

Grand Centre Alliance Church Cold Lake, Alberta



Pastoral _____ Search Profile



Welcome

Grand Centre Alliance Church is prayerfully seeking our next Lead Pastor — a spiritually grounded, relationally wise leader with a deep love for Jesus, His Church, and God’s mission in a unique and ever-changing community.

Located in Cold Lake, Alberta, Grand Centre Alliance Church is a healthy and resilient congregation shaped by a transient region and sustained by a strong sense of calling as a sending and equipping church. We are marked by warmth, generosity, biblical teaching, prayer, and a deep commitment to children, youth, and families. We believe God has positioned our church to be a beacon of hope and a place of healing, locally and beyond.

We are eager to journey with a leader who listens attentively to the Holy Spirit, teaches Scripture with clarity and conviction, and leads with humility, courage, and emotional health. Our congregation values collaborative leadership, shared ministry, and creating environments where people of all ages can encounter God, grow in faith, and find authentic community.

Cold Lake is a distinctive community shaped by the oil industry and military—factors that contribute to regular population shifts and a rich diversity of backgrounds. Its unique culture is further shaped by the beauty of lake life and the draw of the natural environment that surrounds it.

If your heart beats for Spirit-led leadership, biblically grounded teaching, and developing others for ministry, we would love to hear from you.

The pages that follow introduce Grand Centre Alliance Church and the kind of leader we are prayerfully seeking, along with details about the search process and anticipated timelines. A Ministry Position Description is included.



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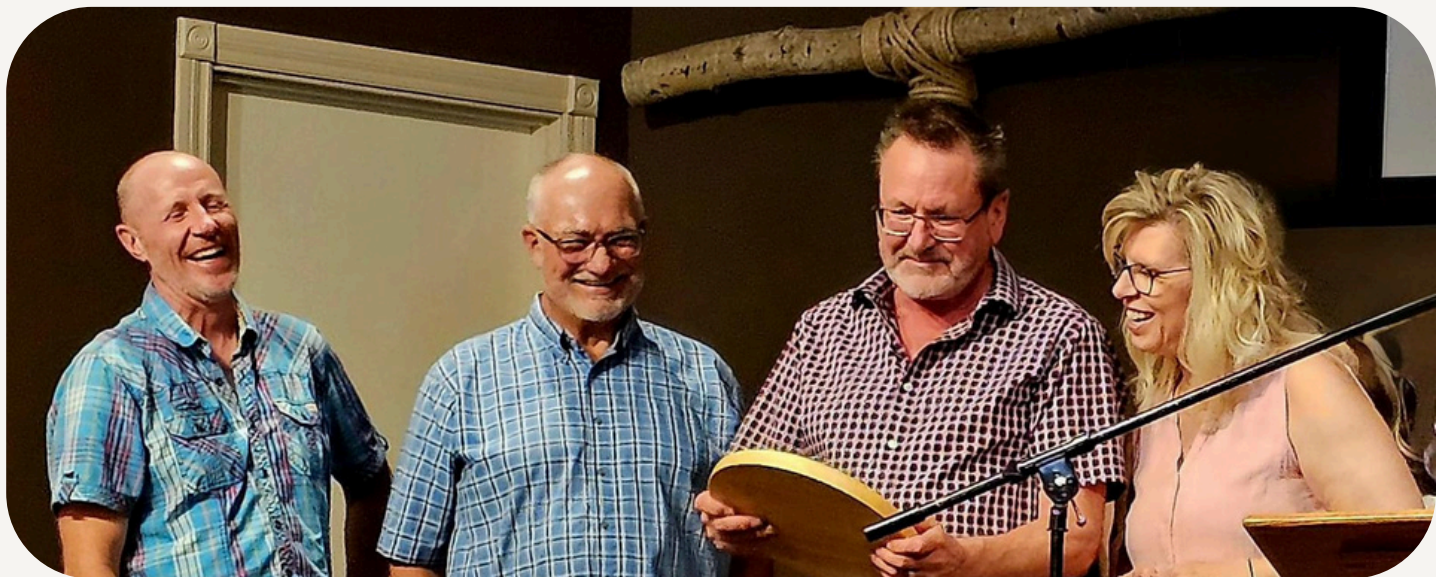
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Profile Statements

This document has been created to provide prospective pastoral candidates a fuller understanding of Grand Centre Alliance Church and the type of Lead Pastor the church is seeking to hire.

