



<http://www.crossingsokc.org>

*Executive Pastor – Ministries
(Education/Discipleship)*

OPPORTUNITY PROFILE



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POSITION OVERVIEW

The Executive Pastor - Ministries oversees and is responsible for Christian education from Nursery to Adult programs. Given the strength of the Sunday school and mid-week classes and 31 staff members (including 14 pastors) under this position, it's a big job. There is a need for someone who, through influence, will work across departmental boundaries to break down silos and to encourage greater understanding, cooperation and effectiveness in all areas. The Senior Pastor is seeking someone who will be a "kindred spirit" in working with him with similar values, goals and style.

This role is peers with the primary direct reports to Marty Grubbs, the Senior Pastor.

- Executive Pastor, Terry Feix, who came from a corporate executive career over a decade ago, and now oversees Congregational Care, Life Care, Missions, Crossings Christian School, Connection / Reception, Volunteers, and Youth Sports. Terry also teaches the largest adult Sunday School classes.
- Worship & Media, led by Larry Harrison.
- CFO, Blake Bastin who also oversees finance, communications, facilities/grounds, MIS/web and Security.



CHURCH OVERVIEW

Crossings Community Church is a Christ-centered church committed to live by FAITH, to be a voice of HOPE, and to be known by LOVE. To do this, people gather to center on Jesus, and serve the city and world. Crossings is one church in multiple locations.

OKC Campus



OKC is the main campus located on the northside of Oklahoma City and draws its people primarily from OKC and the adjacent towns of Edmond, Deer Creek and Piedmont which are predominately upper

middle class. On Sunday mornings, start your day with a free cup of coffee in the Atrium, and then experience excellent music and a relevant message in one of five services. Most often, all services hear the same message, but differ in the type of music.

Edmond Campus

Crossings Edmond a separate campus serving a multi-generational congregation, made up of individuals and families who are interested in being the church in the world. All services hear the same message. Experience a relaxed atmosphere, with two services on Sundays at 9:30 am and 11:00am, be part of a high-energy, contemporary service with a worship band – and children and students will be learning about Jesus in a fun and engaging environment.





Crossings Clinic

The mission of Crossings Clinic is to humbly proclaim the message of Jesus by serving the physical, emotional, and spiritual needs of the uninsured. The scope of Clinic services includes medical, dental, vision, and behavioral health care provided through the support of licensed professionals and other dedicated volunteers.



Crossings Community Center

The mission at Crossings Community Center is to humbly proclaim the message of Jesus by meeting the physical and spiritual needs of those in the community. The Community Center serves as the missions hub for Crossings Community Church and strives to partner with those in surrounding neighborhoods to build a more spiritually, physically, and relationally healthy community.



Crossings Christian School

The mission of Crossings Christian School, a PreK-12 school of 1,000 students, is to be a partnership by parents and the church to develop students from early childhood through upper school into Christ-centered servant leaders who are academically and spiritually prepared for college and life.

CHURCH HISTORY

Crossings Community Church was created to reach the spiritual needs of the growing Oklahoma City area and serve those in the community. Through a variety of locations and name changes, Crossings has enjoyed 58 years of service. Below are just a few highlights from Crossings' history.

1959

Westridge Hills Church is dedicated on Easter Sunday. (Mr. and Mrs. E.W. Baker and Wilma McManus begin building a sanctuary, fellowship hall and kitchen at 2600 N.W. 55th (55th and Linn) in Oklahoma City in 1955).

1981

Marty Grubbs joins Westridge's staff as associate pastor responsible for youth and music ministries.

1985

Marty Grubbs becomes the senior pastor with a congregation of about 100 people. Members raise money to build a new sanctuary.

1999

Congregation changes its name to Crossings Community Church in early summer. On September 12, 1999, the first service is held with more than 3,100 people in attendance. The new 190,000 square foot facility was built free of any long-term debt.

2007

Crossings Christian School opens its lower school campus on the church grounds and becomes accredited by the ACSI in 2008.

2008

With a desire to become more diversified, the church planted Crossings Comunidad Cristiana, Crossings first Hispanic campus at 3120 S. Harvey Ave. in Oklahoma City.

