



Pastor Alex Hardt

Crossroads Covenant Church
Lead Pastor Candidate

FROM THE PASTOR SEARCH TEAM

Over the past year the Pastor Search team has spent countless hours praying, reading scripture, and listening to the body at Crossroads. We have intently studied prospective pastors' theological statements, watched their online sermons, and interviewed them in person and through Zoom. We are grateful to God and this congregation for the honor of serving in this way.

The Pastor Search Team believes that Pastor Alex Hardt is who God has called to serve as Lead Pastor for Crossroads Church. We are impressed by Alex's love for God and His Word, his compassion, energy, enthusiasm, proven leadership, and evangelism. We are excited to introduce him to Crossroads.

In this packet you will find information about Alex, thoughts from the Pastor Search team members, and everything you will need to know about his Candidate weekend (May 20-22, 2022), including opportunities to meet Alex and his family, listen to him preach and when to vote on his call at a Congregational meeting.

FROM PASTOR ALEX

I am incredibly humbled by this opportunity. Crossroads is a uniquely positioned church in Concord, California. It is an established congregation with a heart to grow young. Impacting the next generation is of significant importance to me particularly after spending the last 20 years serving families, students, and young adults.

Meeting the search team gave me a clear perspective of the joyful community that currently exists and a vision for what could become. The vulnerability of each individual and the willingness to move this church forward for the kingdom was beautiful. The heartbeat of this church is the people and the church's focus upon the Word of God. I love that the church currently opens its doors to other ministries and shares a facility with Hope Academy. The church is utilizing its resources and property to bless other individuals and the community. The church seeks to be outwardly focused and has a rich history of sending people into ministry. This is a church that I can see serving the community for years to come.

What also drew me to Crossroads was the Concord area. My family lived in the area five years ago when I served at Saint Matthew Lutheran Church. Growing up in the south Bay Area, I never thought I would love any area as much as I do the South Bay, but Concord captured my family's heart. The community is vibrant and fun. The people are wonderful. Concord is home to many of our friends including our son's God parents. It is an area that I have established ministry and Covenant connections. Concord is a place that feels like home.

ABOUT GOD'S CALL TO PASTOR

For me to take on a senior pastoral role means that I am fulfilling the plans that God has orchestrated for me since I was born. Upon reflection of my childhood through my adulthood, I can now name points in which God's hand was uniquely upon a situation, experience, or moment that helped to direct me towards God and His plan for my life. As a child, I remember going to church every Sunday. Both of my parents grew up in families where faith was either an afterthought or nonexistent, but when they came to know Christ, as parents of two young children, they desired to make faith a priority within the life of the family. Though I grew up in the church, I would say I knew of Jesus but did not understand who Jesus was until I was in high school. In high school, my church hired a new youth pastor, and through her, I discovered Christ. She genuinely cared for each student and wanted each of us to know who God was. Coming to know Christ in high school changed my whole trajectory.

Upon entering high school, I had planned to pursue a career in Law. I sought mentors who were in that field. I took part in youth and government, speech and debate, and other law orientated activities. Early on, my youth pastor started challenging me to make Christ and church-related activities a priority. As high school continued, my participation in Kingdom orientated activities increased. Those around me (mentors, friends, and family) began to speak to me about the possibility of going into ministry. When I finally accepted the call that God had placed upon my life, I felt released from this false sense of identity.

Initially that call was into student ministry, and I promised God that I would be obedient to that call until he released me of it. Over the course of the last few years, I have felt God revealing a new call to me. And as I have spent time discerning that call, it has become clear to me, my family, and those close to me that God was asking me to pursue a senior leadership role. It is an act of surrender for me to live into this call of leadership. I always imagined I would be in student ministry but have felt God moving me in a new direction and I am being obedient to what he is asking for with palms facing up.

My pursuit of ordained ministry is about me receiving and responding to what God was already doing in my life. It is about me fully acknowledging what God has asked of me; yielding my desires to the Lord and fully committing myself to the call God has placed upon my life. I am fully confident in who Christ is in me and what He is doing through me. I believe God has uniquely wired me to help His sons and daughters encounter Christ through the Word and sacrament and to speak hope into darkness and brokenness. My desire to make God known to people is not of me but God. The Holy Spirit has warmed my heart in a way that is uncontainable and undeniable. I would be a fool to believe I can resist what I already know to be of God.