After 19 years of faithful and devoted pastoral leadership, Rev. Bob Keith answered a new call in 2025 to serve with the Canadian Midwest District, The Alliance of Canada. His ministry here has been marked by compassion, wisdom, and unwavering dedication to the congregation. Pastor Bob's guidance and presence have left a lasting impact, and while his departure is deeply felt, his legacy of care and leadership continues to inspire. He is both respected and cherished, and he will be sincerely missed.



Pastoral Search

INQUIRY PROCESS

Our church entered the pastoral search with prayer, seeking God's guidance at every step. The congregation was invited to join the process through a series of Input Sessions through which we reflected on who we have been as a faith community. We recalled the milestones that shaped us, the ministries that had brought life and joy, and the strengths that defined our identity – our hospitality, worship, care for one another, children and youth ministries, and outreach to the community.

We also considered the opportunities before us, recognizing areas where new growth and ministry might flourish. At the same time, we acknowledged the challenges we face, the resources we have to steward wisely, and the importance of supporting our next pastor with care and faithfulness. Through prayer, consultation, and congregational engagement, we discovered that this process was not only about finding a pastor, but also about rediscovering ourselves as a church. We recognized that God has been guiding us all along, shaping and preparing us for the future and for the leader who will walk with us into the next chapter of our story.

Grand Centre Alliance Church is part of the Western District of The Alliance Canada. 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. The successful candidate must be licensed and ordained or prepared to pursue licensing and/or ordination in The Alliance Canada.

INQUIRY CONTACT INFORMATION

INFORMATION REQUESTED FOR APPLICATION

- A summary of your educational and ministerial experience
- A personal testimony and journey into vocational ministry
- A description of your spiritual and leadership gifts
- A description of your philosophy of ministry and leadership vision
- Links to at least two recent sermons (video preferred)
- Three or more references who can speak to your character and leadership (references may be submitted later in the selection process)

Please direct inquiries and applications to:

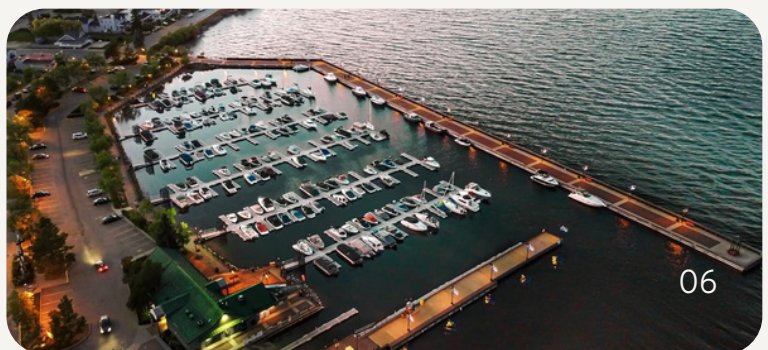
resumes@gcalliance.org

The posting will remain open until a suitable candidate is identified.

Our History

The Journey of GCAC: A Community Built on Faith

In 1962, Rev. L.D. Sheardown and his wife arrived in Elizabeth Settlement due to a teaching position for Mrs. Sheardown. Soon, Rev. Sheardown was invited to start a Sunday School in Grand Centre, initially using the United Church basement. By 1963, the ministry expanded enough to hold services at Elk Hall. In 1965, they joined the Alliance and bought land for a permanent church, transforming a WWII barracks into their first dedicated building in 1971. As attendance grew under Pastor Ray Ulriksen, a larger addition was constructed in 1976, which now serves as the main sanctuary. The original building, affectionately called the "The Far Side," still stands. By the early '90s, under Pastor Tom Fehr, GCAC had grown to the point where younger children stayed in class all morning. The growing church eventually led to the planting of a new church, now known as Harbor Light Alliance. In 2006, Pastor Bob Keith became lead pastor, serving until 2025 when he transitioned to the Canadian Midwest District The Alliance Canada.





Who We Are

THE HEART OF GCAC

Our Mission

Our mission is to enable people to become faithful followers of Jesus Christ, growing in our love for God, each other, and the world.

Our Vision

We envision a loving community growing closer to Jesus and one another through a continuous journey of discovering who Jesus is, demonstrating his life in their daily living, and duplicating his heart, becoming more like him in every way.

