**HISTORY OF CROSSROADS COMMUNITY CHURCH**

Our church had its beginning July 12, 1953 when Luther Rogers and Norm Wilcox, along with their wives and children, met in the home of Ben and Gertrude Allnutt and decided to form a Baptist Mission in Utica. Another meeting was called on July 18, 1953 where a motion was made to name the mission the “Emmanuel Baptist Mission”. Luther Rogers was elected pastor. The mission was authorized by the Emmanuel Baptist Church of Centerline. Services were held in different homes until the first Sunday in October when the American Legion Hall was rented. There were 34 people present the first Sunday in the hall. There were 35 present the second Sunday, 49 the third, and 37 the fourth.

Emmanuel Baptist Mission was organized into an Independent New Testament Baptist Church on March 21, 1954. The constitution, church covenant, and articles of faith were adopted. The church declared itself the “Mammoth Missionary Baptist Church” of Utica. The Reverend Luther Rogers was called as pastor. Services were first held in the basement at 2690 Auburn on October 21, 1956. The upstairs was completed in 1963. Three lots were purchased on the east side of the church on which the parsonage was built and moved into on September 11, 1971.

The Reverend Luther Rogers was the pastor of the church from the beginning until he resigned January 24, 1960. The Reverend Don Titus was called as pastor on February 14, 1960 and resigned eight months later on October 9, 1960. The Reverend Luther Rogers was once again called as pastor and served again in that capacity until May 16, 1965. The Reverend Gary Martin was called as pastor on June 16, 1965 and resigned April 24, 1968. The Reverend Paul Caudill was called as pastor on June 23, 1968 and retired on July 28, 1996. Shortly after Rev. Caudill became Pastor, the word Missionary was dropped from the letterhead and Church signage. Pastor Scott Swander became our first full-time youth director on July 1, 1987. He resigned on April 1, 1989. The Reverend Allan Blount was called as pastor in March 1997 and resigned in May 2001. The Reverend Robert Tilburt was called to be pastor in October 2001 and retired in May of 2015. In September 2015 Pastor Curtis Wilson was called as Lead Pastor. Under Pastor Wilson’s leadership the church voted a name change to “Crossroads Community Church” and in accord with the scriptural instruction on the plurality of church elders, Pastor Curtis successfully led the church to a formal change from Pastor leadership to Elder leadership. In January of 2021 the church voted to add Assistant Pastor Frank Nachtman to the pastoral staff. In December of 2021 Pastor Curtis Wilson resigned.

**COVENANT OF FAITH**

Having been led, as we believe, by the Spirit of God to receive the Lord Jesus Christ as our Savior, and on the profession of our faith, having been baptized in the name of the Father, and of the Son, and of the Holy Spirit, we do, in the presence of God, Angels, and this assembly, most solemnly and joyfully enter into covenant with one another, as one body in Christ.

We engage, therefore, by the aid of the Holy Spirit, to walk together in Christian love; to strive for the advancement of this Church in knowledge, holiness and comfort; to promote its prosperity and Spirituality; to sustain its worship, ordinances, discipline, and doctrine to contribute cheerfully, scripturally and regularly to the support of the ministry, the expenses of the church; the relief of the poor and the spread of the Gospel through all nations.

We also engage to maintain family and personal devotions; to educate our children on the Word of God; to seek the Salvation of our kindred and acquaintances, to walk circumspectly in the world; to be just in our dealings, faithful in our engagements and exemplary in our behavior; to avoid all gossip, backbiting, and excessive anger; to keep ourselves sober in all circumstances; and to be zealous in our efforts to advance the kingdom of our Savior.

We further engage to watch over one another in brotherly love; to remember each other in prayer; to aid each other in sickness and distress; to cultivate Christian sympathy in feeling and courtesy in speech; to be slow to take offense, but always be ready for reconciliation and mindful of the words of our Savior, to secure it without delay.

We will make it our mission to reach into our community and help them DISCOVER the good news of Jesus Christ, to further GROW together in the grace and knowledge of God, and to LIVE a life dedicated to glorifying God and loving each other.

**CROSSROADS COMMUNITY CHURCH**

**STATEMENT OF FAITH**

**THE BIBLE:** We believe the Scriptures, both the Old and New Testaments, to be the verbally inspired Word of God, written by men in God's control, without error and infallible in the original manuscripts, and the final authority in faith and life. The Bible is complete in its present form and we should not add to it or subtract from it (II Timothy 3:15-17; II Peter 1:20-21; Psalm 19:7-9; Rev. 22:18-19).

