

SITE PASTOR (MCDOUGALL)

Site: McDougall (MC)

Reports to: Lead Pastor

Status: Full-time salaried position

Job Vision

The Site Pastor is the primary pastoral and ministry leader for McDougall, responsible to know, love, serve, shepherd, and grow the congregation while leading the overall launch and development of the site. This role carries primary leadership responsibility for McDougall, while sharing in the direction and leadership of Central as a whole through participation on the Lead Team.

The Site Pastor will be spiritually mature, relationally gifted, and comfortable leading in a launch-phase environment marked by growth, unknowns, and experimentation. This person must be actively growing in love for God, other believers, and unbelievers, and lead with humility, courage, and servant-hearted confidence.

Key Areas of Leadership

Vision, Direction, and Lead Team Leadership

Work closely with the Lead Pastor and multisite staff to discern and pursue God's calling for Central, while shaping a clear and contextual vision for McDougall. Participate fully on the Lead Team, contributing to whole-church direction, strategy, and alignment. Maintain responsibility for all aspects of ministry at MC while remaining aligned with Central's identity, work, way, and values.

Mission, Launch, and Downtown Engagement

Provide entrepreneurial and pioneering leadership in launching and developing MC, working alongside the Lead Pastor in work already underway and assuming increasing leadership through an intentional transition. Care deeply about Edmonton's downtown and engage intentionally with its people and needs. Seek to reach new people for Jesus, pursue justice and mercy, and lead the congregation to live missionally. Build healthy relationships with community partners, neighbours, and facility users, representing Central with wisdom and hospitality.

Worship, Teaching, and Discipleship

Work with the staff team to plan and facilitate worship services, serving as the primary host for MC worship gatherings. Teach regularly as scheduled by the Lead Pastor (10-12 times per year) and in other teaching contexts as appropriate. Ensure effective follow-up with newcomers and help each person find clear pathways into community, service, and spiritual growth. Implement Central's discipleship approach at MC in ways that integrate Sunday gatherings with everyday life.

Pastoral Care and Shepherding

Serve as a pastor by praying for, caring for, and walking alongside individuals and households at MC. Provide pastoral care as needed, including prayer, visitation, conflict resolution, and encouragement. Officiate weddings, funerals, baptisms, child dedications, and take on other pastoral responsibilities as necessary. Foster a culture of care and prayer by sharing life personally and equipping others to shepherd well.

Staff, Volunteers, and Facilities

Lead and oversee ministry staff at MC, cultivating a healthy and collaborative team culture. Identify, equip, and release volunteer leaders to carry meaningful responsibility across the life of the site. Provide vision and oversight for MC facility use and rentals in collaboration with staff and volunteer leaders, stewarding the building for the good of the church and the city.

Multisite Collaboration

Work joyfully and collaboratively within Central's multisite staff team, contributing positively to whole-church initiatives while leading confidently and contextually at MC. Serve as a unifying presence across the church.

Other Expectations and Qualifications

- Personal and growing relationship with Jesus Christ.
- Affirmation of Central's Statement of Beliefs and joining membership.
- Demonstration of qualities outlined in 1 Timothy 3 for Christian pastors/elders.
- Alignment with and active support of Central's identity, work, way, and values.
- Heart and calling to minister to downtown residents.
- Loyal, honest, humble, teachable, flexible, and dependable.
- Gifted leadership with a passion for loving, caring for, and discipling others.
- Effective communicator who teaches and preaches God's Word with clarity and faithfulness.
- Strong organizational skills, initiative, and decision-making abilities.
- Capacity to work effectively on teams within a multisite, multi-staff setting.
- Commitment to pursuing relationships or group involvement for personal accountability.
- Participation in weekly staff meetings with deep engagement and humility.
- Regular meetings with the Lead Pastor for encouragement and coaching.
- Extensive pastoral/relevant experience within a church or Christian ministry.
- Possession of a bachelor's degree (minimum), with a master's degree preferred.

Applications will be reviewed as they are received. If the job is posted on our website, applications are still being accepted.

To apply, please send a cover letter and resume to Jon Putz (Executive Pastor) at jon@followingtogether.com.

CENTRAL BAPTIST CHURCH

Edmonton, Alberta, Canada

CENTRAL
Following Jesus Together

Central is a Christ-centred, Bible-believing church with deep roots in Edmonton and a long history of faithful ministry. For generations, Central has sought to follow Jesus together—grounded in Scripture, dependent on God’s Spirit, and committed to loving people in practical, relational ways. We believe Jesus is the only way, the Bible is God’s true and trustworthy Word, and that life with Him is found and formed best in community.

Central is a multisite church serving the Edmonton metro area (population ~1.5 million). We currently worship across three sites, with a fourth site—McDougall—preparing to launch in fall 2026. On a typical week, around 1,000 people gather in person across our sites, with additional participation online. Each worship gathering typically ranges from 150–250 people, allowing us to do some larger things together as one church while maintaining a relational, pastoral, and community-centred culture at each site. Our church family includes people of all ages and life stages, united by a shared desire to grow in faith and live out the gospel where God has placed us.

Our structure reflects both shared leadership and local expression. Each site is led pastorally and contextually, while the church as a whole is guided by a Lead Pastor and Lead Team who provide spiritual direction, vision, and alignment across Central. We value collaboration, trust, and unity, believing that we are stronger—and more faithful—when we lead together.

Culturally, Central is relational, approachable, and intentionally non-corporate. We choose warmth over polish, authenticity over image, and grace over performance. We believe that being quick to confess and eager to forgive matters deeply, and we work hard to create environments where people are known, welcomed, and invited to grow. You can blend in for a while, but eventually we’ll ask your name—and we think that’s a good thing. Our ministries and structures are designed not just to run programs, but to help people build real relationships and take meaningful steps of faith.

Central is committed to planting and growing healthy congregations, with a particular heart for neighbourhoods and contexts where the gospel can take root in fresh ways. McDougall represents an important next chapter in that story, serving Edmonton’s downtown with a vision shaped by the gospel.

For more on Central visit followingtogether.com.

For more on McDougall visit followingtogether.com/mcdougall.

For more on this role contact Jon Putz (Executive Pastor) at jon@followingtogether.com.