3D DISCIPLESHIP



GC ALLIANCE



Core Values/Traditions

Christ Centered

Jesus is the focal point of our faith, and we desire that our ministries, strategic planning, teaching, and life together as a community reflect this reality. Our 3D disciple-making process is built to keep Christ at the center of life—both individually and collectively.

Biblically Grounded

We affirm the Bible as the inspired Word of God. Scripture forms our beliefs, guides our decisions, and shapes our worldview and daily practice of faith. It is the foundation of our teaching and essential for both informing and transforming us as believers.

Prayer & Spiritual Sensitivity

Prayer is essential to our community of believers, deepening our relationship with Jesus and demonstrating our continuous dependence on him. As we pray, the heart of God is formed within us (duplicated), aligning our concerns with his.

Serving, Generosity, and Participation

Jesus said that he came to serve, not to be served; therefore, believers committed to demonstrating the life of Christ will seek to live as servants. Generosity with time, money, energy, and attitude—especially in supporting the mission of our local church—is a clear reflection of a Christ-shaped heart.

Missions-Oriented & Globally Aware

Jesus' mission for the church is to make disciples, baptizing them and teaching them to obey all he commanded. Our mission is the same. We are committed to making disciples who make disciples both at home and around the world.

We Are a Sending Church

Due to the transient nature of Cold Lake, we have a short window of time to disciple believers and develop leaders. We have embraced this reality by encouraging newcomers to connect and get involved no matter how long they will be here. On their final Sunday, we send them off with a “Godly Good-Bye” that includes a blessing and a lantern—something that has become a significant part of our identity.

Biblical Community

Jesus modeled life in community and calls his followers to do the same. Genuine, grace-filled community offers accountability and stability in our discipleship journey, guarding us from the pitfalls of attempting to follow Christ in isolation.

Passing on Faith

One of the most inspiring qualities of our church family is our passion for the next generation. We believe passing on faith and spiritual formation are a shared calling—not just for Children and Student Ministries, but for the whole community of faith, starting at home.

Our Staff

Associate Pastor - Rev. Chris Nichol

Administrative Assistant - Mrs. Corinne Hetherington

Administrative Assistant - Mrs. Olivia Mueller

Bookkeeper - Mrs. Amanda MacDonald

Kid's Coordinator - Mrs. Jen Kawano

Learn more at gcalliance.org



Rev. Chris Nichol



Mrs. Corinne
Hetherington



Mrs. Olivia Mueller



Mrs. Amanda
MacDonald



Mrs. Jen Kawano

Congregational Demographics

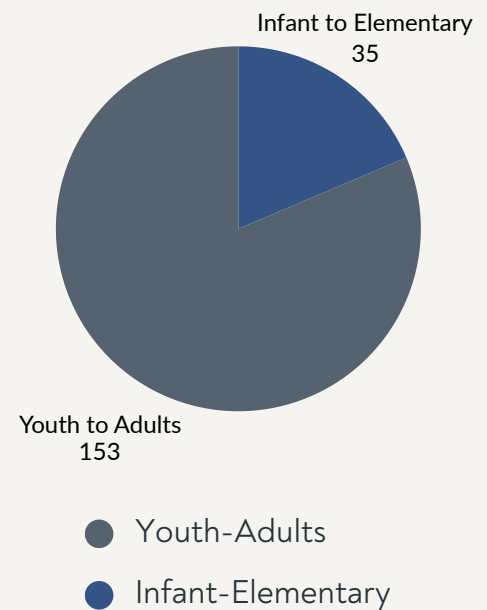
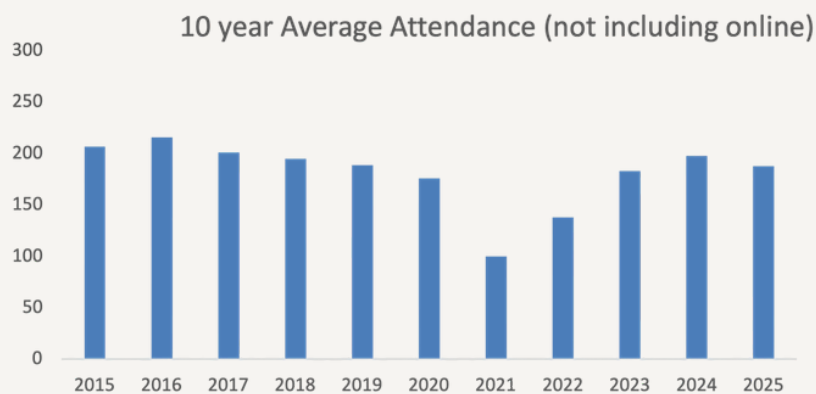
Memberships:

Official 83 (2025)

Inclusive 383 (2025)

Attendance

Average Attendance 188 (2025)



Financials

Giving

2024: \$511,000

2025: \$486,000

Expenses

2024: \$490,000

2025: \$407,000

Where We've Seen God at Work

We have seen God at work in the vibrant faith of our children and youth, in the deep connections formed through community groups, and in the growing support of missions. His presence is evident in the warmth of our hospitality, the power of prayer and healing, and the steady foundation of biblical teaching. In worship, he draws us into authenticity rather than performance, while uniting our elders and staff in shared vision. God's Spirit has guided us with flexibility and adaptability, creating meaningful spiritual moments and shared experiences, and stirring generosity that overflows into practical care for one another and our neighbours.



Ministries



Ministries

MAKING 3D DISCIPLES OF JESUS

As the local expression of Christ's church, our primary mission is to make disciples; consequently, our time, energy, and efforts are directed toward this purpose. To support this mission, we have developed a process called "3D Disciple-Making," accompanied by a strategy to foster environments designed to help people grow as 3-Dimensional followers of Jesus. All 3 dimensions are essential for growth and maturity in Christ. The desired outcome is to form a loving community of disciples who are committed to continually discovering Jesus, demonstrating his life, and duplicating his heart.

Discover Jesus: Discovering Jesus is where the discipleship process begins as faith and relationship with Jesus springs to life. Embracing the on-going discovery of who Jesus is remains an essential aspect of lifelong discipleship

Demonstrate the life of Jesus: The next dimension in the discipleship process is faith and practice coming together as we demonstrate the life of Jesus. Scripture instructs us not to merely learn what it says, but to do it, and Jesus modelled this perfectly. As believers, we are called to follow Jesus' example.

Duplicate the Heart of Jesus: This is the final dimension of the discipleship process. As we put our faith into action and submit to God's will, he continues his work in us by shaping our hearts to reflect his. As a result, we begin to care about what God cares about, reproduce our faith in others, and partner with him as he forms us to become more like Jesus.

3D DISCIPLESHIP



GC ALLIANCE

Ministries

MAKING 3D DISCIPLES OF JESUS

Our programs serve as pathways for 3D discipleship by creating environments that foster growth and provide meaningful opportunities to serve.

Sunday Morning Worship Service:

Discovery for the believer is consistent reading of God's word, commitment to placing oneself under biblical preaching and teaching, worshipping God in the community of believers, and not neglecting the gathering of believers – i.e., going to church!

Sunday Morning Kid's Worship: Our heartfelt intention is to create a safe, warm, and welcoming space where children can come to feel God's love through their teachers, to learn about God through his Word and discover faith through activities, discussions, and crafts.

Wednesday Night Youth Service: Our Wednesday night student ministry exists to come alongside parents and our community of faith and to continue the work of discipleship with our students. We are committed to creating an environment where teens can be loved, belong, be known, and to provide opportunities for students to ask difficult questions. For students who do not have Christian parents, our community of faith and student ministry become the primary sources of discovery in 3-D discipleship.

Community Groups (for adults)/Fusion (youth):

We designed our Community Group program to be more than simply another avenue of discovery, but a chance to put into practice what we're discovering. These groups have 4 pillars upon which they are built: Scripture (sermon-based study); Prayer (for one another, our church, and community); Fellowship (friendship – we want people to enjoy being with each other); and Ministry (an intentional outward focus for the group).

Young Adults: Grand Centre Alliance Church is blessed with a vibrant group of approximately 15–30 young adults. The group seeks to meet twice monthly, typically for relaxed social events centered around food, games, and connection. Rather than hosting a dedicated Bible study, young adults are encouraged to participate in intergenerational community groups, fostering meaningful relationships across the church family. Many are actively serving in church ministries, including youth, children's ministry, worship, and technical teams. There is also strong cooperation and fellowship with the young adults group at another local church, reflecting a spirit of unity within the wider community.