2014

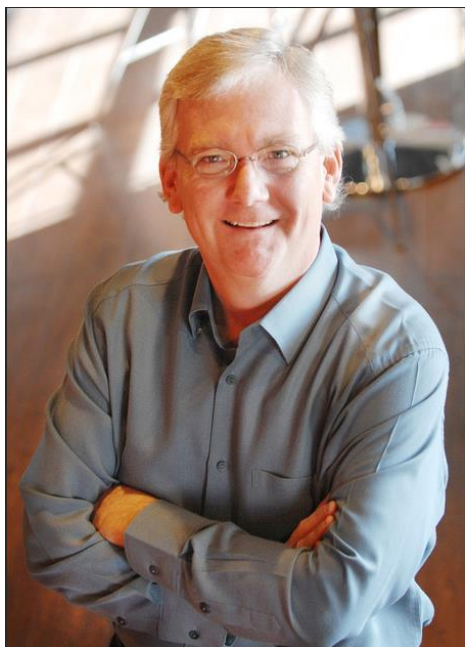
Crossings Christian School opens new Athletic Complex, including the Knights Stadium (for football, soccer & track), a baseball and softball field, and fieldhouse.

2015

In January, the new 37,000-square-foot Crossings Community Center and Clinic at 10255 N. Pennsylvania is completed. Also in January, Crossings Christian School opens Middle School campus.

2016

Crossings opens new satellite campus in North Edmond at 1500 W. Covell Road on November 6.



MARTY GRUBBS

Senior Pastor

Christ-follower, husband, father, grandfather and Senior Pastor at Crossings Community Church.

For the past 30 years, the birth of the first church in Acts 2 has driven Marty's vision for the Church as a place that is with each individual throughout their entire life - through good times and bad - and is totally relevant to daily living.

Marty has an honorary doctorate and degree in Religious Studies and Sacred Music from Anderson University. His greatest joy is his family. Married for 32 years, he and wife, Kim, have three grown children: Tyler - married to Brittany and parents to their grandchildren, Teagan and Oliver; Kristin - fulfilling her passion for connecting with seniors/elders as an Associate in Congregational Care; and Cole, who was recently engaged is the Worship Pastor for Crossings' newest satellite church in Edmond.

Marty is a humble, transparent man with a vision and heart for the lost. He prefers to be a macro-manager but can get into the details when required. He knows his own strengths and weaknesses and is seeking someone who will complement those and partner with him for the Kingdom's sake. For more personal insights into Marty's passions, style and personality speak directly with Bruce Dingman.

Social Media:



@MartyGrubbs



CHURCH THEOLOGY AND CULTURE

Crossings is an evangelical church with a Wesleyan theological foundation and is the largest church in the Church of God (Anderson, IN) denomination. People are attracted to Marty Grubbs' preaching, the fellowship and the youth and student programs. Crossings is a multi-generational church offering both traditional and contemporary worship, with the same sermon preached at all seven Sunday services by Marty Grubbs as the primary preacher.

The sermons readily apply to people's lives, and in Sunday School classes and mid-week courses people dig deeper into the scriptures and discipleship. The pastoral staff of 38 men and women are a combination of coming locally and some from churches like Willow Creek Community Church. The greatest area for potential growth in the church would be with teens.

In true Wesleyan form, the church practices a strategy of "leading with love, enthusiastically offering forgiveness and redemption, and eager to see restoration in the life of those who have been far from God. We encourage those choosing to follow Christ to be baptized as a public expression of their faith."

We believe God calls and equips both men and women for ministry.

FACTS ABOUT THE CHURCH

- The main campus has 86 acres which includes 66 acres for the church and 20 for the school.
- Seating capacity...Sanctuary 3000; The Venue 1366; Chapel 400; Edmond church 900.
- Crossings is debt free.
- Budget: \$18 Million, including \$3M for missions (of which almost a million is for the operation of the Crossings Clinic).
- Weekend average attendance: 6800, of which 5,000 are adults, 900 children and 300 teens and 600 online.
- Sunday School attendance is 1300 adults, 850 children and 165 middle and high school students; there are 31 classes for adults and 89 for children.
- Adult small groups: 107 with 1400 in average attendance.
- Pastors on staff: 38.
- Number of ministries: 142.
- Employees: 95 full time and 150 part-time, and reporting to this position are 31 employees, 15 interns and 88 nursery workers.

The main campus with services in the Sanctuary is modestly full and the Venue is at capacity. The new campus in Edmond, which is less than a year old, is averaging 600 adults, 200 youth and is debt free.



THE POSITION

The work of the church is “to equip the saints for the work of ministry, for building up the body of Christ” (Ephesians 4:12).

Consequently, the essence of the job is to recruit, nurture and deploy leaders. Some of the leaders will be on staff and some will be volunteers. The Executive Pastor of Ministries is responsible for the supervision of all Christian education ministry. He or she reports to the Senior Pastor. This is a non-preaching role.



