

Senior Associate Pastor

Crosspoint Church is a growing, multi-ethnic community in Northeast Edmonton, and we are seeking a passionate leader to join our team. The Senior Associate Pastor serves as the organizational integrator for Crosspoint Church, translating vision into execution by building systems, aligning ministries, and ensuring healthy operational rhythms.

Working closely with the Lead Pastor, this role ensures that Crosspoint's mission is supported by effective structures, clear processes, and strong ministry leadership.

This individual combines pastoral presence with operational leadership, helping the church grow in spiritual depth, organizational clarity, and ministry impact.

Primary Responsibilities

1. Organizational Leadership & Operations (45%)

Provide leadership for the systems and structures that allow Crosspoint to function effectively and scale ministry impact.

- **Oversee facility operations and vendor relationships**
 - maintenance
 - contracts (cleaning, garbage, alarm, internet/phone, snow/lawn)
 - rental agreements and facility usage
- **Lead facility planning and capital projects**
 - preventative maintenance
 - renovation projects
 - long-term facility planning
- **Provide oversight for technology infrastructure**
 - website
 - Microsoft/IT systems
 - hardware and digital tools used by staff and ministries
- **Work with the Finance Committee**
 - assist in annual budget development
 - monitor implementation of the budget
 - ensure ministry plans align with financial priorities
- **Develop and maintain organizational policies and systems**
 - contracts and compliance
 - facility use processes
 - operational workflows

2. Ministry Integration & Leadership (30%)

Ensure that ministries across Crosspoint are aligned, supported, and operating with clarity.

Responsibilities include:

- Provide leadership oversight to **one strategic ministry area** aligned with gifting.
- Help design and operationalize **Crosspoint's discipleship pathway**
- Develop systems that support:
 - volunteer engagement
 - leadership development
 - ministry health and sustainability
- Support staff and ministry leaders through:
 - coaching
 - ministry planning
 - problem-solving

3. Pastoral Ministry (20%)

Serve as an active pastoral presence within the life of the church.

Responsibilities include:

- Participate in the **preaching team**
- Provide pastoral care including:
 - weddings
 - funerals
 - hospital visits
- Contribute to teaching and discipleship environments
- Assist with key church gatherings and ministry initiatives

4. External Relationships & Partnerships (10%)

Help strengthen Crosspoint's connection to the wider church community.

Responsibilities include:

- Maintain relationships with **partner churches and pastors**
- Represent Crosspoint in collaborative ministry efforts
- Support local ministry partnerships when appropriate



Qualifications

- A Mature growing relationship with Jesus, with a passion to see people grow as fully devoted followers of Jesus.
- A collaborative team player who realizes that we are better together.
- Proven ability to lead and implement systems and structures in organizations and teams.
- Bachelor's degree in a ministry or related field of study.
- Licensed with or willing to pursue licensing and ordination in the Christian and Missionary Alliance

This is a permanent position (40hrs per week) spread over weekdays, weekends, and evenings. Please submit your resumé and cover letter, and a one-page summary of your story with Jesus to resume@thecrosspointchurch.ca

You can find out more about who we are at www.thecrosspointchurch.ca