

Dawson Creek Alliance Church Pastoral Search Profile

January 2022

This document has been created to provide prospective pastors a fuller understanding of Dawson Creek Alliance Church and the type of Lead Pastor the church is seeking to hire.

This is the guiding document for Dawson Creek Alliance Church Search Team.

Interested applicants should submit their resume to both of the following:

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Transitional Coach

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I. Introduction

1. Executive Summary

The previous Lead Pastor of Dawson Creek Alliance Church finished at the end of July 2021. The Board of Elders has enlisted Daren Wride, Transitional Coach, to assist with the preparation for and execution of the pastor search process.

This document will inform prospective applicants and guide the Search Team and Board of Elders in the search process.

The Search Team is tasked with forming a shortlist of applicants who are a reasonable match to this profile, which they will then hand off to the elders for further processing toward identifying a candidate.

1.1 Definitions

- DCAC – Dawson Creek Alliance Church
- Lead or Senior Pastor – the Pastor
- BOE or Board of Elders – the elected governing body of the church
- Congregation – those who call DCAC their church home
- Members or Membership – the official voting members of the DCAC congregation

2. The Purpose of this Pastoral Search Profile

- To help present a comprehensive picture of DCAC to prospective pastors.
- To help the DCAC congregation have a better understanding of itself as a church body and the type of Lead Pastor the church is seeking.
- To help guide the Board, Search Team and congregation to explore God's direction for a Pastor.

2.1 This profile is an updated version of the 2016 profile, which reflected a process of research, evaluation, prayer, and exploration with the congregation to address key questions. Important events of the church history have been included and updated to provide the congregation and applicants with a sense of context and understanding how the past has shaped the present.

2.2 The description of the type of Pastoral Leadership needed has been developed based on the history, community context, mission/vision and values that have been identified within the congregation. The Character, Competencies and Leadership Style section is a summary of the qualities desired in a Lead Pastor and a key piece of this document.

2.3 The Board agrees that the due diligence factor is vital in this current search process. A vital step is spiritual discernment, trusting in the guidance of the Holy Spirit for the church and the prospective Lead Pastor. *"In his heart a man plans his course, but the Lord determines his steps"* (Proverbs 16:9).

3. Pastoral Search Team Mandate – Dawson Creek Alliance Church

3.1. Purpose: The responsibility of the Search Committee is to facilitate and develop an effective Candidate Search for a future Lead Pastor for DCAC. The Search Committee will develop and implement an interviewing process concluding with a presentation of a short list to the Board of Elders for the final interviewing and candidating steps.

3.2. Composition:

- The Search Team will consist of one elder, two individuals elected from the church membership, one or two more members appointed by the elders, and transitional coach.
- Members of the Team will serve for a one year term, with the possibility of extension by the Board of Elders
- The Transitional Coach will be an ex-officio member and will provide guidance for the Search Team and ensure due process is followed.

3.3. Responsibilities

- Fully comply with the Guidelines for Board of Elders and Guidelines for the Pastoral Search Team during the search process
- Hold an orientation for its members at the outset of its work
- Conduct its work in a prayerful, Spirit-led manner
- Operate in a manner consistent with its mandate
- Develop an effective process to attract appropriate candidates
- Ensure a high level of confidentiality and compliance with the Privacy Act
- Evaluate candidates based on the pastoral search profile and job description
- Be available for further work should the Board of Elders not accept any candidates on the initial short list
- Review and recommend changes to the mandate as required
- Fully document activities for reference present and future

3.4. Accountability and Limitations

- The Pastoral Search Team (PST) is fully accountable to the Board
- The PST shall report consistently and with full disclosure to the Board
- The PST has no executive authority other than that granted by the Board
- The PST shall not disclose any information to the church staff or congregation without permission of the Board

3.5. Search Team Members – Giftedness and skills

- Spiritual gifts – discernment, helps, administration, servanthood
- A high commitment to confidentiality and discretion – not careless in conversations or in handling sensitive documents
- Good researching skills, ability to follow search protocols carefully

- Above average listening skills – verbal and non-verbal
- Ability to work in partnerships with others and to work to deadlines
- Commitment to a consensus model of decision making at the search team level
- Confidence in the leadership of the Board to complete the search

