

# OPPORTUNITY PROFILE

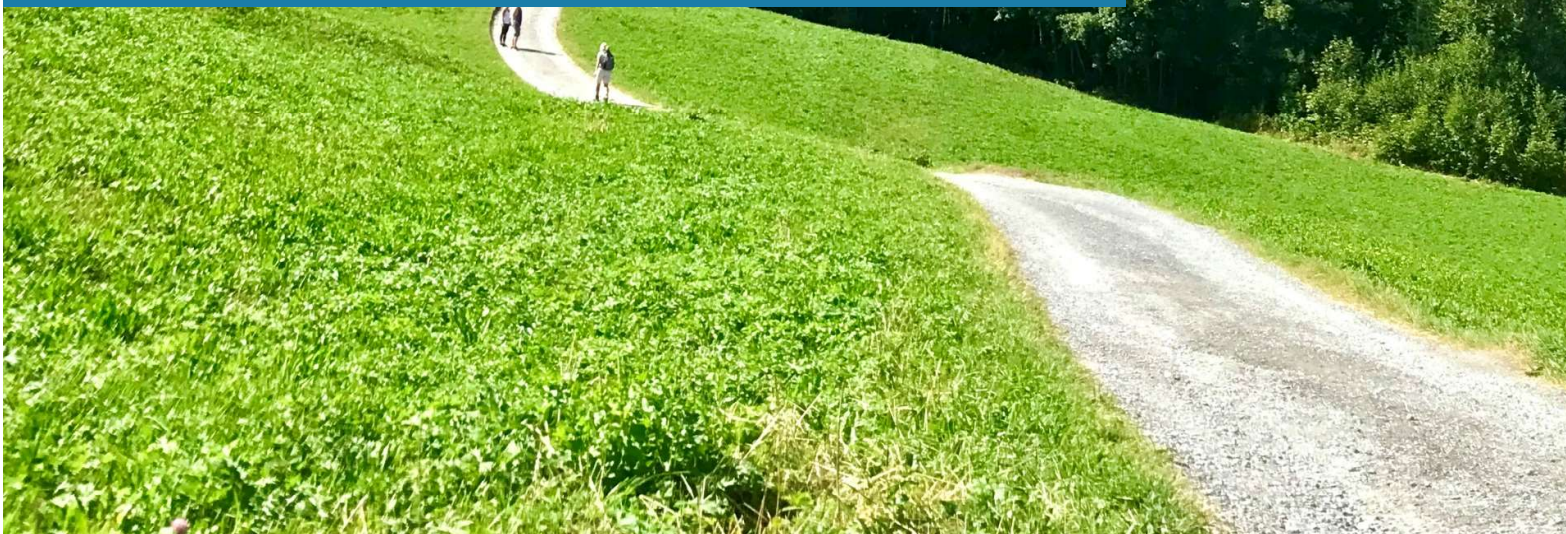
---

## Senior Pastor



Reinacherstrasse 129 OG3  
4053 Basel

+41 61 331 7010  
[spsearch@crossroadsbasel.ch](mailto:spsearch@crossroadsbasel.ch)



## History

Crossroads was started in 2003, when it branched off of an existing church to be an outreach-oriented, contemporary church that ministers to a wide variety of English-speaking internationals.

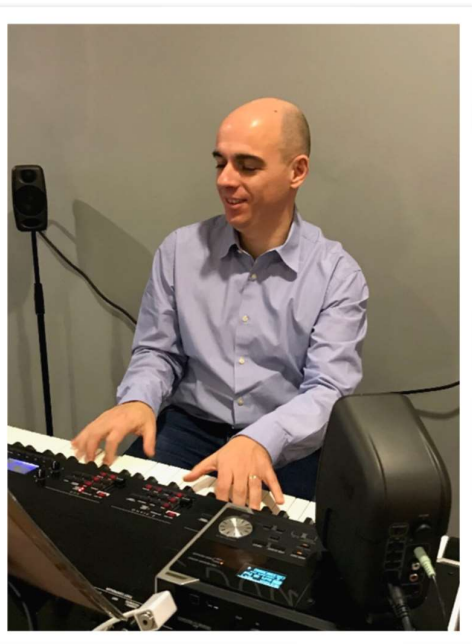
Started by a small group of people, it grew steadily. After having met in a few different places, in 2006 Crossroads moved to the location where it still meets today and has grown into a vibrant, welcoming community with people from many countries and cultures. At the moment, around 300 people gather every Sunday in two services (9:30 and 11:15), while around 400 people regularly attend services and are to be considered 'regulars'.