Ministries

MISSIONS



Missions has become a deeply valued part of life at Grand Centre Alliance Church, shaped significantly by the faithful leadership of our Missions Coordinator, Corinne Keith, who concluded her role in July 2025 after seven years of service. During her time, Corinne helped cultivate a genuine passion for God's heart for the nations—one that continues to influence who we are and how we live out our faith as a church family.

Our mission focus has been expressed in a variety of meaningful ways. Members have participated in short-term vision trips, including travel to Thailand for Global Gathering, visits with Work of Your Hand in Cambodia, and delivering Operation Christmas Child shoeboxes in El Salvador with Samaritan's Purse. Each year, our Thanksgiving Offering invites the church to generously support changing mission priorities, from Hands at Work communities in Malawi, Africa to our local Food Bank, raising thousands of dollars annually to meet tangible needs.

Our commitment to global missions is expressed through our home groups, each of which "adopts" an International Worker couple—currently five in total. They build meaningful relationships through regular updates, prayer, and visits during home assignments, with these partnerships shared during Sunday

"Missions Moments." Our youth also play an active role in missions through long-term sponsorship of children with Compassion International, faithfully giving, praying, and writing letters, while also partnering with World Vision by raising funds through the 30 Hour Famine and participating in the Chosen program.

Locally, Grand Centre Alliance Church serves as the Collection Site for Operation Christmas Child with Samaritan's Purse, supporting Cold Lake and surrounding communities in sharing the hope of the gospel with children around the world.

While we continue to prayerfully seek the right individual to step into the role of Missions Coordinator, our commitment remains steadfast—to share the gospel with unreached people, both locally and globally, offering hope and healing in a broken world.



Where We See God Leading Us

We sense God leading us to be a lighthouse in Cold Lake—a place of healing, hope, and warmth, known for love rather than judgment. He is calling us to be a bridge to the vulnerable in our community, nurturing generational faithfulness where kids and youth grow strong in Christ, families are strengthened, and children mature into faithful Christian adults. We envision a renewed culture of prayer that undergirds all ministry, with rhythms of intercession and gatherings that sustain a prayerful environment. God is shaping us for deep, relational discipleship through thriving community groups where authenticity and shared life flourish. Our compassion and outreach will expand to seniors, Indigenous neighbors, newcomers, immigrants, and those facing addiction, poverty, or isolation, offering tangible support and Christlike care. We are being led toward healthy, sustainable leadership with a pastor and elders who equip the church, supported by strong staff dynamics. Finally, we see facilities growth—an updated and expanded building that provides room for ministries, families, and the flourishing of God's kingdom in Cold Lake.

Challenges & Realities

Cold Lake is a community shaped by transience. With military and oil industry turnover, families often stay only a few years. Many work shift schedules or are periodically deployed or away on training, making consistent gatherings a challenge. This affects not only volunteer teams and relationships, but also creates opportunities for the church to be a place of welcome and stability.

Spiritually, the landscape is mixed—some are open and curious, others confused or misinformed, and many struggle with brokenness and despair. The church is called to offer clarity, hope, and healing through gospel-centered ministry.

Culturally, Cold Lake leans conservative in both politics and theology. A pastor must navigate these dynamics with sensitivity, affirming shared convictions while fostering unity across differences.

Relational presence is highly valued. Warmth, accessibility, and stability are essential in a transient town where the church often serves as an anchor of continuity.