4. The Pastoral Search Process for Alliance Churches – an overview

Our local church constitution states: " *The district superintendent shall suggest to the Board the names of such workers as in his judgment have proper qualifications for senior pastor of this church (who may be given another title). The Board shall give consideration only to candidates approved by the district superintendent. The senior pastor of the church shall be called by the Board and appointed by the district superintendent. Upon his appointment by the district superintendent, the senior pastor and spouse become members of the church.*"

Article IX - Local Church Constitution of the Christian and Missionary Alliance, Pastors and Licensed Workers

Summary of the Process at DCAC:

- Engage transitional coach
- Assessment of issues to address prior to search
- Plan to address such issues
- Formation of search team
- Update Pastoral Profile
- Begin search
- Search Team processes applicants
- Search Team hands off a short list to the elders
- The BOE selects a candidate and ultimately calls a new lead pastor

Diligence and Discernment

At the heart of this process are two critical steps. The first is due diligence - making certain that the profiles developed are accurate. The number one reason most pastoral searches fail is that the pictures each side presents to the other are not complete. The board of elders and search team agree that the due diligence factor is paramount in this current search process. The second critical step is spiritual discernment, trusting not only in a due diligence process but also in the guidance of the Holy Spirit for the church and the prospective Lead Pastor.

II. Who Were We?

Dawson Creek Alliance Church – A Short History

This brief story considers the 63 year life of the Dawson Creek Alliance Church. Although there have been ups and downs it is amazing what God has accomplished. He has used a large number of individuals, pastors and lay people, with many different gifts to have significant impact for the Kingdom of God in Dawson Creek, meeting the needs of a broad range of God's people. Praise God for what He has done!

Establishment years: 1952 - 1960

The Christian and Missionary Alliance first began work in the Peace River country in 1937. Rev. Gordon Skitch, acting district superintendent for the area became convinced that the "Peace River Region" was ready for church development, having grown significantly and recovering well from the Great Depression. He recruited Roy McIntyre, who was successful in establishing churches in Dawson Creek in 1938, and soon after in Pouce Coupe and Hythe, Alberta. Attempts were made to plant a church in Dawson Creek in those years, but the pastor in Pouce Coupe of that time, Brother R. Thomas notes in May 1939 that Dawson Creek remains a "closed door".

Dawson Creek remained closed until 1952 when meetings began with a few folks, conducted by Pastor Phil Pritchard in Granny Moorman's house. The early group included Mr. and Mrs. Ken Burkinshaw and Mr. and Mrs. Bill Rempel. The organization of the Dawson Creek Alliance Church took place in September 1953, with 29 charter members.

In 1954, Rev. Walter Boldt became the pastor, succeeding Pastor Pritchard, and led the church until 1960. Construction of the first church building on 102 Avenue began in 1955. The basement was built and used until the upper story was built in 1957-58. The new church was dedicated on December 29, 1958.

Great growth in the church occurred during those years. Pastor Boldt expressed concern at the dedication that the church may be too small! Pastor Boldt became friends with the Michaud brothers who owned CJDC, and a weekly radio program "Chapel of Song" was begun in 1955. That same year, the church took the name of "Alliance Chapel". In addition to Sunday school and a youth program, a boys and girls club was begun and mid-week prayer meeting and Sunday evening services were held. Sunday school attendance went from 52 in 1954 to 129 in 1959; church membership from 29 to 48; Church attendance reached 120 in the morning and 75 in the evening.

The Dawson Creek church supported development of a church in Pouce Coupe in 1958 under the direction of a Bible school student, Les Hamm. That church was opened in 1959. (We do not have a record of the fate of the 1938/39 church plant in Pouce Coupe). In 1961, the independent church in Rolla, with a satellite church in Doe River voted to become an Alliance church with

Pastor Elmer Thiessen, a new CBC graduate as pastor. They built a new church in 1962-63, dedicated November 17, 1963 by District Superintendent Roy McIntyre. In 1964, the Rolla church took over administration of the Pouce Coupe Church from Dawson Creek.

