

**ASSOCIATE PASTOR, BLUEWATER BAY CAMPUS**

Position Title:	Associate Pastor, (Full-Time: Exempt Position)
Date:	January 2026
Supervisor:	Campus Pastor
Purpose:	To assist the Campus Pastor in leading Crosspoint, Bluewater Bay Campus in fulfilling the vision and mission of Crosspoint.

**PRIMARY DUTIES:**

1. Assist the Campus Pastor in leading the staff & congregation to fulfill the mission of the church.
2. Assist in pastoring the congregation of the campus.
3. Instill Crosspoint's DNA, based on Crosspoint's Playbook, among staff and leadership on the campus.
4. Oversee Life Groups ministry by organizing, recruiting, and training leaders as well as placing participants.
5. Identify, recruit, and develop MC's for worship services.
6. Oversee the Next Steps and Discover Crosspoint by recruiting and scheduling volunteers.
7. Attend and assist in leading all Executive Team and staff meetings.
8. Assist in preaching, emceeing, and other roles on the campus as needed or identified by the Campus Pastor such as missions, community outreach, and serve days.
9. Uphold the Staff Covenant.

**SKILLS DESIRED:**

1. Good communicator
2. Visionary leader
3. Team builder
4. Skilled in developing leaders
5. Genuine love for people
6. Ability to work within the organizational structure of Crosspoint

**PHYSICAL ACTIVITIES AND WORK ENVIRONMENT:**

Upon appropriate request, Crosspoint may provide employees with a reasonable accommodation, so long as doing so does not result in undue hardship to the church.

1. Frequently remains in a stationary position at a computer workstation.
2. Frequently operates a variety of office equipment: computers, copier, scanner, etc.
3. Frequently travels over common ground and surfaces.
4. Frequently uses visual acuity to read handwritten or typed material and computer data.
5. Occasionally bends, twists and crouches.
6. Occasionally reaches with hands and arms.
7. Occasionally lifts, transports and/or pushes moderate weight items up 25 lbs.
8. Works primarily in an indoor environment.

9. Work environment noise level is occasionally moderate to high.

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## KEY PERFORMANCE MEASUREMENTS:

1. Key campus indicators
  - a. Attendance
  - b. Giving
  - c. Life Group participation
  - d. Professions of Faith
  - e. Volunteer involvement
  - f. Community impact
2. Individual goals
3. Annual self-evaluation
4. Annual performance evaluation
5. Implementing the Crosspoint “Playbook”
6. Compliance to policies and procedures

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## EDUCATIONAL REQUIREMENTS:

Preferred Master’s Degree or working towards the completion of the Course of Study for status of Deacon in the Global Methodist Church.

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## CONTINUING EDUCATION DESIRED:

Attend professional development trainings, seminars, workshops and conferences as needed.