**GOD:** We believe in one God the creator and sustainer of the universe, eternally existing in three persons — Father, Son, and Holy Spirit — these three being identical in essence, and possessing precisely the same attributes and perfections. God the Father is the first person of the trinity. The Son and Holy Spirit are equal with the Father, but voluntarily submit to His will. The Father is an invisible spirit who is omniscient and omnipresent (Gen. 1: 1-3; Deut. 6:4; Matt. 28:19; Rom. 1:20; II Cor. 13:14; Phil. 2:5-11; Psa. 90:2).

**THE PERSON AND WORK OF JESUS CHRIST:** We believe that the Lord Jesus Christ, the eternal Son of God, became man without ceasing to be God, having been conceived of the Holy Spirit, and born of a virgin, in order that He might reveal God and redeem sinful man. This redemption He accomplished by voluntarily giving Himself as a sinless substitutionary sacrifice on the cross, thereby satisfying God's righteous judgments against sin. After confirming that redemption by His bodily resurrection from the grave after three days, He ascended to the right hand of His Father where He intercedes on behalf of those who trust Him (John 1:1,2,14,18; Luke 1:34-35; Romans 3:24-26, 8:34).

**THE PERSON AND WORK OF THE HOLY SPIRIT:** We believe that the Holy Spirit is the divine Person who convicts the world of sin, that He brings new life to those who are spiritually dead, that all believers are baptized with the Holy Spirit and thus placed into the one true Church, which is the Body of Christ, that He indwells them permanently, seals them unto the day of redemption, bestows spiritual gifts upon them, and empowers them for service (John 16:7-11, 3:5-8; I Cor. 12:7-11,13; John 14:16-17; Eph. 4:30, 5:18; Acts 1:8).

**DEPRAVITY OF MAN:** We believe that man was created in the image and likeness of God in innocence and without sin, but that in Adam's sin humanity fell, inherited a sinful nature, became spiritually dead and separated from God. Man, by himself is incapable of remedying his lost and depraved condition (Gen. 1:26, 2:1-24; Romans 3:10-18, 5:12; Eph. 2:1-3).

**SALVATION:** We believe that salvation from the penalty of sin is the gift of God's grace. When we repent, turn from our self-ruled, sin-filled life and turn to Jesus in faith we are saved. It cannot be gained by works, but is freely bestowed upon all who put their faith in the finished work of Jesus Christ at Calvary. All who trust the Savior are forgiven of their sins — past, present, and future — and born into the family of God by the regenerating work of the Holy Spirit (Ezk. 36:26-27; Eph. 2:8-9; 1:7; John 1:12; John 3:16-17; Romans 6:23).

**SECURITY, ASSURANCE, AND RESPONSIBILITY:** We believe that all saved (those whom God has redeemed) are kept by His power and are secure in Christ forever. It is their privilege to rejoice in the assurance of their salvation. However, this assurance must not be the occasion for sin, for God in Holiness cannot tolerate persistent sin in His children, and in infinite love He corrects them. True faith in Christ is expressed by a fruitful, God-pleasing life (John 10:27-29; Romans 8:28-29; I John 5;13; Gal. 5:22-23; Heb. 12:6; Matt. 7:20; James 2:20).

**THE BELIEVER:** Every believer has direct access to God through prayer and Bible reading. The Bible teaches that every Christian is called to full-time Christian service. We practice the truth that every believer is a minster by encouraging every member to find a place of service and ministry. The Holy Spirit endows every believer with spiritual gifts (I Pet. 2: 9; Eph. 2:18; I Tim. 2:5; Matt. 4:4; I Cor. 2:15; John 14:15; Eph. 4:11-12; Gal. 5:25; I Cor. 12: 4-5, 11-13, 19, 31).

**THE CHURCH:** We believe that the true Church is called in Scripture the Body of Christ and has Christ as its head. It is a spiritual organism into which every person who has trusted Jesus Christ for salvation in this present age has been baptized with the Holy Spirit. The Scripture also teaches the establishment and continuance of local churches. These local churches consist of groups with redeemed individuals joined together for worship, instruction, fellowship and service (Eph. 1:22-23; I Cor. 12:13; Acts 2:42, 13:1-2).

**THE ORDINANCES:** We believe that the Lord Jesus Christ instituted two ordinances to be observed by all believers until His return, baptism and the Lord's Supper:

A. Baptism -

Water baptism is the symbol used to describe our salvation experience and to publicly declair our commitment to Christ. We practice baptism my emmersion; in the manner that Jesus was baptized (Acts 8:36-38; Rom. 6:3-4; Col. 2:11-12; Acts 2:41-42; Matt. 3:13-17; Mark 1:9-11; Luke 3:21-22)

B. Lord’s Supper -

The Lord’s Supper consists of two elements; the bread and the cup. The bread symbolizes the broken body of Jesus and the cup represents the blood he shed. We as beleivers are to take the bread and cup in a worthy manner, after a period of self-examination, to remember what Jesus did for us on the cross. The Church observes close communion (any believer of like faith is invited to partake) (Matt. 26:26-30; Mark 14:22-26; Luke 22:17-20; I Cor. 11:23-32).