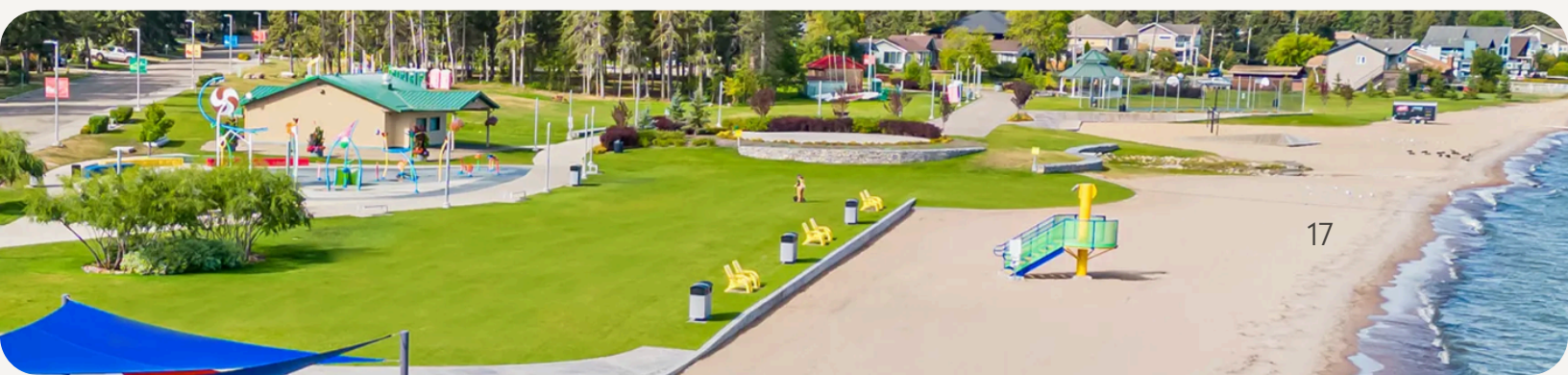
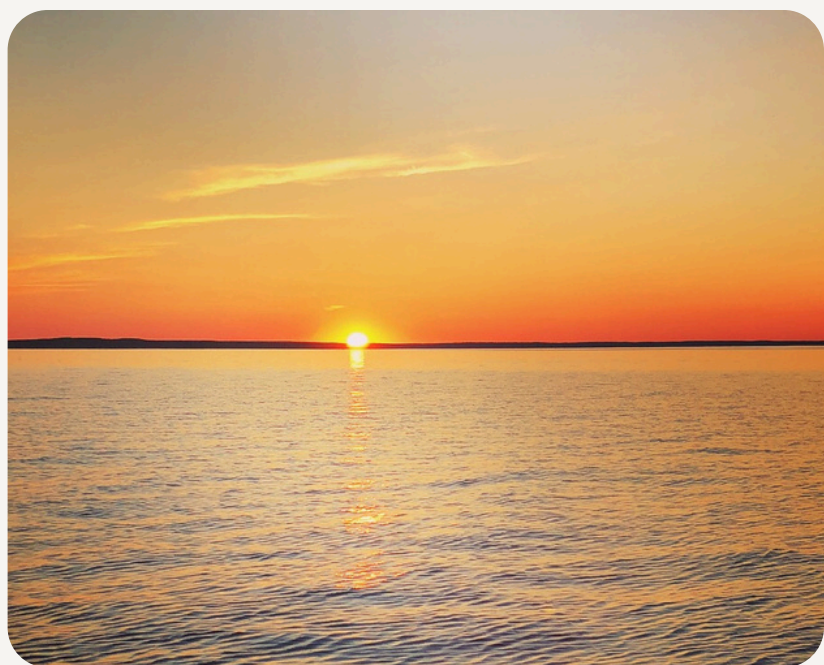
Looking forward, the church desires healthy, sustainable growth. The next pastor has the opportunity to strengthen discipleship and equip staff and volunteers so the church can thrive with resilience and depth, regardless of external changes.

Local Community

Cold Lake is a city in north-eastern Alberta, situated 290 km north-east of Edmonton and 172 km North of Lloydminster. The city is named after the lake nearby. With a current population of over 17,500 residents, Cold Lake is the home of many oil patch workers and home of 4 Wing, Canada's busiest RCAF Base. Cold Lake is also the home of the Cold Lake First Nations along with several First Nations reserves and Métis Settlements in the area.

For a current 2026 profile of our city, please click [HERE](#).

Photos courtesy of the City of Cold Lake website



Lead Pastor Position Description

Position Title: Lead Pastor

Hours: Full-Time, Salary \$85,000 - \$100,000, and Benefits

Responsible to: GCAC Board of Elders and Western Canadian District

ESSENTIAL CHARACTER QUALITIES

- ◆ Love for Jesus and a visible dependence on God sustained through intentional growth and prayer.
 - ◆ Love for people expressed through a heart of compassion and care, and a desire for them to experience the deeper life in Christ.
 - ◆ Reliable, trustworthy character, demonstrating personal integrity and humility.
 - ◆ A spirit of accountability that takes full ownership of actions and decisions, fostering a culture of transparency and responsibility.
-

PERSONAL QUALITIES AND NECESSARY ATTITUDES

- ◆ Dedication to a life of prayer and sensitivity to the Holy Spirit.
- ◆ A willingness to understand the unique rhythms of military and oil-field families.
- ◆ A missional heart that is eager to see the Holy Spirit at work both in the church and in the local community.
- ◆ Commitment to building a collaborative environment valuing team-oriented leadership that empowers others to use their gifts.
- ◆ Theological alignment with the perspective of The Alliance Canada.
- ◆ A desire for ongoing growth, actively pursuing professional development and mentorship to foster spiritual and personal maturity.

