

Crossroads Church | Lead Pastor Search

Overview

Crossroads Church is a 35 year old evangelical non-denominational congregation of about 75 members in Spanaway WA., which is a “blue collar” suburb of Tacoma in Pierce County WA. We are looking to hire a lead full time Pastor who could begin serving anytime between March 1st and June 1st of 2026. Our current Pastor who planted the church is retiring. We sense this is a new season for our church and we are believing God to bring a lead pastor with fresh vision and strong leadership to discover with us what’s next!

We have an active teen ministry in partnership with a neighboring congregation and a small Sunday School, along with three or four bible study/care groups, and a strong commitment to overseas missions.

We currently have a part time paid music person who leads in contemporary worship, a part time bookkeeper and Children’s Director.

We have a very good building with a newly remodeled lower level space with classrooms, nursery, kitchen and fellowship hall.

Crossroads is active in serving our local public schools and caring for the “least of these” among us in Spanaway. Growing our ministry with young families is a current priority.

Key Responsibilities

- Work with the Overseer team to provide vision, direction, and strategy for the church
- Recruit, oversee & equip leaders for the various ministries of the church
- Preach and teach the bible on Sundays and as needed
- Practice and promote the sharing of the good news
- Provide encouragement, care, and counsel to congregation members and facilitate small groups to do the same
- Work to build a church that engages the needs of younger families with children
- Support and empower our existing missions commitment toward unreached Muslims in SE Europe
- Connect and partner with other Pastors and faith leaders in our community
- Perform weddings and funeral as needed

Qualifications

- Meets the qualifications of an overseer in 1 Timothy 3:1-7 and Titus 1:6-9
- Holds firmly to the supreme authority of Scripture for life and worship
- Able to teach and preach the bible in a compelling and accurate way
- Practice and promote a culture of earnest prayer
- Training and experience with church ministry and biblical knowledge
- Supportive of the Crossroads Church statement of beliefs on our web page
- Demonstrates humility, wisdom, integrity, sincerity, approachability, and relatability; having experienced true and on-going life change by the power the Gospel.
- Ability to collaborate with others and lead other leaders in a way that models the servant leadership of Jesus.

Benefits

- Four weeks paid vacation.
- Total Compensation package range of between \$60,000 to \$70,000 depending on skills, experience, and training.

Our church has demonstrated the ability and commitment to increase Pastoral compensation and add other part time paid staff as the growth of the church enables such.

Application Process

Interested persons should submit a 2-3 page resume which includes the items listed below anytime after October 15th, 2025.

Please include the following:

- Contact information and any social media links that seem applicable
- Education and ministry training
- Brief description of your conversion and Jesus journey
- Applicable ministry, pastoral, or life experience including involvement and leadership in local church life along with experience in teaching the bible
- Describe your ministry & leadership philosophies, and vision, and what you believe you could offer to the church as the Lead Pastor
- Include any skills, competencies, personal qualities, languages, publications, licenses, or professional affiliations
- Add 3-4 references regarding your character and leadership abilities in church work