Mission Creek
ALLIANCE CHURCH

Lead Associate Pastor

Formation

Position Type: Permanent, Full Time
Reports To: Lead Pastor
Anticipated Start: June 2027 (flexible)

ABOUT MISSION CREEK ALLIANCE CHURCH

Mission Creek Alliance (MCA) Church is a multigenerational community in Kelowna, BC shaped by the everyday way of Jesus. Our heart is simple: to encounter Jesus, to be empowered by His Spirit, and to participate in God's mission in our city and the world beyond.

We are a church that values making disciples, creating space for belonging, prayer, and living authentically in community. We desire to be a church where people are known, connected, and equipped to live out their missional calling in everyday life as disciples of Jesus.

We are a collaborative, egalitarian staff team that values humility, creativity, spiritual depth, and healthy relationships. We are looking for a leader who is excited and equipped to build flourishing ministry structures and help shape the future direction at MCA Church.

POSITION PURPOSE

The Lead Associate Pastor leads the formation life of MCA Church. This person builds and stewards a clear discipleship pathway, from children through adults, that helps people walk with Jesus, become like Jesus, and join what Jesus is doing in Kelowna and the world.

The Lead Associate Pastor leads MCA's Discipleship Team, supervising and developing the pastors and leaders who serve our church, so that every ministry contributes to one shared pathway. Serving alongside the Lead Pastor, this person helps shape the vision, direction, and staffing of the church and builds the ministry systems that allow healthy discipleship to happen.

The ideal candidate is a disciple-maker who leads leaders: someone who can turn vision into clear pathways and systems, and who loves developing others more than doing ministry alone.

KEY RESPONSIBILITIES

Formation & Discipleship Pathway (~35%)

- Provide overall leadership for MCA's discipleship pathway across every life stage, with clear next steps from children through adults
- Lead adult formation, ensuring clear next steps and overseeing key discipleship pathways including Alpha, formation experiences/classes, and groups
- Take ownership of and regularly evaluate the formation pathways of MCA church

Discipleship Team Leadership (~20%)

- Supervise, support, and evaluate other pastoral staff (including the Associate Pastor of Family Ministry, Associate Pastor of Care & Prayer, Young Adult Pastor, and Youth Pastor)
- Mentor and develop pastoral staff, especially emerging and younger leaders
- Ensure discipleship continuity from children's ministry through youth, young adults, and adults

Missional Engagement (~15%)

- Steward MCA's relationships with local ministry partners and C&MA global ministries

- Mobilize the congregation to serve locally and globally through serving opportunities, missions emphases, and short-term teams
- Equip and support volunteer teams who lead missional engagement
- Provide regular reporting to the congregation on partner ministries

Senior Leadership & Ministry Systems (~15%)

- Serve alongside the Lead Pastor in making key decisions about the vision, direction, and staffing of the church
- Build and manage ministry systems that make ministry efficient and effective, including the discipleship pathway, groups, and ministry planning and calendaring
- Regularly evaluate and improve systems so ministry runs well without the Lead Pastor in every decision
- Foster a collaborative, spiritually healthy, and mission-aligned staff culture

Preaching & Pastoral Ministry (~15%)

- Preach regularly as part of the preaching team
- Participate in pastoral duties (weddings, funerals, baptisms, pastoral care) as part of the larger pastoral team
- Participate in Sunday services, staff meetings, retreats, and church-wide initiatives

MEASURES OF SUCCESS

- A functioning discipleship pathway with clear next steps
- Healthy partner relationships, with regular reporting to the congregation
- A healthy Discipleship Team and ministry systems that run well without the Lead Pastor in every decision

KEY QUALITIES

The woman or man best suited for this role:

- Leads themselves and others in rhythms of faith formation (such as prayer, sabbath, scripture, worship, solitude and spiritual friendships)
- Demonstrates a mature and authentic faith in Jesus Christ with a clear vision for making disciples
- Leads leaders, and loves developing others and investing in younger people
- Thinks in systems, turning vision into clear, workable pathways and structures (Where are we going and how will we get there together?)
- Is a collaborative partner to the Lead Pastor, able to offer honest constructive feedback and counsel
- Models emotional, relational, and spiritual health and integrity

QUALIFICATIONS

- Significant pastoral leadership experience in a local church context
- Proven experience supervising and developing pastoral staff
- Proven experience building discipleship pathways or ministry systems
- Ability to preach and teach are an asset
- Bachelor or Master’s degree in theology or ministry from an accredited institution
- Ordained with the Christian & Missionary Alliance in Canada or willing and eligible to pursue ordination (support and guidance provided)

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- Alignment with the statement of faith of the Christian & Missionary Alliance of Canada and other official statements of the Alliance.
- Alignment with the mission and values of MCA Church
- A clean criminal record check

JOB & COMPENSATION DETAILS

- Full-Time (40 hours/week)
- $78,000–$90,000 per year, based on experience
- Alliance Retirement Fund (5% employer and 5% employee contribution)
- Extended Health and Dental Benefits
- 4 weeks paid vacation per year
- Time for professional and spiritual development, and for service outside the church
- Cell phone allowance

APPLICATIONS

Please send resume and cover letter (or questions) to keith@mcachurch.ca. Applications will be reviewed beginning December 1, 2026. The position will remain open until filled. The anticipated start date is June 2027 (flexible).