

**SHERWOOD PARK
ALLIANCE CHURCH**

Ministry & Lead Pastor Profile

OUR STORY



Our story began over sixty years ago when two women from Beulah Alliance came from downtown Edmonton to the new community of Sherwood Park to start a Sunday School. From the very beginning, pursuing outreach and community as disciples of Jesus has been the centre of everything we do.

Supporting children and families has always been an important part of our ministry. What started with parent and child Sunday School classes grew into skateboarding ministries, parking lot worship services, and a flurry of other activities. Through it all, our very own church family was found planning and supporting every aspect of our ministry—and in the early days, even cleaning the building between events!

As our established children's and youth ministries grew, we brainstormed how we might be uniquely situated to meet the local community's desire for Christian education. In 1980 this idea took root in Strathcona Christian Academy, which opened its doors to over 300 inaugural students. Since then, we've seen SCA grow from a church ministry to a funded alternate education program under Elk Island Public Schools.

As our external outreach has grown, so has the strength of our church community. We believe good things happen in rows, but great things happen in circles—and we see the benefit of doing life together in the flourishing of our life groups, serving teams, and spiritual discipleship classes.

Though we've grown substantially since our first official meeting in 1963, we remain committed to being a place where people can belong in the love of God.

Sherwood Park, Alberta

A Hamlet within Strathcona County, Sherwood Park is designated as an urban service area. Situated on the historic Treaty 6 territory, it lies directly next to the eastern border of the City of Edmonton.

Strathcona County had a population of 104,330 in 2022, the 4th highest in the province. The population of Strathcona County increased 1.16% year-over-year, and increased 2.81% in the last five years. "The Park," as it is sometimes known, has become a "community of choice" for people wanting to live in a smaller community. Residents appreciate the community for its safe neighbourhoods, popular recreation facilities and green space, excellent schools. Many people born and raised in Sherwood Park are now raising their own families here.

Strathcona Christian Academy

Strathcona Christian Elementary | Strathcona Christian Secondary



Founded in 1980 as a private institution, by the Sherwood Park Alliance Church, Strathcona Christian Academy comprises two divisions across separate buildings: an Elementary division (SCA Elementary) for Kindergarten to Grade 6, and a Secondary division (SCS) for grades 7 to 12, located directly across the street from each other. Both schools adhere to the Alberta Learning curriculum, delivering instruction with a Christian perspective. In 1998, they joined Elk Island Public Schools (EIPS) to operate as an Alternative Christian Program under its umbrella. The Elementary division serves over 575 students, while the Secondary division caters to approximately 600 students annually. Across both campuses, the staff consists of government-certified teachers who are committed Christians, dedicated to supporting the Academy's mission of integrating faith with education.

SCA Society

The SCA Society Board represents the Sherwood Park Alliance Church (SPAC) Board of Elders and acts as a liaison between Elk Island Public Schools and SPAC. The board exists to give oversight to both the SCA Elementary and Secondary schools. Particular attention is given to Christian curriculum and programming, maintaining high educational standards, communicating with our parent body via school councils, supporting our staff, and managing the financial aspects of SCA's Christian program. The Society Board is firmly committed to maintaining and growing the Christian program at the two SCA campuses and to holding the direction and vision of SCA at the forefront of the schools. Directors must be faith-minded individuals, holding membership and currently participating in a local Christian church.

PROPCO

Sherwood Park Alliance Church Property Company

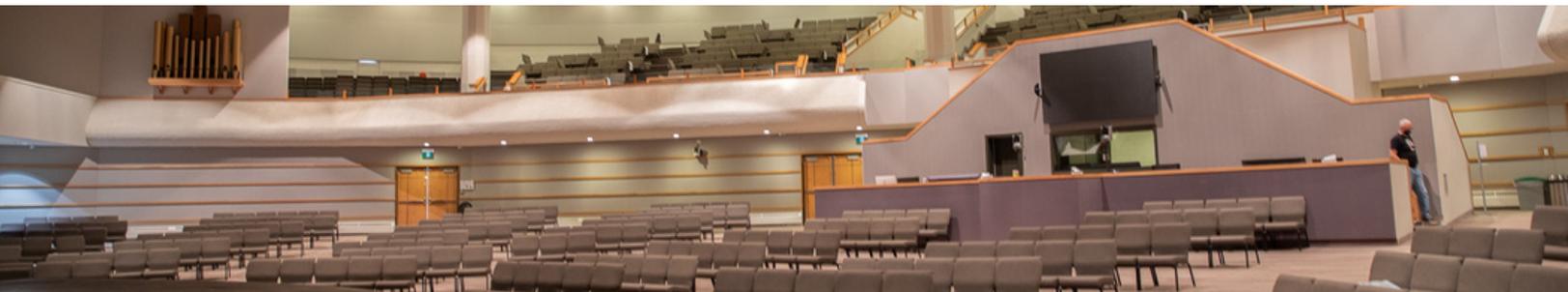
PROPCO holds and manages the physical assets used by Sherwood Park Alliance Church. Essentially, it exists to own and maintain the property and building in order to further the ministries of the church. PROPCO shareholders are appointed by the Elder Board.

