



Tillsonburg, ON Canada

Search Committee Contact:

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Community Setting:

Location: Small Town

Function: Industrial,
Bedroom Community

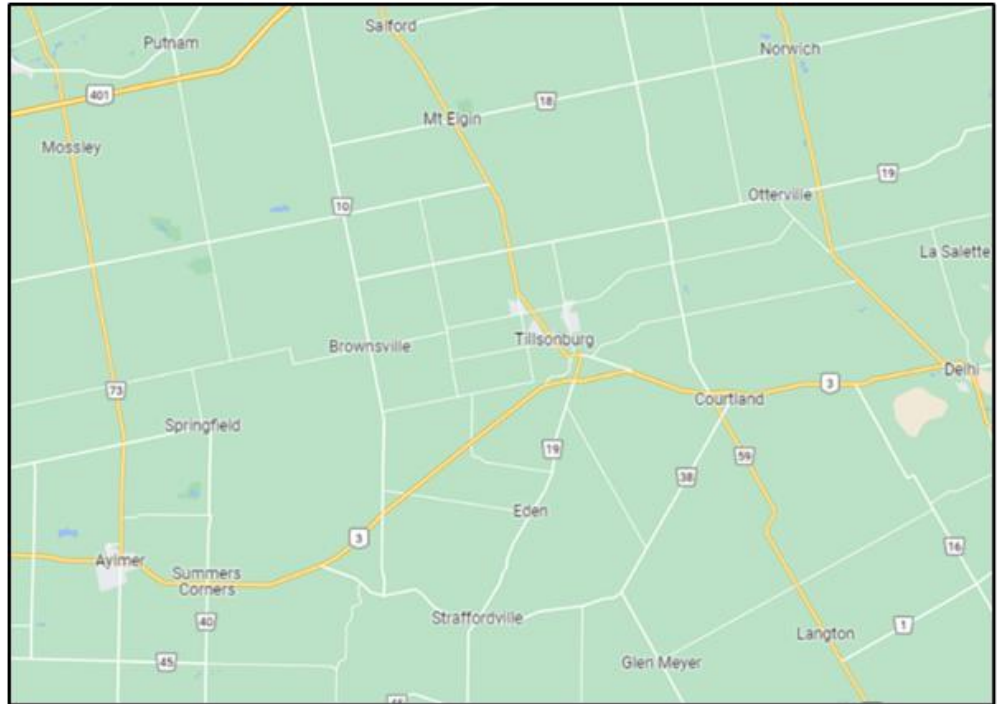
Growth: Growing

Population: 18,600
in Census 2021

We are open to male and
female Applicants.

Current staff positions at
Crosspoint:

- Administrative Assistant
- Caretaker
- Pastor



General position description: **Director of Discipleship**

In short, our mission is to make more and better disciples of Jesus Christ! We dream of a day when many more in our community don't just know of Jesus but passionately embrace Him as their Lord and Saviour and join God's people serving Him fully.

You Will:

- Be our champion for making more and better disciples. Coordinate and oversee implementation of outreach and spiritual growth ministries for all ages.
- Implement Crosspoint's vision: Partner with our Council and current Pastor to discern God's direction for our church, communicate vision compellingly, and help carry out new initiatives that align with our mission.
- Multiply leaders: Help followers of Christ of all ages to grow in their faith to the point where they can take on leadership at various levels.
- Pastoral Care: Provide compassionate support to members, offering prayer, counsel and encouragement, fostering a culture of care and spiritual growth.

Preferred ministry experience: 0-10 years.

Required language: English

Crosspoint's Demographics:

Average Sunday Attendance: 105

Active Adult professing members: 85

Profile of church members:

Age:	18% 0-11	6% 12-18	9% 19-24	13% 25-34
	9% 35-49	23% 50-64	22% 65+	

Occupation

10% Business	4% Professional	12% Trades	7% Stay-at-home-parent
19% Agriculture	24% Retired	8% Student	16% Other

Percentage of members belonging to the congregation:

Less than 5 years	32%
5-10 years	14%
10 or more years	54%

Racial/Ethnic composition of congregation and surrounding community:

2021 Census data for Tillsonburg: 6% visible minority

Crosspoint 3-4% visible minority

Composition of congregation: mono-cultural

Worship:



How are members involved in planning and participation in the liturgy/worship?

