

LEAD PASTOR PROFILE 2025



ST. ALBERT
ALLIANCE CHURCH

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WELCOME!

St. Albert Alliance Church is prayerfully seeking our next Lead Pastor – a spiritually discerning, team-oriented leader with a deep love for Jesus and His Church. We are a healthy, growing congregation rooted in St. Albert, Alberta, with a shared purpose: to be good news to our neighbours and beyond by practicing the way of Jesus.

Our community is ready and eager to journey with a leader who listens closely to Jesus, values collaborative ministry and is passionate about creating environments where all people can encounter God and find authentic community. We are to be led by someone who teaches from Scripture with clarity and conviction, always pointing to the revelation of Jesus.

If your heart beats for Spirit-led leadership, team-based ministry, and helping people encounter the transforming presence of God – we want to hear from you!

The pages that follow offer a meaningful introduction to St. Albert Alliance Church – providing a window into the heart, culture, and values of our community. You'll also find a clear picture of the kind of individual we're prayerfully seeking as our next Lead Pastor, along with important details about the search process and anticipated timelines. A Ministry Position Description can be found [HERE](#).

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.

Please direct inquiries and applications to:

LPSearch@staalliance.org

The posting will remain open until June 30, 2025,
or until a suitable candidate is identified

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 five 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 realigning around prayer and a new way of thinking about mission marked this season. Through this era, significant groundwork was laid for a large-scale building project, as we adapted our facility and prepared for the increasing development of the city into the areas around the Church.

STRETCHING FORWARD (2020–2025) The past five years have been a season of significant transition—shaped by the remarkable leadership of Jesus. A once-in-a-generation building project, the global pandemic, and the resulting shifts within the wider Christian community stretched our faith and deepened our dependence on Him. During this time, we also walked through the resignations of two Lead Pastors. Yet, through it all, God has been at work. This has been a season of meaningful and fruitful ministry, and we believe the church is now poised—spiritually, relationally, and missionally—for all that He has next.

OUR VISION:

To be a Jesus-loving, Spirit-embracing, life-changing movement transforming the communities where we live, learn, work, and play.

WHO WE ARE

Seeking God's Direction: A Season of Discernment

Between September 2021 and April 2022, St. Albert Alliance Church entered into a prayerful season of discerning God's direction for the next era. This intentional process was prompted by several key inflection points in the life of our church:

- The development of a new neighbourhood surrounding our facility.
- Our move into a newly constructed building to replace our aging facility.
- The significant cultural and societal shifts brought on by the COVID-19 pandemic.
- The first of two Lead Pastor transitions.

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. 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.

Our Outcome

This season of prayerful engagement culminated in the Purpose, Values and Priorities outlined in this document. These statements reflect the unique character, culture and calling that God has been cultivating within St. Albert Alliance Church. More than that, they represent our shared vision and direction as we step forward into the next season of ministry together.

Our Values

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



We listen to and follow Jesus as the functional head of the Church.



We believe we are better together and serve best in teams.



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



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

Strategic Directions

Growing in Community: We believe Jesus calls us to grow in and live out our faith together. This happens not only on Sundays, but in personal connections and smaller groups throughout the week, so we commit to creating space in our lives to develop authentic relationships, grow in community, and encourage each other in the Jesus way of living.

Multiplying Disciples: We believe Jesus charged all His disciples to go and make more disciples, baptizing and teaching them everything they have learned about Jesus' way of living, so we commit to equipping, empowering, and releasing people to reproduce disciples, leaders, and churches.

Embracing the Spirit: We believe God gave us the Holy Spirit so we can know Jesus, live like Jesus, and join in Jesus' mission to change the world, so we commit to growing our confidence and capacity to live in the presence and power of the Holy Spirit.

Serving Sacrificially: We believe Jesus modelled a life of service, helping people in need without expecting anything in return. Jesus invites us to join him in bringing help, healing, and hope to the broken and lost, so we commit to demonstrating love and service to our neighbours and beyond.