Purpose

Belong & Become

Belonging matters—a lot—and **becoming** is the goal. The church of Jesus is the one in which anyone can belong and become a deeply rooted follower of Him. This is our prayerful goal for all who participate in our ministry.

Sherwood Park Alliance Church, which is sometimes called SPAC, is a place to belong & become a deeply rooted follower of Jesus.



A place to BELONG & BECOME deeply rooted followers of Jesus.



Practices

We believe the primary means of becoming can be reflected in ten sacred practices. While not an exhaustive list, these timeless disciplines are pathways of life that lead us to the pace and presence of Jesus, guiding us to a continually deeper, more intimate communion with God.

These practices drive everything we do here at Sherwood Park Alliance Church.

Prayer

Fasting

Hospitality

Generosity

Solitude

Practices

Scripture

Simplicity

Community

Sabbath

Service





S.O.A.R Analysis

The following represents how the Board of Elders views current reality, and reflects their sense for where God may be leading our church in the short-term future. The priorities represent our focus.

S.O.A.R Analysis

Strengths

1. **Healthy Next Generation Ministries** (children and youth): Robust pastoral and volunteer leadership core. Outreach-oriented, growing, and vibrant.
2. **Worship:** Weekend gatherings are engaging and uplifting.
3. **Biblical Teaching:** Sensitive to those exploring faith and engaging to those further along in their journey.
4. **School Ministry:** School/Church partnership is healthy and driving facility enhancements.
5. **Financial Stability:** Congregation is responsive to needs. Minimal to no debt.
6. **Sending Culture:** Equipping culture and willingness to train up leaders to release to Kingdom partners.

Opportunities

1. **Redemptive Potential of SCA:** Only 40% of SCA families claim church affiliation.
2. **Well-Positioned to Respond to Cultural Trends:** Women and men free to serve in areas of giftedness without limitation. A place of refuge for the vulnerable, a safe place for those deconstructing to reconstruct.
3. **Responding to Isolation & Loneliness:** Life, Support, and Mid-Sized groups for all ages. Support groups for those living with mental health challenges and disabilities.
4. **Community Reputation & Presence:** Wider community looks to SPAC for support in seasons of crisis and turns out in large numbers for special events/holidays.
5. **Online Ministry:** Well-equipped to harness the potential of digital ministry.
6. **Regional Population Growth:** Sherwood Park/Edmonton is growing rapidly!

Aspirations

1. **Growing Community of Believers:** Challenging the narrative that the church of Jesus is in decline and trusting that our best days are still ahead.
2. **Groups** which self-multiply.
3. **A Community** which cares for and supports the marginalized.
4. **Full Embrace** of all that it means to *become deeply rooted followers of Jesus* (measurable life-change, disciples who really do make more disciples).
5. **Developing Young Leaders** for ministry-specific vocations and wider Kingdom work .

Results

1. **Hard Metrics:** Increased and/or stable in-person and online worship attendance, over-all giving, second-time giving, groups participation, baptisms, volunteer serving, pastoral callings, international workers, online engagement, employee satisfaction.
2. **Soft metrics:** Increased engagement in sacred practices, more contributors than consumers, ongoing stories of life-change and transformation, increased ethnic diversity, increased SCA discipleship.

Priorities



01

REACHING THE NEXT GENERATION

Focus on Kids and youth

02

GROUPS

Good things happen in rows, but the best happens in circles

03

EMPOWERING LEADERS

Unleashing the congregation for ministry leadership

04

DIGITAL MINISTRY

A hybrid approach, in person and online, is our new normal

05

SUPPORTING CHRISTIAN EDUCATION

Realizing the potential of Strathcona Christian Academy - our alternative public school