Opportunity

This opportunity is attractive for a person drawn to the mission of the church. This person will want to make a major difference as a key contributor to a growing, dynamic organization with a positive and proactive leadership style.

Crossings Community Church is offering a competitive salary and appropriate benefits, coupled with a mission that is Christ-focused. Assistance with the cost of relocation is available. The selected candidate will be eligible to participate in ministerial allowances as related to Federal Income and Social Security tax and church staff is entitled to a 50% discount on their children's tuition at Crossings Christian School (www.CrossingsSchool.org).

Crossing's vision, financial position, excellent leadership and desirable location make this an outstanding opportunity for consideration.

Position Responsibilities

Oversee and supervise the staff in Christian Education areas

- Directly lead ministries serving Students, Children, Nursery, College/Young Adults, Women's Ministries and Spiritual Formation, Small Groups, Adults, Men's Ministry, and the Wednesday night platform which includes ministries to all age groups in various forms and settings working with key teachers and coordinating their teaching gifts.
- Create and cultivate a climate and culture in which the staff is passionate about their faith and their work, excel in their efforts and enjoy a healthy quality of life.
- Develop staff structures as needed.
- Handle staff problems and conflicts as necessary.
- Oversee staff performance and process.
- Ensure the successful shepherding and development of the Ministries staff.
- In partnership with the Senior Pastor, take direct responsibility for hiring and dismissal (and related personnel functions) of the ministry staff. Be responsible for indirect supervision of all other employees through the various team leaders.

Coordinate and integrate all the Christian education ministries

- Ensure successful startup of new ministries.
- Ensure the on-going management/health of existing ministries.
- Ensure communication between ministries.
- Ensure successful completion of ministries as necessary.

Oversee the implementing strategies as formulated by the Senior Pastor, Elders and Staff

- Partner with the Senior Pastor so that he may focus on vision casting and overall church leadership, fresh and creative communication from the pulpit, entrepreneurial relationships in the community, and keeping his connection with God alive and robust.
- Participate regularly and actively on the Executive Leadership Team.
- Give direction and leadership to the Christian Education Ministry Pastors, their staff and ministry design.
- Mentor and coach Christian Ed staff ministry team to help them realize their God given potential in alignment with the vision and goals of Crossings Community Church.
- Design and deliver a comprehensive training and leadership development process for the Christian Ed staff.
- General Pastoral Responsibilities (when needed) to include weddings, funerals, sacraments, prayer, etc. and regular presence on the platform in large group gatherings. If not already ordained the church can license the person for doing marriages. Direct leadership responsibility with a ministry close to his/her heart.



PERSONAL QUALIFICATIONS

Character

- Must possess, in an increasing way, the character traits listed in I Timothy 3:1-6.

Competency

- Must have a strong and proven background in Christian education, leadership, management, and supervision.
- Must have experience as an Executive or Associate Pastor in a local church of 1500+ attendees.
- An MDiv or DMin degree is valued but not required.

Calling

- Must be able to articulate a clear calling to servant pastoral leadership to the Crossings congregation.

Chemistry

- Must have the ability to develop a unique reciprocal bond and kinship with the Senior Pastor because of the nature and close working relationship required.

Characteristics

- His or her "EQ" must be very high. Reads people and situations well in addition to an ability to discern gifting in others and the role that suits them best.
- Exhibits the gifts of wisdom, leadership and discernment.
- Ability to motivate, mentor and empower others to lead and grow in their faith.
- Shows exceptional relational and interpersonal communication skills.
- Is highly approachable, authentic and is a good example.
- Displays systems and customer service orientation; values both efficiency and process.
- Continuously learns and grows and helps others to do likewise.
- Values input and "buy-in" to decisions; yet, can be decisive.
- Is energetic, has the stamina for a demanding position.
- Shows self-confidence; yet, is humble and has a servant's heart.
- Patient, calm during crisis and good at diffusing tension.
- Radiates genuine warmth; attracts people and is sensitive to others.
- Values people first and programs second; yet is results-oriented.
- Encourages and stretches people to grow professionally and spiritually.
- Is an excellent group facilitator; conducts meetings effectively and productively.
- Delegates easily yet holds people accountable for timely and quality results.
- Combines being grace-oriented yet also readily confronts problems easily, promptly and sensitively; is effective with conflict resolution.
- Understands organizational development (knowing how the organization should be structured and how internal systems work most effectively).
- Balances work with a strong walk with God, appropriate times for family and personal time for refreshing and recharging.