Lead Pastor Position Description

CORE COMPETENCIES

Leadership and Vision Casting:

- ◆ Discerns and casts compelling vision for where God is leading us, mobilizing the church to pursue it with confidence and grow in discipleship, outreach, and community connection.
- ◆ Extracts key issues from complex environments, setting clear, forward-looking strategic goals while maintaining a steady, calm presence through transitions.
- ◆ Committed to our value of being a "sending church".

Team Building and Equipping:

- ◆ Warm, relational shepherd who creates hospitable spaces of trust, relating well to younger generations and a transient, diverse congregation.
- ◆ Develops and mentors leaders, ensuring volunteers are trained and equipped for ministry.
- ◆ Cultivates a healthy workplace culture by providing clear guidance, feedback, and biblical processes for input and concerns, while encouraging creativity, acceptable risk-taking, innovation, reflection, and genuine evaluation of outcomes.

Strong Biblical Communicator

- ◆ Skilled Biblical communicator who presents Scripture in a way that is compelling, understandable, Gospel-centered, and applicable to daily life.
- ◆ Able to engage a diverse audience, enthusiastically communicating the message of Jesus to both seekers and mature believers.
- ◆ Values global missions and local outreach, demonstrating a sincere care for reaching those outside the church.

Administration and Strategic Oversight

- ◆ Stewardship of resources collaborating with the Board and Finance Team to manage budgets, financial accounts, and ministry initiatives with wisdom and faith.
- ◆ Organizational management, overseeing operational decisions, staff hiring, and facility maintenance while ensuring compliance with legal and denominational standards.
- ◆ Risk management – identifying key risks to ministry effectiveness and safeguarding the public credibility, information, and records of the church.

Governance and Denominational Relationship

- ◆ Fosters a healthy Board relationship through transparent communication and consistent reporting.
- ◆ Engages with the wider Alliance body, representing the church at District Conference and General Assembly.

Experience and Education

- ◆ Theological education (Alliance-compatible but denomination flexibility noted) at a bachelor's degree level (master's preferred) from an accredited school or acceptable equivalent.
 - ◆ Previous Lead Pastor or strong Associate Pastor experience.
 - ◆ Credentialed Leadership, currently licensed and ordained (or prepared to pursue it) with The Alliance Canada.
 - ◆ Cross-cultural awareness is a significant asset to this role.
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INQUIRY CONTACT INFORMATION

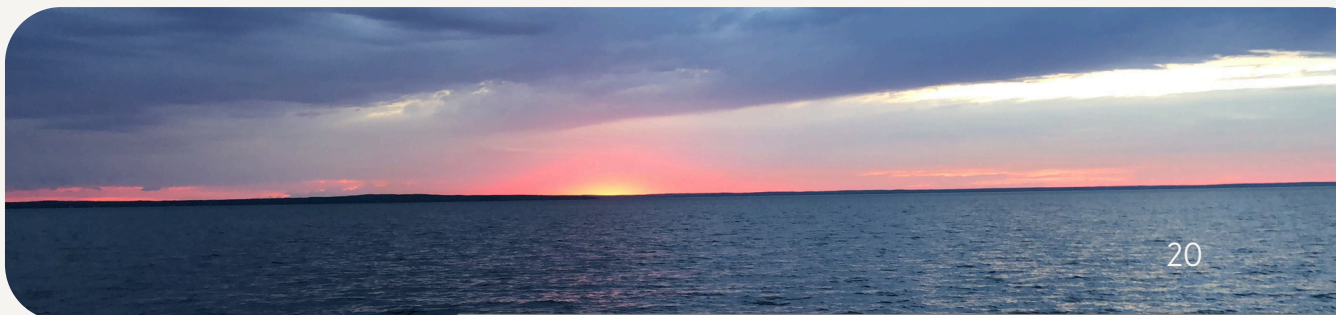
INFORMATION REQUESTED FOR APPLICATION

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5403 - 56 Street
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Phone: 780-594-5013
gcalliance.org