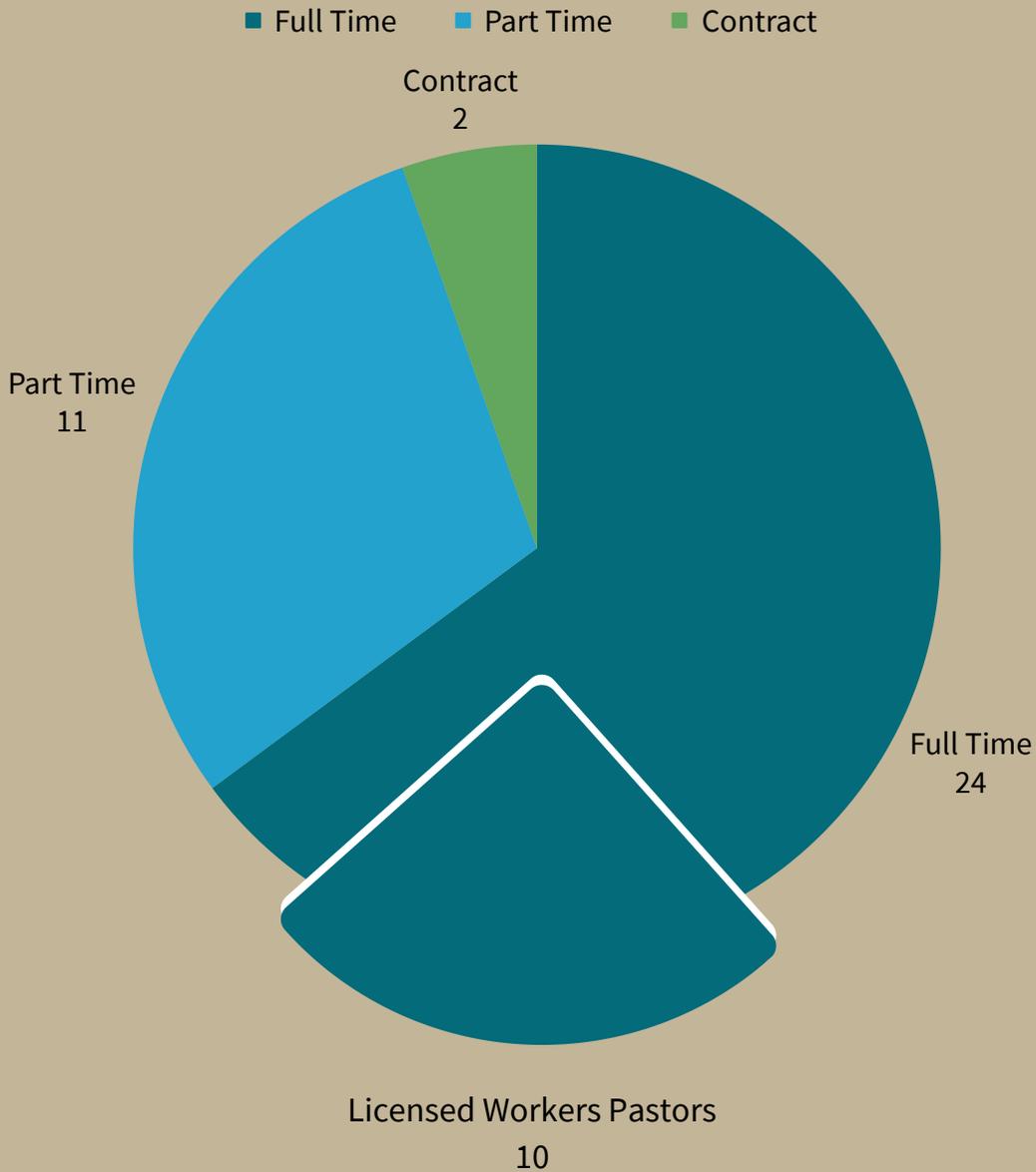




Retention

Current longest time worked employee: 26 Years

Current average time worked: 5.58 years



