

Assistant Pastor for Community Formation



Full-Time | Reports to Lead Pastor

Direct Reports | Youth Director & Women's Ministry Coordinator



Overview

Waypoint Community Church is a growing congregation seeking an Assistant Pastor for Community Formation to shepherd our people, strengthen discipleship through community, and provide organizational leadership that equips ministry teams. This role will help build clear pathways for deeper connection by recruiting, developing, and releasing leaders to meet the needs of a maturing church.

Waypoint Community Church

Purpose

Waypoint exists to equip people for life with Christ through community in order to form disciples who make disciples. Like a navigational waypoint, it acts as a re-orientation point, not a destination, preparing normal people for their everyday mission. The church carries an equipping mindset where the staff comes alongside the partners in order to support what God is already raising up in our congregation.

DNA & Distinctives

Waypoint was born from relationships, Scripture, prayer, and shared life before strategy or branding existed. Our model mirrors the early church in Acts: Spirit-driven disciples who formed a genuine community that is rooted in Scripture and equips everyday missionaries. We resist attractional church consumerism and strive to unleash the laity into their callings. Since Waypoint does not own a permanent facility, the mission has historically been in our homes, neighborhoods, schools, and workplaces. However, we now realize our growth requires us to strengthen our Waypoint community and add additional structure and focus to fulfill our purpose.

Structure

Waypoint has 224 Covenant Partners as well as 246 adults who regularly participate in the life of the church. Oversight and governance sit with the founding pastor and the Oversight Team (Elders) supported by part-time program and operations staff. Core ministries include:

- Worship at 10am (average adult worship attendance: 233 adults)
- Basecamp kids ministry (averaging 52 children under 10 years old)
- Youth ministry (20 middle and high school students)
- Care Team and Prayer Team for pastoral support
- Men's and Women's Ministries
- Local, regional, and global partnerships including Peru, Kenya, and ECO church plants

Church Health

Despite wider denominational declines, Waypoint is thriving with Bible-centered preaching, relational warmth, and strong leadership. The biggest need is the creation of pathways to connect and foster engagement with new and existing Waypointers to pursue their unique spiritual callings as our church continues to grow. Even without a permanent physical location, we want Waypoint to serve as a relational “third space” where our congregation can serve as its own community hub that fosters belonging, trust, and connection.

This role has the opportunity to build a connectional infrastructure in order to deepen our genuine community by recruiting and developing leaders, and releasing them as everyday missionaries. This role will strengthen Waypoint's relational glue through small groups, retreats, and shared experiences, in order to deepen engagement, provide pastoral care, and train disciples who will make disciples.

Qualities & Competencies

- **Deep, mature faith aligned with Waypoint's values and ECO's tenets** — spiritually grounded, trustworthy, and theologically attuned to Waypoint's culture.
- **Pastoral presence with a shepherd's heart** — demonstrated fruit in care, discipleship, and life-on-life formation; emotionally intelligent, perceptive, and relationally wise.
- **Proven developer of leaders** — recruits, equips, and multiplies leaders while bringing helpful structure to ministry.
- **Innovative with disciplined follow-through** — creates pathways for involvement, bridges vision to execution, and sustains practices over time.
- **Adaptive and collaborative work style** — shares responsibility, seeks creative solutions, and remains calm and flexible in changing environments.
- **Experienced in fostering Christian community** – minimum four years of pastoral leadership with demonstrated responsibility for forming, leading, and sustaining community groups and larger gatherings.

Core Responsibilities

Leadership & Oversight

- Create, train, and lead a Diaconate Team (Women's Ministry, Men's Ministry, Care Team, and Hospitality leads) that meets monthly to care for the needs of the church.
- Supervise the part-time Youth Director and Women's Ministry Coordinator staff positions as well as oversee the Care Team and Men's Ministry Teams.
- Recruit and develop leaders, building a "team of teams" culture.
- Strengthen pathways for regular worship attendees to deepen their engagement.
- Provide clear structure to existing and newly formed ministry teams.

Community Formation

- Launch and nurture new small groups while strengthening existing groups.
- Design and implement discipleship training and experiences (e.g. Men's and Women's retreats, Marriage and Parenting seminars, Faith at Work trainings).
- Facilitate workshops that deepen spiritual formation and practical discipleship.

Pastoral Duties

- Provide ongoing pastoral support to Waypointers.
- Administer sacraments and officiate weddings and funerals as needed.
- Participate in worship planning; preach at least six times annually.
- Meet weekly with the Lead Pastor and collaborate with staff.

Work Style & Expectations

- Full-time position with presence on Sundays and flexible weekday schedule.
- Balance of pastoral presence and organizational leadership.
- Self-starter with strong execution and follow-through.
- Clear, collaborative communicator who works well in a team setting.
- Ordained or ordainable into the Covenant Order of Evangelical Presbyterians (ECO).
- Competitive compensation commensurate with experience (4+ years preferred).
 - **Benefits:** 403(b); family medical and dental; life and disability coverage.
 - 4 weeks vacation; 2 weeks study leave; sabbatical in the 7th year of service.

Meet the Search Team

Contact PastorSearch@waypointclt.org with any questions



Andrew Bender

Andrew and his wife Sarah have been Partners at Waypoint since 2019 and are raising their son Charles (and pup Margot) here in Charlotte. Living far from family, Andrew has experienced Waypoint as true community—and is honored to serve on the search team so others might find the same sense of belonging and spiritual home.



Mark Tobin

Mark Tobin and his wife Beatriz have been long-time Partners at Waypoint, where Mark has helped lead our Sunday morning Bible study, as well as preached on a Sunday. As an executive coach and sport psychologist, Mark brings deep insight into leadership, formation, and discernment—gifts that will serve this search team well.



Margie Gately

Margie has been part of Waypoint for six years and is deeply grateful for its authenticity, biblical preaching, and genuine care for one another. Margie helps to lead a ministry to young mothers in Charlotte (YWBS) that seeks to bring scripture into their heart and homes through mentoring relationships. She joins the search team with a prayerful spirit and a hopeful vision for the next chapter of leadership at Waypoint.



Trish Hobson - Active Elder and Chair of the Search Team

Trish and her husband Ross found Waypoint seven years ago, and from the very first Sunday she felt welcomed and known. Drawn by faithful preaching and sustained by real, life-sharing community, Trish is passionate about helping discern a pastor who will continue to shepherd Waypoint with integrity and grace.



Katie Parker - Director of Children's Ministry (aka Basecamp)

Katie has served as Waypoint's Children's Ministry Director for the past six years and brings deep relational insight into the life of our church. She is grateful to be part of this search and invites the congregation to join in praying for wisdom, clarity, and the Spirit's guidance throughout the process.

Process for Application

Step 1: Learn about our community

Worship: 10am in the Belk Chapel at Queens University

www.waypointclt.org

waypointclt.churchcenter.com

@WaypointCLT on Instagram, YouTube and Facebook

Step 2: Fill out the initial application

<https://forms.gle/j8FVj7SMHnc3Xved9>

Includes space to upload a current resume,

Statement of Faith (1 page pdf) & Faith Story (1 page pdf)