Generally, a team of 3 worship planners take turns in planning the songs and responsive readings in each worship service on Google Docs in collaboration with the preacher, guided by the theme of the sermon provided by the preacher. Preachers are expected to provide a preaching theme or Scripture text 3-4 weeks in advance. The goal is to have a complete draft of the worship service prepared 10 days in advance of the worship service.



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Describe the discipleship practices in your church for all ages of members and attenders:
Along with weekly worship services and pastoral care, Crosspoint offers the following:

222Disciple is a program for mentoring using online videos and one-on-one conversations for people to grow in their faith and to become comfortable explaining the gospel in a clear, coherent, comprehensive way. It takes a year-long commitment to spend an hour each week meeting with a mentor.

Alpha runs 2-3x/year as needed.

Junior Chef's Camp, a week-long cooking camp for kids meeting daily at Crosspoint the past 2 summers averaged more than 20 participants.



Bible Studies: Some small groups are available for women and men, as well as group screening and discussion of "The Chosen" video series. New members classes are also conducted as needed.

Fridays @ Crosspoint is our youth program, designed for youth from grades 2 – 12. All participants gather for a meal followed by devotions, after which they divide into girls, boys and older youth groups for age appropriate activities and studies.

Daily Bible Readings: are published each weekday and are distributed in print, through email, and via the CRCNA's Bridge App. The pastoral staff prepares a Bible reading, a brief commentary, and prayer suggestions building towards the coming Sunday worship service.

Jack & Jill is a drop-in ministry for caregivers and young children drawing 30-40 people each week. Many of the caregivers are moms, but there are dads, nannies, grandparents, and aunties who bring infants, toddlers and preschoolers to play and socialize for 90 minutes each Thursday morning. The activities are not explicitly Christian, but in the past year several participants have come to faith and begun worshipping Jesus Christ as Lord at Crosspoint.



Kentucky Trip: Annually for 15 years, a group of leaders and youth drive south to Frakes, Kentucky to volunteer at Henderson Settlement for a retreat and to replace leaking and damaged roofs, over March Break. It is a great opportunity for teens and adults to grow in their faith through devotions and service.



New Members' Class is offered whenever someone expresses interest in in publicly professing their faith or becoming more familiar with what membership at Crosspoint entails. In 2025, 13 adults publicly professed faith, including 2 who were baptized, and 1 pre-teen child professed his faith and was baptized.

Office-bearer mentoring: Incoming elders and deacons are mentored by another office-bearer for an hour each week for 6 months to gain proficiency in explaining the gospel, praying, and discussing other aspects of serving as an elder or deacon at Crosspoint.

Building/Financial:

Present annual budget: \$ 390,000

Last year's annual budget: \$ 380,000

Percentage of financial obligation met (last complete year reported):

Budget: 100+%

Denomination Ministry

Shares 100+%

Classical Ministry Share:

114%

Amount contributed above
budget and ministry shares
\$94,000.



Facilities:

Describe facilities:

Renovated in 2020, Crosspoint boasts of a friendly new fellowship hall, refreshed auditorium, new childcare suite, four new accessible classrooms with BIG windows, kitchen, new pastors' studies, and new accessible washrooms.

Are your buildings adequate for your ministries?

Yes

Is a building program projected?

No

Does the church own a parsonage?

No

Location of office or study:

In church building



Compensation:

The salary range we are prepared to offer our Director of Discipleship is based on the CRC Ministry Compensation Survey for Classis Ontario Southwest.

The average annual increase for the current staff is 2%.

Benefits and expenses;

- | | |
|------------------------|--------------------------------------|
| ✓ Medical Insurance | ✓ Mileage |
| ✓ Life Insurance | ✓ Continuing Education funds |
| ✓ Long term disability | ✓ Continuing Education time allotted |
| ✓ Canada Pension | ✓ 3 weeks |
| ✓ annual vacation | |





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Church Characteristics

Presently, the focus of our Crosspoint's ministry is:

	Community Exclusively	Community primarily	Community & current members/ participants equally	Current members/ participants Primarily	Current members/ participants exclusively	
External			<input checked="" type="checkbox"/>			Internal

At Crosspoint, the worship service is designed for:

	Designed for unchurched	Emphasis on unchurched	Unchurched and believers	Emphasis on believers	Designed for believers	
Unchurched			<input checked="" type="checkbox"/>			Churched

At Crosspoint, the style of music used in the worship service is:

	Contemporary	Mostly contemporary	Blended	Mostly Traditional	Traditional	
Contemporary			<input checked="" type="checkbox"/>			Traditional