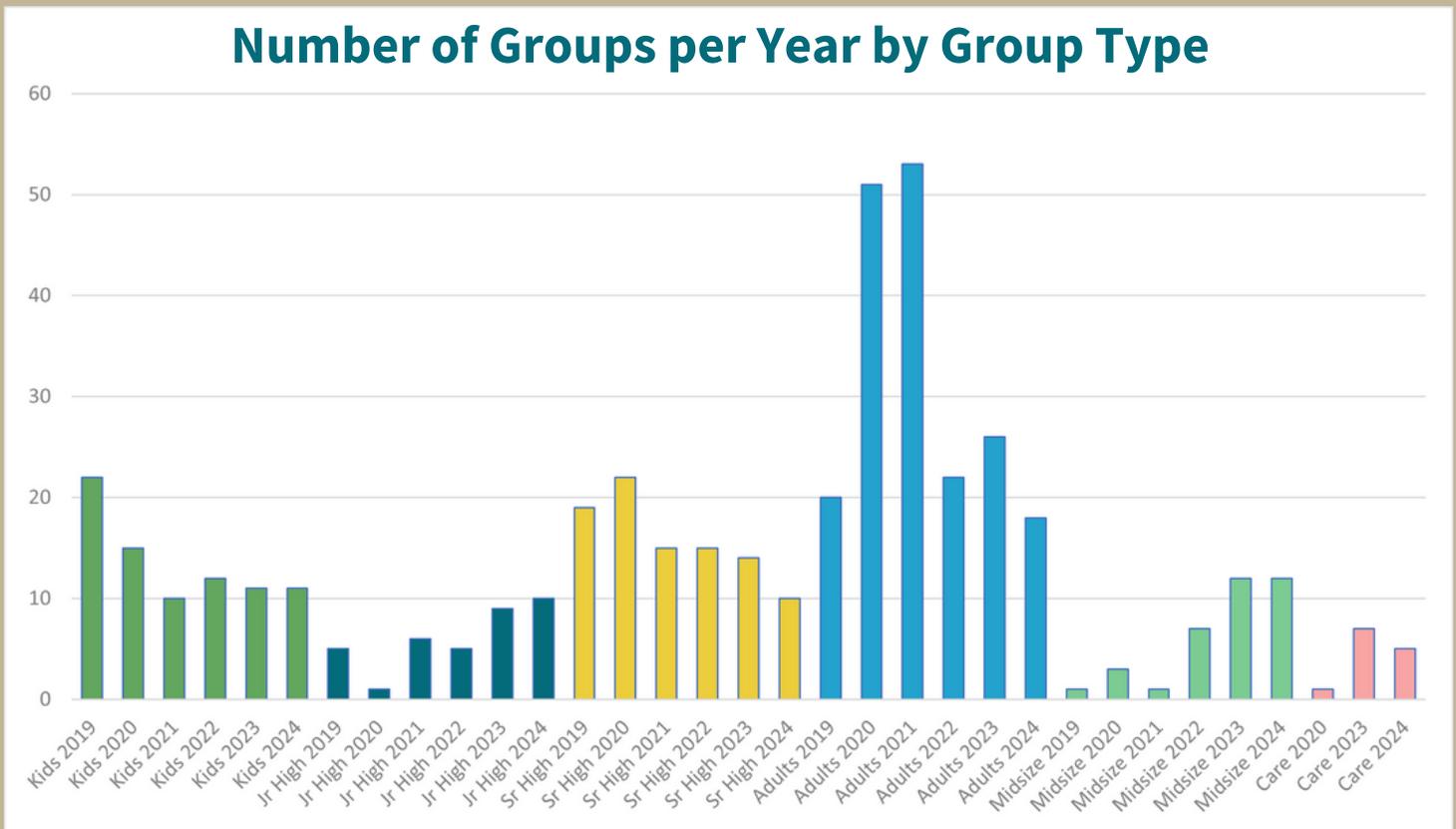
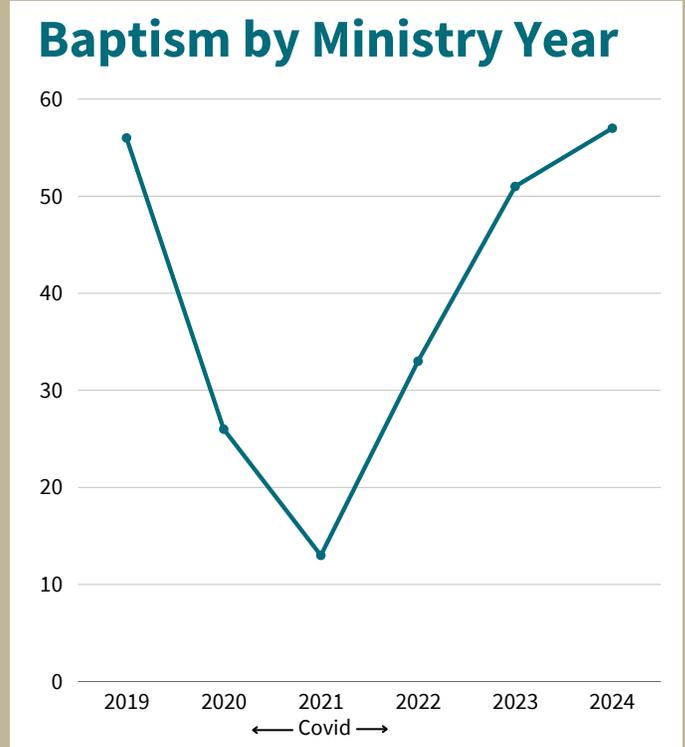
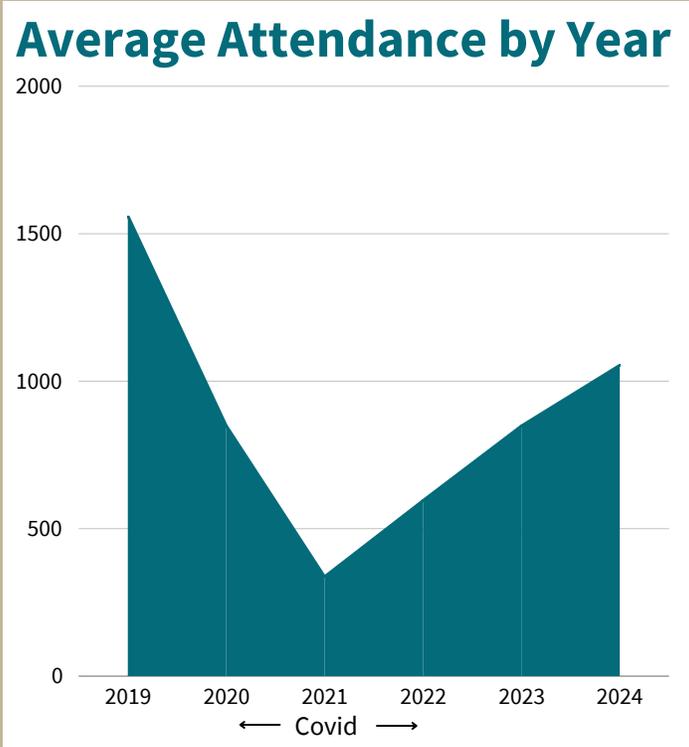
Contract companies:

3*

6 Year Statistics | Attendance & Growth

Average weekend attendance

Average is on campus; Online is separate



5 year Statistics | Giving

Ministry Fund

The day-to-day operations of our church are supported through the Ministry Fund, practically enabling ministries to make disciples of all ages and tell the story of Jesus in creative ways, providing salary support to our staff, and caring for the operating costs of our facilities.

Compassion Fund

We are a community where help, hope and healing are practically extended to those in need. The Compassion Fund is designed to provide a financial base for helping people in difficult situations.

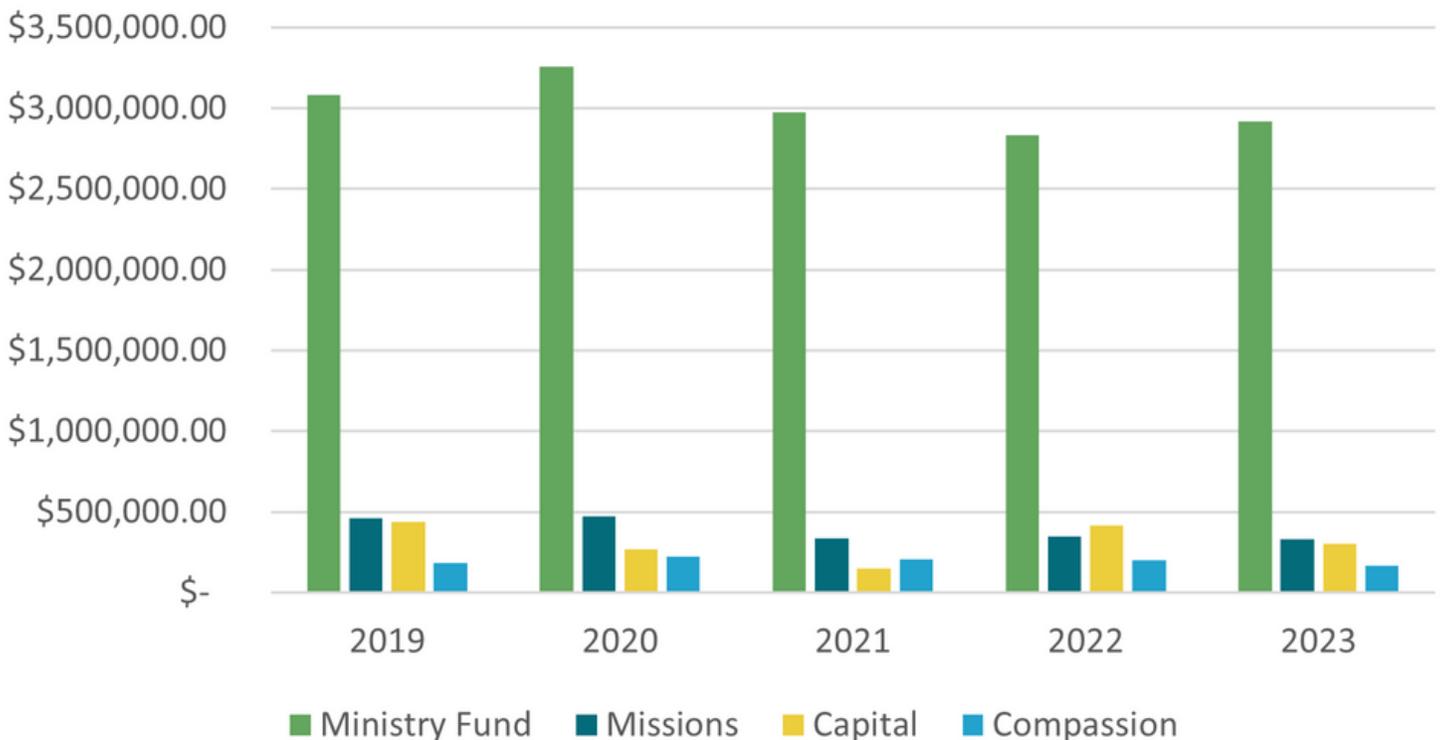
Missions Fund

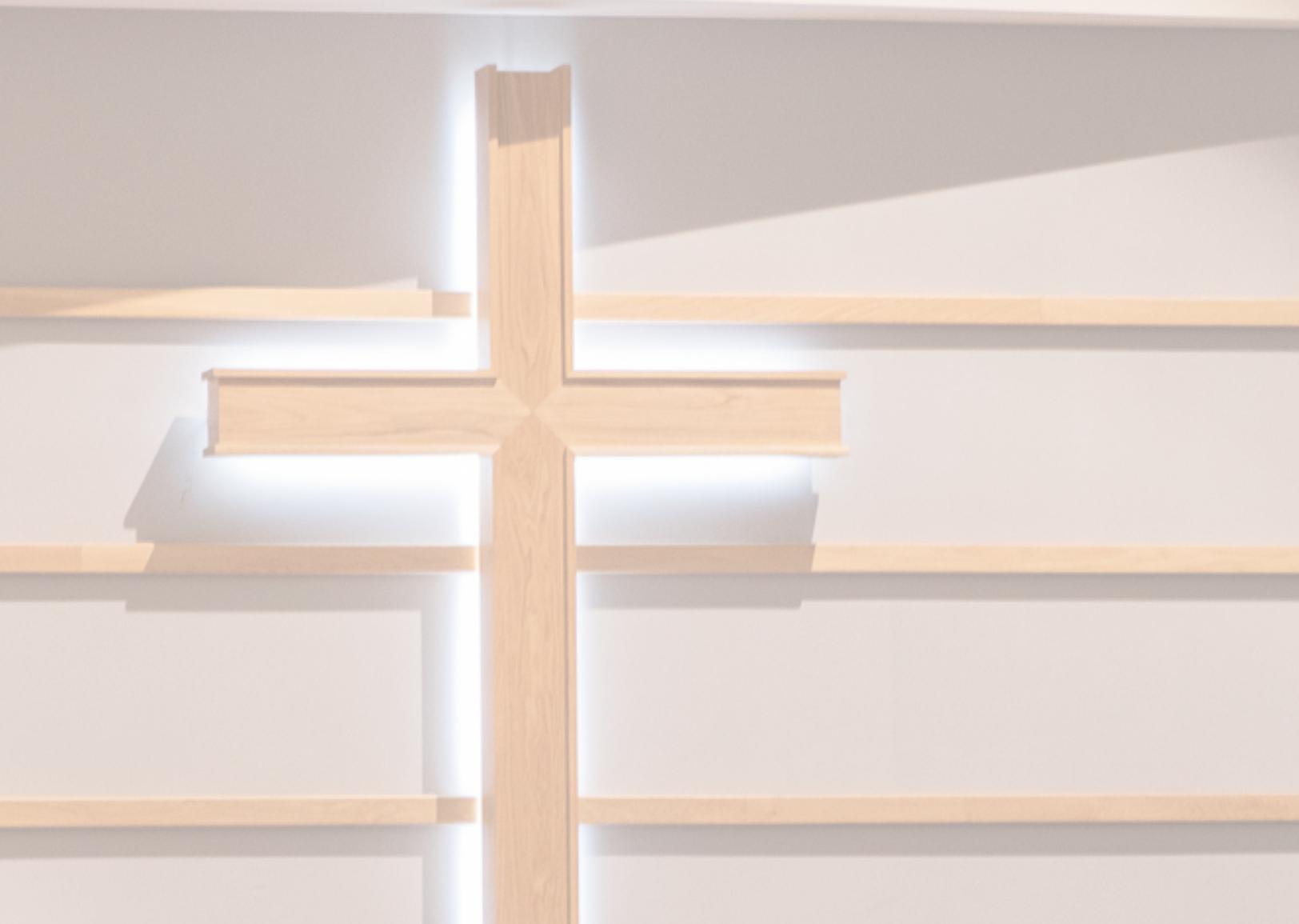
This fund focuses on awareness and engagement in mission projects undertaken by the church in support of domestic and foreign missions.

