

Associate Pastor

40 hours/week

Reports to: Lead Pastor

Last Edited: July 8, 2026

A strategic leader who is gifted and driven to build pathways to growth in the ministry of the church.

The Associate Pastor works closely with the Lead Pastor to implement the vision and mission of The Exchange Church, with responsibility for designing and implementing strategic plans that lead to growth in ministry areas as well as the congregation overall. This position is key to developing effective ministry areas that accomplish the vision and mission of the church. This individual must have a strategic mind that is results oriented and can move ministry from ideation to application to results. They must have a “we can build it” mentality and find fulfillment in accomplishing goals that build and strengthen the church.

We exist to lead people to encounter Jesus through:

WORSHIP

Building lives of worship.
(Mark 12:30)

COMMUNITY

Growing a community of supernatural love. (John 13:34–35)

MULTIPLICATION

Multiplying disciples of Jesus.
(Matthew 28:18–20)

MINISTRY PATHWAYS	<i>(pathways – the process of moving a ministry area from idea (or dream) to a method of accomplishment (usually a program design) to results (effective programs that can accomplish goals))</i> • Design and Implement a Ministry Leadership pathway to develop and mature present and future leaders at the Exchange • Develop and maintain discipleship pathways for the congregation (prayer, bible study, missions, seminars, service etc.) • Design and implement an integrated Exchange Groups Ministry, including developing the vision and structure for Groups, recruiting and equipping Group Leaders, and ensuring Groups function as a healthy on-ramp to discipleship and community. • Design and implement an effective church growth pathway consistent with the values and mission of the church • Provide ministry support pathways that assure effectiveness for church ministry programs (ie recruitment, admin support, communication channels etc.) • Build opportunity pathways that draw, equip and place the congregation in actively serving ministries throughout the church.
RESULT FOCUS	This position is designed for a strategic thinker who has the ability and gifting to envision a result and build the program or process to accomplish the goal. The individual will be evaluated on result and not design.

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WORK HOURS, BENEFITS, & DETAILS	Full Time Position: 40 hours per week Salary: 72 – 79k per year Benefits: Full benefits Work from Office/Home: Required to work in the office several days a week, with some flexibility to work from home. Ordination: Ordination with The Alliance Canada is required. Candidates not yet ordained will be expected to enter the ordination process upon hire.
PERSONAL REQUIREMENTS	• A fully committed follower of Jesus Christ • Aligned with the theology and practice of the Christian and Missionary Alliance of Canada • Comfortable working closely with, and under the authority of, the Lead Pastor and adopts a servant leader mentality in ministry • Practice the Spiritual Disciplines in personal life • Experience moving projects from ideation to results • A theological foundation through theological education or personalized theological study. • Experience in Church Ministry • A willingness to enter the ordination process with The Christian and Missionary Alliance (required).

To apply, please send your resume and cover letter to admin@theexchangechurch.com