the purpose of glorifying Christ



### WE

Life Groups, Bible Studies, Men and Women's Prayer Times

Ministries that encourage and serve the body

Shepherding and meeting the needs of the flock



### PROCLAIM

Local engagement

Supporting missionaries

Sending out short-term mission teams

# GROWTH OPPORTUNITIES

## LOCATION AND FACILITIES

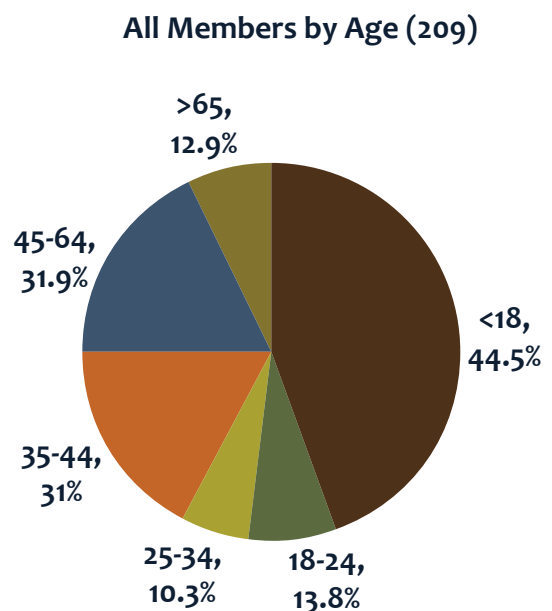
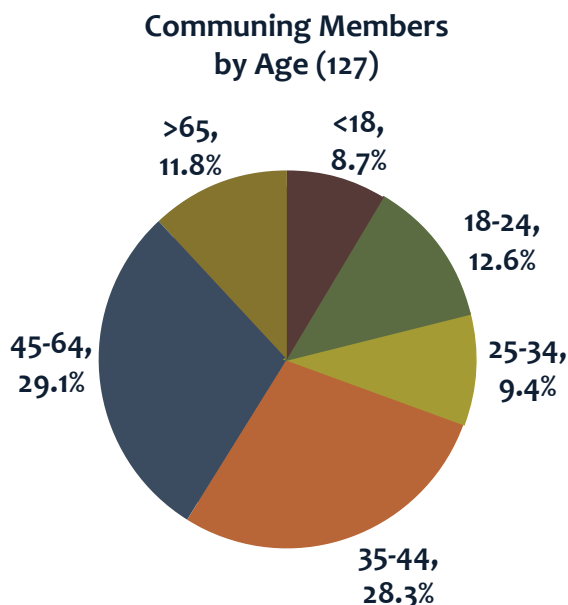
For much of our history, Cross Park Church has been a pilgrim people, worshipping faithfully in a variety of locations: schools, outdoor spaces during COVID, and most recently the Hemby Center at the Brace YMCA. We are deeply grateful for our current arrangement and for the partnership with the YMCA, which has allowed us to gather consistently and hospitably.

At the same time, we long for a permanent church home. While we maintain a healthy building fund and an active facility search, the Lord has not yet provided a long-term location. This lack of a permanent facility presents practical challenges for ministry continuity, visibility in the community, and midweek programming. Yet we trust God’s timing and provision, confident that He will establish us where and when He sees fit. We see this season not as a setback, but as a refining period—one that calls for patient leadership, prayerful discernment, and steady vision.

## MEMBERSHIP AND FINANCIAL SITUATION

In recent years, Cross Park has experienced the departure of several families for a variety of reasons, including life transitions, relocations, and broader cultural shifts. These losses have been felt not only numerically, but relationally and financially, placing strain on a congregation that deeply values close community and shared responsibility.

Even so, we remain encouraged by God’s faithfulness and by the enduring commitment of those who remain. Our congregation is composed of a mix of people of all ages, notably including a solid group of young people as well as a strong community of older mentors who are eager to invest and guide our children and youth.

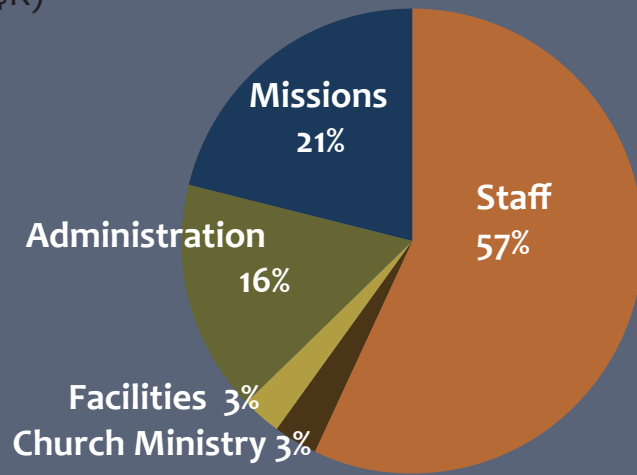
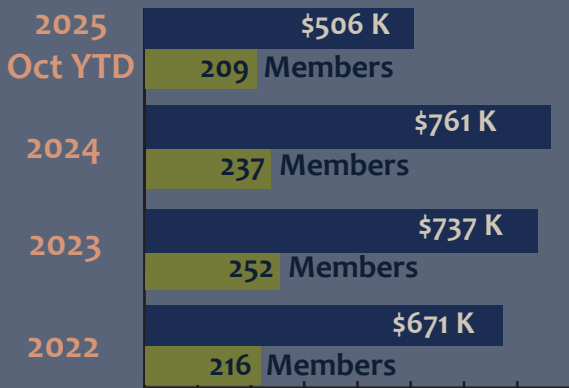


