

Associate Campus Pastor – Crossroads Church

1041 S. Carroll St. Hampstead MD 21074

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Church website: <https://www.crossroads140.com/>

MinistryHub is honored to partner with Crossroads Church in their search for an Associate Hampstead Campus Pastor. Please direct all applications through MinistryHub and any inquiries to hello@ministryhub.org.

The Campus Associate Pastor embraces the mission, vision and values of Crossroads Church and leads a campus under the direction of the Campus Pastor in all aspects of church life. His call to ministry is affirmed by the authentic life change in the community of believers influenced by their leadership through faith in Jesus Christ.

CHARACTER:

- As a devoted follower of Christ, demonstrates a clear call from God to serve the community and campus through pastoral ministry.
- Displays Christlike humility, integrity, and discernment.
- Exhibits relational warmth and approachability, fostering an environment of trust and encouragement.
- Models a teachable spirit, inspiring teams to serve with unity and purpose.
- Leads with wisdom and compassion, equipping and shepherding the body of Christ.

RESPONSIBILITIES:

1. Reproduce Culture – Embrace and replicate Crossroads' culture at the campus level. Hold self, staff and volunteers accountable through attitudes and interactions. Welcome feedback from the Campus Pastor and Senior Pastor regarding culture concerns and make adjustments as directed.

2. Provide Pastoral Care and Discipleship – Provide pastoral care including hospital visits, weddings, funerals, crisis response, and spiritual guidance. Ensure systems are in place for ongoing spiritual formation through groups, classes, and mentoring.

3. Lead and Teach at Worship Services – Serve as the pastoral presence at the campus' weekly worship services. Prepare sermons that align with Crossroads' doctrine and fit into the sermon series as scheduled. Willingly receive coaching in order to develop a preaching style that aligns with the church's culture. Deliver compelling, biblically-grounded sermons on a regular rotation. Maintain theological accuracy while communicating biblical concepts in accessible ways. Participate in teaching cohort meetings and contribute to creative worship experiences.

4. Develop Campus Staff – As assigned, oversee the orientation and ongoing professional development of campus staff. Manage staff and provide performance feedback in accordance with the evaluation process. Oversee time-tracking and stewarding of budget in support of campus pastor. Collaborate with other pastoral staff to ensure cohesive ministry vision.

5. Direct Volunteer Leaders - Cultivate volunteer leadership by identifying potential leaders, recruiting individuals for service, ensuring necessary training and resources, and offering ongoing coaching and support.

6. Implement New Initiatives – Foster an environment where staff feels encouraged to propose new ministry ideas to reach the campus community. Successfully implement approved ministry initiatives at the campus level. Manage projects by leading, delegating, and fostering productivity.

7. Oversee Campus Operations - In collaboration with the Campus Pastor and Central services, ensure campus operations including facilities, hospitality, security, and Sunday readiness are excellent and sustainable.

SKILLS AND COMPETENCIES:

- Effective communication and teaching.
- High emotional intelligence and strong relational capacity.
- Strong organizational, project management, and follow-through.
- Constructive and biblical conflict resolution.
- Technologically proficient (e.g., church database systems, collaboration tools).

QUALIFICATIONS:

1. Education: Bachelor Degree required, and Seminary Degree or in pursuit, strongly preferred
2. Experience: At least five years of Christian ministry experience which includes (1) evidence of the ability to lead people into an authentic relationship with Jesus Christ as well as shepherd and disciple new believers toward spiritual maturity, and (2) considerable, successful experience leading staff or volunteers and working on peer-based teams.
3. Demonstrated ability to equip, empower, manage and encourage others while also holding them accountable to completing their job duties. Demonstrates spiritual gifts of Candidate should rate high in the spiritual gifting areas of: pastor/shepherd, leadership, discernment, exhortation and teaching.
4. Experience in a multi-staff church environment is preferred.
5. Affirmation of the mission, vision, values, and beliefs of Crossroads.

WORK SCHEDULE:

- Full-time, with regular evening and weekend availability for services, events, and pastoral care.
- Availability required for occasional special events, meetings, and trainings.
- Schedule will be consistent and coordinated with the Campus Pastor.

APPLICATION PROCESS:

Interested candidates should submit:

- A detailed cover letter explaining ministry philosophy and calling.
- A current resume highlighting relevant ministry experience.
- Three professional references (including at least one senior/ lead pastor).
- Links to or recordings of two to three recent sermon examples.
- A brief theological statement addressing key biblical doctrines.