In 2010, after some turbulent times, the present senior pastor, Rev. David Fortune from Canada, was appointed. With a steady and thoughtful leadership style, David was able to gain trust and establish continuity, and the church was able to grow slowly but consistently.



David Fortune

## Style



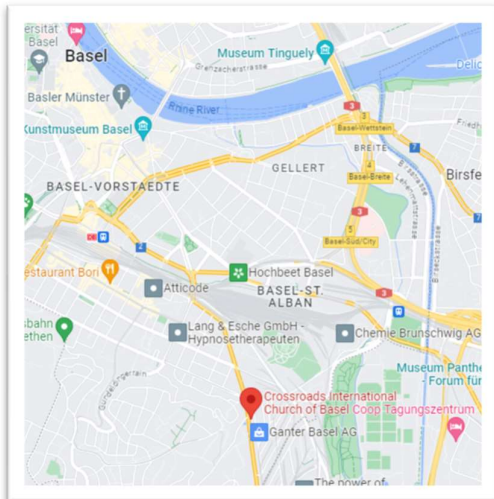
A few worship teams lead worship

Crossroads has a casual, contemporary style of Sunday services. Worship is contemporary, although an occasional hymn might be included. The services are geared towards believers, although we make an effort to be user-friendly and accessible for non-believers and seekers.

In Crossroads, we like people to come to firm decisions about their faith, the direction for their lives and how to apply their faith to their daily lives, including their vocational worlds. We love seeing people taking their next step of faith, whatever it looks like for the individual.

One of the things we hear and see over and over again is that Crossroads is a very welcoming place. New people are easily pulled in if they want to and they connect easily.

## Church premises



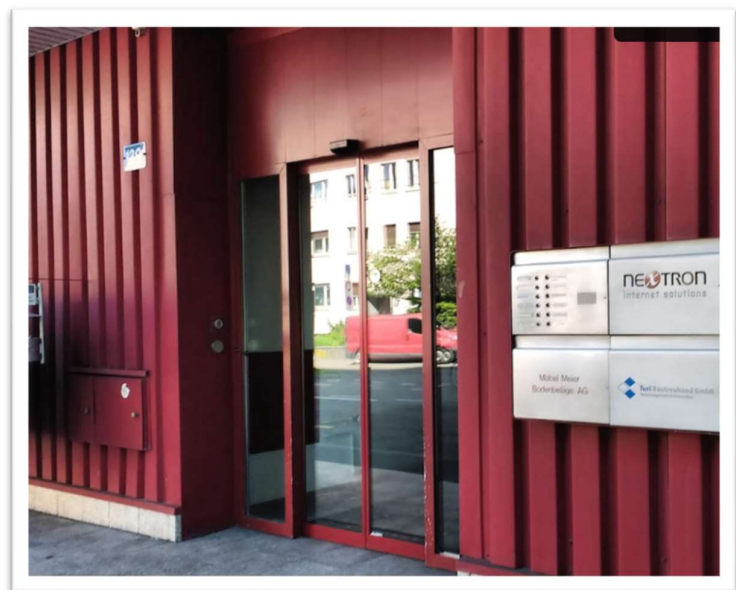
Dreispitz area in Basel

For 17 years, the church has been meeting in Basel Dreispitz. It is a large former customs entrepot-area that now houses many businesses. In a multi-tenant business building, the church rents the third floor of approximately 800m<sup>2</sup>. It has an auditorium of around 300m<sup>2</sup>, classrooms, a nursery area, a kitchenette and some offices.

The Dreispitz area is ideally situated. It is readily accessible from the freeway, is well connected to the excellent Basel public transport (tram stops in front of the door and some busses stop around the corner) and is easily reachable with the bike. On Sundays, parking is not much of an issue, because most businesses are closed.

The church rents from a Christian foundation. Over the last few years, the rental price has been brought up to a more commercial level. This implies that the landlord also pays for the typical landlord expenses, whereas Crossroads does the daily upkeep and cleaning.

However, because of the growth of the number of people that attend the services, the present location is becoming too small. For quite a



The entrance to the premises

few years, efforts have been made to find a new, larger space that meets the needs of the church, but this search has not led to success yet for a variety of reasons.