STAFF

Click [HERE](#) to view current staff

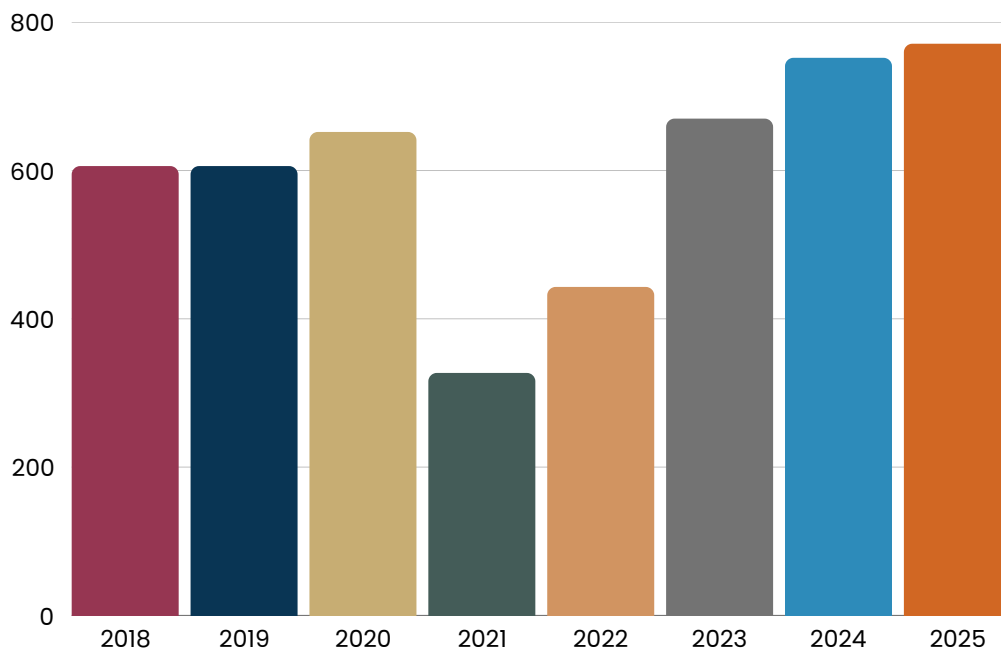
Full Time

- Ministry Support Pastor
- Group and Connections Pastor
- Worship and Creative Pastor
- Youth and Young Adults Pastor
- Associate Youth and Young Adults Pastor
 - Sr. High and Young Marrieds
- Associate Youth and Young Adults Pastor
 - Jr. High and Young Adults
- Kids and Family Pastor
- Elementary Pastor
- Pastoral Ministry Assistant
- Financial Administrator
- Communications Coordinator
- Digital Content Creator
- Tech Director
- Facility and Event Coordinator
- Reception and Ministry Support

Part time

- Transition Support Pastor
- Community Engagement Pastor
- Preschool Director
- Artist-in-Residence
- Bookkeeper

Average Weekly Worship Attendance



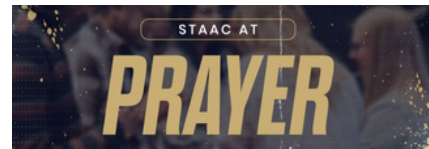
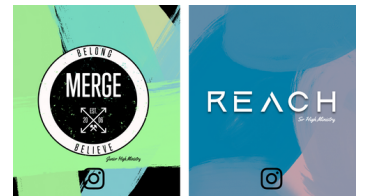
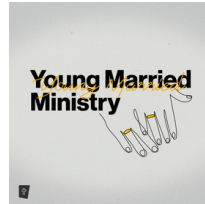
In person numbers are listed on this graph. In addition we average 100 Online connections weekly

MINISTRIES



St. Albert Alliance Church (StAAC) is part of the Western Canadian District of The Alliance Canada. One of our denominations distinguishing characteristics is its Vision Prayer: "O God, with all our hearts, we long for You. Come, transform us to be Christ-centred, Spirit-empowered, Mission-focused people, multiplying disciples everywhere."

