



Lead Pastor
Full Time Position: Spruce Grove Alliance Church
March 2022

Opportunity Overview

Spruce Grove Alliance Church (SGAC) has been engaged in a comprehensive transition process for the past fourteen months, following the departure of their lead pastor. This process of transition has led the congregation, staff and elders to a place of fresh anticipation as they look toward the future with the renewal of their vision. They have a desire to effectively build the community of the church and engage in their mission to the community of Spruce Grove, Parkland County and the world.

The congregation is praying diligently for the leading of the Holy Spirit as they seek God's guidance for the individual God will direct to fill this key position.

Church Profile

As a church within the Christian and Missionary Alliance in Canada, we are Christ centered, Holy Spirit empowered and mission focused. SGAC is a multi-generational, family-oriented church situated in Spruce Grove, 20 km west of Edmonton. The church is often described as "home" with a committed and active core of people who desire to go deeper in their relationship with Christ and each other. While there is a long history and passion for missions, there has been a shift to also be more intentional in being an outward focused/community-oriented church.

Click [HERE](#) for a more detailed church profile in Attachment #1 Church Profile below.

Mission

To Know Jesus, To Know One Another, and To Make Jesus Known

Vision

To be maturing disciples of Jesus Christ, who are led by the Holy Spirit, engaged and equipped, together advancing the Kingdom of God in Spruce Grove and the world

Values that influence and guide our behavior:

- The guidance and centrality of scripture
- The power of praying
- Transparent relationships based on honesty
- Acceptance and respect without judgment
- The significance of unity - working together toward a common goal
- Active listening and following the guidance of the Holy Spirit
- Connected and committed to one another, the church and the community

Community Profile

Spruce Grove Alliance is 20 km west of Edmonton, the capital city of Alberta, and has congregants that come from the City of Spruce Grove, Town of Stony Plain and Parkland County. The entire area has an approximate population of 90 thousand.

A fuller description of the community is available [HERE](#) in Attachment #2 Community Profile below.

Pastor's Profile: Working together and reporting to the Elders, the Lead Pastor has responsibility for the following:

KEY ROLES

1. **Preacher/Teacher:** Oversees and leads the preaching and teaching ministries of the church.

- a) Communicates the Christian faith and lifestyle in an engaging and relevant way.*
- b) Responds to issues in society, the community and the church with practical relevant Biblical input.*
- c) Oversees the spiritual formation ministries of the church.*

2. **Team Leader/Team Player:** Oversees and leads the staff and ministry leader teams.

- a) Leads staff meetings and maintains healthy staff working environment.*
- b) Appoints, mentors, supervises and reviews staff.*
- c) Delegates authority and ministry responsibilities to staff.*
- d) Facilitates ministry development with staff.*
- e) Ensure staff have opportunity for personal development, growth and support.*

3. **Equipper:** Trains and develops key lay leaders for effective ministry.

- a) Disciples and mentors key lay leaders.*
- b) Develops leaders through intentional training.*
- c) Provides pathways for emerging leaders to engage leadership and ministry in the church.*
- d) Encourages and empowers others to grow in their gifts and calling.*

4. **Visionary Leader:** Oversees, coordinates and collaborates to fulfill the vision, mission, core values and strategic plan for the church.

- a) Oversees and reviews the vision, mission, core values and goals of the church in consultation and collaboration with the elders, staff and key lay leaders.*
- b) Inspires the leadership and the congregation to embrace the vision and align ministries around the vision, mission and values.*
- c) Coordinates strategic and developmental planning.*
- d) Establishes and communicates ministry priorities.*

