

ST. ALBERT
ALLIANCE CHURCH

LEAD PASTOR PROFILE 2022

TABLE OF CONTENTS

Introduction	3
Our Purpose, Values & Priorities	4
Our Staff & Ministries	6
Financial Highlights	8
Our Community	10
Our History	11
Transition	12
Leadership Culture & Structure	13
Our Next Lead Pastor (Job Description)	14
Application Instructions	16



WELCOME



St. Albert Alliance Church (StAAC), a medium-sized church of the Christian and Missionary Alliance (CMA) located in the metropolitan region of Edmonton, Alberta, Canada, is seeking a new Lead Pastor. Our previous Lead Pastor, Jeremy Peters, transitioned to a new role with the CMA in December 2021. Our church has been on a journey of seeking to listen to, trust, and obey the voice of Jesus regarding the season ahead, as we search for a candidate who is an excellent fit for our dynamic staff team and our culture of collaborative leadership. For information on our transition journey, please click [HERE](#).

This document serves as an introduction to St. Albert Alliance Church, its values and how Jesus is leading us in the search for a new Lead Pastor candidate, as well as providing a window into the culture of the StAAC community.

Please direct inquiries and applications to:

Warren Molberg (Chair of the Pastoral Search Committee) at wmolberg@shaw.ca

Graham English (Director of Field Engagement North, CMA Western Canadian District) at genglish@thewcd.ca

Carl Waldron (Chair of the StAAC Board of Elders) at cwaldron@staalliance.org

The posting will be open until August 31st, 2022, or until a suitable candidate is identified.



OUR PURPOSE:

“WE EXIST TO BE GOOD NEWS
TO OUR NEIGHBOURS AND
BEYOND BY PRACTICING
THE WAY OF JESUS.”

WHO WE ARE

Between September 2021 and April 2022, St. Albert Alliance Church engaged in a prayerful season of discerning God's direction for the season ahead. This process was prompted by a recognition of the following inflection points in the life of the church:

1. The development of new neighbourhood surrounding our building;
2. Our move into a new facility that replaces an aging building;
3. The wide-ranging changes brought on by the Covid-19 pandemic;
4. Our lead pastoral transition, as we seek God's direction for a successor to Pastor Jeremy Peters, who resigned in December, 2021.

Our Process

Our discernment process involved an Appreciative Inquiry approach that identified areas of strength by asking what was flourishing and what Jesus loves about StAAC today. We then considered areas of growth by asking what we believe Jesus longs to see more of in the life of the church and its people. Over 300 responses, comments and ideas were shared during these 8 months. Throughout this season, the priority of StAAC leadership has been to allow Jesus to speak clearly through the church as we sought to listen to, trust and obey his voice.

Results

Ultimately, our consultation process led to the Purpose, Values and Priorities described in this document. They reflect the unique character, culture and calling that God has nurtured here at St. Albert Alliance Church. Further, these statements are an indication of our corporate vision and direction in the season before us.

OUR VALUES

Our core values are central to our identity, beliefs and behavior - they are in the DNA of St. Albert Alliance Church - and reflect what we believe God has called this church to demonstrate.



We listen to Jesus as the Functional Head of the church.



We serve best in teams.



We create environments where people can experience God and find community.



We anchor our teaching in the Bible as the revelation of Jesus.

OUR PRIORITIES

Through listening to Jesus as a congregation, we identified three specific areas of growth - corporately and individually - as we seek to reflect the Kingdom of God. In response, we have made the following commitments:



We commit to walking with our community by demonstrating love and service.



We commit to growing our confidence and capacity to live in the power of the Holy Spirit.



We commit to creating space in our lives for authentic relationships and belonging.



[May 8 - Carl Waldron: Congregational Engagement Results](#)