**Marriage:** Marriage is a covenant relationship designed and ordained by God from the very beginning of creation as a union between one man and one woman. God instituted monogamous marriage between male and female as the foundation of the family and the basic structure of human society. A civil government’s sanction of a union will be recognized as a legitimate marriage by this church only to the extent that it is consistent with the definition of “marriage” as found is this Article (Gen. 2:24-25; Matt 19:4-6; Eph. 5:22-33).

**ANGELS AND DEMONS:** Angels are spirit beings, made by God before the creation of the world. They are personal, powerful and highly organized. The good angels perform God’s will including providing special care for believers. Satan was created holy but fell through pride and evil ambition. Those angels who followed Satan’s rebellion became agents for evil in the world in opposition to God, His work and His people (Heb. 1:14; Ps. 148:2,5: Job 38:4-7; Rev. 22:8-9; S. 103:20; Isaiah 14:12-15; Ez. 28:12-17; Matt. 25:41; Acts 5:2; Zech. 3:1).

**THE SECOND COMING OF CHRIST:** We believe in the personal, imminent coming of the Lord Jesus Christ for His Church (I Thess. 4:13-18; Zech. 14:4-11; Rev. 19:11-16, 20:1-6).

**THE ETERNAL STATE:** We believe that at death, the souls of those who have trusted Christ for salvation pass immediately into His presence and there remain in conscious bliss until the resurrection of the body at His coming for the Church, with, soul and body reunited shall be associated with Him forever in glory. We believe that the souls of unbelievers remain after death in conscious misery until the final judgment of the great white throne, when soul and body reunited shall be cast into the lake of fire, not to be annihilated, but to be separated from God forever in conscious punishment (Luke 16:19-26; II Cor. 5:8; Phil. 1:23; II Thess. 1:7-9; Rev. 20:11-15).

**MINISTRIES**

**ADULT GROW CLASS** – Our adult Sunday school meets weekly one hour just prior to normal Sunday morning service. Attendance is strongly encouraged as we believe that as believers and followers of Jesus it is our scriptural obedience to grow closer to God through the study and application of his Word. Class subjects may include such topics as hermeneutics, current world matters, and other subjects intended to aid in our spiritual growth and in our abilities to share the love of God and his Word with unbelievers in the spirit of 1 Peter 3:15.

**TEEN GROW CLASS** – As is the case for teaching adults we believe it is even more essential to provide strong Biblical teachings to those in their developing teen years. Teen classes tend to focus more on understanding and interpreting God’s Word but also deal with current issues that today’s teens struggle with in school, at home, and in circles of friends.

**JR. GROW CLASS** – Offered to kindergarten through 5th grade students. Classes for this age group focus on typical Bible lessons and youth activities.

**KIDS FOR CHRIST (K4C)** – Wednesday night Bible lesson and youth activities made available to all local children. CCC owns and maintains its own church van, thereby offering children from the surrounding communities to attend these activities without the need for a parent to drop off and pick up. Songs, a Bible story, games, and other biblical based activities are provided which offer rewards for regular attendance, bringing friends, and scripture memorization.

**OTHER ADULT BIBLE STUDIES** – Currently, there are two additional adult focused bible studies which are offered alternating weeks. These are less formal than the Adult Grow class, which allows for attendees to openly engage one another in an informal and casual conversation – yet, the topic is normally focused on a biblical passage.

**MISSIONS** – Given that the founding name of our local church was Mammoth Missionary Baptist Church, it goes without saying that a strong belief in the great commission and support for those who are willing to go remains fundamental to the members of CCC. We currently support multiple missionaries located throughout the world. In addition, in 2020 CCC sent its first member missionaries into the field. The Miron family was commissioned in September 2020 to begin work full time on staff at Camp Barakel located in Fairview, MI.

**LEAD PASTOR**

**ROLE DESCRIPTION** – We believe that God has faithfully maintained and supported CCC since its foundation in 1953 because of our historical obedience to maintaining his purpose and desire for our lives in serving God – and because of an enduring and vigorous faith in the sacrificial crucifixion of his son Jesus Christ for the forgiveness of sin. It is our desire for God to continue in his grace and mercy upon this local body and, for that reason, we believe that growth of the church will be crucial to its long term continuation. The Lead Pastor must be someone with the desire and ability to provide a vision for growth and to effectively execute that vision with the support of the Elders, Deacons, and local body. In addition to the focus on growth of the local body the Lead Pastor should desire to provide leadership in all areas of ministry with significant support from the Assistant Pastor, Elders, and Deacons.

