FORT SASKATCHEWAN ALLIANCE CHURCH
LEAD PASTOR PROFILE 2019

This document has been created to provide prospective pastors a fuller understanding of Fort Saskatchewan Alliance Church and the type of Lead Pastor the church is seeking to hire. This is the guiding document for the Fort Saskatchewan Alliance Church Search Team. Interested pastors may contact the District Effectiveness Coach of the Western Canadian District or the Chair of the Fort Saskatchewan Alliance Church Search Team.



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I. INTRODUCTION

Fort Saskatchewan Alliance Church has been without a Lead Pastor since July of 2017. In August 2017, the Board of Elders invited a transitional pastor to pursue an intentional transition process that would help prepare the church for a thoughtful pastoral search from a posture of health. A Pastoral Search Profile has been developed as part of this transitional process. It reflects many hours of research, evaluation, surveys, prayer and collaborative exploration to address four key questions in order to create a comprehensive Pastoral Search Profile as identified in the contents above.

II. WHO WERE WE? The Story of Fort Saskatchewan Alliance Church

Background (Brief History)

The Fort Saskatchewan Alliance Church began in the hearts and minds of senior Alliance Pastors in the Edmonton area. One of the earliest references to our church is in a letter dated October 30, 1973, from Rev. Roy McIntyre, the District Superintendent of the Western Canadian District to Rev. Harold Throness, Pastor of Sherwood Park Alliance Church. In the letter, Rev. McIntyre requested that Rev. Throness chair the Committee on Extension for the Edmonton area with Fort Saskatchewan as a priority. The first service was held on March 3, 1974. Rev Throness gave the message and there were 44 in attendance. For the balance of the year, several pastors came to give this young group leadership until on June 23rd, Pastor Owen Bayne began his ministry in Fort Saskatchewan.

1974 — 1976	Rev. Owen Bayne
1977 — 1982	Rev. Ross Blatchford
1983 — 1985	Rev. Richard Wilford
1986 — 1992	Rev. Paul Polonenko
1992 — 2008	Rev. Dan Harstad
2008 — 2014	Rev. Nori Anderson
2014 — 2017	Rev. Craig Cadwell
2017 —	Rev. Robert Claxton — Transitional/Interim Pastor

III. WHO ARE WE NOW?

Mission: To fulfill the Great Commandment and the Great Commission (Matthew 22:37-40; 28:19,20).
Purpose: *Fort Saskatchewan Alliance Church exists, through the work of the Holy Spirit, to make fully devoted followers of Jesus Christ, who are growing in their love for God and their love for one another.*

Vision: *Love God. Love Others. Serve Like Christ. Reach the World.*

Core Values:

1. Devoted Prayer – *Spending time with Jesus.* (Colossians 4:2)
2. Authority of the Word – *The Bible is our rule of faith and practice.* (2 Timothy 3:16-17)
3. Transforming Discipleship – *Helping each one grow deeper in Christ.* (Colossians 2:6-7)
4. Active Evangelism – *Making disciples in our community and world.* (Matthew 28:18-20)
5. Equipping Relationships – *Equipping and supporting one another.* (Hebrews 10:24-25)
6. Pursuing Holiness – *dying to sin and self as we pursue holiness.* (2 Corinthians 7:1)
7. Passionate Worship – *Glorifying God individually and corporately.* (John 4:23-24)
8. Sacrificial Serving – *serving one another in love.* (Philippians 2:4-8)
9. Loving People – *valuing people as important to God.* (2 Peter 3:9)
10. Faithful Stewardship – *using God's resources to glorify Him.* (2 Corinthians 9:8-10)

Resources

1. Staff: Three full time pastors (Interim, Community Pastor and Children & Youth Pastor), one full-time bookkeeper, an administrative assistant and a part-time custodial team.

2. People: Children - 80, Youth - 43, Young Adults - 21, Middle Adults - 85, Older Adults - 146.

3. Attendance (4 Year Comparison by Month)

Month	**2015**	**2016**	**2017**	**2018**	**2019**	Comments
January	300	279	280	236	247	
February	278	307	254	234		
March	288	321	247	245		
April	317	327	300	295		351 Easter Sunday
May	279	291	326	284		
June	306	269	250	238		
July	225	206	170	204		
August	229	227	188	216		
September	322	318	268	250		275 without Labor Day Sunday
October	304	278	255	245		
November	300	261	275	229		
December	271	317	271	220		426 Christmas Eve
Ave	285	283	257	241		

4. Small Groups – our church has 13 small groups running this year. We have a team that supports these small groups (Small Group Leadership Team)

5. Ministries:
   a. Power Kids, (Sunday AM Children's Ministry)
   b. Youth (Wednesday's & Friday's)
   c. Small Groups – we have small groups that meet almost every night of the week. Most of our small groups follow the sermon series using studies composed by the pastoral team.
   d. Missions Committee – we have a Missions Committee that seeks to engage our people with God's heart for the world and keep connected to our International Workers
   e. Rivercrest – a group of people who bring weekly Sunday services to a local senior's home.
   f. Partnership with Fort Saskatchewan Christian School.