Key Characteristics and Personal Qualifications

- Dependent on God - Experiences a healthy, growing relationship with God characterized by surrender and a desire to hear and follow God's leading.
- Spirit Filled – Believes, practices and teaches on the Holy Spirit and the spiritual disciplines.
- Biblical World View – Sees the Bible as infallible and foundational to the effective fulfillment of our Mission and Vision.
- Demonstrates a Personal Bold Faith - Lives out and challenges others in a deeper walk with Christ.
- Models servant leadership – Prepared and equipped to serve through the presence and power of the Holy Spirit.
- Pursues a Personally Balanced/Healthy Lifestyle – Lifelong learner, practices and enjoys a well-rounded lifestyle, maintains healthy financial responsibility, supportive family environment and includes the development of friendships and interests beyond vocational ministry.
- Leads Well - Is experienced and growing as a visionary, collaborative, transparent leader in pastoral ministry to a multigenerational church and places a high value of growing the church through the empowerment of team leadership.
- Values Equality - Able to support both women and men to follow their call from God, supporting them in the role God has gifted and equipped them for in Christ's body, the church.
- Builds Relationships - Makes the development of authentic relationships a priority.
- Conflict Management – Able to address and guide healthy resolution of conflict.
- Accountability - Involved in peer relationships of accountability, mentoring, encouragement and support.
- Engaged and Responsive to Community – Actively engages with the community and welcomes individuals to take their next step with God.

Education and Experience Qualifications

- Master's Degree preferred in a relevant ministry area from an accredited University/Seminary
- Experience working in a mid-sized church (600+) in a pastoral leadership role, lead pastor role experience preferred
- Proven track record of fruitful ministry
- Affinity and comfortability with technology
- Prepared to live in the community
- Agrees with the [Statement of Faith of the Christian and Missionary Alliance in Canada](#) and able to be licensed by the denomination

Working Relationships

Responsible to: Jesus first and foremost
Elders Board and District Superintendent

Works Closely with: Pastoral, Administration and Ministry Support Staff
Ministry Leaders
Congregation
Community

Compensation

Salary to commensurate with education and experience. Further details to be addressed during interviews.

Please submit resumes to search@sgac.net

Only those selected for an interview will be contacted.

Appendix #1 Church Profile

History

“Children resemble their parents. Spruce Grove Alliance Church (SGAC) is no exception to this generalization. The mother church was a small rural German Baptist congregation with a big heart to see the gospel spread far and wide. It was this passion for evangelism and missions that set the tone for the Spruce Grove congregation as it was born in 1945.”^[1] When Glory Hills Baptist Church closed its doors a part of the congregation joined the Gospel Tabernacle in Stony Plain. (Now known as Stony Plain Alliance Church) Because the congregation was made up of people from Stony Plain and Spruce Grove, a Sunday morning service was started in Spruce Grove. In 1970 Stony Plain Alliance hired Roland Hoepfner as an associate with the intention of establishing the ministry in Spruce Grove as an independent congregation.

In 1973 SGAC struck out on their own under the leadership of Pastor Hoepfner. Since that time SGAC has grown and expanded into a multi-staff ministry with an expanding facility to serve the communities of Spruce Grove, Stony Plain and Parkland County. 2023 will mark 50 years as an organized church of the Christian and Missionary Alliance.

Historically, SGAC has seen many individuals grow into effective ministers of the gospel as lay people, pastors and missionaries.

Current Ministry

SGAC still has a passion for evangelism and missions. Their established ministries have provided an effective conduit of discipleship of children, youth and young adults while ministering to women, men and seniors. To get a sense of the breadth of SGAC’s ministries [click HERE](#).

The pastoral staff reflects the values of SGAC focused on children and youth, worship and prayer, outreach and missions. To support the growing ministries, the congregation has embarked on an expansion of the facility and is intent on seeing that the expanded facility be used to impact the wider community. The goal is to be debt free on the expansion and there is a plan and much prayer in place to realize that goal.

SGAC is not only experiencing a transition in leadership, caught between two cultures, they are experiencing a transition in identity. On one hand is their historic rural roots and on the other hand their location in a growing and changing urban area. Pre-Covid the attendance had plateaued at ~800 and organization change would be required to grow to the next level of 1000+. Post pandemic will require a hybrid ministry of in-person and online. The resources and potential for growth are apparent, as are the challenges.