**PERSONAL REQUIREMENTS** - The candidate should manifest the following personal characteristics:

● Personal commitment to the Lordship of Jesus Christ, with an emphasis upon gentleness, self-control, character, knowledge of God’s Word, spiritual maturity, personal prayer, and spiritual leadership, allowing the Holy Spirit to direct him/her

● Master of Divinity or equivalent and qualified to serve as a pastor in an evangelical church

● A commitment to the Evangelical Church, its fellowship, theological stance and objectives

● Experience preferred in a local church, particularly in the areas identified below as areas of responsibility

**DUTIES** –

1. Worship. Recognizing that worship should be the central priority of the Christian life, the Lead Pastor will:

a. Administer the ordinances of baptism and communion as necessary

b. Conduct regular worship services in conjunction with the ministry staff, calling upon staff and lay people as necessary

c. Assure that the content of all worship is consistent with scripture and with the Holy Spirit’s leading

d. Regularly teach through sermons in worship services, with the primary focus being God’s Word and the church’s vision, goals, and objectives.

2. Leadership and administration. To effectively lead the Church, the Lead Pastor will lead and partner with the Elders Board, and Board of Deacons. The Lead Pastor will:

a. Have a vision for the ministry of the church which is consistent with the church’s vision, goals, and objectives. The pastor should communicate that vision effectively and in a manner which motivates the staff, church leaders and congregants to strive to achieve the vision, goals and objectives.

b. Provide leadership for all of the church staff functions, including the duties of directing the priorities of all staff, evaluating their efforts regularly in conjunction with the church leadership and assuring consistency with the overall direction of the church’s priorities in implementing the church’s plans toward identified objectives.

c. Report regularly on the activities and effectiveness of the ministry staff to the church leadership and, if called for, to the congregation.

d. Conduct meetings on a regular basis for the purpose of supervising the activities of the staff, Elders, and Deacons - assigning tasks and priorities, and planning for ministry.

e. Serve as ministry staff advocate and liaison with the church leadership and congregation.

3. Spiritual Growth. If Christians are to be more like Christ we must grow deeper in our relationship with him. The Pastor will lead the congregation, by their example, to a deeper walk with Christ.

Personal Growth- The Lead Pastor will:

a. Set aside time for personal study, prayer and devotions daily.

b. Maintain an active prayer life and intercede on behalf of the church, its leaders and congregants.

Congregational Growth- The Lead Pastor will:

a. Encourage spiritual growth to make and deepen disciples through spiritual disciplines, small groups, children, youth, and young adult ministries, and other church programs.

b. Assist individual members in bible study methods and, if possible, provide a mentoring approach toward discipleship development.

4. Outreach. Recognizing that a personal relationship with Christ is the essential component to a fulfilled life for all people, the Lead Pastor will:

a. Foster a culture of outreach that permeates every area of ministry

b. Encourage outreach activities on the part of the church members and friends, by personal example and by teaching

c. Encourage participation in missions, both locally and worldwide

5. Pastoral Care. Recognizing that churches are critical for their members and attendees during times of crisis, the Lead Pastor will:

a. Personally participate in meeting the spiritual needs of the church members and friends, when called upon to do so

b. Assist in the planning and implementation of systems in the church for helping members and friends in need

c. Maintain strict confidentiality in all matters of a personal nature, seeking permission when advisable to involve professionals in the care of members and friends in need

d. Strive to observe scriptural teaching regarding the proper ways to minister to and admonish members and friends who have strayed from their walk with Christ

e. Work in conjunction with the ministry staff to conduct visitation in order to remain close to the real needs of the church’s congregants.

**COMPENSATION**

Compensation for the Lead Pastor includes a salary which is to be determined based on commensurate experience plus the use of the adjacent parsonage (approximately 1500 square foot single family ranch style home with attached garage). Utilities are included in the compensation package.

2 weeks of vacation per year are included. No more than 4 Sunday absences are expected unless at the discretion of the congregation.

**APPLICATION PROCESS**

If you believe that God might be leading you to take the next step, we would like to hear from you. A candidate will begin the consideration process following submission of the following documents:

* Letter of Introduction
* Resume
* One page Statement of Faith
* References

Please submit all documents in PDF format with direction to:

Crossroads Community Church Pulpit Search Committee (in subject line)

[Fnachtman1@gmail.com](mailto:Fnachtman1@gmail.com)

A confirmation of receipt of your submission will be provided via email.

All candidates submitting their information will be informed as quickly as possible if a formal interview is requested.