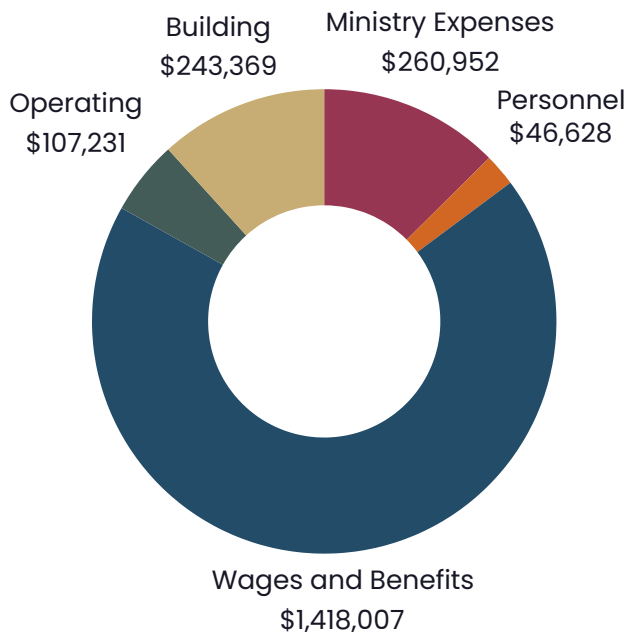
Although candidates from all denominational backgrounds are encouraged to apply, the position requires alignment with the overall vision, values and statements of faith of The Alliance Canada and St. Albert Alliance Church.



FINANCIAL HIGHLIGHTS

GENERAL FUND	2023	2024
INCOME	\$2,149,284	\$2,418,001
EXPENSES	\$1,821,669	\$2,076,187

2024 General Fund Expenses



- Wages and Benefits 68%
- Operating 5%
- Building 12%
- Personnel 2%
- Ministry Expenses 13%

COMPASSION FUND

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

TOTAL AID

2023 **\$38,672.70**

2024 **\$44,538.95**

For more information on StAAC ministries & finances, view the 2024 Annual Report [HERE](#)



OUR NEXT LEAD PASTOR

SPIRIT-LED, COLLABORATIVE, MISSIONAL

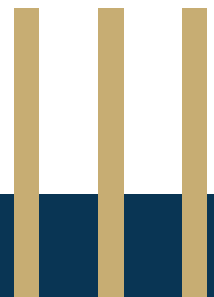
ESSENTIAL CHARACTER QUALITIES

- 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, submission, 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 parishoners 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.
- Unreserved willingness to lead from the theological perspective of The Alliance Canada and serve in an egalitarian leadership culture (both men and women can serve as pastors and elders) 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 a staff leadership team to oversee and coordinate a staff of 20 people, including 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 is equipped to speak meaningfully into individual's 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 & EXPERIENCE

- Theological education at a bachelor's degree level, with a preference for a master's level, from an accredited school, or acceptable equivalents in keeping with The Alliance Canada 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 Alliance Canada.

OUR COMMUNITY



City of St. Albert

Photo courtesy of City of St. Albert website

St. Albert , Alberta is a vibrant and welcoming city of over 70,000 residents, known for its rich history, strong sense of community and outstanding quality of life. Just northwest of Edmonton, St. Albert offers the perfect balance of small town charm and urban convenience. The city is renowned for its beautiful natural spaces, including the Red Willow Trail system that winds through picturesque parks, forests, and along the Sturgeon River. With top rated schools, a thriving arts scene anchored by the Arden Theatre and a popular year round farmers market – one of the largest in Western Canada – St. Albert stands out as a place where families thrive, creativity flourishes and community spirit runs deep. Its commitment to sustainability, safety and wellness makes it not just a great place to live, but a place people are proud to call home.

TIMELINE

Preparation
(March/April 2025)



Selection
(May-July 2025)



Transition
(August-September 2025)



Continuation
(Fall 2025)



ST. ALBERT
ALLIANCE CHURCH

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