



McKernan
BAPTIST CHURCH

Senior Pastor Job Posting



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VISION

McKernan Baptist Church is a Christ-centered, multi-generational community committed to growing in right relationship with God, one another, and our neighbours. Rooted in faith and service, we seek Spirit-empowered transformation, caring relationships, and meaningful engagement with the world around us. Welcoming to newcomers, students, and families alike, we reflect the diversity of our city while offering a place to belong, grow, and serve together.



VALUES

We're a church that has at its core a desire to be in right relationship, first with God, then with one another and with our neighbours. Our prayer is that everyone experiences authentic Christ-centered community.

CULTURE

McKernan Baptist Church values being a welcoming and inclusive community, especially for newcomers to Canada, university students, and families seeking connection and belonging.

The church honours its history by building on the legacy of faith and service established by previous generations, while continuing to adapt to the needs of a changing world.

As a long-standing presence in the McKernan–Belgravia neighbourhood, it serves as a trusted and consistent part of the community, committed to care, hospitality, and meaningful engagement.





SIZE

McKernan Baptist Church has an average weekly attendance of approximately 800 people across its two Sunday morning services (9:00 AM and 11:00 AM). This attendance reflects a multi-generational and actively engaged congregation, with a strong presence of families, university students, and long-time community members.

The church's size allows it to offer a full range of ministries and programming while maintaining a relational, community-oriented atmosphere.

DEMOGRAPHICS

McKernan Baptist Church is home to an increasingly broad and diverse congregation. With a mix of university students, young families, long-time residents, and newcomers to Canada, the church reflects the changing demographics of its surrounding community and fosters a welcoming environment for people from a wide range of cultural and generational backgrounds.



CONSTITUTION

The Senior Pastor reports to the board of McKernan Baptist Church, who are elected by the members of the church. As the sole direct report to the board, the Senior Pastor is accountable to the board for all of the staff and ministry activities conducted by the pastoral and administrative staff of McKernan Baptist Church. Pastoral staff are accountable to the Senior Pastor for the activities within their individual portfolios. The board operates within the boundaries of the church constitution, and works together with the Senior Pastor and congregation to collectively seek to discern God's will for the church, recognizing that Jesus is the ultimate head of the Church.



ORGANIZATION / STRUCTURE

McKernan Baptist Church is supported by a sizable and diverse staff team that enables a broad range of ministries. The senior pastor is expected to provide mentorship and oversight to all pastors. Complementing this pastoral team are the McKernan Child Development Centre Director, approximately six ministry associates, eleven ministry assistants, and five operations staff, together comprising a staff of about 30 full and part-time employees. While affirming that God calls both men and women to many ministry leadership roles, we currently understand, from Scripture, that the Senior Pastor role is to be filled by a male.



2025–26 BUDGET NUMBERS

McKernan Baptist Church stewards its budget in alignment with its focus on both internal operations and outreach to the broader community through missions. The church maintains a general operating budget of approximately \$2.1 million, supporting staffing, facilities, programs, and day-to-day ministry functions. In addition, \$260,000 is allocated to missions, funding local and global partnerships, outreach initiatives, and ministries that extend and strengthen the church's impact on the local and global community. Lastly, the McKernan Child Development Centre is a fully licensed daycare that operates with a budget of approximately \$700,000.



MCKERNAN BAPTIST CHURCH

A BRIEF HISTORY

In 1951, Central Baptist Church (then located in central Edmonton), recognized the need for a ministry on Edmonton's south side. In May 1951, a small group of believers began worshipping together in the chapel of the Christian Training Institute (CTI), now known as Taylor Seminary. Later that year, McKernan Baptist Church was established.

In 1952, construction began on MBC's first church building. The church was located about a kilometer from CTI and was also near the University of Alberta. In 1959, a parsonage was added and in 1966 a new sanctuary was added. In 1997, when the neighbouring Mennonite congregation moved to a new location, MBC purchased the church (dubbed the Lighthouse) and used the facility for youth and other ministries. MBC also restarted the daycare that had previously been in the Lighthouse.