PROFESSIONAL QUALIFICATIONS

The greatest requirement for a person in the role of Executive Pastor-Ministries is a strong personal commitment to Jesus Christ and a love for His church. The person must demonstrate commitment to ongoing spiritual development and maturity, and must be someone of impeccable personal integrity and moral purity.

Theologically, he or she must be an Evangelical with deep appreciation for the authority of Scripture and an unswerving commitment to a biblically-based lifestyle. Overall beliefs must be consistent with "Crossing Community Church's Statement of Faith" (see Addendums).

Professionally, a qualified candidate will be experienced as Executive Pastor of a church with a weekend attendance of over 1500 and a budget over \$3 million. Or the person could be over discipleship and/or education of a similarly large church while supervising multiple pastors.

A key expectation is that this person enjoys the supportive role, yet is comfortable with the assumption of responsibility for a large number of people. The Executive Pastor-Ministries position is for a leader who does not desire the limelight, but rather one who seeks to carry the vision into reality as a dedicated supporter of and complement to the Senior Pastor and his gifting. In addition, he or she should know how to develop leadership abilities in others and how to build and manage a large team.

The ideal candidate will see the work of managing church Christian education staff and operations as an act of ministry and apply a profoundly spiritual understanding to the work.

Additional characteristics include:

- Savvy business thinking and acumen within the context of spiritual objectives.
- Self-aware and authentic.
- Loyal and trustworthy.
- Sense of humor.
- Politically astute, but not politically driven.
- Able to delegate without micromanaging, but with good follow-up. Practices "Management by Walking Around."
- Able to be visionary and to cast "vision within a vision."
- Entrepreneurial and willing to take calculated risks; however, able to be the respectful "voice of reason" in exploring new options.
- Able to quickly inspire a sense of trust.



LOCATION



Water taxis in Oklahoma City's downtown Bricktown neighborhood

Oklahoma City is the state capital and ranks 27th among United States cities with the metropolitan area population estimated to be 1,358,452. Lying in the Great Plains region, Oklahoma City is in the "midst of cattle country" and the city has one of the world's largest livestock markets. Oil, natural gas, petroleum products and related industries are the largest sector of the local economy.

Education

Primary and secondary - Oklahoma City is home to the state's largest school district, Oklahoma City Public Schools. The district's Classen School of Advanced Studies and Harding Charter Preparatory High School rank high among public schools nationally according to a formula that looks at the number of Advanced Placement,



Devon Energy Center, tallest building in the state

The major universities in the area – University of Oklahoma, Oklahoma City University, and Oklahoma State University. Oklahoma City Community College in south Oklahoma City is the second-largest community college in the state. Rose State College is east of Oklahoma City in suburban Midwest City. Oklahoma State University–Oklahoma City is in the "Furniture District" on the Westside. Northeast of the city is Langston University, the state's historically black college (HBCU). Langston also has an urban campus in the eastside section of the city. Southern Nazarene University, which was founded by the Church of the Nazarene, is a university in suburban Bethany.

Culture and Demographics

It's not all cattle and oil wells for the city offers numerous cultural venues as well. The Donald W. Reynolds Visual Arts Center is the new downtown home for the Oklahoma City Museum of Art. There is the Science Museum, The Museum of Osteology, The National Cowboy & Western Heritage Museum to name a few. Beyond the football games at the universities and high school, Oklahoma City is home to the exciting Oklahoma City Thunder basketball team.



The art deco Civic Center Music Hall, which was totally renovated in 2001, has performances from the Oklahoma City Ballet, the Oklahoma City Opera, the Oklahoma City Philharmonic and also various concerts and traveling Broadway shows.

Economic Affordability

Oklahoma City/Edmond have housing costs that are quite affordable, similar to Dallas/Plano, Austin, Nashville, Phoenix and Atlanta, and less expensive than places like Denver/Aurora, Portland, or Chicago/Naperville. And is incredibly cheaper than suburban Washington, DC, Los Angeles, or Seattle. These are just random examples.

[Read more](#)

OKC Metro Area Statistics

Median Age 34.6

Household Size 2.58

Median Home Price \$132,300

THE SEARCH AND SELECTION PROCESS

Bruce Dingman will conduct the search on behalf of the Dingman Company, Inc. an executive search firm which has a successful track record of numerous comparable searches www.dingman.com. This opportunity will be shared with many people who might be potential candidates or who might know potential candidates. The search firm will establish a list of interested and qualified persons and then conduct follow-up telephone calls.