Development Years: 1960 - 1985

Pastor Ervin Jane began his work in 1960 after Rev. Les Hamm spent a short ministry stay, replacing Rev. Boldt. Pastor Jane had a great passion for Sunday school, and established a bussing program to bring in more children. Sunday school attendance in those years far exceeded church attendance reaching a peak of 270 in 1965, vs 145 in church. In 1962, a Christian Service Brigade was formed for boys age 12-18 and a Pioneer Girls Club for girls aged 4-9. An Alliance Youth Fellowship group was formed in 1963. In 1963, the church purchased adjoining property for a planned expansion of the church to accommodate a Sunday school of 400. It was later developed as a parking lot. In 1963, Dawson Creek recorded 90 professions of faith, second highest in the district.

Pastor Jane left Dawson Creek in 1965 to become an evangelist. Rev. Bill Brown, 1965 to 1970, continued the Sunday school ministry and strengthened the music ministry. Home mission's giving was strong and in 1968 recorded as number 10 in the district.

Pastor Edward McCarthy began his ministry in 1970 with a strong desire to see revival come to the church. In 1971, the church lost 42 people to moves and other issues, but 20 conversions were recorded. Sunday school continued strongly with average attendance of 175, while Sunday am church was 120.

Pastor Wally Love arrived late in 1973. In 1974, three evangelistic crusades were held, a total of 67 people recorded as being saved in those services and a total of 70 recorded for the year. Despite that, Sunday morning church attendance went from 105 in 1973 to 94 in 1975. Sunday school attendance had decreased from a high of 175 in 1971 to 85 in 1976. "Drive in church" was held Sunday evenings in the Co-Op parking lot in the summer. 73 conversions were recorded in 1976. Children's church, begun on a trial basis was having 20-30 kids by 1976.

Pastor Richard Wiebe began his ministry in 1977. This began a time of more stress on goals and programs. Considerable church growth occurred during his ministry, with Sunday morning attendance of 105 in 1977, peaking at 226 in 1983.

A decision was made in 1979, after considerable planning, prayer and discussion, to build a new church. Land next to the Child Development Center on 10th Street was purchased from the city of Dawson Creek for \$15,000. The building project was started in the spring of 1980, and the building first used in March of 1981. The name of the church was changed to "Dawson Creek Alliance Church" coinciding with the move to the new building.

Financially these years were very challenging with interest rates soaring so that the initial loan of \$325,000 was at a rate of 18.75%. Subsequent borrowing reached rates of over 20% and, combined with an economic down turn caused considerable stress for the board. However, this was also a time when there was a great sense of purpose and commitment in the church and all loan payments were met on time. The church programs grew, Sunday evening services continued with mid-week prayer service as well as youth, children's and college and career groups. It seemed as though God gave extra strength in a time of weakness. The addition of Jim Heller in 1981 as associate pastor greatly improved the music ministry. In 1983, the church helped with a church plant in Tumbler Ridge. Pastor Wiebe loved the country and had considerable involvement in the community, particularly related to outdoor activities. He left in 1985.

Modern Era: 1985 – 2016

Pastor Ed Wiebe began his ministry in 1985 with a desire to strengthen the spiritual welfare of the church through home Bible studies, discipleship, and improved Christian education. Pastor Ed had a very inclusive view of ministry which resulted in the hiring of Claude Pettigrew as a part time lay associate pastor in 1987. Claude and his wife Jean did a lot of teaching in the church as well as continuing their teaching ministry in the city. Unfortunately, their son Ron, who had begun a Christian school in Dawson Creek, along with several students, was killed in a school trip automobile accident that same year.

In 1988, mid-week pray meetings were ended in favour of increased home groups focussed on prayer. However, home groups did not seem to have become established even though there was a focus in that direction.

In 1990, Len Pauls was hired as youth pastor. This resulted in a large increase in the youth program in the church as well as a greater presence in the community, particularly with work at the Ark.

During these years, Sunday morning church attendance steadily grew, reaching a peak of 255 in 1993. The bank loan was gradually retired and the mortgage was burned in 1992. Mission's giving increased substantially, reaching \$64,752 in 1994. In 1994, Pastor Wiebe left the church.

Pastor Roy Hubert arrived at the end of 1994, bringing dynamic leadership and preaching style. His son Shawn was hired in 1995 on a one year contract, extended to a permanent contract after one year, to lead a lay leadership development and care ministry. Under Pastor Roy's leadership, small group ministry was effectively developed with 21 small groups in place by the end of 1996.

