



Heartland Alliance Church

Lead Pastor Job Profile

2026

"A community rooted in Jesus, led by His Spirit, living out His mission"

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Introduction

This profile has been created to provide prospective pastoral candidates with a comprehensive understanding of Heartland Alliance Church (HAC)—its history, current ministry context, community demographics, values, and vision for the future.

This profile reflects months of prayer, research, congregational engagement, and discernment through the Vision Weekend (January 2025), where church leaders and members reflected on God’s work through the years and identified key lessons, blessings, and hopes for the future.

Overview

Heartland Alliance Church (HAC) is a thriving, multi-generational congregation located in Sherwood Park, Alberta—just east of Edmonton—committed to being a community rooted in Jesus, led by His Spirit, and living out His mission.

Over the past two decades, God has blessed Heartland with remarkable growth, a strong teaching and prayer foundation, and a culture deeply invested in serving others generously. The church has experienced several key eras—each marked by God’s provision, refining, and renewed vision. From its early years of rapid growth and enthusiastic service, through the maturing season of expanded ministries and facilities, to recent years of disruption and refining, Heartland has continually sought to remain faithful to God’s call, grounded in His Word and guided by His Spirit.

Today, Heartland is debt-free, stable, and strategically positioned for its next chapter of ministry. The staff and Board of Elders lead with unity and humility, supported by a healthy leadership structure and a passionate volunteer base. The congregation has articulated a clear sense of calling—to deepen its roots in Christ, strengthen discipleship across generations, and extend its reach in the community and beyond.

Heartland is prayerfully seeking a Lead Pastor who embodies both shepherd and visionary—a humble, Spirit-led leader who loves God’s Word, models authentic discipleship, and empowers others to live out the mission of Jesus. This individual will partner collaboratively with the Board of Elders and Senior Leadership Team to guide the church through a new season of Spirit-filled vitality, community impact, and growth.

The ideal candidate will:

- Lead with conviction and humility, grounded in Scripture and prayer.
- Equip and develop leaders who multiply ministry across all generations.
- Model collaborative, team-based leadership aligned with the church's strong organizational culture.
- Preach and teach biblically and passionately, fostering spiritual formation in every age group.
- Engage the Sherwood Park community with love, wisdom, and vision—helping Heartland continue to restore its world through the hope of Jesus.

Heartland's next Lead Pastor will join a church family that is healthy and expectant to move forward "ALL IN" on mission with Jesus.

About Heartland

Who Were We? – A Brief History of Heartland Alliance Church

Heartland Alliance Church began in 2004 in Sherwood Park, Alberta, after God gave a vision of planting another Church in Sherwood Park to a small but passionate group of believers from Sherwood Park Alliance Church. Eager to see a new community built around authentic faith, biblical teaching, and life-changing discipleship, Heartland Alliance Church held its first pre-launch service on July 4, 2004, with 325 people in attendance.

On September 12, 2004, Heartland Alliance opened its doors for the first service in its leased location on Premier Way. Within weeks a second service was added to accommodate the swell in attendance as 500 people called Heartland their church home. Within eight months, a Saturday evening service was initiated to make room for the growing number of people seeking God. Average attendance continued to grow and in August of 2014 Heartland moved into its own building on Highway 21 in Sherwood Park with over 1000 people calling Heartland ‘home’.

The story of “how we got here” is a series of intertwining threads involving people who “love God and love people.” Over the past two decades, Heartland has grown into a thriving multi-generational church rooted in the Word of God, responsive to the Holy Spirit, and committed to serving its community.

Era One: The Early Years (2004–2014)

Blessings:

- Extraordinary growth in attendance and ministry reach.
- Unashamed verse-by-verse preaching of the Word.
- Vibrant community life marked by enthusiasm, humility, and prayer.
- Strong culture of service and generosity.
- Tangible provision of land, leaders, and resources.

Learnings:

- Stay anchored to core values and spiritual disciplines.
- Invest early in leadership and structure.
- Be openhanded and trust God’s provision in seasons of rapid change.
- Depend fully on Jesus’ leading and remain adaptable to His direction.

Era Two: The Maturing Years (2014–2019)

Blessings:

- Completion of the new facility—becoming debt-free and positioned for long-term ministry.
- Growth of small groups, youth, and children’s ministries.
- Spirit-led renewal through Encounter God, Holy Spirit, and Prayer Ministries.
- Deepened partnerships with community, district, and county.
- Expansion of volunteer engagement and ministry capacity.

Learnings:

- Small groups are central to Heartland’s DNA—where connection and discipleship happen best.
- Equip and empower lay leaders to shepherd and care for the body.
- Remain attentive to God’s presence and timing—“don’t get ahead of God.”
- Growth brings the need for stronger organizational systems and intentional leadership development.

