

McKenzie Towne Church
Calgary, Alberta

Executive Pastor Job Posting

2026

Leading people into a growing
relationship with Jesus.



McKenzie
Towne
Church

Executive Pastor

McKenzie Towne Church (MTC) | Full Time

Executive Pastor (50%) / Main Site Campus Pastor (50%) – McKenzie Towne Church
Status: Full-time

Reports to: Lead Pastor

Salary Scale: \$80,000 +

Summary

This hybrid senior leadership position combines executive oversight of the entire church with direct pastoral leadership of the main McKenzie Towne campus. The role serves under the leadership of the Lead Pastor and exists to (1) provide strategic direction, staff coaching, and organizational structure church-wide, and (2) serve as the primary Site Pastor for the main campus gathering.

Pastoral Duties

Those recognized as pastors within McKenzie Towne Church must be able to verbalize a clear sense of God-given calling to vocational Christian ministry and articulate a biblical theology/philosophy of ministry that shapes their engagement. This role requires senior-level gifts in leadership, preaching/teaching, shepherding, and administration that are strategic to fulfilling the position.

The pastor will serve in four critical roles: executive leader, pastor, developer, and manager;

Executive Leader

Partner with the Lead Pastor to set church-wide direction and build healthy systems.

Pastor

Provide spiritual oversight and pastoral presence for the main campus congregation.

Developer

Intentionally equip staff and key leaders to multiply ministry.

Manager

Oversee strategy, budgets, policies, and excellence across assigned areas.

Key Responsibilities

- Serve as the Executive Pastor for McKenzie Towne Church – 20 hours a week
 - i. Serve as a core member of the MTC Leadership Team with the Lead Pastor and Campus Pastors.
 - ii. Help ministry areas develop annual strategic plans and hold leaders accountable to goals.
 - iii. Reduce administrative burden on the Lead Pastor by creating and maintaining efficient systems.
 - iv. Lead or co-lead all-church staff meetings, retreats, and organizational development days (in consultation with Lead Pastor).
 - v. Represent executive leadership on the Management Team
 - vi. Continually evaluate programs, structures, and culture to ensure mission/vision alignment.
 - vii. Collaborate with the Lead Pastor on risk management, policy, and long-term planning.



Our Mission: Leading people into a growing relationship with Jesus.

Executive Pastor

McKenzie Towne Church (MTC) | Full Time

Serve as the Primary Site Pastor for the main McKenzie Towne campus – 18 – 20 hours

- i. In collaboration with the Campus Pastors of MTC, actively create a system to help people find and deepen belonging in the church through small groups, serving teams, and meaningful relationships (with special emphasis on those attending MTC Main campus).
- ii. Recruit, develop, coach, and oversee volunteer teams
- iii. Supervise any staff or part-time coordinators assigned to main-site ministries.
- iv. Provide pastoral care (counseling, weddings, dedications, funerals, hospital visits as schedule allows).
- v. Collaborate with other campus pastors on church-wide initiatives and events.
- vi. Manage assigned budget lines and administrative details for main-site ministries.
- vii. In collaboration with the Site Pastors of MTC, lead adults in providing relevant resources and opportunities for adults to strengthen their evangelistic relationship with God and serve the larger community in a corporate way.

Preferred Qualifications and Attributes

- Post-secondary education in a related field (graduate-level preferred)
- Significant senior or executive leadership experience in a local church
- Proven ability to coach and develop both staff and high-capacity volunteers
- Gifted and experienced preacher/teacher
- Strong organizational and systems-building skills
- Disciple-maker, team player, innovative, flexible, excellent time-manager, tech-savvy
- Culture carrier who reproduces the heart and DNA of McKenzie Towne Church

Character and Behavioural Expectations

Perfection is not expected; growth is. Leaders are expected to strive to “live a life worthy of the calling they have received” (Ephesians 4:1).

Confession of Faith

All McKenzie Towne Church staff shall be in full agreement with the McKenzie Towne Church Mission, Vision and Values, as well as the North American Baptist Conference Confession of Faith.

Conclusion

This job description is intended to convey information essential to understanding the scope of the job and the general nature and level of work performed. It is not intended to be an exhaustive list of qualifications, skills, efforts, duties, or responsibilities associated with the position. Flexibility and adaptability to the changing needs of McKenzie Towne Church are required.

Apply here: <https://www.careers-page.com/simple-hires/job/3WR5R6XV>



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