Capital Fund

We're always looking for new ways to serve people using our facilities and equipment. The purchase of new or replacement equipment is met by the Capital Fund, based on need and priority.

Giving by Fund





Who We're Looking For Character Qualities

The Lead Pastor of Sherwood Park Alliance Church is a multifaceted role requiring a combination of personal qualities, leadership skills, and Christlike attributes. The following character qualities are considered important for this role.

Character Qualities

Adaptable

Able to adjust to changing circumstances, cultural shifts, and the evolving needs of the congregation.

Christlike

A deep love for and commitment to Jesus, attentiveness to personal spiritual formation, and a lifestyle that models the life of Christ in holiness, grace, compassion, and liberty.

Communicator

Able to inspire, guide, and convey biblical truth in written, preaching, and interpersonal situations.

Culturally Sensitive

A-political, aware of trends, and adept at tactfully navigating theological and cultural complexities.

Integrity

Trustworthy, consistently honest, appropriately transparent, self-disciplined and ethical.

Growing

A lifelong learner. Owning mistakes and deficiencies. Building skills and abilities through comprehensive reading and by participating in professional educational opportunities.

Humble

Modest about their own importance and quick to give others credit. Able to admit mistakes and learn from them. Teachable.

Servant Leadership

Committed to serving, supporting, putting the needs of others above personal interests, and working toward a healthy balance between work, family, and balanced personal wellness.

Self-Motivated

Ambitious, driven, and able to thrive in a complex, fast-paced ministry environment without excessive reliance on external motivation.

Submissive

Willfully abiding to the constituted church, district, and national authorities (Board of Elders, Western Canadian District Superintendent, The Manual of The Alliance Canada, and Statement of Faith of The Alliance Canada).

This includes working closely with the Board of Elders in setting overall direction and ensuring that ministry activity aligns with our Purpose, Priorities, and Practices and interacts carefully with our Strathcona Christian Academy Society and our Sherwood Park Alliance Church Property Company.



Who We're Looking For Capacities

The Lead Pastor oversees the entirety of Sherwood Park Alliance Church ministries. This includes working closely with the Board of Elders in setting overall direction and ensuring that ministry activity aligns with our Purpose, Priorities, and Practices. The Lead Pastor provides spiritual leadership through preaching and teaching, developing and nurturing volunteer and staff ministry teams, and shepherding leaders who in turn shepherd others.

Main Responsibilities

1. Spiritual Leadership

a. Modeling healthy spirituality and integrity as congregational leader and member of the Board of Elders.

2. Visionary Leadership

a. Developing and clarifying of the overall vision of the church in conjunction with the Board of Elders, Ministry Leaders, SCA Board and Property Company Directors.

b. Regularly reinforcing our Purpose, Priorities, and Sacred Practices to the congregation to foster engagement, unity, purpose, and alignment.

3. Preaching and Teaching

a. Primary teaching pastor for weekend gatherings (minimum 50% of weekends).

b. Creating overall teaching plans and supervising the teaching team while ensuring doctrinal consistency, preparation, and gift development.

4. Organizational Leadership

a. Ensuring that ministry activities are aligned with SPAC's Purpose, Priorities, and Practices.

b. Recruitment of qualified staff who are organized, trained, and empowered for ministry.

c. Establishment of ministry plans and enabling accountability.

d. Coordinating ministry activity and operational functions in collaboration with the Executive Lead Team (ELT) and Ministry Leaders.

e. Informing and advising the Board of Elders in ways that are timely, accurate, and complete so they may grasp the big picture, can address potential challenges, and can celebrate missional achievement.

f. Serving as the primary spokesperson for the overall ministry.