Era Three: The Disruption Years (2019–2024)

Blessings:

- God’s sustaining grace through pandemic disruption, leadership transitions, and loss.
- Debt-free financial position and strong elder leadership.
- Continued growth in youth ministry and new community connections.
- Renewed humility, perseverance, and spiritual dependence on God.

Learnings:

- God’s sufficiency and sovereignty in times of uncertainty.
- Pruning is painful but produces fruit—trust His refining process.
- The importance of rebuilding unity, grace, and healthy discipleship pathways.
- Reaffirming the need for humble, Spirit-led leadership and team collaboration.

Who Are We Now? – A Profile of Heartland Alliance Church

Overview

Heartland Alliance Church is a vibrant multi-generational Christian & Missionary Alliance (C&MA) congregation located in Sherwood Park, Alberta, serving both Strathcona County and the greater Edmonton region.

Our mission is to be a community rooted in Jesus, led by His Spirit, and living out His mission.

We are committed to being a church that is:

- Rooted in Jesus – grounded in Scripture and prayer.
- Led by the Holy Spirit – discerning and responsive to God's presence.
- Living on Mission – serving locally and globally to restore our world.

Heartland is “ALL IN” — devoted to ministering across generations, staying grounded in Scripture, and developing mission-focused leadership.

Core Ministries

Heartland’s ministries reflect its intergenerational and community-oriented DNA:

- *Weekend Services*: Engaging worship, biblical preaching (verse-by-verse), and Spirit-led prayer.
 - One general service Saturday evening, Two Sunday morning, (In-person & online)
 - Saturday evening Youth Service.
- *Next Gen Ministries*: [Heartland Kids](#), [Refuge Youth](#), [Young Adults](#).
- *Adult Ministries*: [Men's](#), [Women's](#), [25–40 Groups](#), [40+ Singles](#), and [55+ Community](#).
- *Small Groups (Life& Connex)*: Core environments for connection, care, and discipleship.
- *Community Outreach*: [Encounter Sports](#), [Encounter Homeschoolers](#), Encounter Parents, service partnerships, [local mission](#) initiatives.
- *Global Mission Partnerships*: We support and partner with established international ministries to promote their mandates through finances, resources, and volunteer opportunities.
- *Renewal Ministries*: Personal Prayer Ministry, [Encounter God](#) Retreats, Days of Corporate Prayer and Fasting, Monthly Evening Worship Gatherings

Staff and Leadership Structure

Heartland operates under the oversight of the Western District of the Alliance Canada, and the leadership of the Lead Pastor together with the [Board of Elders](#) and [Senior Leadership Team \(SLT\)](#).

The [staff](#) includes pastors and ministry leaders serving in discipleship, youth, children, worship, and operations.

The staff culture emphasizes team collaboration, humility, prayer, and joy.

Quick Statistics

- 2025 Average weekend attendance: 1082
- Adherents: 2550 estimated
- Online presence:
 - App subscribers: 3088
 - Instagram followers: 1200
 - Facebook followers: 1600
 - YouTube Channel subscribers: 1030
 - Livestream Viewers (weekly average): 300-350
 - Monthly newsletter email subscribers: 418
 - Monthly Heartland Kids newsletter subscribers: 528
 - Refuge email subscribers: 322
 - Young Adult email subscribers: 53
- Smallgroups: 103 groups / 880 people total
 - Youth & Gr5-6: 6 groups / 90 people
 - Young Adult: 2 groups / 40 people
 - Adult: 95 groups / 750 people
- 2025 Baptisms: 24
- Number of local community partners: 11
- Number of global partners: 5
- Staff: 46 total
 - Full-time (40hr/wk): 17
 - Full-time (30-40hr/wk): 7
 - Part-time (<30hr/wk): 22
 - FTE of All Staff 27.2
- Financial highlights:
 - 2025 fiscal year giving: \$3.3M

What Is Important to Us? – Our Guiding Values

Heartland's culture and direction are shaped by five core values:

- *Restoring Our World* – We will pursue truth, justice and compassion for all people, integrating faith and action, sharing the hope we have in Jesus whenever and wherever we can.
- *Serving Others Generously* – We will meet the needs of those in our church and community, giving sacrificially of our time and resources while collaborating with other like-minded partners.

- *Becoming Like Jesus* – We will follow Jesus, pursuing a life of wholeness in body, mind and spirit, and helping others to do the same.
- *Connecting in Community* – We will know others and be known as we do life together, welcoming one another into meaningful relationships.
- *Enjoying God's Presence* – We will glorify God in all we do, as we draw near to Him individually and collectively, worshipping Him in spirit and truth.

These values express the congregation's desire to remain biblical, relational, Spirit-led, and mission-focused.

Heartland's presence reflects a desire to be the hands and feet of Jesus—no strings attached.

Summary of Our Vision for the Future

Through the Vision Weekend process, five defining aspirations emerged:

- Rooted in Christ and His Word.
- Spirit-Led and Dependent on Prayer.
- Mission-Focused—Locally and Globally.
- Everyone ALL IN—Fully Engaged in Serving and Growing.
- Youth, Kids, and Family Focused—Raising Up the Next Generation.