STAFF



Click [HERE](#) to view current staff

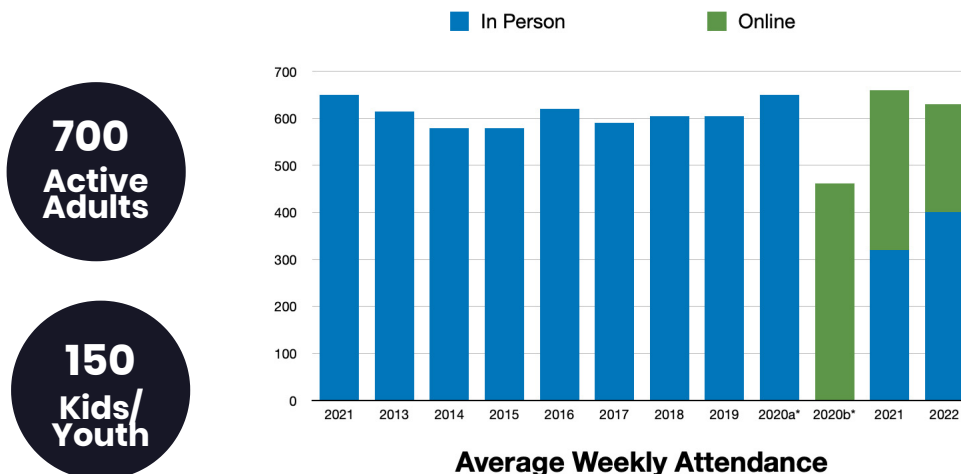
Full-Time

- Teaching & Missions Pastor
- Teaching & Women's Pastor
- Group Life & Xtreme Kids Pastor
- Worship & Communications Pastor
- Jr. High & Young Adults Pastor
- Sr. High & Young Adults Pastor
- Director of Operations
- Tech Director
- Executive Assistant
- Communications Coordinator
- Front Office Administrative Assistant

Part-time

- Transitional Executive Lead
- Community Engagement Pastor
- Elementary Pastor
- Pre-School Pastor
- Digital Content Creator
- Bookkeeper
- Ministry Support Assistant

Attendance



*In 2020, weekly services were held in-person from January through mid-March. StAAC met online from mid-March 2020 through July 2021.

MINISTRIES

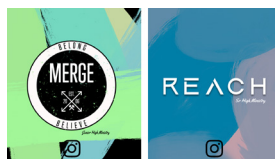
STAAC MINISTRIES



St. Albert Alliance Church (StAAC) is part of the Western Canadian District of [The Alliance Canada](#).

As detailed further within the Purpose Statement, one of our denomination's distinguishing features is as follows: "We make disciples and multiply transformational churches in Canada and the world to the glory of the Triune God."

In that regard, although candidates from all denominational backgrounds are encouraged to apply, the position requires alignment with the overall vision, values, and statements of faith of The Alliance Canada and St. Albert Alliance Church.



COMMUNITY PARTNERS



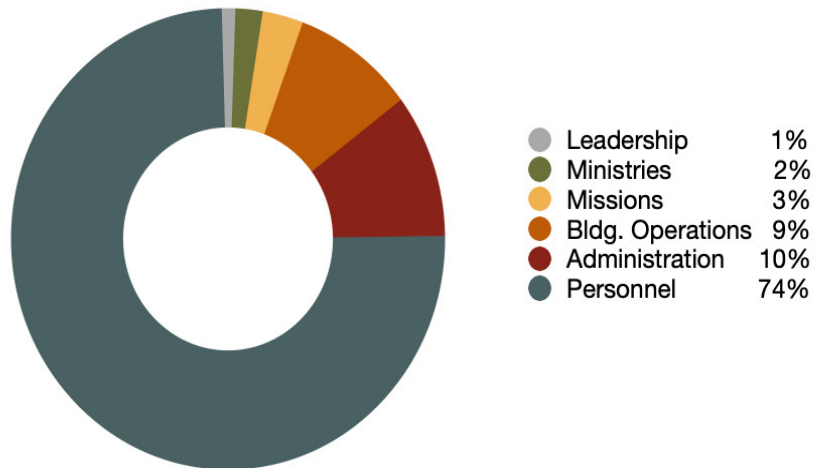
GLOBAL



FINANCIAL HIGHLIGHTS

GENERAL FUND	2020	2021
INCOME	\$1,661,629	\$1,652,629
EXPENSES	\$1,323,955	\$1,484,410

2021 GENERAL FUND
EXPENDITURES



BENEVOLENT FUND

The Benevolent Fund helps people and organizations in need within our local community.

TOTAL AID

2020	\$33,065
2021	\$26,877

For more information on StAAC ministries and finances, view the 2021 Annual Report.