5. Staff Relationships

a. Ensuring that staff are esteemed and treated with respect, dignity, and consideration.

b. Ensuring team building initiatives and coaching/mentoring practices.

6. Volunteer Relationships

a. Ensuring that volunteers are esteemed and treated with respect, dignity, and consideration enabling their giftedness, skill, and talents.

7. General Pastoral Duties

a. Leading when called upon in rites of the church, including weddings, funerals, baptisms, child dedications, and communion.

b. Ensuring provision for pastoral care and non-clinical counselling.

8. Fiduciary Responsibilities

a. Modeling or exceeding commonly accepted business practices, professional ethics, Canada Revenue Agency requirements, ecclesiastical law, and biblical standards (in partnership with the Pastor of Ministry Support and ELT members).

b. Preparation of annual budgets and ensuring that expenditures are within the parameters established by the Board of Elders and the membership.

c. Adherence to the Governing Policies as approved by the Board of Elders, striving to achieve the End Results while respecting Executive Limitations.

d. To the extent that such matters fall within their influence or control, the Lead Pastor is responsible for not allowing SPAC to be in contravention of its Bylaws.

9. Professional Development

a. Prioritizing self-care, growth in knowledge, and skill development.

b. Engaging with District or National Committees on a limited basis.

Qualifications

- Minimum undergraduate degree in theology/church/ministry. Advanced theological degree preferred.
- Minimum 10 years of related pastoral experience.
- Ability to maintain licensing and ordination within The Alliance Canada – Western Canadian District.
- Proven competencies in spiritual leadership, visionary leadership, preaching and teaching, organizational leadership, staff relationships, volunteer relationships, general pastoral duties, fiduciary responsibilities, and professional development.
- Expressed love for Jesus, Christlike, communicator, cultural sensitivity, integrity, growing, humble, servant leadership, self-motivated and submissive.

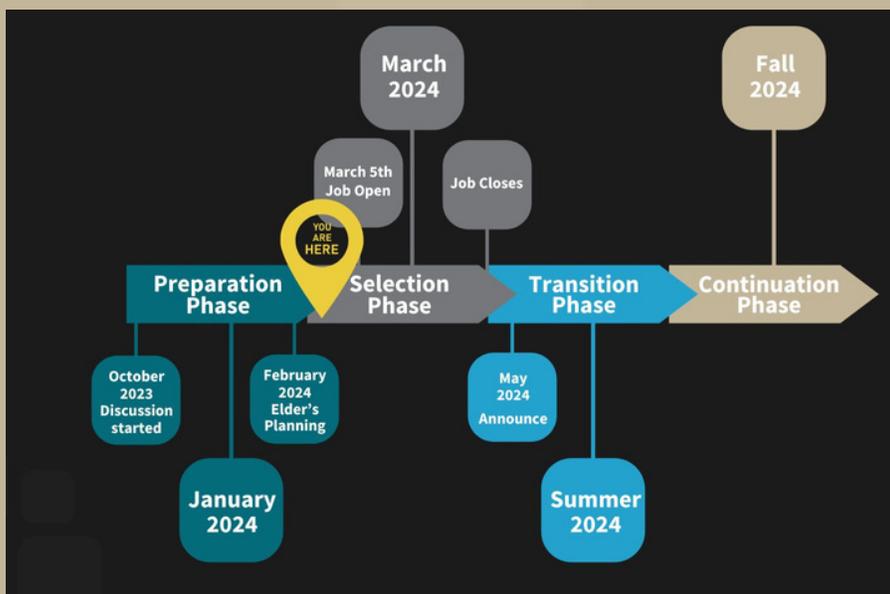
Additional Requirements

- Criminal Record Check with Vulnerable Sector Check and annual completion of Abuse Prevention Training.
- Living by the SPAC Staff “Rule of Life” and adhering to the policies and procedures outlined in the SPAC Staff Handbook.

Information Requested for Application

- A cover letter
- A summary of your educational and occupational history.
- A statement of your personal testimony including your journey to vocational ministry and what drew you to applying for this position.
- 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 three 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 include one reference who is able to speak to a challenging or difficult situation during your time of ministry.

Succession Timeline



Thank you for taking time to read through this profile, **if you're interested in applying for the Lead Pastor position at Sherwood Park Alliance Church - please apply through spac.ca/careers** with requested information. If you have any questions, email succession@spac.ca



A place to
BELONG & BECOME
deeply rooted followers of Jesus