



Job Title: Associate Pastor

Location: Deer Park Alliance, Red Deer, AB

Position Type: Full-Time

Warm greetings to all potential applicants,

My name is Jon Van Koughnett, and I am the Lead Pastor at Deer Park Alliance church. Before you scroll down to the job description, I wanted to offer some context for the position you are about to look at!

A Little About Me

Who is this guy you'd be working for? Well, I have served at Deer Park Church for about 11 years. The first decade was spent leading our children's ministry, supporting our preaching ministry, and running our counselling outreach ministry until last year, when I took over the lead position. I have a non-traditional path into ministry, beginning in the world of teaching and later completing a master's degree in clinical counselling while acquiring a theological education along the way. I tend to be filled with new ideas and enjoy considering innovative forms of ministry in the pursuit of fresh spiritual fruit for Christ's Kingdom.

A Little About Us

Deer Park Church is a mid-sized church community that has been growing in attendance over the last year. We are committed to loving God, loving people, and growing together. We are seeking to grow in our capacity to engage people in a passionate pursuit of God's Kingdom using a variety of ministry models. As we continue this journey, we would like an experienced pastor to join our leadership team and help us shepherd our congregation faithfully through an associate role.

Position Overview

I recognize that God equips leaders with different callings and strengths. So, rather than offer a rigid job profile, I am open to shaping this role around the unique gifts and passions of the right candidate. Whether your strengths and passions lie in preaching and teaching, pastoral care, discipleship, missions and outreach, worship, etc., I want to partner with someone who will complement my existing team and fill in some of the existing gaps. In return, I of course ask for some flexibility on your part in taking on some minor roles and responsibilities that you may not be as thrilled about. Welcome to ministry in a medium-sized church!

Key Responsibilities

(Again, specific duties will be adapted based on the candidate's strengths and calling, but must include some combination of the following):

- Preach and teach God's Word with clarity and conviction.
- Provide pastoral care through visitation and prayer.
- Oversee, develop, and mentor ministry leaders and volunteers.
- Lead or support discipleship and spiritual formation initiatives.
- Contribute to vision-setting and strategic planning alongside the Lead Pastor and elders.
- Champion international missions, evangelism, and community engagement efforts.
- Give leadership to our worship ministry services

Qualifications

- A vibrant and growing relationship with Jesus Christ and a deep commitment to living out his teachings in Scripture.
- Minimum 5 years of pastoral experience.
- A heart for the local church and a passion for equipping others for ministry.
- Excellent relational and communication skills.
- Alignment with Deer Park Church's statement of faith and core values.
- A seminary education is preferred but not required.
- Candidates must be legally eligible to work in Canada before being hired.
- All candidates must be licensed and ordained or prepared to pursue licensing and/or ordination with the Alliance Canada.
- All candidates must be aligned with The Alliance Canada's statement of faith and Call to Excellence.

What We Offer

- A collaborative and supportive ministry environment.
- Flexibility to shape the role around your unique gifts and calling.
- Opportunities for ongoing personal and professional development.
- A competitive salary, benefits, and retirement package, commensurate with experience and in alignment with district guidelines.

How to Apply

Please submit the following to employment@deerparkchurch.ca

- A concise letter outlining your personal story, calling, and ministry passions.
- A current résumé detailing your ministry experience.
- Three references. One from a person who has worked under your leadership. One from a co-worker. And one from your most recent employer.

Applications will be reviewed on January 15th, 2026, and only successful applicants will be contacted in the following weeks. The position will remain open until filled.

How to Inquire

Let's be honest, we all want the inside scoop on a church before considering a position seriously. I invite you to contact any of our current pastoral or administrative employees to hear their perspective on what working at Deer Park Church is like.