As the church continues to grow, the search process will be an ongoing and increasingly pressing effort.

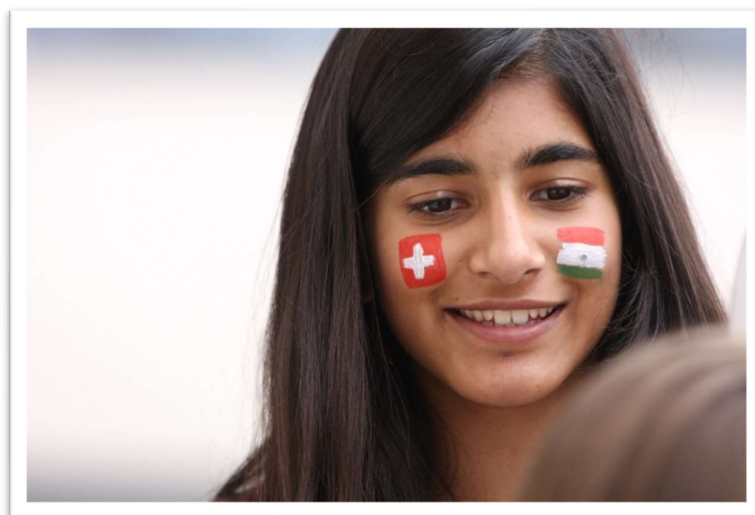
In 2023, a considerable project has been executed, whereby all flooring in the premises has been renewed and new lighting has been put into all rooms and the auditorium.

## Church Staff

Presently, the church staff comprises the following positions:

- Senior pastor, 100%
- Associate pastor, 100%
- Youth pastor, 50%
- Worship coordinator, 50%
- Communications person, 25%
- Bookkeeper, 25%, fixed work

The senior pastor leads the staff. Every Tuesday around lunch, there is a staff meeting. The senior pastor is responsible for hiring staff and providing coaching and feedback. The senior pastor is appointed by the Elder Board who have annual assessment meetings with the senior pastor. The day-to-day operation is executed by the staff. The elders are not hands-on involved in this.



## A buzzing church

Crossroads is a truly international church. We need some 10 hands to count



Many international businesses

the represented nationalities. A lot of people come to Basel because of their work. Basel has a flourishing pharma industry (Novartis, Roche, Lonza, Abbott, DSM, Syngenta, etc.), it hosts the Bank of International Settlements (BIS, the 'bank of banks') and it lends its name to the Basel banking standards.

However, the expat world is not as transient as it used to be a few decades ago. There are still individuals and families that come to Basel for two or three years, but many stay much longer and some even end up becoming Swiss citizens and staying here for the rest of their careers.

There is a limited number of Swiss people that attend the church: some spouses of English-spoken immigrants, some Swiss that have lived abroad or have dual nationalities.

On Sundays, there are two services, one @ 9:30 and one @ 11:15. Both services last 75 minutes on average. The children and youth normally attend the service for about 10 to 15 minutes and then are dismissed to their own classes. The Children's Ministry has 2 to 4 classes per service, differentiated in 4 age groups. The youth has one or two classes per service. Both services have classes for children and youth.



A thriving Children's Ministry

Next to the Sunday services, there are continually things going on. There are 10 small groups meeting during the week with different slants and diverging

target groups. In the fall there is a mission focus week, in which an international dinner is catered by our international audience.

For the last three years we have had a Church Weekend Away at which we have seen 100+ people coming along for a weekend of worship, teaching, fun, togetherness and beautiful nature. There are special events for kids and there is an active young adults group who often go out for lunch in the city after the Sunday services.



Church Weekend Away.. just a few of them

Before the international schools break for Christmas recess, we run a low-threshold outreach and celebration event called Christmas on the Farm on a real, operational Swiss farm, not too far from Basel. During the winter months, we have a fondue/raclette event (what else would one do living in Switzerland?). After the summer holidays, we have a 'Welcome Back Picnic



Christmas on the Farm



Men's Hikes

in the Park'. There are regular Men's Hikes, events for corporate folk, too many things to mention.

There are plenty of opportunities to meet with other people, develop relationships, enjoy the good things of life, encourage each other in the faith. Crossroads is a vibrant church.



