



Crosslake, MN

Executive Pastor Vision Document

About the Log Church & Crosslake MN

The Log Church is an Evangelical Free church that is located in the heart of Crosslake, MN. Even though we are an Evangelical Free church we are truly a “catch all” church for pretty much anyone on the conservative and evangelical side of the spectrum. We have many former Lutherans, Baptists, Methodists, and non-denominational people who have made us their church home and all the elders come from different backgrounds other than the Evangelical Free church including the Sr. Pastor. We are a Bible based conservative church that leans Arminian, yet we have Calvinists who feel quite at home with us as well. We embrace two styles of worship, contemporary and traditional, as the Crosslake community is equally split between young families and people who are 55+.

Crosslake is located about 30 minutes north of Brainerd and is a wonderful community of roughly 2200 people, yet the town has the services (restaurants, gas stations, school, clinic, chiropractic, etc.) of a town that is much bigger because in the summer we swell to 5000+ and weekends grow to more than 15,000 people. Crosslake is the only town on the Whitefish chain which is the second largest chain of lakes in Minnesota with 14 lakes chained together. In the summer we boat and enjoy engaging in water activities in the lakes, in the fall we have wonderful colors and many people love 4-wheeling and in the winter, we break out the snowmobiles as the trails in our area can take you literally any direction you want to go for hundreds of miles! The city of Crosslake is growing as we have recently opened a new K-12 charter school, and we have multiple new housing developments being built including an 85-unit transitional housing complex for people 65+. Crosslake was also awarded the Minnesota Loon Center which will begin being built this Spring and if you haven’t heard Crosslake is also well known for hosting the largest St. Patrick’s Day parade in the state that over 20,000 people come and participate in!

As a church we have six heartbeats...unity, authentic living, growing, one another, truth, and making a difference. We believe the purpose of our Sunday morning services is to “lead people to want more” through teaching that is practical, engaging and varies between verse by verse and topical expository sermon series (feel free to listen to some of our messages at www.crosslakeefc.org.) We then “offer many opportunities to help people of all ages grow more” through our classes, studies and home groups with the goal of equipping people to “live out their faith more” at home, in their community, at work and wherever they go. Our leadership model is “staff directed--elder protected--deacon served--and congregationally supported.” And finally, what makes the Log Church unique is the “reach” we have because we are in a very popular resort/vacation area. As a church we serve about 200 members who mostly live in the area, yet we also have an equally large group of “seasonal” attenders who live in the area and worship with us for an extended period of time in the spring, summer and fall and then we have a large number of guests (close to 25%) who come in our doors every Sunday in the summer. So, in the dead of winter we will worship roughly 175-225 and, in the summer, we will

worship 350-400+ and many of the visitors will continue to follow us and listen to our messages online when they return to their homes that could literally be anywhere in the US.

About Our Pastor Mark Holmen

Here is a little information about our Sr. Pastor. Pastor Mark Holmen is a 52-year-old ENTJ/ESFJ (Myers Briggs) who previously served as a youth and family pastor for 12 years, at three churches in the Twin Cities, before becoming the Sr. Pastor at Ventura Missionary Church in Ventura, CA in 2002. For seven years Pastor Mark served this large church, helping to turn it from a declining church to a growing church again. During that time, he developed a faith at home discipleship approach that grew in popularity to the point that he eventually had to resign as the Sr. Pastor to become the full time Director of Faith At Home Ministries (www.faithathome.com) and over the next five years he wrote eleven books and traveled extensively across the US and world sharing the faith at home message and methodology. In 2014, his mom, who was living in Crosslake, was killed in a car accident when a semi-driver failed to see a stop sign and collided with her van just outside of town. A year later Pastor Holmen and his wife Maria and 18-year-old daughter decided to move to Crosslake, taking possession of his parents' home who had retired to Crosslake in 1989, and their daughter began school at the University of MN. For a period of time Pastor Mark simply attended church and healed from the loss of his mother and he also became good friends with our previous Pastor, Fred Cressman. After 13 years of serving as our Sr. Pastor, Fred Cressman felt called to go to the mission field to serve pastors and children in Malawi so the Log Church needed an interim pastor. Pastor Mark, somewhat reluctantly, accepted the call to be our interim and over the next 14 months he fell in love with the church and we fell in love with him. In February of 2017 we called Pastor Mark to continue as our Sr. Pastor with the understanding that he would also continue to serve as the Director of Faith At Home Ministries. Another interesting side note is that the Log Church has made a huge commitment with missions program to support Pastor Fred and the work they are doing in Malawi. Pastor Mark went with a team last year to Malawi and shared Faith At Home with pastors there and we look forward to steadily continuing the work God is calling us to do in Malawi which is the poorest country in the world.