MINISTRY EXPERIENCE



EDUCATION & ORDINA-

Ordained
Evangelical Covenant Church
2020

Licensed to Ministry
2018

M. Div.
Fuller Theological Seminary
2017

BS Business Management
University of Phoenix
2012

Child Dev/Religious Studies
San Jose State University
2005-2007

YOUTUBE SERMONS

Playlist of Sample Sermons:
<https://bit.ly/alexhardtsermons>

PROFESSIONAL SUMMARY

Twenty plus years of church ministry experience in multiple areas of leadership.

Gifted in shepherding, administration, leadership and leadership development, discipleship training, and communication.

Strong teaching, preaching skills. Deliverer of practical, relevant messages. Developer and promoter of small groups, transformational mission opportunities, multiethnic and relational ministries.

Committed to encouraging others in their gifting, caring for individuals, cultivating leadership, and developing new, effective ways to share the Gospel.

Forward thinking. Developer and caster of vision for ministry. Strategic planner. Builder / grower of effective ministry programs.

Promoter of strong community partnerships.

PROFESSIONAL EXPERIENCE

Associate Ministry of Students
New Community Church, Menlo Park, CA
2021–Present

Associate Pastor of Youth, Young Adults, and Media
Covenant Grave Church, Modesto, CA
2017-2020

Director of Student Ministries
Saint Matthew Lutheran Church, Walnut Creek, CA
2014–2017

Children and Youth Pastor
New Creation Church, Campbell, CA
2012–2014

Children, Youth, and Young Adult Pastor
Los Gatos United Methodist Church, Los Altos, CA
2007-2011

Conference Program Director
California / Nevada United Methodist Conference, Sacramento, CA
2008-2011

HOW DO THE COVENANT AFFIRMATIONS INFLUENCE YOUR MINISTRY?

The word of God should be at the center of what we do. It sets us apart from the rest of the world. The Word is there to inspire, transform, and empower us to live for Christ. We are a broken people in need of a new birth that resets our identity in Christ. All programs, ministries, and activities should be done with the purpose of Glorifying God and making his word known. The inflow of the Word should compel us in an outflow of his love (Jeremiah 20:9).

Our programs and ministries should then be focused on reaching the broken and lost in order to bring about a conversion of the heart (John 3:3). Regular opportunities of service and evangelism are incorporated into the programmatic calendar to ensure that what we are doing is not just for the benefit of those who are already there. The people of God are diverse in background and demographic but united in their commitment to God. As the church, we should set aside our selfish desires and celebrate the diversity of our community (Philippians 2:3-4).

Our decisions should not be made without God, recognizing the Holy Spirit is the one who ultimately guides us. Through Christ we are redeemed as a people, the church needs to be space where inclusiveness is celebrated and brokenness is welcomed.

THE SIX COVENANT AFFIRMATIONS

The Centrality of God's Word

The necessity of a new birth

A commitment to the whole mission of the church

The church as a fellowship of believers

A conscious dependence on the Holy Spirit

The reality of freedom in Christ

PERSPECTIVE ON THEOLOGY AND PRACTICE OF WORSHIP

In the beginning was the Word, and the Word was with God, and the Word was God (John 1:1). Worship begins with the centrality of scripture and the understanding that the purpose of worship is to bring glory to God. In worship, we are celebrating the story of God through the human expressions of Beauty, Joy, Sorrow, Confession, and Praise. It is an avenue which brings the people of God, from all ages and backgrounds, together as one body to make God known among his people.

There are no spectators in worship, worship should be intergenerational, it is not a place for preferences, but a space of inclusion and growth. Part of celebrating the diversity of God's beautiful children is cultivating a culture where children, youth, and adults can worship together in one space. Worship should allow us to experience the full breath of the Father, Son, and Holy Spirit. It should be experiential as it evokes our senses through sounds, visuals, interactions, touch, smell, and taste (ex: communion, baptism). It's a space where we can commit ourselves to a local body of believers and enter into community with one another—rejoicing, mourning, working, praying, singing, playing, and growing alongside one another—our worship becomes a rich reflection of God's glory.

ABOUT ALEX AND HIS FAMILY



I am a community focused Pastor with a BS in Business Development, a Master of Divinity with a focus on Family Ministry and Ordained in the Evangelical Covenant Church. I am a dad, a husband, and a child of God. I love to hike, rock climb, play games, drink exceptional coffee, volunteer at my kid's schools, and spend time with family. Twenty years' experience in the following areas: Planning, developing, and executing innovative programs to serve children, youth, adults, and local communities. Committed to encouraging others, caring for individuals, cultivating leadership, and innovating new ways to share the Gospel while inspiring others to do the same. Forward thinking leader focused on discipleship, strategy, transformational mission opportunities, multiethnic activities, and relational ministries.

