



Church: Sturgeon Alliance Church, Gibbons, AB

Job Title: Associate Pastor

Position Type: Full-time

Salary: Commensurate with experience

Start Date: August 1, 2025

Job Description Summary:

The Associate Pastor will play a pivotal role in cultivating a strong culture of discipleship and guiding the congregation in their spiritual growth. This individual will work in close partnership with the Lead Pastor to guide ministry efforts, small groups and pastoral care. As part of their ministry, this person will also be actively involved in Sunday services, preaching, and contributing to the day-to-day life of the church.

Key Responsibilities:

1. Discipleship & Spiritual Formation (50%)

- **Discipleship Pathways Development:** In collaboration with the Lead Pastor, the Associate pastor will design and implement a comprehensive discipleship and spiritual formation vision for the church, so that anyone at any point of spiritual maturity can connect, grow, serve and flourish. This will include, but not be limited to: i.) organizing and facilitating small groups, ii.) training and equipping small group leaders, and iii.) curating spiritual growth resources, practices, and experiences to guide the congregation in developing a deep, rich spiritual life with Christ. The Associate Pastor may also coordinate with the Lead Pastor, church staff, and lay leaders to plan church events and retreats.

2. Pastoral Presence (30%)

- **Pastoral Care:** Be pastorally available, flexible, and present for both church and community members alike, offering guidance and support as needed. Assist in hospital visitations, funerals, and weddings when necessary. Keep in communication with the Lead Pastor of persons in need of pastoral care and/or visitations.
- **Community Engagement:** Engage in life outside the church walls, be actively involved in the local community, and develop relationships with those not in the church.

3. Sunday Mornings & Preaching (20%)

- **Service Facilitation:** In collaboration with the Lead Pastor, assist in the planning and facilitation of Sunday morning gatherings.
- **Preaching:** Preach once a month (at least 10-12 times per year), delivering biblically sound, relevant messages that point people to Jesus.

Qualifications:

- **Experience:** Minimum of 5 years of relevant ministry experience preferred.
- **Education:** i.) Ministry degree from an accredited Bible school required, with a seminary degree preferred; ii.) holds a portable license with our denominational body (Alliance Canada), or, has a willingness to obtain one.
- **Faith Commitment:** A deep, personal relationship with God demonstrated through an active, consistent walk of spiritual disciplines, practices, and lifestyle.
- **Passion:** A strong passion for ministry, the church and the lost, with a heart that is Spirit-filled and Spirit-led.

- **Skills:** Proven ability in team coordination, communication, leadership, administration, and vision-casting.
- **Calling:** A clear calling from the Lord to this role, church and community.

Character Qualities of the Suitable Candidate:

The ideal candidate will be someone who is committed to personal growth, leading by example and exemplifying the following values and character traits:

- **Spiritual Maturity:** Demonstrates consistent spiritual practices, a deep intimacy with the Lord, and the ability to discern His voice and follow His lead.
- **Humility & Teachable Spirit:** Displays humility, openness to feedback, and a willingness to grow. A heart that is teachable and seeks out opportunities for personal and professional development. A servant-hearted leader who sees no job or task as beneath them.
- **Emotional Intelligence & Integrity:** Acts with integrity and emotional maturity in both personal and professional contexts. Slow to anger, deals with conflict appropriately, and is someone who fosters unity. Has a positive relational track record and history in ministry.
- **Relational Heart:** Has a genuine love for people, displays kindness, and is skilled in listening, comforting, and walking alongside others.
- **Wisdom & Discernment:** Able to make decisions with insight, navigate challenges with grace, and possess strong judgment of character.
- **Purity & Moral Character:** Maintains a life of moral purity, free from addictions, seeks out accountability, and lives in accordance with biblical values. Is self-controlled, consistent, trustworthy, and above reproach.
- **Family Life:** Demonstrates a healthy marriage, family life and overall relational well-being. Maintains an appropriate balance between family, ministry, and personal wellness.

Work Expectations and Accountability:

- **Office Hours:** Maintain regular office hours, 4 days a week (8:30 AM - 4:30 PM). Prioritize and regularly attend weekly staff meetings.
- **Ministry Engagement:** Participate in at least 1-2 evenings of ministry weekly, limiting evening commitments to no more than 3 per week. Engagement with a small group is expected as part of this.
- **Sundays:** On Sundays, arrive no later than 9:00 AM, and be among the last to leave. Assist with service facilitation, preach once a month, and engage with people before and after the service.
- **Accountability:** The Associate Pastor will report to the Lead Pastor, with monthly one-on-one meetings based on this job description as well as the individual's yearly Ministry Action Plan (MAP).
- **Work-Life Balance:** Ensure a healthy balance of ministry, family, personal rest, and hobbies. Maintain a regular day off, as well as a separate day for Sabbath rest and renewal.

This position offers an exciting opportunity for a spiritually mature leader to make a lasting impact in the lives of individuals, families and the broader community of Gibbons and Sturgeon County. Applications will be received until a suitable candidate is found, and only applicants who are considered will be followed up with.

Please submit your resume and cover letter to: jwatland@sturgeonalliance.org



About Gibbons, Alberta

Located just 20 minutes northeast of Edmonton, and with a population of 3200, Gibbons is a growing town with a strong sense of community. Its motto—"Rooted in Family"—reflects its desire to be a great place for families and individuals to thrive in a small-town, relational setting.

About Sturgeon Alliance Church

Sturgeon Alliance Church (SAC) was established in 1982, and derives its name from the Sturgeon River, which winds its way just a stone's throw from our property. Averaging 200 people in attendance on Sunday mornings, SAC's demographics reflect the young community within which we find ourselves. Our core values are encapsulated in these words: **Kingdom**, **Family**, and **On Mission**. Our desire is to be a family following King Jesus, showing others where our true home is found.