At Crosspoint, leadership is generally provided by the

	Predominately lay leaders	Frequently by lay leaders	Lay leaders & pastoral staff share leadership	Lay leaders function under pastoral staff	Predominately pastoral staff	
Congr. members			<input checked="" type="checkbox"/>			Pastoral staff

Crosspoint seeks to encourage spiritual growth through:

	No specific ministries	Ministries for a few groups	Ministries for selected groups	Ministries for most groups	Ministries for all groups	
Informal				<input checked="" type="checkbox"/>		Formal

At Crosspoint, evangelism strategies and methods are

	Predominantly planned	Generally unplanned	Equal emphasis	Generally planned	Predominantly planned	
Unplanned			<input checked="" type="checkbox"/>			Planned



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Crosspoint is representative of the economic diversity of Tillsonburg

	Strongly	Mostly	Moderately	Mildly	Weakly	
Highly representative		<input checked="" type="checkbox"/>				Weakly representative

Crosspoint is representative of the ethnic diversity of Tillsonburg

	Strongly	Mostly	Moderately	Mildly	Weakly	
Highly representative				<input checked="" type="checkbox"/>		Weakly representative

Crosspoint's response to compassion, mercy, and justice needs is

	Committed to church-based action	Encouragement of church-based action	Church based and personal action	Encouragement of personal action	Committed to personal action	
Church based			<input checked="" type="checkbox"/>			Personal

Crosspoint's missional focus is

	All local	Mostly local	Equally local and global	Mostly global	All global	
Local		<input checked="" type="checkbox"/>				Global

Narrative:

In what ways does Crosspoint participate in ecumenical activities?

Tillsonburg has an active Christian Ministerial Association, meeting regularly for prayer and mutual encouragement and hosting weekly Wednesday noon worship services during Lent. Crosspoint's pastor regularly participates in ministerial activities.

For the past 5 years, Crosspoint collaborated with 4-5 other Christian churches for a week-long Tillsonburg Kids' Bible Camp. In 2025, Crosspoint hosted the camp with 40+ leaders and roughly 200 participants.

Reflect on Crosspoint's strengths and gifts as a church

Crosspoint's congregation is generous with their volunteering, their skills, and their financial support.

In general, our gatherings are full of joy. People seem happy to gather for worship and ministry.



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In the past 5 years, Crosspoint has grown into a congregation that is quick to pray and dependent on talking with our heavenly Father as a congregation and as leaders about the joys we celebrate and the challenges we face. It has become an important part in our worship services. In addition to corporate prayer, we have seen individuals develop faithful habits of prayer, interceding for our congregation and community.

As a result of nearly 20 people being mentored one-on-one using 222Disciple materials and the training people receive during new members' classes, there is a solid core of believers who are ready and willing to explain the gospel as appropriate in a clear, comprehensive, yet complete way. As a pastor, I hear thrilling accounts of people taking advantage of the opportunities the Holy Spirit gives them to explain the gospel. We celebrate those opportunities and particularly those times the Spirit stirs someone to respond to the gospel with faith!



Informal counting at recent worship services reveal that roughly 70% of those gathered for worship that Sunday are new to Crosspoint in the last 5 years. On the same Sunday, everyone leading music were new to Crosspoint in the last 3 years.

Because Crosspoint is intentionally oriented towards the community and unchurched neighbours, gospel-telling is an integral part of each sermon.

Reflect on Crosspoint's passions:

Ministry is exciting at Crosspoint because we have seen God use Crosspoint's ministries to help people come to faith and grow in faith. Because we see it happen in the past few years, the congregation and leaders expect and pray for opportunities to make more disciples and better disciples who influence our community for the Kingdom of God. The leaders in particular are passionate and committed to connecting with our community and praying that God will continue to use Crosspoint to advance his kingdom.

There are people who are passionate about a particular ministry or other and (thankfully) there is diversity in those passions. We do note that many people are using their particular gifts, skills, experience, and interests within Crosspoint for the benefit of the congregation.

List specific problems with which Crosspoint struggles:

Our church struggles to recruit leaders who are spiritually mature for key roles. One result of the growth in our congregation is the time it takes for a new or renewed believer to mature enough in their faith to serve as a teacher, ministry leader, deacon, or elder. It is easier to recruit more adult "helpers" than "leaders."

There are some members who have found the changes of the past 5-10 years difficult. They grieve what they gave up for Crosspoint to take risks and become more community-oriented. The process of Church Renewal required them to stretch further than they felt comfortable doing. Thankfully, most remain committed to the mission of the Church despite the regret they experience over some of the changes.