Heartland continues to aim to be a Spirit-led, Christ-centred, intergenerational church that equips disciples to live and love like Jesus—rooted in God's Word, connected in community, and impacting the world with grace and truth.

Heartland has opportunities for growth both on its current property and through ownership of land in the rapidly developing community of Ardrossan. Vision for these properties include a youth ministry center and a church plant.

Lead Pastor Profile

Position Summary

The Lead Pastor, in partnership with the Board of Elders and Senior Leadership Team, will be responsible for the overall ministry and vision of Heartland Alliance Church. This includes preaching and teaching, developing and implementing ministry strategies, and equipping and empowering church leadership and members.

Responsibilities

- *Spiritual Leadership:* Provide visionary leadership that aligns with Heartland Alliance Church's mission and values, fostering spiritual growth and discipleship within the congregation.
- *Preaching & Teaching:* Deliver engaging, biblically sound sermons and teachings that inspire and equip believers, preaching 2-3 times per month.
- *Leadership Development:* Identify, develop, empower, and mentor current and emerging leaders within the church.
- *Team Leadership:* Work collaboratively with the Board of Elders, Senior Leadership Team, and ministry leaders to implement church initiatives and community engagement.
- *Church Planting & Expansion:* Lead with an entrepreneurial, apostolic spirit, seeking opportunities to reach more people with the love of Jesus and planting new churches to expand the Kingdom.
- *Professional Development:* Seek opportunities for personal growth and professional development and encourage the pastoral team to do the same.

Qualifications

- A Bachelor's degree from an accredited college or university in Theology or Biblical Studies; a Master of Divinity (MDiv) degree is an asset.
- Ordination or eligibility for ordination within the Christian and Missionary Alliance (C&MA) is required.
- Experience as a Lead Pastor or in a senior leadership role within a church setting would be an asset.
- Demonstrated ability to preach and teach effectively.
- Strong pastoral care skills and a heart for serving others.
- Proven leadership skills with the ability to motivate and inspire others.
- Demonstrated success in leading multiple staff within a growing church.

- Excellent communication and interpersonal skills.
- A clear understanding of, and agreement with, the [C&MA Statement of Faith](#).

Personal Characteristics

Spiritual Gifts

- Servant Leader
- Discernment
- Wisdom
- Exhortation

Leadership Style

- Shepherd
- Humble
- Team-Oriented
- Empowering Developer of Leaders
- Visionary

Heart

- Man of Conviction
- Joy-Filled
- Relatable/Approachable
- Authentic

Compensation

Salary and benefits will be commensurate with experience and qualifications and in accordance with C&MA guidelines.

Community Profile

Heartland is located at the edge of Sherwood Park in Strathcona County, one of Alberta's most dynamic municipalities.

[Sherwood Park](#) is family-oriented, educated, and increasingly diverse—a community ripe for meaningful engagement and gospel impact.

Key facts about Strathcona County

- Population: 103,828 (75,575 urban; 28,253 rural)
- Median Age: 42 years
- Median Household Income: \$144,000
- Average Home Price: \$580,000
- Employment Base: Strong in manufacturing, energy, construction, logistics, and agribusiness
- Recreation and Culture: 217 km of trails, 177 sports fields, 140 playgrounds, and 11 major recreation facilities.

How to Apply

The Pastoral Search Team

The Pastoral Search Team (PST), appointed by the Board of Elders, is responsible for facilitating the Lead Pastor search process, evaluating candidates based on this profile, and prayerfully recommending a candidate to the Board of Elders for candidating and final appointment in partnership with the Western Canadian District of The Christian and Missionary Alliance.

The Pastoral Search Team is committed to:

- Maintaining confidentiality and unity throughout the process.
- Seeking God's will through consistent prayer and fasting.
- Evaluating candidates solely on spiritual maturity, ministry competencies, and fit with Heartland's culture, mission, and values.
- Recommending candidates to the Board for final consideration and appointment.

Required Submissions

Please submit the following materials to **search@heartlandalliance.ca**:

- A cover letter expressing your interest in the position and outlining your relevant experience.
- A resume or curriculum vitae.
- Links to two recent sermons (video or audio).
 - Please provide a one-page reflection on:
 - What are two things you did well in these Sermons?
 - What is one thing you would like to improve on?
- Testimony (One Page)
- Philosophy of Leadership (One Page)
- Please be prepared to provide three professional references upon request.

Application Deadline

This position is open until filled.

Conclusion

Heartland Alliance Church stands at a pivotal moment—ready for Spirit-led growth, community impact, and renewed mission. We are praying for a Lead Pastor who will walk with us in humility and courage, helping us live out our calling to be Rooted in Jesus, Led by His Spirit, and Living Out His Mission—for the glory of God and the transformation of lives in Sherwood Park and beyond.