Those candidates holding strong promise will prepare a detailed resume and respond to a prepared Candidate Questionnaire. The search consultant will then conduct personal interviews of the strongest, most appropriate candidates. The next step will include checking candidate's references, verifying degrees, and completing a background check.

In collaboration with Crossings Community Church, the list of candidates will be narrowed to approximately four individuals who will then be interviewed comprehensively by the Senior Pastor and selected members from the Elders and senior staff.

Maintaining confidentiality, as needed by a candidate, will be an important part of the process. A practice of prayer and fasting will be involved, too.



The Dingman Company, Inc. is a retained executive search firm devoted exclusively to serving our clients in matters of executive selection. We are a generalist firm that has served the business world nationwide since 1979. While most of our assignments are in the corporate sector, due to our faith, we also serve many non-profit organizations who are followers of Jesus Christ.



Our client is committed to a process that represents equal opportunity employment and does not discriminate in any way based on gender, race, age, color, national origin, veteran status, medical condition, or physical or mental disability. However, for searches on behalf of religious organizations, candidates will be evaluated based on that organization's theological beliefs and religious practices.

We fully respect the need for confidentiality of information supplied by interested parties and assure them that their backgrounds and interests will not be discussed with anyone, including our client, without their prior consent, nor will reference contacts generally be made until mutual interest has been established. Reference checking will require that a candidate give the recruiter access to third parties. The recruiter and the Senior Pastor and his staff will be cautious and sensitive as needed in trying to preserve any candidate's anonymity.



For further information on this position, please contact:

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STATEMENT OF FAITH

The following are the core beliefs of Crossings Community Church

- The Bible is the expressed Word of God and is our final authority in all matters of faith and practice.
([II Timothy 3.16](#); [Psalm 119.89-91](#); [II Peter 1.20-21](#))
- God, all-loving Creator of the Heavens and the earth, eternally exists in three persons: Father, Son and Holy Spirit.
([Genesis 1.1, 26](#); [John 1.1-2](#); [4.24](#); [Romans 1.19-20](#); [Ephesians 4.5-6](#))
- Jesus is the eternal and second person of the Trinity. Though fully Divine, He became fully human. He was born of the virgin Mary and lived a sinless life. He was crucified for crimes He didn't commit, and through His resurrection, freed all people from the power of sin and death. He will return again, ushering in the eternal Kingdom of God. All who respond to the work and teachings of Jesus by a personal belief that issues forth in personal obedience to Jesus and His teachings will live forever with Him.
([Matthew 1.18-25](#); [John 1.1](#); [12.44-45](#); [Romans 9.5](#); [Hebrews 4.15](#); [Ephesians 5.2](#); [I Thessalonians 4.16-17](#))
- Salvation, a free gift from God, is God's desire for all humanity to be in right relationship with Him. In turning from a self-centered life and turning to God and accepting the work Christ accomplished in His death and resurrection, one receives new and eternal life.
([John 3.16-17](#); [14.6](#); [Ephesians 2.8-10](#); [I Timothy 2.4](#); [I John 2.2](#))
- The Holy Spirit is the eternal and third person of the Trinity. The Holy Spirit continually draws men and women closer to God. Being marked by the Holy Spirit as children of God, believers are encouraged, transformed to be like Christ, convicted of sin and empowered to serve others.
([John 14.16-17](#); [16.5-15](#); [Romans 8.9-11](#); [I Corinthians 12.1-31](#); [Galatians 5.22-23](#))
- Unity is essential to the body of believers, the Church. Though there are many expressions of the Church in our world, there is only one universal Church, made up of all who have received Jesus Christ as Lord. The Church exists to be the body of Christ in the world today.
([Romans 12.4-5](#); [Ephesians 2.19-22](#); [4.11-16](#))



PHILOSOPHY OF MINISTRY

A statement of beliefs, or a church's theology, is always a difficult proposition.

Christians, throughout the ages, have held a wide variety of beliefs, and have often differed in their personal theology. Crossings strives to center our beliefs on Jesus Christ and His teachings. To understand our statement of faith, these two pieces are vital:

- We will focus our teaching on the non-debatable principles of Scripture while leaving freedom for personal convictions related to non-essential doctrinal issues. Our highest desire is to live in light of biblical principles while remaining culturally relevant to our community.
- We believe that becoming a Christ-centered person requires active participation in the church.

We have a purpose that guides everything we do. We want this vision to be front and center at all times, even if it means that we must not do some things that we could do. Our calling is clear and will continue to guide us into the future.