OUR COMMUNITY



City of St. Albert
Photo courtesy of City of St. Albert Website

St. Albert (population ~70,000) is among the best cities to live in Canada. Located within the bustling Edmonton Metropolitan Region (population ~1.4M), St. Albert is a prosperous, growing, suburban city with a small-town feel, strong community values, and a high quality of life. Bisected by the tranquil Sturgeon River, St. Albert boasts an excellent array of trails, parks, schools (including the Logos Christian Program), restaurants, businesses, and the largest outdoor farmers' market in western Canada.

Today our church is located between the rapidly expanding neighbourhood of Jensen Lakes and other more mature neighbourhoods and just minutes away from Edmonton, Alberta's capital city. For more information about the City of St. Albert click [HERE](#).

Demographics



66,082
Population



26,083
Households



11,298
Kids



4,159
Teens



[About St. Albert](#)

OUR HISTORY



The history of St. Albert Alliance is a story of grace, healing, learning to love others and to follow Jesus wholeheartedly.

COURAGEOUS BEGINNINGS (1979–1987) A courageous small group of people from Beulah Alliance Church responded to the prompting of Jesus to start a new Alliance church in St. Albert with a heart to see the city come to transforming faith in Christ. This group began the pioneering work that resulted in the purchase of 5 acres of land (part of our current property) and the first incarnation of a new building in 1985.

NEW GROWTH (1988–2001) The next era in the story of St. Albert Alliance Church was one of reaching deep into the City of St. Albert and seeing scores of people coming to a saving faith in Jesus. Rapid numerical growth created new opportunities (and challenges!), innovative thinking and the beginning of small group communities. During this season, another 10 acres were purchased (1995) and further additions to our building were completed (Xtreme Kids wing, auditorium – 1998).

STABILIZING LEADERSHIP (2002–2011) Following a season of rapid growth, the church took deliberate steps to strengthen the leadership base and establish ministry structures to help facilitate sustained spiritual growth. Staff and Elder development, along with a continued community outreach emphasis, characterized this season. We also saw the establishment of a new Alliance church in St. Albert as Next Christian Community launched to become an independent gospel expression (2005).

NEW WINESKINS (2011–2019) A widespread priority on listening prayer, a 22-month spiritual audit, a consistent call to deeper apprenticeship with Jesus, a re-aligning around prayer and new ways of thinking about mission have marked this most recent season. In 2016 we also celebrated the launch of a new expression of the church in Old Strathcona (Edmonton) that has increasingly been marked by an urban missionary perspective.



THRIVING THROUGH TRANSITION

The past three years have been marked by significant transition and the remarkable leadership of Jesus. A once-in-a-generation building project, overshadowed by a global pandemic, followed by the departure of a respected and admired lead pastor, Jeremy Peters.

In this season, we marveled at God's incredible timing. As our construction project launched, Covid-19 health restrictions brought nearly all public gatherings to a halt. As a result, StAAC pivoted smoothly to online ministry, releasing people to exercise new gifting in service of God's Kingdom. When gatherings resumed we welcomed the congregation - and many first time visitors - into a bright and modern new facility!

With a Phase 2 renovation planned for the coming years, we already see fruitful new ministry and lives opening to God as a result of this tangible resource. Our Grand Opening saw hundreds of visitors from our neighbourhood welcomed into this fantastic ministry space.

During what could have been a bewildering season of uncertainty, we experienced amazing stability among our core staff. Throughout Jeremy Peters' 11-year ministry as Lead Pastor, his humility in affirming the gifting and leadership in others helped ensure a strong and capable ministry team.

Pastor Lisa Peters continues as a key leader at StAAC, and Jeremy has transitioned to a lay member role, occasionally serving on our worship team as his schedule with the Western Canadian District of the CMA allows.



[November 21- Jeremy Peters Resignation](#)

[The Seed Project - Our Building Redevelopment](#)

OUR LEADERSHIP CULTURE & STRUCTURE

A defining aspect of God's work among StAAC's pastoral team has been the unity and involvement of each person in listening to Jesus' voice and sharing in a culture of collaboration and co-ownership of StAAC's vision. A Lead Team of key ministry leaders meets regularly to share ideas and prayerfully give input into key issues in the life of the church.

In addition, Elders Board Chair Carl Waldron, together with Pastor Mike Sotski and Pastor Lisa Peters, have formed a Transitional Team, with Carl in an interim executive role. This approach has further fostered shared decision-making. As a team, we acknowledge that God has given his church the gifts necessary to fulfill his unique purpose for StAAC, and we bring unique strengths to the table. The Transition Team has proven an effective model.