6. Facilities:
   a. Building – Approximately 7,500 sq. ft. plus 2 portables
   b. Parking – we have a parking lot as well as ample opportunity for on street parking

7. Finances:

Title	**17/18 Actual**	**17/18 Budget**	**16/17 Actual**	**16/17 Budget**	**15/16 Actual**	**15/16 Budget**	**14/15 Actual**	**14/15 Budget**
REVENUE								
General Fund	578,762	561,500	549,265	581,130	592,744	584,104	597,476	703,051
Building Fund	21,872	27,098	26,381	26,555	27,567	61,554	32,313	61,555
Missions Fund	50,938	54,500	42,558	69,000	85,429	69,000	62,861	123,400
Benevolent Fund	22,971	14,535	11,023	20,275	13,488	20,275	9,961	20,275
TOTAL REVENUE	**674,543**	**657,633**	**629,227**	**696,960**	**719,228**	**734,933**	**702,611**	**908,281**

Church Health

1. Church Assessments:
    a. L2L – A Ministry of CCMBC Report (October 2017) – Report Available
    b. Assessment (Congregation – Town Hall Meeting, January 13/18)
        i. Strengths:
            1. An Established Congregation
            2. Worshipful, biblically rooted services
            3. Debt Free – with land to build on
        ii. Opportunities:
            1. Develop the congregation to serve in their S.H.A.P.E.
            2. Strengthen consistency in leadership (Pastoral)
            3. Increase Impact in Community
        iii. Aspirations:
            1. A clear vision and strategy for the future
            2. Be disciples, making disciples
            3. Develop the land (Southfort)
        iv. Results:
            1. Increasing conversions/baptisms/membership
            2. Dynamic leadership with high trust
            3. High involvement in the community
    c. Plan of Action (which are currently being executed)
            1. Call to prayer – personal and corporate preparation for town hall meetings.
            2. Town Hall Meeting – focus on History Wall to process past and deal with brokenness (October 14/17).
            3. Town Hall Meeting – focus on Vision Wall to discern, clarify the mission, vision and values of the church for the next season (January 13/18).
            4. Town Hall Meeting – focus on the Ministry Map connecting the two walls (March 3/18).
            5. Pastoral Search Process: Call a lead pastor with a collaborative, transparent leadership style that owns the shared vision.

2. Future Directions

Strategic Initiatives	Action Steps
Discipleship Path	1. Continuing Developing a Discipleship Process 2. Addition of Pursuing Spiritual Growth Sessions
Leadership Development Plan	1. Training and Equipping of future leaders. 2. Releasing New Leaders with Apprentices
Facility Development Plan	1. Create a Vision for Developing the land. 2. Establish a Development Team to Give Leadership. 3. Create a Design & Raise the Capital Needed.

IV. WHAT IS OUR COMMUNITY CONTEXT?

Description of our Communities



https://www.youtube.com/watch?v=5GqX2S9YUdY

https://www.youtube.com/watch?v=iahlbvzguEU

In the beginning, Fort Saskatchewan Alliance Church met in the gymnasium at Fort Saskatchewan Junior High School, using classrooms for Sunday School rooms. Sunday evening services and mid-week meetings took place in the lower area of the Dental Building owned by one of our members. In 1978, our building was complete and we moved into the present church, situated across from a large park complex with playing fields, an indoor swimming pool, a playground and the Royal Canadian Legion. Surrounding the church are more playing fields. The church is very close to a Catholic High School, the Boys and Girls Club, the public golf course, a recreation centre and a curling rink.

The City of Fort Saskatchewan is a vibrant economic and cultural hub located just 15 minutes' northeast of Edmonton on the banks of the North Saskatchewan River. A new bridge is in the planning stages; upon completion, it will provide even better access to Edmonton and Sturgeon County. Home to more than 24,000 people, the City proudly manages state of the art recreation, culture and historic amenities including 75 km of outdoor trails, a performing arts theatre and fitness centre within the Dow Centennial Centre and the 1875 – 1885 NWMP Fort Precinct and Museum in historic downtown. It sits in the midst of Alberta's Industrial Heartland, Canada's largest hydrocarbon processing region, home to 45+ world-class companies and 5 municipalities.