Tensions in the church developed, resulting in the departure of Pastor Pauls. A group then left to begin the Community church, and another group left to form a Four Square associated church. As a result, Sunday am service numbers went from 239 in 1995 to 167 in 1998. Interestingly, there was not a corresponding decrease in general fund income with a drop of less than \$4000

between 1997 and 1998. Church attendance did rebound to about the 200 level. In 1999, Kent Maddigan was hired on a limited part time basis to enhance lay ministries.

Difficulties encountered with a youth trip to Thailand culminated in Pastor Shawn leaving early in 2002. Pastor Roy developed health issues which resulted in him being on sick leave for several months. He eventually resigned late in 2002.

Dr. Walter Boldt, the first full time pastor returned on an short term basis in the summer of 2002 with the goal of bringing healing within the church. It was quite remarkable to have him return 42 years after he completed his first ministry here. After Pastor Boldt departed, Kent Maddigan was employed as the interim pastor. Tim Love and Glen Roszmann were engaged to help with church management and ministry during this time as well.

Pastor Jonathan Henry arrived in 2003 having an orderly view of ministry and church management. Small group ministry flourished with 160 people attending small groups by 2006. Mission's giving continued to do well reaching a peak of \$97,360 in 2006. Aaron Adamszak was hired as youth minister January 2006 but his time ended in December.

Concern by the board about church health, resulted in the hiring of Deeper Waters with Mr. Simpson to do a church health assessment beginning in 2007. That assessment resulted in many recommendations, including building upgrades to better impact the community, changes in programs, and ultimately led to the departure of Pastor Henry in late 2007. A transition team headed by Wes Anderson, with help from Pastor Ed Drewlo as a part time interim pastor, and the "Deeper Waters" team worked through the issues identified in the church assessment.

A Women's ministry led by Kathy Smith, brought many ladies in contact with the church and was effective in ministering to them. This gradually led to a large number of young families with many children in attendance at church services and Kids church.

Pastor Michael Benty was recruited as pastor in 2008, with Pastor Jeff Lysholm joining him in 2009 as Associate Pastor in charge of Youth ministries. Both pastors were not Alliance in background so had to do a lot of work and study to become ordained ministers with the Alliance. Church attendance grew from 163 in 2008 to 191 in 2015.

A Mission's Committee was re-established in 2010 in response to a new initiative by the C&MA to more closely involve churches with international workers through Seamless Link Agreements. Such an agreement was developed with Gaileen Warden for support of her work in Cuba. Mission's became a much more upfront ministry in the church under the leadership of Kathy Smith as chair of the committee. Local missions support includes the Ark, Young Life and Camp Sagitawa and international support of work such as Mission of Grace in Haiti as well as continued support of the Alliance Global Advance Fund has been promoted. In addition, Youth Mission trips have been occurring about every other year with church support. Mission's giving remains strong in the \$60-80,000 range in the last 5 years.

Pastor Michael had been hired with the understanding that due to his gift mix he would receive support in the area of administration. After encountering difficulty in that area, the board set up an Executive Leadership Team (ELT) in 2012 consisting of 2 members of the board, along with both pastors, meeting weekly to deal with administrative issues. An executive assistant, with responsibilities of office administration and bookkeeping, was recruited to become an integral part of that team. After approximately one year, that group gradually assigned more of its functions to the administrative assistant and gave Pastor Lysholm increased responsibilities for administration with ELT continuing to function as a primarily staff group.

During that time the ELT saw the need for increased support of children's ministries because of the great increase in attendance. Aili Patterson was hired on a part time basis in that role, replaced later by Sherene Horton. In 2014, Margaret Sutton initiated a community outreach effort to provide meals for senior and disabled people.

Pastor Lysholm left in the spring of 2015. This again left a deficiency in administration. The Board developed new job descriptions for the Senior Pastor which included more responsibility for administration, Administrator (full time), and Youth Pastor (full time) to try to address administrative issues. Pastor Michael decided to accept the new administrative responsibilities, but found that he was unable to do so, and his resignation was accepted in late 2015. In the summer of 2015, Stirling Patterson was hired to help with church management. In early 2016 Steve Roszmann was hired as Youth Pastor on an interim basis.