Giving over the past few years has shown some growth, as illustrated in the charts below, but this growth has slowed due in part to the loss of members. However, we feel strongly that this situation is temporary – merely a journey in which we are called to walk.

### Ministries Fund Tithing

### Budget Allocation

■ Membership ■ Unrestricted Giving (\$K)



### Balance Sheet

- \$1.3M Facility Fund
- Contingency Fund Representing 2-3 Months of Expenses
- No Debt

We believe the Lord is using this season to clarify our identity, strengthen unity, and prepare us for renewed growth. We are prayerfully seeking a Senior Pastor who can shepherd with wisdom and compassion; helping to bring healing, alignment, and renewed momentum as we seek to welcome new families and reengage our surrounding community with the gospel.

# HOW WE SERVE

## Children's Ministries

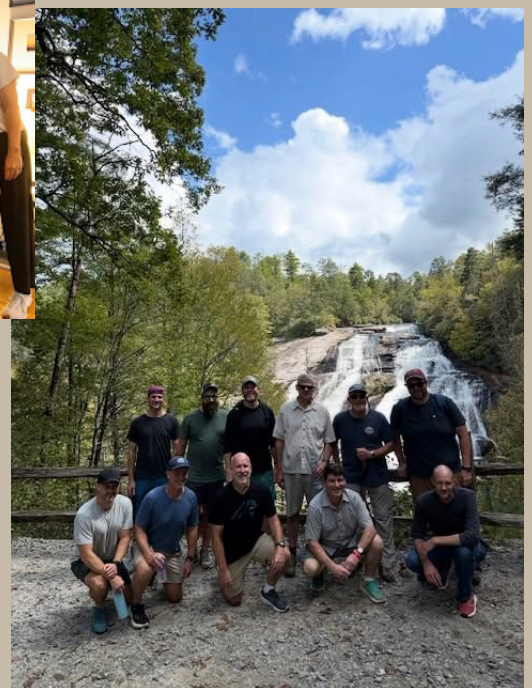
- Sunday morning nursery care for infants and toddlers
- Children's Worship for children in pre-K through 2nd grade.
- Wednesday evening kid's club for 3rd-5th graders
- Wednesday evening youth ministry for middle school and high school students

## Adult Ministries

- Women's Ministry: Our women prioritize learning from and ministering to one another through studying the Bible, praying together regularly for our congregation and missionaries, and simply enjoying one another's company.
- Men's Ministry: Weekly/biweekly meetings for men to connect, share and grow together in Christ, as well as a monthly prayer meeting to pray for our congregation and our missionaries.

## Family Ministries

- Life Groups: Families and individuals meet together in a host's home twice monthly and get to know one another better; often over a meal, sharing our lives, and praying for one another.
- Sunday School for all ages offered during Spring and Fall.



# STAFFING & VOLUNTEER CAPACITY

Cross Park currently operates with the following staff members:

- Associate Pastor
- Worship Leader
- Youth Leader
- Bookkeeper (part time)
- Nursery/Children's ministry coordinator (part time)
- Administrative Assistant (part time)

We are also blessed to have faithful elder, deacon, and shepherdess teams who serve alongside a highly committed volunteer base. This structure has fostered a strong culture of ownership and service among our members, but it has also required many volunteers to carry significant responsibility.

As the church grows, we recognize the need to grow our staff accordingly- both to support existing ministries and to create sustainable rhythms for our volunteers and leaders. We view this not as a limitation, but as an opportunity for wise leadership development, clearer role definition, and healthier long-term ministry structures. We hope our next Senior Pastor will help us discern when and how to expand staff capacity in a way that is faithful, prudent, and missionally focused.



# WHO WE SUPPORT

## **MISSIONS/OUTREACH VISION:**

It is our desire to share the love of Christ and the Good News of the Gospel both by sending and being sent both locally and globally. Through the leadership of the Missions Committee, we offer opportunities to our members to obey the Great Commission by equipping, encouraging, and engaging them in missions and outreach service opportunities. Our geographic focuses are Charlotte, Asia, Haiti and Latin America.