In the past year two ministries to the community have been initiated by lay people. Grace’s Table is a ministry in partnership with community agencies and churches that provides a monthly meal to families overwhelmed by circumstances. In December 2021, they provided over 200 meals. Another ministry was started at an elementary school by providing support for a breakfast program.

The heart of SGAC to serve the needs of Spruce Grove and Parkland County was evident in all the assessments used during the transition. The two ministries that have been initiated during the time of transition are indicators of the congregation's willingness to put action to their voiced desires.

As a church in transition, SGAC has acknowledged that they need to experience a cultural shift to more effectively communicate the gospel in the 21st century, even as they express a desire for spiritual growth themselves. A cultural shift cannot happen suddenly, but requires a consistent voice leading them to their intended goal.

One significant cultural shift is moving to include a digital presence and an online ministry. The church presently has a digital presence and live streams their services, however developing an online ministry has not, as yet, been initiated.

Another area that SGAC identified as a significant need was the area of helping people establish connection. Whether the connection is through volunteering in ministry or participating in a small group, the need to close the backdoor of the church, through building relationships, is an important aspect of the way forward for this congregation.

The Church is praying for a Lead Pastor that will partner with the church to fulfill their recently renewed vision to see this and other cultural shifts realized in our midst.

Ministry Team

The church has a great team:

- 5 other full-time pastors
- 2 full time admin/ministry assistants
- 3 part time ministry/support staff
- 1 finance office admin.
- 1 full time and 1 part time tech support
- Custodial team on contract
- Volunteers in the hundreds!

^[1] Stuart Ibsen [The History of the Spruce Grove Alliance Church:1945 - 1995](#) pg. 2

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Appendix #2 Community Profile

Spruce Grove and Area

Spruce Grove Alliance is 20 Km west of the Capital city of Edmonton Alberta and has congregants that come from the City of Spruce Grove, Town of Stony Plain and Parkland County. The entire area has an approx. population of 90 thousand.

This area is served by two provincial highways that provide access to many acreages and secondary highways through the County. Between the highways is a large expansive industrial area: Acheson Industrial Park that employs thousands of local residents.

Spruce Grove is the largest community in Parkland County {39K} with retail, all services and many national chain stores. The average age in Spruce Grove is 34 years, primarily married couples with families and a higher than national average household income(108K). Approximately $\frac{2}{3}$ of the population are blue collar and $\frac{1}{3}$ would be classified as white-collar workers. According to the 2011 census, 63% of Spruce Grove would identify as "Christian". Updated religious affiliation information is expected to be released in October 2022.

Spruce Grove has a range of housing options, excellent schools, plenty of sports and culture opportunities, medical facilities, and a diverse business community. As of January 2022, Spruce Grove MLS® stats indicate an average house price of \$378,923 and 32 new listings in the last 28 days. As of today, Spruce Grove housing data shows median days on market for a home is 50 days. Homes for rent are hard to find.

Some of the congregants come from Stony Plain which is 8 km away and has approximately 18k people with many small, attractive boutiques, restaurants and some services including the Westview Hospital and Health Clinics. Stony Plain has a slightly older population, an average age of 38, and growth is slower. The average yearly income is 94K, with many families and retirees coming into Stony Plain from the surrounding agricultural properties. There is an Alliance church in Stony Plain.

Spruce Grove is in Parkland County which has many outdoor recreation areas, small lakes, trails and is home to many acreages and farms. The county has a population of around 34k, average income is \$105k. There is another Alliance church in the area: Muir Lake.

The needs of the community are many: Even though the area on a whole is growing and outwardly prosperous, there are many hidden populations that are struggling for: food security, homelessness and other marginalized groups.