Pastor Cyril Marlatt arrived in April 2017 to begin a more than four year ministry with us. He led into what he referred to as a "deep dive into scriptures". He was passionate about the study of scripture and about bringing the church along in his deep dive, though not all were fully engaged in this. Pastor Cyril effectively ministered to several people in some very difficult situations. He enjoyed teaching small groups when he was able to do so and challenged people in attendance to share the Good News of the Gospel.

In 2018, Pastor Cyril had the opportunity of doing a two week mission trip to South East Asia with a group including Canadian Alliance President, David Hearn and several other Alliance pastors. He came home from that trip with a renewed interest and passion for missions and particularly for the displaced Rohingya people living in Malaysia. During the Covid19 pandemic he became more comfortable with working and communicating online, but the restrictions on personal interactions were a large challenge as they were for many pastors. Although the restrictions related to the pandemic have curtailed the mission activities of the church, the church continues to have a strong missions focus.

Our attendance remained at 170 in 2017 but dropped to 150 in 2018 and 140 in 2019. A strong youth program was maintained under the direction of Steve Roszmann and a large children's ministry also continued. With restrictions on meeting together during the pandemic there was an immediate challenge to develop an online ministry which was new for DCAC. Pastor Steve

Roszmann worked hard and well to make that functional. The pandemic did make church life difficult for everyone, but especially for Pastor Marlatt and for the children's ministry. Both pastors submitted resignations in the summer of 2021, with Pastor Steve making a family decision to become a teacher and Pastor Cyril and his family moving to Calgary to begin a new life there.

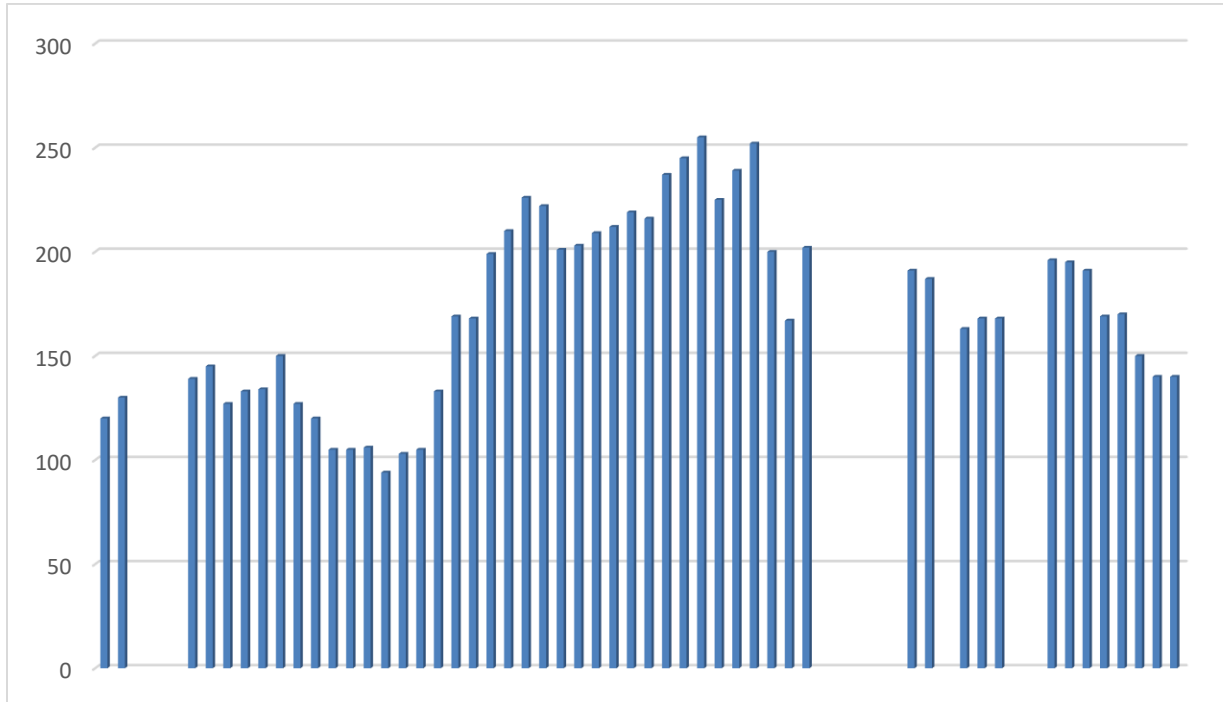
In August of 2021 DCAC engaged the services of a transitional coach, Daren Wride, to do some preaching and help prepare for and lead the church through the search for a new lead pastor.