About 2010, it was becoming clear that our facilities were no longer able to meet our needs. Early in the visioning process, the congregation determined that God would have us stay in our current geographical location. A Property Projection team looked at many options for new or upgraded facilities. The decision was made to demolish the older portion of our facility, but retain the sanctuary. The congregation moved Sunday services to McKernan School and construction of an upgraded facility began in 2013. After almost two years in the school, the church moved back to our current facility in 2015. All ministries, including the daycare, were now housed under one roof. The former parsonage (church office) and Lighthouse were then demolished and turned into a large parking lot. The renovated facility continues to serve us well even with increasing ministries vying for space. A successful capital campaign and a significant mortgage were required to finance the renovation with the mortgage recently being paid off in June, 2025.



MBC has a history of church planting and a focus on missions. In 1962, Meadowlark Baptist (now West Meadows) was planted. In 1967, Greenfield Baptist was planted and in 1976, Sturgeon Valley Baptist was planted. MBC has sent a number of missionaries to foreign mission fields and in 2000 launched its first mission trip to Mexico. A strong focus on foreign and local mission continues to be an important component of MBC's ministry.

In 1993, Lyle Buyer accepted the call to be the senior pastor. God has used Pastor Lyle (and Jeannie) to shepherd MBC's congregation and expand and deepen MBC's ministry and outreach. During this season of ministry, small groups and Focus 3 (leadership development) were introduced. Over time, additional pastors and staff were added to provide direct focus on Children, Youth, College & Career, Young Adults, Small Groups, Equipping, Congregational Care, Seniors and Women's and Men's ministries. In the last few years, MBC has developed a rapidly growing ministry to Newcomers to Canada. Included in this ministry is a growing English Learning Ministry as well as a vibrant Ukrainian ministry.





MINISTRY ROLE DESCRIPTION

SENIOR PASTOR

McKernan Baptist Church is prayerfully seeking a Senior Pastor who will shepherd our congregation with wisdom, humility, and courage. As McKernan continues to experience a season of health and transition, the Senior Pastor will be rooted in God’s Word and guided by the Spirit, serving as a leader who joins McKernan’s pursuit of God’s vision for our life together as a community of faith.

THE CALLING

The Senior Pastor is called to be a servant-leader who models Christlike character, proclaims the good news of Jesus, and helps God's people live as faithful disciples in today's world. This calling is about inspiring and equipping the church to hear the voice of the Good Shepherd and follow Him together.

VISION AND LEADERSHIP

In collaboration with the Board, the Senior Pastor will discern and articulate vision in ways that ignite passion, foster unity, and move us toward God's purposes. The Senior Pastor will be the key link between the Church Board and the Staff team. This position allows for the Senior Pastor and the Board to support and encourage each other in spiritual growth and leadership for the church. The Senior Pastor will provide leadership to the staff, fostering joint team effort and equipping them to serve with excellence. In addition, the Senior Pastor will hold responsibility for budget planning and oversight, ensuring that financial resources are stewarded faithfully in alignment with the church's mission and vision. Together with the staff and congregation, the Senior Pastor will help McKernan Baptist Church live into our calling as a vibrant, multi-generational community of disciples.



PREACHING AND TEACHING

The Senior Pastor will lead the preaching ministry with creativity, depth, and relevance, grounding every message in the truth of Scripture and the hope of the gospel. Recognizing that God speaks through many voices, the Senior Pastor will also cultivate a shared preaching platform, mentoring and equipping others to proclaim God’s Word with faithfulness and conviction.

PASTORAL PRESENCE

As shepherd of the flock, the Senior Pastor will walk alongside people in all stages of life, offering care, encouragement, and counsel. With a heart to connect across generations—particularly with young adults—and across cultures, the Senior Pastor will foster belonging and discipleship for the whole family of God in our multi-cultural community.

EXPERIENCE AND PREPARATION

The individual called to this role will bring:

- Theological training, with a minimum of a Bachelor’s degree and a preference for a Master of Divinity.
- The ability to lead with vision, inspire others, and build consensus in the Body of Christ.
- Proven pastoral experience at a senior level, demonstrating maturity in shepherding, leadership, and team collaboration.
- A record of effective preaching and teaching that communicates God’s truth with clarity and grace.
- A commitment to equipping others for ministry, raising up new leaders, and encouraging the gifts of the congregation.
- Ordination (or willingness to be ordained within the Baptist tradition).