We currently do not have a homeless shelter or refuge for domestic abuse victims and their families. There is a need for warm up shelters to provide temporary respite and a place to connect with services. All of these people including youth are sent to the Edmonton facilities away from their support systems.

The churches of Parkland County joined together to support NeighbourLink. Their vision is to be a network of Christian believers, lovingly and effectively working with our partners: responding to immediate and urgent social

needs; showing generosity, dignity, support, and compassion; providing direction and advocacy; to enhance the quality of life of the most vulnerable and unheard voices in the Greater Parkland Community.

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Appendix #3 Statement of Faith

Christian & Missionary Alliance Statement of Faith

1 - God	There is one God, ¹ who is infinitely perfect, ² existing eternally in three persons: Father, Son and Holy Spirit. ³
2 - Jesus	Jesus Christ is true God and true man. ⁴ He was conceived by the Holy Spirit and born of the Virgin Mary. ⁵ He died upon the cross, the Just for the unjust, as a substitutionary sacrifice, and all who believe in Him are justified on the ground of His shed blood. He arose from the dead according to the Scriptures. ⁶ He is now at the right hand of the Majesty on high as our great High Priest. ⁷ He will come again to establish His kingdom of righteousness and peace. ⁸
3 - Holy Spirit	The Holy Spirit is a divine Person, sent to indwell, ⁹ guide, teach and empower the believer, and to convince the world of sin, of righteousness and of judgment. ¹⁰
4 - Bible	The Old and New Testaments, inerrant as originally given, were verbally inspired by God and are a complete revelation of His will for the salvation of people. They constitute the divine and only rule of Christian faith and practice. ¹¹
5 - Sin	Humankind, originally created in the image and likeness of God, ¹² fell through disobedience, incurring thereby both physical and spiritual death. All people are born with a sinful nature, are separated from the life of God, and can be saved only through the atoning work of the Lord Jesus Christ. ¹³ The destiny of the impenitent and unbelieving is existence forever in conscious torment, but that of the believer is everlasting joy and bliss. ¹⁴
6 - Freedom from Sin	Salvation has been provided only through Jesus Christ. Those who repent and believe in Him are united with Christ through the Holy Spirit and are thereby regenerated (born again), justified, sanctified and granted the gift of eternal life as adopted children of God. ¹⁵
7 - Christian Living	<p>It is the will of God that in union with Christ each believer should be sanctified thoroughly¹⁶ thereby being separated from sin and the world and fully dedicated to God, receiving power for holy living and sacrificial and effective service toward the completion of Christ's commission.¹⁷</p> <p>This is accomplished through being filled with the Holy Spirit which is both a distinct event and progressive experience in the life of the believer.¹⁸</p>
8 - Healing	Provision is made in the redemptive work of the Lord Jesus Christ for the healing of the mortal body. Prayer for the sick and anointing with oil as taught in the Scriptures are privileges for the Church in this present age. ¹⁹
9 - Church	<p>The universal Church, of which Christ is the Head, consists of all those who believe on the Lord Jesus Christ, are redeemed through His blood, regenerated by the Holy Spirit, and commissioned by Christ to go into all the world as a witness, preaching the Gospel to all nations.²⁰</p> <p>The local church, the visible expression of the universal Church, is a body of believers in Christ who are joined together to worship God, to observe the ordinances of Baptism and the Lord's Supper, to pray, to be edified through the Word of God, to fellowship, and to testify in word and deed to the good news of salvation both locally and globally. The local church enters into relationships with other like-minded churches for accountability, encouragement and mission.²¹</p>

10 - Life after death	There shall be a bodily resurrection of the just and of the unjust; for the former, a resurrection unto life; ²² for the latter, a resurrection unto judgment. ²³
11 - Second Coming of Christ	The second coming of the Lord Jesus Christ is imminent and will be personal and visible. ²⁴ As the believer's blessed hope, this vital truth is an incentive for holy living and sacrificial service toward the completion of Christ's commission. ²⁵

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