## **MISSION to Charlotte NC and the US**

### **Current:**

- Supporting 9 local missionary families
- Supporting College Campus Ministries (including RUF)
- Family Ministries (opportunities to invite your neighbors and friends to events)
- Mercy Ministries
- Angel Tree
- Alongside Families
- Pregnancy Resource Center
- Helped establish and support local church plants

### **Previous:**

- Room at the Inn Homeless Ministry
- Sharon Lakes Apartment Complex Tutoring Ministry
- Fall Festival Family Community Event
- Smithfield Elementary School Food Pantry & Partnerships

## **MISSION to the World**

### **Current:**

- Supporting 6 missionary families overseas
- Supporting Bible Translation to unreached people groups (Wycliffe, SIM)
- Short Term Mission Trips (Globally)
- City to City Latin America (Peru & Ecuador)
- El Shaddai Ministries - Haiti

### **Previous:**

- Asia Business Missions - China
- Host Asia Student Ministry - China

# OUR PRAYER

We believe God has already prepared the man who will serve as our next Senior Pastor. As we seek him, we pray that the Lord will:

- Strengthen him and his family
- Deepen his love for Christ and His people
- Prepare him to lead with humility, courage and clarity
- Unite Cross Park in joy, hope, and shared mission

We entrust this search to the Chief Shepherd, asking that He guide us in wisdom and unity.



# PASTOR PROFILE

## WHO WE NEED

Through congregational feedback and leadership discussions, one theme was repeated with remarkable clarity: Cross Park needs a strong, humble leader who is also a faithful preacher. Solid biblical preaching remains vital to our identity, but leadership capacity, organizational skill, and collaborative instincts are essential at this moment in our church's life.

We are seeking a Senior Pastor who embodies the heart of a shepherd, the conviction of a teacher, and the wisdom and steadiness of a leader. Cross Park's next pastor should be able to establish healthy structures, guide the church through change, and help our church flourish with clarity of direction and biblical faithfulness.

## KEY CHARACTERISTICS

### 1. Spiritual and Personal Maturity

- Lives out of a deep and abiding relationship with Christ
- Models humility, repentance, prayer, and dependence on the Spirit
- Demonstrates emotional intelligence, good people skills, and attentiveness to others
- Leads with stability, integrity, and a non-anxious presence
- Prioritizes the spiritual health of his own family

### 2. A Strong, Gospel-Centered Preacher

- Skilled in expository, Christ-centered preaching; teaching that is rooted in Scripture and applied with clarity and grace
- Communicate biblical truth with depth and accessibility
- Shepherd through preaching, leading the congregation in gospel renewal
- Equip others and cultivate future leaders in preaching and teaching

# PASTOR PROFILE continued

## KEY CHARACTERISTICS Continued

### 3. A Collaborative, Strategic Leader

- Able to think strategically, with strong implementation skills
- Able to clarify mission, align ministries, and build sustainable systems
- Skilled at organizational leadership and administration
- Comfortable empowering staff, elders, deacons, and volunteers
- Experienced-- ideally having led through challenge or transition before

### 4. A Shepherd Who Builds Healthy Community

- Loves people and invests relationally
- Equips others for shepherding and discipleship
- Helps weary leaders and volunteers find rest, renewal, and a sustainable pace
- Cultivates an environment of hospitality, care, and mutual encouragement
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### 5. A Leader Who Values Women's Voices

- Ensure that women's voices are meaningfully included in decision-making without contradicting PCA policy
- Engage women in advisory and leadership-support roles
- Collaborate well with staff and women in ministry
- Encourage their spiritual gifts and influence

### 6. A Commitment to Mission -- Global and Local

- Continue Cross Park's strong global missions heritage
- Lead the church in reconnecting with the needs of South Charlotte
- Help create pathways for evangelism, mercy ministry, and outreach
- Cultivate a culture of welcoming skeptics and newcomers

# PASTOR PROFILE continued

## MINISTRY RESPONSIBILITY

### Preaching & Worship

- Serve as primary preacher
- Plan worship collaboratively
- Maintain reverent, joyful, gospel-centered worship
- Develop future preachers within the church

### Leadership & Vision

- Lead the Session in establishing and articulating mission, vision, and priorities
- Strengthen organizational structures and communication
- Partner closely with staff, especially our Associate Pastor
- Equip and encourage elders, deacons, and lay leaders
- Model collaborative leadership and healthy decision-making

### Shepherding & Discipleship

- Provide pastoral care, counseling, and discipleship
- Equip leaders and volunteers for shepherding ministries
- Promote an accessible discipleship pathway for newcomers and long-time members

### Mission & Ministry Development

- Encourage both global and local mission initiatives
- Help the congregation live missionally in their homes, neighborhoods, and workplaces
- Promote evangelism, hospitality, and engagement with skeptics

### Denominational Engagement

- Be ordained or ordainable in the PCA
- Participate in presbytery and support broader Presbyterian ministry

## QUALIFICATIONS

- Master of Divinity (MDiv) from a Reformed theological seminary
- Ordained or ordainable in the PCA
- Meets the character qualifications of 1 Timothy 3 and Titus 1
- At least one prior role in ministry leadership