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crossroads@astound.net

FROM THE SEARCH TEAM

I saw three qualities in Alex which impressed me:

First, his heart for ministry and his clear conviction that this is his calling.

Second, his deeply thoughtful approach to both ministry in general and to what makes him suited to pastor Crossroads.

Third, what Pastor Dean describes as "security in Christ". Alex answered hard questions without hesitation or evasion. He showed an awareness of both his spiritual gifts and the areas where he is less gifted. He described his successes without bragging or false modesty. He was honest about the things he finds difficult and open about the strategies he has developed for handling them. He was clear-eyed about the challenges he expects to face and honest about his concerns, but confident that he can succeed if this is where God is leading him.

In our initial interview and our follow-up conversation with Alex and his wife Brenda, I saw a man who is gifted and passionate, but far more importantly, one who has placed all of his trust in God and is seeking to serve Him to the best of his ability.

-Matthew Uhlenberg

From our first meeting with Alex, I like him. I liked his personality, energy, and enthusiasm. Alex's answers to our spiritual and personal questions were in line with what I felt Crossroads was looking for. In addition to that he has experience in growing groups where he has been in leadership.

-Mig Willis

Alex is a passionate man of God who desires to obey the Spirit's leading, and bring along others. His energy and passion for reaching hurting people is inspiring. After our first meeting, it seemed to me that we had written our job description with him in mind—a devoted commitment to God's Word, a deep love for people, a strong desire to evangelize, a desire to grow teams of leaders to do ministry together.

Our entire team is excited for the rest of the congregation to meet Alex, because it is in person where he shine. He values each person he spends time with. It will a joy to join with him as we see what God has in store for Crossroads in the future.

-Stephanie Soltero

My sense that God was calling Alex to be our candidate was his ability to connect.

During our different times of conversation and sitting around the table he appeared to easily engage and allow for a sense of comfort. He looked at you as if he wanted to know you on a deeper level. The word compassion would describe what I would say about Alex.

In the process of our background checks and conversations with individuals that sense of compassion and going deeper was confirmed. As he worked alongside the individual that I spoke with, he definitely was engaged and consistent with students even outside his church ministry - he volunteered to be present for the lost and disconnected students but his pastoral care and engagement did not stop with the students, Alex realized the other person he was ministering with was struggling and took the time to invest in him to make sure he felt supported both spiritually and emotionally. The conversation just confirmed the devotion that I felt Alex would bring to Crossroads and our community.

-Kerin Jensen

I was impressed by Alex's sincerity, intellectual capacity, love for the Scripture and Jesus and commitment to evangelism

-Steve Stewart

What impressed me most about Alex is when we first met him, it was obvious that he was energetic and excited about Crossroads and the opportunity it presented as far as getting us going with our vision of attracting young families to Crossroads.

And then, speaking with Brenda and how she affirmed the growth in his youth ministries at the churches he has been involved with, that was also exciting to hear.

So I personally am looking forward to working with Alex and learning how to better reach each out to our youth as well as young families in the area. What has helped me so far is just "seeing" these students like Alex stated the first time we talked and letting them know that I see them. I think his excitement and energy will really benefit our church.

-Jose Soltero

CANDIDATE WEEKEND DETAILS

FRIDAY

- **Hardt family arrives, quick dinner and meet with members of Pastor Search team**
- **Visit Hope Academy**

SATURDAY

- **Breakfast and meet with ministry leaders, tour of the campus**
- **12-2:30 OPEN HOUSE LUNCH FOR ANYONE WHO CALLS CROSSROADS HOME**
Soltero home, 3763 Valinda Drive, Concord
Please let us know if you plan to attend so we can plan for food.
- **6-8:30 Leadership Team Dinner**

SUNDAY

- **9:30-10:30 Sunday School Hour Meeting in room 210**
- **11:00–Alex preaches**
- **12:00–12:30 Lunch with the Hardt family outside in the Gazebo area**
- **12:30–3:00 Question and Answer time with Alex in Ranch House conference room.**
- **3:00–Congregational meeting to Vote regarding the call. Anyone may attend, only partners can vote. Must be present to vote per constitutional by-laws.**

QUESTIONS?

Please feel free to contact anyone from the Pastor Search team if you have questions about when you can meet Pastor Alex. The team is:

Jose Soltero Jr.

Kerin Jensen

Matthew Uhlenberg

Stephanie Soltero

Steve Stewart

Mig Willis

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