The congregation of FSAC comes not only from Fort Saskatchewan, but also from Strathcona County, Lamont County, Sturgeon County and the towns of Bruderheim, Lamont, Chipman and even the City of Edmonton. There are seven other Alliance churches within a 15 to 30-minute driving distance.

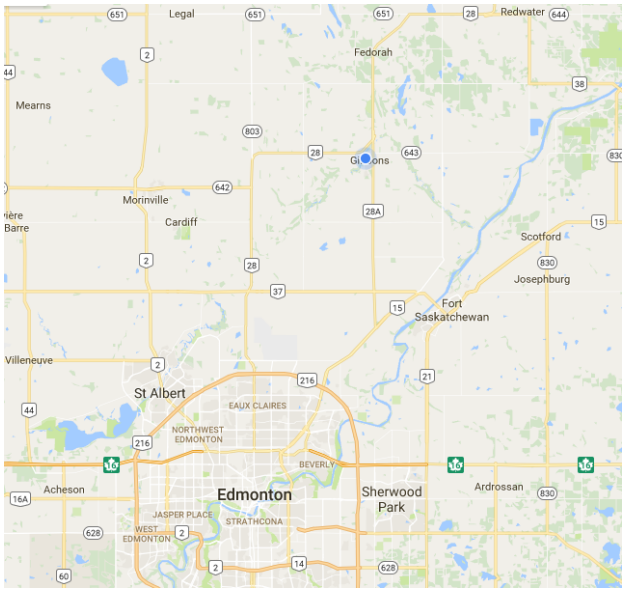
In addition to all the services offered by a small city, our proximity to Edmonton and Sherwood Park (a large urban centre within Strathcona County) provide an abundance of choice opportunities for residents.

General Population and Growth (2016 figures)

Fort Saskatchewan's Population	26,328 median age is 35.2 (20% 55+; 6% 50-54; 19.7 % 35-49; 28.7% 15-34) Increasingly people who speak languages other than English are coming to the community.
Strathcona County's Population	98,044 (Sherwood Park: 70,618 Acreages, Farms, Hamlets: 27,426 business & establishments 11,000
Lamont County's Population	(2010) 8,219 (Lamont County: 3,925; Lamont: 1,664; Bruderheim: 1,215; Mundare: 712; Andrew: 465; Chipman: 238)
Sturgeon County's Population	20,495

How Far is Fort Saskatchewan from…

Josephburg	11.5 km (12 min)
North East Edmonton	16.1 km (14 min)
Sherwood Park	16.1 km (12 min)
St. Albert	32 km (21 min)
Redwater	39.9 km (30 min)
Lamont	32 km (24 min)
Bruderheim	25.1 km (19 min)
Elk Island National Park	27.8 km (25 min)
Ukrainian Village	42.6 km (32 min)
Calgary	311 km (2 hr 49 min)
Jasper	389 km (4 hr)
Banff	446 km (4 hr 10 min)



Education Factors

Although a city in its own right, Fort Saskatchewan exists with the large Elk Island Public School District and the Elk Island Catholic School district. Children from Fort Saskatchewan attend schools of choice in other centres, especially for high school. e.g. Salisbury in Sherwood Park: International Baccalaureate Program; Bev Facey in Sherwood Park: Advanced Placement, Career and Technology, Special Ed.; Strathcona Christian Academy: Christian-based public alternative.

Elk Island Public Schools in Fort Saskatchewan(EIPS)

- École Parc Élémentaire (French Immersion, Kindergarten – Grade 6)
- Fort Saskatchewan Elementary School (Kindergarten – Grade 6)
- James Mowat Elementary School (Kindergarten – Grade 6)
- SouthPointe School (Kindergarten – Grade 6)
- Win Ferguson Community School (Kindergarten – Grade 6)
- Fort Saskatchewan Christian School (Kindergarten – Grade 9)
- Rudolph Hennig Junior High (Grades 7 – 9)
- Fort Saskatchewan High School (Grades 10 – 12)
- Next Step Senior High School (Outreach Programs, Grades 10 – 12)

Elk Island Catholic Schools in Fort Saskatchewan(EICS)

- St. John XXIII Catholic School (Kindergarten – Grade 4)
- Our Lady of Angels Catholic School (Grades 5 – 8)
- St. John Paul II High School (Grades 9 – 12)
- Andre Bessette (new Catholic high school opened in September 2018)