Executive Team

Our goal is to develop and maintain a leadership structure that provides an increased level of spiritual and practical support to the Lead Pastor by sharing a portion of the challenging responsibilities and decisions with a team of experienced pastors. Our ongoing leadership structure will include an Executive Team (ET) of three or four pastors, including the Lead Pastor, with responsibility for overseeing the ministries of StAAC. The Lead Pastor will provide direction and oversight to the ET as it develops strategy and divides ministry and operational responsibilities among the ET members. The Lead Pastor will be responsible for final decisions when a consensus cannot be reached.

We believe that an ET is a valuable incubator for leadership development, as vacancies on the team allow staff to grow into greater levels of responsibility and experience in a team environment.



[January 30 - Lisa Peters: Jesus Only](#)

[April 24 - Mike Sotski: Empowered](#)



OUR NEXT LEAD PASTOR

SPIRIT-LED, COLLABORATIVE, MISSIONAL



ESSENTIAL CHARACTER QUALITIES

- Love for Jesus and a walk with God that is nourished by a consistent devotion to scripture and prayer.
- Deep humility and a teachable spirit with an awareness of their need to live and lead in relationship with others.
- Trustworthy character known for personal integrity.
- An attitude of respect, obedience, and accountability to the Lord and those in authority over the pastor.
- A disposition of patience, grace, and mercy to those under the pastor's authority.
- Love for parishioners that is demonstrated in words and actions of blessing and compassion.
- Personal discipline and perseverance through obstacles that may arise in ministry resulting in dependably accomplishing the tasks and attaining the goals set by StAAC leadership.



NECESSARY ATTITUDES

- Dedication to a life of prayer and careful attention to the voice of the Lord.
- Enthusiasm about developing innovative approaches of demonstrating love and service to our local community and beyond.
- Eagerness to see the Holy Spirit work in new and powerful ways among those who attend StAAC and all those to whom we minister.
- Commitment to a collaborative working environment within an Executive Team as well as with the current pastors and staff.
- Unreserved willingness to lead from the theological perspective of The Alliance Canada and serve in an egalitarian leadership structure with a presbyterian governance model.
- A desire to experience ongoing growth and development in their spiritual, personal, and professional lives.



CORE COMPETENCIES

Leadership and Vision Casting

- Able to help discern, develop, and communicate the vision God has given to StAAC and mobilize the church's leaders and congregation to pursue it.
- Provide confident, hope-filled leadership which inspires staff, elders, and congregants to deepen their relationship with God and embrace opportunities to love their neighbours.

Administration and Management

- Able to collaborate with an Executive Team to oversee and coordinate a staff of 15 or more pastors and support personnel.
- Able to engage in the planning and review of budgets and financial accounts.

Collaborative Team Building

- Able to help assess the giftings and skills of StAAC pastors and staff to assign them appropriate roles and responsibilities.
- Leads and collaborates in such a manner as to build high morale and group commitments to ministry goals and objectives.

Equipping, Mentoring, and Disciple-Making

- Possesses wisdom and discernment into individual brokenness and God's faithfulness, and equipped to speak meaningfully into individuals' lives.
- Creates a hospitable space of trust and intimacy with others in order to help them grow into a mature walk with God and service to others.

Preaching, Teaching, and Evangelism

- Skilled at presenting the truths of God's Word to youth and adults in a way that is both understandable and meaningful in the context of their lives.
- Enthusiastic about clearly communicating the Gospel of Jesus to non-believers as well as Christians at any level of maturity.

REQUIRED EDUCATION and EXPERIENCE

- Theological training at a bachelor's degree level or higher from an accredited school, or acceptable equivalents in keeping with CMA policy.
- Extensive pastoral experience including a significant period at senior levels of leadership responsibility.
- Licensed and ordained, or prepared to pursue licensing and/or ordination, with the Christian and Missionary Alliance (CMA).

INFORMATION REQUESTED FOR APPLICATION

- A summary of your educational and occupational history.
- A statement of your personal testimony including your journey to vocational ministry.
- A description of your spiritual and leadership gifts and how you function in these gifts.
- An explanation of your philosophy of ministry and ministry vision.
- Links to at least two sermons available as online videos/ podcasts.
- Three or more references who can attest to your character, giftings and suitability to function as a Lead Pastor.

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