Do you have a recently articulated mission/vision for ministry? Yes

What has been the most interesting and challenging event in the life of Crosspoint in the last three years?

As is often the case in churches that go through a period of change in focus, not all members are comfortable with, nor support the change. Some have left to attend elsewhere. Though we lament the departure of these individuals, we are convinced that God has called us to continue the focus of reaching out to our community, and as such, we are committed to that.

List major goals that Crosspoint has set or opportunities the congregation anticipates:

In 2024, Crosspoint increased our staff. The administrative assistant position was increased from 15 hours/week to 35 hours/week. More recently, Crosspoint decided to create the position of Director of Discipleship to work alongside the current pastor. By increasing Crosspoint's staff, we hope to widen the opportunities to connect with our community and our ability to make more and better disciples for Christ.

Thanks to a generous donation, Crosspoint has an agreement to purchase a 20' x 120' piece of land to make a sidewalk from our property to Hemlock Dr. to the north where new houses are being built. We hope neighbours will take advantage of this sidewalk to use our



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green space and the planned playground equipment for recreation as a blessing to the community.

Since January 2023, God blessed our congregation with 25 adults publicly professing faith, 8 of whom were baptized. Since January 2023, 11 covenant children were baptized. We're asking God for the privilege of making more disciples and helping each disciple at Crosspoint to grow in their faith.



Describe what being Christians of Reformed accent means at Crosspoint:

Crosspoint has good relationships with neighbouring Christian churches. We are glad to run Kids' Bible Camp with them and gather for an ecumenical service with 1000+ people. Yet differences in theology and church leadership prevent us from uniting together as one big congregation. We regret the divisions in the church yet find compelling reasons in Scripture to maintain our understanding of baptism for believers and their children, church government, the Lord's Supper, end times, and other gifts from the Reformed theological tradition. We're thankful for the shared ministries and mutual support and encouragement of Classis Ontario Southwest and the Christian Reformed Church of North America.

Describe your understanding of the relationship between Crosspoint and the Christian Reformed denomination:

We are thankful that the denomination and Classis Ontario Southwest are here to support local congregations and allow us to work together on projects like training church leaders, local and global outreach and relief, church polity, and studies of theology and ministry.

As a Council, we lament the struggles in the CRCNA over the Human Sexuality Report but are encouraged by the decisions at Synods 2022, 2023 and 2024 in defining "unchastity" in Heidelberg Catechism Q&A 108 and encouraging pastoral care in a culture where we are bombarded by discordant message about identity and sexuality.

Identify some of the cultural challenges facing Christians and Christian churches today:

We recognize in church and society that there are challenges in passing leadership from one generation to the next. The differences between Boomers, Gen X, Millennials, and Gen Z are well documented. We recognize the need to solicit the leadership skills and insights of each generation.

As documented in the Human Sexuality Report, Christians face difficulties in discerning the differences between biblical and cultural norms in thinking, attitudes, and behaviours. We recognize the pastoral sensitivity required to engage in discussion and discernment together.

What have been the three most important events in the history of your church?

- In the late 1970s and early 80s, when discerning where to build, the leaders of our congregation felt called to build on Concession St. W. because housing development was planned for this area. We have benefitted from their foresight. Crosspoint's campus is currently surrounded by new housing and construction. 1300 housing units are planned directly across the street from Crosspoint. We are excited to see how God will use Crosspoint to connect with our neighbourhood.
- Roughly around 2013-2014, an Interim Pastor and a Go Local mentor helped the congregation to the sobering realization that unless things changed, Tillsonburg CRC was going to dwindle and die. During a season of prayer, discussion, and discernment, the congregation decided that our ministry should become community-focussed instead of inward-focussed. Church Renewal is hard work, but with God's help the congregation has persevered. Adopting the name "Crosspoint Community Church" has been helpful internally and externally to mark the change in ministry focus. We are surprised how many people moving into the neighbourhood have felt comfortable visiting their local "community church." Some have made it their church home!
- In 2019, Crosspoint began \$2 million renovation of our forty-year-old building, as described earlier. The goal of the renovation was to make the building a better tool for ministry. By year-end 2022, the building costs were repaid and Crosspoint is mortgage-free. More importantly, our building is being regularly used for ministry, worship services, and for community activities. We are delighted to see how our building is being used for ministry and hospitality and when we hired summer staff in 2022, we were excited by the innovative ministry ideas they developed. We're looking forward to new opportunities in the future.