Picnic in the Park

## Governance

Crossroads is a non-denominational church and therefore is not part of a denomination, group of churches or network. The church is organized as a Swiss 'Verein', an association with members. It is governed by its Statutes. The highest governing body is the Board of Elders. The Elders are chosen from among the members, after having been nominated by the Elders, which nomination has to be approved by the General of Extraordinary Assembly of members.

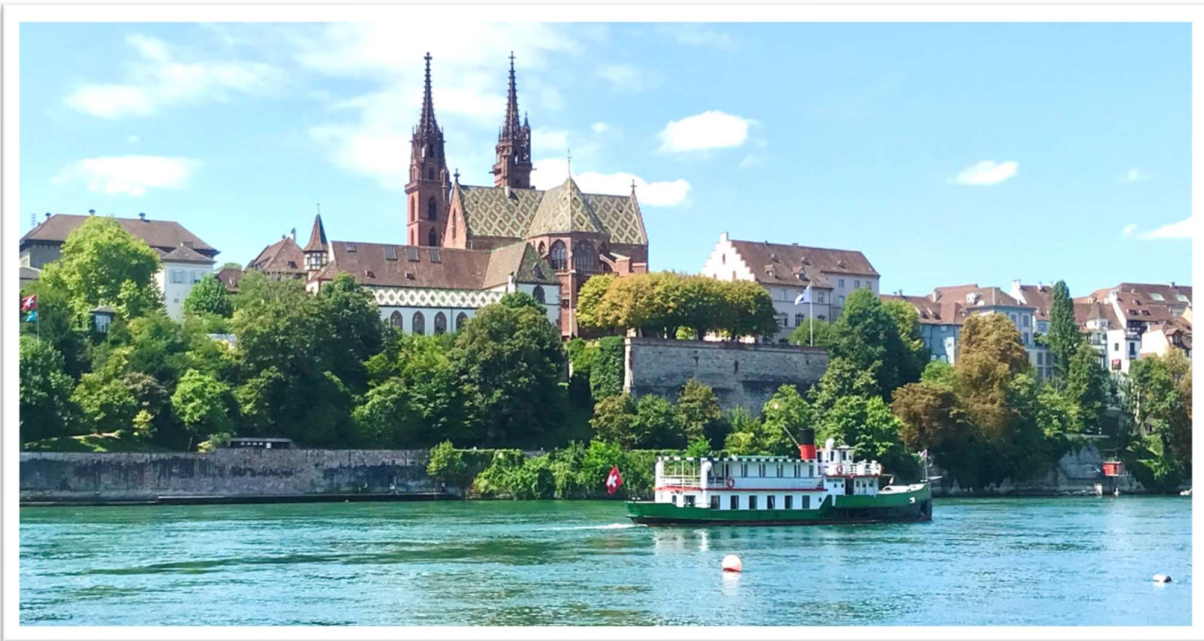
The elders are appointed for a term of 3 years, with the possibility that it will be renewed for another term of 3 years. After having served for 6 years, the former elder cannot stand for eldership for one year.

The Senior Pastor is a permanent ex-officio member of the Elder Board but does not have voting power. The Church (an Association under Swiss law) is the employer of the Senior Pastor and staff, and the Senior Pastor is the manager of the church staff. The Board of Elders, by delegation of authority, take certain decisions for the church, including decisions related to employment contracts.

The Senior Pastor prepares the elder meetings and the agenda in co-operation with the chair of the Board of Elders.

## Living in Basel, Switzerland

There are a lot of places where it is worse than living in Basel. True, you're not in between the Swiss Alps, but Basel is very nice too. It is a pocket-size city, but with all the amenities and provisions of a big city. It has a nice atmosphere, is quite safe and has the world's best public transport.



Basel at the Rhine River

Basel is situated in the Northwest of Switzerland, at the three-country point with France and Germany. This provides great opportunities. Sometimes it is said that one should have the best of each country: work in Switzerland for the high salary, live in France for cheaper housing and shop in Germany for lower prices.

Basel proper is relatively small, with approximately 250.000 inhabitants. However, there are many towns and villages that are part of the Kanton Baselland and over the boarder there is Saint Louis in France and Lörrach in Germany. Together it constitutes an agglomeration of close to one million people. There are also people living in France and Germany that are regular attenders at the church. For a senior pastor it is not excluded to live over the border.