Notable Trends and Shaping Factors in the History of DCAC

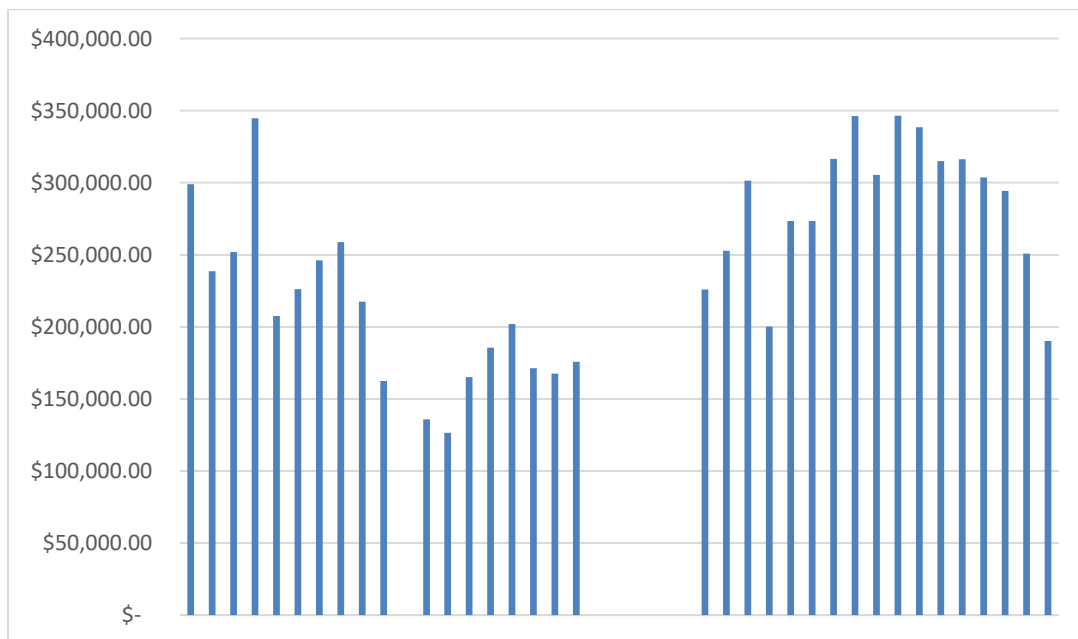
- A late comer to the C&MA Peace area church family
- Steady growth and increasing effectiveness leading to an established facility and body of believers
- Extremely high levels of ministry to children and youth
- Seasons of exceptional harvest
- Faithfulness and sacrifice in difficult times
- Development of a significant missions support base
- Repeated challenges with Leader Pastor/Staff/Elder organizational structure
- Ministries tend to rise or fall based on pastoral involvement and encouragement

Some Statistics and Data

Attendance: 1959-2020 (pre-covid)



General Fund Giving: 1981-2020 (Note: some of those spiked middle years in the 1980's likely include all giving, including missions and building fund)



Closer look at the past few years:**Attendance Records:**

2016	2017	2018	2019	2020 Jan-Mar
169	170	150	140	140

General Fund Giving:

2016	2017	2018	2019	2020	2021YTD OCT
\$314,836	\$316,180	\$303,631	\$294,280	\$250,865	\$197,076

Missions Giving: Global Advance, Canadian Ministries, Jaffray Offering, Global Relief Fund, Camp Sagitawa – Membership and Donations, Seamless Link

2016	2017	2018	2019	2020	2021YTD OCT
\$81,453	\$86,535	\$91,623	\$65,191	\$40,845	\$40,554

*Note: In person Sunday attendance averages in 2021 were 81, with the four fall season in person gatherings averaging over 100.

