

Associate Pastor of Worship and Discipleship

Position Description

With a heart for both spiritual formation and authentic worship, the Associate Pastor will champion our Discipleship and Worship Ministries. This includes shaping a clear, vibrant pathway for discipleship and nurturing a worship culture that is Spirit-led, team-driven, and deeply rooted in community. The Associate Pastor will lead with humility and vision - empowering volunteers, fostering connection, and guiding teams with grace and purpose.

- Full-Time (40 hours/week)

Who we are

Crossfield Baptist Church Fellowship is the only evangelical church in the town of four thousand people. In fact, there is only one other church besides us. Crossfield is a growing town located approximately 50km north of Calgary and 15km north of Airdrie. Because of this, Crossfield is developing into a bedroom community for the cities of Airdrie and Calgary. We have strong rural roots with a wide demographic of people living in our community. It is a slower paced town in contrast to the fast-paced culture of the cities. While living in the peace of a small town, all the amenities of the city are within a short drive.

Our church is located along HWY 2A on the edge of the town limits. We moved here 16 years ago after building a new church because we were outgrowing our aging building. In our 94 years of service to the Lord, we are moving forward with a renewed vision to build our youth, children, worship, discipleship and missional ministries and goals. Many of our ministries are flourishing, our church is growing, and we are seeking an Associate Pastor to bring vision and consistency to our discipleship and worship ministries.

Our church family is multi-generational, with a range of different cultures and ethnicities, and has a passion to grow in faith, biblical teaching, service, and share the gospel with our community which is directed by our vision statement:

*Loving Neighbours
Living Faith
Led by Jesus*

The Heartbeat

Our church has many values, but the ones that are at the core of who we are represent our heartbeat:

Faith: by trusting in Jesus alone as our savior, living in God's love, and growing in his teachings.

Family: by following God's example of love for His family, we promote healthy and biblical marriages and raising of our children according to the word of God.

Kindness: it is said that "a little kindness goes a long way", and we believe in being kind, compassionate, generous and selfless to others.

Hard Work: we are not afraid to put our hands and feet where faith is. We actively serve and find better ways to make a difference for the gospel.

Trust: trust is one currency that takes time to build and can be lost in a moment. We intentionally serve to build trust through our ministries and practice reconciliation to heal relationships.

Governance and Associations

We are a Baptist church, which means we believe in the autonomy of the local church. We are congregational in polity, meaning that our church members make the decisions and they elect and authorize the Elders to lead the church throughout the year.

We are also part of the Fellowship of Evangelical Baptist Churches www.fellowship.ca within the prairie's region <https://www.fellowshipprairies.ca/>

For further information about our church, what we believe, and our leadership teams, please visit our homepage <https://www.crossfieldbaptist.com/>

ASSOCIATE PASTOR RESPONSIBILITIES

Discipleship & Spiritual Formation (Approx. 60-70%)

- Work alongside the Lead Pastor to further develop CBCF's Discipleship pathway
- Invest in small group leaders by providing training and resources for a variety of stages of discipleship
- Equip small group leaders to mentor others in faith and help foster a culture of spiritual maturity and growth
- Collaborate with all staff and the greeting ministry to ensure newcomers are seamlessly integrated into long-term discipleship
- Ensure that individuals, regardless of their starting point, are supported in their spiritual formation
- Help individuals grow toward a life deeply rooted in Christ
- Oversee, develop, and strengthen congregational care by developing teams for this ministry
- Assist the Senior Pastor with other shepherding responsibilities

Worship Leadership (Approx. 30-40%)

- Further develop a healthy worship ministry culture, seeking the inspiration and leading of the Holy Spirit in the selection and arrangement of worship material to resonate with the worship culture of the church
- Ensure growth in the team's character, commitment to our community, and growing competency in their area of serving
- Recruit, empower, develop, mentor, and retain volunteer teams to carry out the work of ministry according to the church's Vision, Mission, and Values
- Lead and plan worship services in collaboration with the Senior Pastor and CBCF Staff Team
- Oversee Worship Team recruitment, rehearsal, and scheduling, so that teams are in place for every weekend service, and personally lead worship an average of twice monthly
- Ensure that the Worship Team are themselves "worshippers", drawing the congregation into worship such that they are led to a place of praise and adoration for our God
- Become aware of CBCF's policies and preferences on worship music and style

WHO WE ARE LOOKING FOR

Qualifications

- A growing personal relationship with Jesus
- Commitment to life-long learning
- Theological degree, and any experience with ministry will be considered an asset
- Proficiency in leading worship with vocals and at least one instrument (preferably guitar or piano)
- Experience in leading volunteer-based worship teams
- Competency in modern software tools such as Planning Center, and Song Select.
- Agreement with CBCF's Vision, Mission, Values, and Statement of Faith
- Alignment with CBCF's philosophy of ministry
- Preferably five or more years of full-time ministry

Characteristics

- Relational and approachable, with a shepherd's heart
- Passionate about intergenerational ministry and developing others
- A servant-hearted team player who values collaboration and humility
- Spirit-led, prayerful, and committed to biblical truth
- Desire and ability to equip others in their gifting
- Proven ability to grow and nurture thriving volunteer teams, with a focus on relational and spiritual health
- Demonstrated skill in leading and collaborating effectively within team contexts
- Gifted in shepherding others and communicating clearly, both one-on-one and in group settings

COMPENSATION & BENEFITS

- Competitive salary commensurate with experience starting at \$50,000.00
- 3 weeks paid vacation and ministry leave
- Professional development support
- Relocation/Moving allowance
- Benefit package

THE CALL

If you sense that God may be calling you to serve as our Associate Pastor, we invite you to apply by sending your materials to cbcfsearchcom@gmail.com

Please include:

- A cover letter explaining your interest in the role and how your experience has prepared you for this ministry
- A comprehensive resume including any personality questionnaire results (i.e. DISC or others)
- Your faith story and philosophy of ministry
- A one paragraph description of your theology of worship
- Three video samples of you leading worship in a church service
- Three references: one pastor, one member of a worship team you were on, one other

Initial review of applicants will take place on March 11, 2026. Job posting will remain open until filled.

Only candidates selected for interviews will be contacted. We look forward to hearing from you!