Some 40.000 internationals are living in the greater Basel area, for whom English is their mother language, or English is one of their main languages that is also spoken at home. That is the main target group of Crossroads,



together with English language people that are in a relationship with a Swiss person and international students that come to Basel to study.

Many church regulars live in Basel proper, but a good number also live in Baselland, in towns like Bottmingen, Allschwil, Oberwil, Ettingen, Aesch, etc. The roads are excellent and the public transport too, so people travel easily to come to church, and also the church staff are disbursed over the greater Basel area.



Beautiful surroundings of Basel...

Basel is a city with the highest density of museums in Switzerland. A whole range of artifacts, knowledge and history is at your disposal. It also has cultural venues like music, theaters for plays and opera and many cinemas. You can easily find original English-spoken movies.

If you're the outside type, Basel and its surroundings offer a lot. There is the Rhine River flowing through Basel, which invites you to walk along its banks, lounge on a terrace or in summer float in it for a couple of kilometers (Rhineschwimm).

Wherever you live in the greater Basel area, there are always hiking paths close by that will take you into nature, up the hills, to ruins, into the forests, through open fields. You don't have to go far for serious hiking, beautiful views and some alpine experience.



For some visa-purposes, the requirement is to speak, write and understand a certain level of German. But that is not the language spoken in everyday life and which for many people is their heart-language. For some less educated local people, it is even a challenge to express themselves in German.

For people that have EU citizenship, there is only one requirement to be able to obtain a visa and that is a valid job contract. To obtain a B-permit, there is no language requirement. Only if they want to switch to a more advantageous C-permit after 5 years, they need to proof they have a certain command of German.



For people that don't have EU citizenship, only a senior pastor can obtain a visa to work in Switzerland, not other church staff (unless they come with a spouse who has a visa for other reasons). However, the candidate senior pastor will have to show a certain level of

German proficiency before he can obtain a visa and come to Switzerland. That is an important hurdle to consider and reckon with, before considering applying for the senior pastor position. Do you have that proficiency, or are you willing to put in the focused effort to get to that level, before you move?

## Education

The Swiss education system is one of the best in the world. However, it is in German. More and more, it is proper German and not Schweizerdeutsch in the schools and universities.

There is English language education in Basel. There is the International School of Basel (ISB), which attracts a lot of the children of expats that come to work with international companies. The education program conforms to international standards. ISB is an expensive option and without the financial backing of the multinationals, it is a challenging option. The ISB campuses are in Aesch and in Reinach, to the south-east of Basel.

The Swiss International School (SIS) is a somewhat less expensive option. It follows the Swiss academic calendar more closely and conforms to the British standards. The SIS is situated in what they call Kleinbasel (the north side of the Rhine River).



The trend that we see is that even international companies only offer a few years of financed English language education in one of the English-language schools, after which the children will start attending local schools. Therefore, a lot of expats send their children to local schools straightaway and work through the language barrier right from the start. In general, the schools in the greater Basel area are well prepared and well equipped to integrate non-German speaking children into the life stream of the school.

For children that don't have to start their 'education career' yet, there are excellent opportunities for pre-school childcare, both in English and in German.

## Financial

It is true that Switzerland is an expensive country, salaries are high, prices are high, it abounds in (private equity) banks and insurance companies, hourly fees for technical people are enormous, let alone for knowledge workers like tax consultants and lawyers.

When you come to Switzerland, salaries are probably higher than you are used to, but at the same



time, everything costs more money than you are used to.

The senior pastor pay grade is very acceptable and you can create a decent life with it. If children are part of the equation, we would have to see how you want to go about their education, what the costs are and how it will feature in your compensation package.

Next to a primary salary, there are some fringe benefits, like being part of the general Swiss old-age pension system, the employer/employee pension system, accident insurance and some other general Swiss insurance schemes.

When you're living in Switzerland, you will be taxed in Switzerland on your worldwide income and equity. If some parts of that income are also taxed in the country where that income is generated or the equity is situated, there is probably some relief for double taxation.

If you will be here on a B-permit, you will be 'taxed at source' (Quellensteuer), which means the church must subtract it from your gross salary along with any pension (pillar 1, 2) deduction. If you have a C-permit, you'll have to pay the tax yourself during or after the year is over. In both cases, any additional income or equity above a certain efficiency-threshold must be reported in a tax return.