Mission and Vision Statements, Ministry Emphases

1955: “Gold mine” of the church lies in its Sunday School

1957: Pastor and people are soul-winning team

1959: Year of Consolidation

1971: Don’t become weary...

1975: Thank You Lord

1977: A wide door for effective service

1978: To reach out to non-Christians by exercising Christian hospitality and friendship, and in so doing to build strong Christian family units

1979: To build a strong Christian family unit by exercising Christian hospitality and friendship

1981 theme: “Together We Grow”

1983 theme: “So Send I You”

1985 theme: Serving One Another in Love

1990: To glorify God by building a strong church family unit, actively exercising Christian hospitality, prayer, friendship, discipleship, Biblical teaching and evangelism at home and abroad.

1993: Evangelism and outreach focus

1994: Our vision: To build a worshipping, caring church of love and hope for the unchurched thousands

Values: Joyful corporate worship; a small group emphasis; empowering of people in ministry

1998: Mission Statement: We will trust God to create within our people and ministries a greater desire to impact the lost of Dawson Creek and surrounding area with the love of Jesus Christ, result in conversions and the growth of the church

1999: A New Beginning for God's People

2010: My hope is that we are known as a hospitable church up here on the hill and that hospitality spills over into our individual homes as well.

2012: "Christ-centered, Spirit-filled community devoted to influencing our world for Jesus Christ"

2020: To establish a vibrant and caring community of Christ-followers who love God and each other

III. Who Are We Now?

In the Church Directory:

- 81 family groups
- 190 people: 131 adults and 59 children & teens

Ministries:

- | | |
|--|------------------------------------|
| • Children's Ministry | • Compassion Ministry |
| • Youth Ministry | • Library |
| • Alliance Women's Ministry | • Kitchen/Meals for You Program |
| • Men's Eyeopener Study – on hiatus | • Decorating Committee |
| • Music Ministry – Worship Teams and A/V | • Monday Noon Prayer Group |
| • Nursery | • Samaritan's Purse – OCC drop off |
| • Moms & Tots | • Missions Committee |
| • Grief Share | • Sunday Morning Prayer Group |
| • Prayer Chain | • Refugee Sponsorship |

Current Paid Staff

- 1 Administrative Assistant
- Custodian
- Transitional coach

Big Picture Observations – Strengths

- Strong contingent of young families, yet with a broad age spectrum
- A functional, well-used facility
- A mature, stable core of believers allowing for a breadth of ministries and depth of lay leadership (pre-covid reality)
- An historical, entrenched passion for children, youth and missions
- A high level of self-awareness and a desire to addresses challenges

Big Picture Observations – Challenges

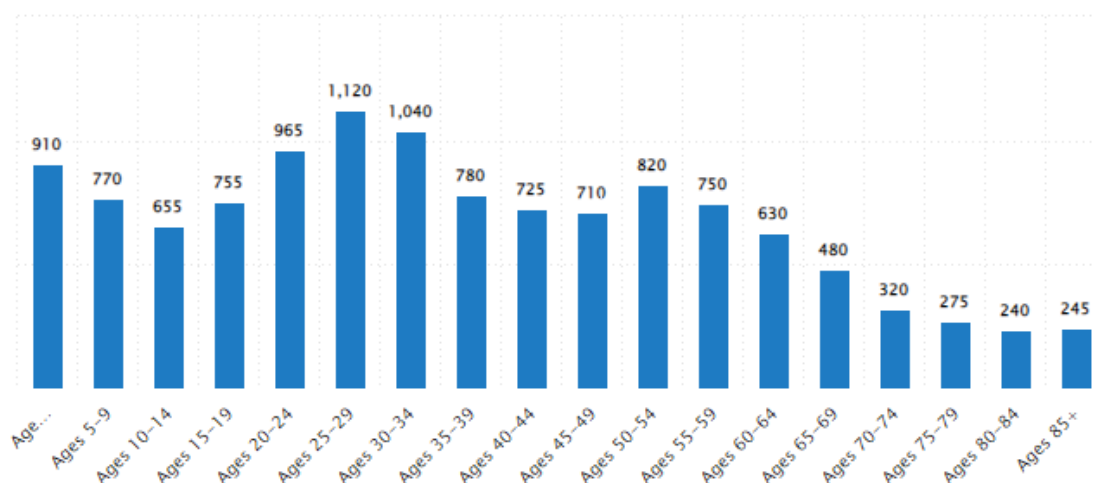
- Some difficulty enfoldng new people into the life of the church
- A lack of clarity regarding the big picture vision and strategy of the church
- An absence of in-house ministry training
- Sometimes slow to affirm, support and empower those with new ministry ideas
- Historical challenges in the relationships between the board, lead pastor and staff
- A recognized need for stronger, more effective small groups
- A multi-year trend of slow decline in attendance due in part to long term attendees moving away or otherwise leaving the church
- A long term need to address the option of women eldership in the church
- Online ministry challenges and Covid related conflicts