Pastor Holmen is a dynamic communicator with a playful and authentic spirit who loves to lead lost and hurting people into a growing relationship with Jesus Christ. Under his leadership we have grown each year for the past three years and we have evolved into a church that is *"a safe place to help people know, love and follow Jesus."* Pastor Holmen is passionate about being a church that is making a difference in our community so when it was brought to our attention that over 40% of the people in Crow Wing County struggle with some sort of mental health condition, yet very few if any services existed for them in Crosslake, the church developed and launched a comprehensive mental health ministry for the greater Crosslake area that now provides monthly awareness forums, weekly support groups and counseling services. And finally, for Pastor Mark what matters most for him is not what happens at church but what is happening in our homes because as he states, "that is where life makes up its mind." Pastor Holmen is passionate about challenging, inspiring and equipping people to be 24/7, faith at home focused followers of Christ rather than one-hour consumers of church. Pastor Mark believes in working hard for the Lord, yet he also believes in honoring your vacation time and days off to be home with your spouse and family because faith at home is more important than faith at church.

What We Envision/Need –

First of all, we are looking for a person who is passionately committed to making disciples who make disciples that know, love and follow Jesus. We are looking for someone who wants to be an integral part of our leadership team that is ruthlessly ([passionately](#)) committed to our guiding principles which are:

- Truth Over Tradition: We believe the Bible is the inspired Word of God. Therefore, the Bible, and the Bible alone, serves as our final conscience, guide and authority—before tradition, reason, experience, or feelings. (2 Timothy 3:16-17)

- Transformation Over Information: Our goal is life transformation, not merely mastering information. We are not interested in making smarter sinners. Therefore, we seek to see the entire person grow—head, heart, and hands—for the purpose of life change. (Galatians 2:20)
- Community Over Isolation: We believe life change happens best within the context of authentic community. In and through community we are better able to understand and correctly apply Scripture to our lives. (Hebrews 10:24-25)
- Training Over Trying: Spiritual growth is not a matter of trying harder, but of training wisely. It does not happen by accident. There are no shortcuts or simple formulas. The spiritual disciplines are the primary means by which we grow in our faith. (I Timothy 4:7-8)
- Unity In Diversity: We recognize and celebrate the fact that we are a people with diverse backgrounds and passions who are choosing to lay down our personal preferences for the greater calling to be a united body. (John 17:20-23)

Secondly, we are looking for someone who has passion to serve alongside the Senior Leadership Team (Sr. Pastor and elders) to efficiently and effectively execute the ministries and operations of our church We have learned that it is not easy for the Sr. Pastor to be both a “visionary pastor/shepherd” and a “boss/director” so this position has been created to be the “communication conduit” between the Sr. Pastor, staff, operations and ministry leaders. We expect this person to join in actively processing with the Sr. Leadership Team so as to understand the vision they have or direction they want to go and then effectively convey that information to the staff and volunteer leaders so that they can know and execute those plans effectively and efficiently. This person will also convey visions, ideas and concerns the staff and ministry leaders have to the Sr. Leadership Team so that they can be aware and respond as needed.

Thirdly, we are looking for a person committed to Biblical leadership that addresses challenges and conflict in a God honoring, Biblical way. We recognize that Satan wants to use conflict to divide and destroy but we see conflict as an opportunity for God to be glorified and people to grow to be more Christ-like. The person in this position will need to be committed to resolving conflict in a way that glorifies the Lord, edifies the body of Christ, and reflect the principles laid out in Scripture.

Finally, we are looking for someone who feels called to make Crosslake their home. Not everyone is called to live “up north” yet being outside of city living certainly has many advantages including a quieter pace of life and relationships that run deeper because you truly get to know one another here. If you like boating, fishing, hiking, 4-wheeling, hunting, camping, ice fishing, snowmobiling, and living in a community that can be both small, mid-sized and big at different times in the year then this may be a great place for you. Crosslake is growing as a community and we are growing as a church, which is why we are now looking for someone who would like to put roots down in this community, raise a family here, and grow with us!

If this vision excites you then please take the time to look through our job description to see what the details of the position entails and if, after that, you feel called by God to do so, please complete our application form and someone will get back to you within 7-10 days.