OUR PRAYER

We are asking God to bring us a pastor who is rooted in prayer, alive in Scripture, passionate about the gospel, and eager to journey with us into the future God is preparing. We believe that the right leader will help us hear the voice of our Shepherd and faithfully follow Him into the next chapter of McKernan Baptist Church's story.





ROLES AND RESPONSIBILITIES

LEADERSHIP | 20%

- Provide spiritual leadership to guide and shape the overall direction of the church
- Lead the development and execution of the strategic vision (e.g., 3-, 5-year plans), ensuring alignment across all ministries.
- Provide general oversight of Sunday services, including collaborating with the Worship Pastor for the worship planning, event coordination, and scheduling.
- Lead and support the pastoral staff through ongoing coaching, feedback, and direction-setting.
- Ensure alignment of teaching, courses, and mentorship initiatives with the vision of the church.



PREACHING, TEACHING, AND EVANGELISM (PRIMARY) | 30% | 30–35 WEEKS/YEAR

- Prepare and deliver biblically sound and doctrinally grounded sermons to both support and challenge the congregation.
- Provide guidance, instruction, and mentorship to pastoral staff and lay preachers.



EQUIPPING, MENTORING AND DISCIPLE-MAKING (PRIMARY) | 20%

- Mentor and develop church leaders, with a particular focus on supporting and strengthening the board.
- Ensure intentional leadership development is taking place by arranging appropriate mentorship opportunities and structures.



ADMINISTRATION AND MANAGEMENT/ORGANIZATIONAL GOVERNANCE (SECONDARY) | 20%

- Work with the church board and staff to maintain the church's organizational structure and support the effective delivery of ministry programs.
 - Serve as a liaison between church board and staff, ensuring clear communication and alignment.
 - Lead key gatherings, including weekly staff meetings, annual staff/board retreat, and the Annual General Meeting (AGM).
 - Assess the strengths and skills of pastors and staff to guide role assignment and responsibility distribution.
 - Act as an ex-officio member on ministry teams under direct leadership.
 - Represent the church in local ministerial associations and denominational bodies (e.g., NAB, ABA).
 - Oversee and manage the budget of the church, and contribute to long-term financial planning in collaboration with relevant teams.
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CONGREGATIONAL CARE / ENGAGEMENT / SHEPHERDING (TERTIARY) | 10%

- Coordinate visits to the sick, hospitalized, and homebound, ensuring ongoing care and connection.
 - Provide or arrange pastoral care through key life events, including weddings, funerals, and pre-marital counseling.
 - Engage with the local community by fostering outreach opportunities and building relationships that reflect the church's mission and values.
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SABBATICAL RHYTHMS

- McKernan Baptist Church affirms the importance of sustainable ministry and spiritual renewal by supporting healthy rhythms of work and rest. To promote long-term health and vitality, pastoral staff are eligible for sabbatical leave following a period of continuous service.

APPLICATION PROCESS

A seven member Search Committee consisting of four board members and three church members has been established to guide the search process for the Senior Pastor and make a recommendation to the board and the church members. Applications should be submitted to the church at searchteam@mckernanbaptist.ca. The Search Committee will review all applications, and after prayerfully considering each application will determine how to proceed with each application. Subsequent stages of the process may include informal discussions with members of the Search Committee, one or more formal interviews with the full committee, meetings with church pastoral and administrative staff, reference checks with the applicant’s current and past churches, preaching on a Sunday morning, and meeting congregants on a Sunday morning and/or congregational meeting.

If the Search Committee selects a suitable candidate, they will present that candidate for a vote by church members at a congregational meeting.

Review of applications will commence immediately and continue until the role is filled.

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APPLICATIONS SHOULD INCLUDE:

Cover Letter

- Explain how God has been shaping your life, how God’s formation of your life has prepared you to serve in this role, and how you would fill the primary responsibilities of this role at McKernan Baptist Church.

Resume

- References (professional and spiritual)

Sermon Examples

- Please submit links to three (3) audio- or video-recorded sermons.



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