IV. Our Community Context

With 2016 census data public, and the high volume of content available online, prospective candidates are encouraged to spend some time researching our region.

Municipality	Census Year (% change year to year)			
	2001	2006	2011	2016
City of Dawson Creek	10,740	10,994 (2.2)	11,583 (5.4)	11,574 (5.3)
Peace River Regional District	55,080	58,264 (5.8)	60,082 (3.1)	62,942 (4.8)
Peace River Area D	5,857	5,749 (-1.8)	5,479 (-4.7)	5,920 (8.0)

Ages



Religious Groups in Dawson Creek Area:

Apostolic Lighthouse Tabernacle

Bethel Pentecostal Tabernacle

Church of Jesus Christ of Latter-Day Saints

Church of the New Jerusalem

Church of the Nazarene

Dawson Creek Alliance Church

Dawson Creek Community Church

The Family Church (Foursquare)

First Baptist

Grace Lutheran Church

Grandview Chapel

Jehovah's Witnesses

New Beginnings Baptist Church

Northgate Anabaptist

Notre Dame Catholic Church

Peace Mission Chapel (Progress)

Pouce Coupe Community Church

Rolla Baptist Church

St. James Presbyterian

St. Marks Anglican

St. Paul's Lutheran

Salvation Army

Seventh Day Adventist

South Peace United Church

A new Mennonite Brethren plant

V. Who Do We Hope to Become?

We desire to be a church that is passionate to know God and love him fully. We want to be a caring community of Christ followers which loves those inside and outside the church.

The idea of being a "Christ-centered, Spirit-filled community devoted to influencing our world for Jesus Christ" has resonated with us deeply in the past. We want to come to understand, in collaboration with our next Lead Pastor, what these things mean in our context, and pursue it together.

Our identity as an Alliance church is important to us, as is our historically strong support for missions and ministry to youth and children.

We want to establish a new and healthier pattern of board/pastor/staff relationships and become more effective at enfolded, equipping and empowering those who become a part of our family.

VI. What kind of Pastoral Leader Do We Need?

The information provided in this profile has been developed to help prospective Pastors and the congregation of DCAC have a greater sense of clarity about what kind of Pastor the church needs at this point in the church's ministry journey. If not accredited, applicants are required to be accredited with the Christian and Missionary Alliance. Educational requirements include theological training at a Bachelor's degree level or higher from an accredited school, or acceptable equivalents. We are not entertaining applicants from overseas at this time.

We are seeking God for a gifted leader who clearly meets the biblical qualifications of an elder.

We desire a pastor with a healthy, balanced family life, who is effective both in the pulpit and in the boardroom and has demonstrated the ability to equip individuals for ministry and build functional ministry teams.

We believe our church and community needs a pastor who understands our northern, resource-based culture and is prepared to embrace this community and settle in for the long term.

We are looking for someone to work with us and lead us forward in our call to be disciples who make disciples- of children, youth, adults and families.

Character Traits:

- Leads by example
- Confident: courageous, a true hope- filled leader
- Compassionate, approachable
- Humble, teachable, a man of integrity
- Has a rich personal life in the Word and prayer

Competencies:

- Teaches the timeless truths of scripture with clear application to our lives
- An equipper: mentor, delegator, team builder, disciple maker
- Ensures the organizational and administrative needs of the church are met
- Rigorously follows through on direction from the board of elders and denominational leadership
- Models and teaches a lifestyle of evangelism