Of course it depends on what you are used to and under which tax regime you have been living, but taxation is certainly not the highest in the world.



Taxable on world-wide income & equity

The fact that the church can employ 3 ½ FTE tells you that many who people attend Crossroads and carry it financially have good, above-average incomes and are faithful givers.

## In Closing

Switzerland is one of the most beautiful and richest countries in the world.

Whether or not Switzerland can be a place of fruitful and fulfilling Christian ministry for you, depends on more than the gorgeous Alps and the affluent lifestyle.

It also has its difficulties and challenges. Swiss people and the general setting of society can be quite 'closed', post-Christian and secular. Swiss are used to expats being around and many take care of themselves and don't have many meaningful relationships outside of their immediate circle of friends.

People in church can be (and must be) quite focused on work and often must travel a lot. Volunteer ministry can easily fall off their plates or take a third or fourth place. The mountains are calling to be hiked or skied, also on Sundays. During the holidays, home countries and families are draw a lot of the expats out of Switzerland, so these times are quieter on the church calendar.

What stays important during a time of Christian ministry in Switzerland is not different from anywhere else in the world:

- A sense of calling to the people you're coming to serve;
- Helping people take a next step of faith;
- Focus;
- Determination;
- Discipline;
- Digging in, consistency and make it work for you.

We'll gladly answer any of your questions that you have about life in Switzerland, the ministry opportunity and the church.

Send them to: [spsearch@crossroadsbasel.ch](mailto:spsearch@crossroadsbasel.ch)

#inLOVEwithSWITZERLAND



## Senior Pastor Profile

Crossroads Basel is a multicultural, multi-denominational international church seeking to reach and minister to the English-speaking community of the Greater Basel area. The full-time Senior Pastor provides spiritual leadership and vision to the church's community and outreach. The Senior Pastor will recognize the uniqueness of this congregation and be responsible for maintaining the unity of the church.

The Senior Pastor is a non-voting member of the board of Elders. Together they work to ensure the health and stability of the entire church by upholding the Statutes to ensure effective and efficient coordination and management of all programs of the church.

The Senior Pastor is an effective communicator of the vision for God's church in evangelism, discipleship, and equipping the congregation for service. He is the primary teacher and has broad responsibility for the spiritual welfare, growth, and life of the church in all areas.

The Senior Pastor's Responsibilities Include:

### Public Ministry of the Word

- Plan and preach sermon series in a manner that encourages godly Christian living and is in accord with sound doctrine
- Train, equip, and delegate the public preaching of God's word to other faithful leaders
- Pray faithfully for the congregation
- Provide theological direction and emphasis to overall ministry teaching efforts
- Collaborate weekly planning of the worship services with other staff and volunteers

### Organizational Leadership

- Initiator of vision and direction for the church
- Provides leadership to the pastoral staff
- Prepares and helps facilitate the elder meetings
- Works with elders to develop annual budget proposals for approval by the Elder board and steward the church finances well by adhering to the budget
- Ensures smooth running of all areas of ministry within the church

### Pastoral Care

- Oversee pastoral care for members of the church
- Ensure discipleship opportunities are available in the church
- Be available for counselling, hospital visits, weddings, and funerals

### Outreach & Missions

- Partner with other like-minded churches and parachurch organizations in the Basel area to provide outreach and evangelism opportunities
- Partner with parachurch ministries and missionaries around the world

### Qualifications

- Demonstration the qualities of an elder as found in 1 Timothy 3:1-7 and Titus 1:6-9.
- Master of Theology or Master of Divinity (equivalent level of theological training)
- Two years of experience in a senior pastor role, or five years in an executive/associate role
- Extensive experience in an international setting, intercultural sensitivity
- Preferably has lived outside home country for a couple of years
- A kingdom-mentality with an ability to function in an interdenominational setting and flourish in diversity (holds secondary matters loosely)
- Awareness and an ongoing sense of the needs of an international community
- A team player and not a pastor-centered approach to ministry
- A life-long learner with the ability to keep on changing himself and the way of doing ministry
- Able to be comfortable with the unpredictable and high levels of fluidity

### Miscellaneous

- Time commitment: 100% (full-time)
- Reports to: Elder Board
- Must be highly fluent in English (spoken and written), German language helpful
- Must be able to obtain work/residency permit in Switzerland