In addition to instruction from a Christian perspective at SCA Elementary and SCA Secondary, three schools in Sherwood Park offer Logos non-denominational Christian programs for students in Kindergarten to Grade 9. The Logos Christian program follows the Alberta curriculum and provides instruction in an uplifting environment, grounded in Christian principles: Brentwood Elementary (K-6), Westboro Elementary (K-6) and Sherwood Heights Junior High (7-9)

Preschools in Fort Saskatchewan
- A Fairytale Beginning Preschool
- Pine View Christian Nursery School (operated by the Lutheran Church)
- Fun with French Preschool

Day Cares – numerous and too many to mention

Health Care

Fort Saskatchewan has its own acute care hospital providing 24-hour emergency services as well as a wide range of inpatient and outpatient surgical services including cataract and general surgery. Other health care services include:
- 8 medical clinics
- 2 walk-in clinics
- 13 dentist offices
- 4 optometrist centres
- 4 chiropractor clinics
- 1 nursing home*
- 1 seniors' lodge
- 2 seniors apartments
- numerous physiotherapy centres

*Of note: FSAC has provided Sunday morning and Christmas morning services at the nursing home for 34 years. Over the years, a loving group of people have ensured that this ministry continues.

Post Secondary Schools are close at hand:
- University of Alberta (36 km)
- Northern Alberta Institute of Technology 30 km
- Grant MacEwan University 33 km
- King's University 31.6 km (24 minutes]

Employment and Workforce Demographics (2016 statistics)

Nearly half of Fort Saskatchewan's residents are age 20-54. Local business and industry draw their workforce locally from the 1.3M people that live in the greater Edmonton area. The predominant level of education is a post-secondary diploma or certificate, reflecting the number of industrial- related careers in the region. The average household income is $118,000, 5th highest in Alberta. The average price of a single-family dwelling is $426, 280. The average price of a condo is $244,540.

Fort Sask Transit provides two local routes providing access. Connection into Edmonton through the Clareview LRT Station is also available.

Recreation and Culture Facilities
- Harbour Pool is a wheelchair accessible facility that offers year-round swimming lessons, leadership programs, multi-purpose room and private pool rentals.
- The Dow Centennial Centre (DCC) is a state-of-the-art indoor recreation complex capable of hosting various events and tradeshows. (170,000 square feet)
- Fort Saskatchewan boasts 23 sports fields and 75 km of trails, some along the North Saskatchewan River.
- The Shell Theatre in the DCC is a fully equipped professional venue featuring 538 seats, hosting amazing shows, drama productions, music concerts, dance festivals and recitals. FSAC has used the theatre for several very well-received Christmas musicals. Nearby in the hamlet of Josephburg, Josephburg Presents, a dinner theatre, has been alive and well for 35 years, always with a sold-out house.
- Nearby in Strathcona County, Josephburg offers another hockey arena, gymnasium and playing fields. Many Fort Saskatchewan residents utilize these facilities.
- State-of-the-art recreation centre and playing fields are nearby in Ardrossan.

- Within Sherwood Park, a plethora of choices are available for all tastes in recreation and culture.
- The Trans Canada Trail was created in 1992 and will be the longest and grandest trail in the world. The trail is planned and built according to the needs and desires of local communities. Directly across the river from Fort Saskatchewan, lies an area presently under construction. Fort Saskatchewan lies along the route of this 22,500-km trail.
- Fort Saskatchewan boasts the historical Fort Precinct and Museum. The very active Fort Saskatchewan Historical Society hosts several events each year. Their 'Peoples of the North Saskatchewan' is an annual event for which many of our congregation assist. In the 2 day festival, about 1500 Grade 4 and 5 students relive days past in the old NWMP fort and museum.
- Other arts groups include the following: Art Club, Pottery Guild, Spinners, Weavers & Hand Dyers Guild, Wood Carvers.
- Canada Day celebrations are second to none.
- Fort Saskatchewan is blessed with the generosity of world-class industrial companies that fund events and help build facilities.
- For an extensive and impressive listing of non-profit community groups visit:
  http://www.fortsask.ca/home/showdocument?id=462
- For insight into the many activities and events offered visit:
  http://www.fortsask.ca/residents/new-residents-guide/things-to-see-and-do

Spiritual Climate

The following churches are found within Fort Saskatchewan:

- Baha'i
- Christ Lutheran
- Church of the Nazarene
- Church of Jesus Christ of Latter Day Saints
- First United
- Fort Saskatchewan Alliance Church
- Fort Saskatchewan Community Baptist
- Fort Saskatchewan Fellowship Baptist
- Fort Saskatchewan Pentecostal
- Fort Saskatchewan Seventh-day Adventist
- Kingdom Hall of Jehovah's Witnesses
- Life Church Fort Saskatchewan
- Our Lady of the Angels Roman Catholic Parish
- St. George's Anglican
- The Holy Orthodox Church

The County of Lamont has published a booklet containing a self-guiding driving tour of the 47 churches within Lamont County, more churches per capita than anywhere else in North America. Many of these churches hold services only occasionally, but are still lovingly cared for. Lamont County has a rich history of the Ukrainian pioneers and their fervour to build churches in their new-found homeland.
Many Fort Saskatchewan residents attend churches in Sherwood Park, Edmonton and the surrounding municipalities. Many of our own congregation live closer to other churches, but choose to drive to FSAC.

References:

Strathcona County: Highlights
https://www.strathcona.ca/files/files/at-edt-activitytravelguide-2017.pdf | Strathcona County
The Communities and Cities of Alberta's Heartland | Alberta Industrial Heartland
www.fortsask.ca/home/showdocument?id=7379
www.fortsask.ca/home/showdocument?id=7110
A history of enforcement | Fort Saskatchewan Record
www.fortsask.ca/home/showdocument?id=7666

V. WHAT KIND OF LEAD PASTOR DO WE NEED?

- Applicants are required to be licensed with the Christian and Missionary Alliance and ordained or prepared to pursue ordination with the C&MA.
- A willingness to sign the C&MA "A Call to Excellence" document.
- A deep commitment to the core values and theology of the Christian and Missionary Alliance and a desire to participate in denominational initiatives
- Educational requirements in keeping with C&MA policy (theological training at a Bachelor degree level or higher from an accredited school, or acceptable equivalents.)

Core Competencies Required

Character

- An attitude of humble dependence on God and a desire to empower others to serve the church.
- A person who demonstrates a consistent pattern of integrity and transparency.
- A person who demonstrates a self-disciplined life through the ability to manage time well, to follow through, and get things done.
- A person of strong biblical foundation, walking in godliness, sensitive to the leading of the Holy Spirit, and devoted to prayer.
- An emotionally healthy leader with a secure sense of their identity.
- A person who prefers to get things done by working together collaboratively with others.

Competencies

- A person with strong leadership gifting and proven ability to reproduce leaders.
- A gifted communicator, able to preach strong, relevant, messages with the goal of life transformation.
- A person with an ability to lead the church on mission, living their faith within the community and seeking to serve their needs.
- A person who is capable of leading a major building campaign.
- A person equipped and experienced as a team builder, who develops healthy ministry groups and empowers ministry leaders.
- A person who will love the church and see that it receives shepherd care.
- A person whose life is balanced both in his role within his family and in his church life.
- A person comfortable connecting with people.
- A person who will lead the elder's board in communicating the vision of Fort Saskatchewan Alliance Church.

VI. Appendix 1 — The Story of Fort Saskatchewan Alliance Church

In October 1973 Rev. Roy McIntyre, District Superintendent, requested Rev. Throness from Sherwood Park Alliance to chair the Committee of Extension for the Edmonton area. In November it was decided Fort Saskatchewan should be a priority on the list where churches could be planted. In February 1974 they received approval to purchase a 1.1 acre piece of property. On March 3, 1974 the first service was held in the Fort Saskatchewan High School.

June 1974 saw Pastor Owen Bayne commence ministry. Evening Bible studies and prayer meetings along with Sunday School began in August. We started meeting at Fort Junior High the following year.

Pastor Bayne ended his time here and Pastor Ross Blatchford arrived in February 1977. In March building plans were underway and our first service in the new facility was May 10, 1978. In the fall of 1979 Fort Saskatchewan Christian School began. At the end of 1980 average church attendance was 225 with programs for Sunday School, Pioneer Girls, Christian Service Brigade, Vacation Bible School and a youth program. In 1981 a double portable was moved on to the property to provide space for the various programs along with space for the school.

Pastor Ross resigned In May 1982 and Associate Pastor Lyle Magnus was appointed interim Pastor. In October Rev. Rick Wilford accepted the call to serve as Senior Pastor. That summer there was a short-term missions project, the first of several trips to the Philippines, Africa, Mexico, Cambodia. In 1982 our first pastoral intern was hired.

In 1985 Pastor Rick resigned and Pastor Paul Polonenko, who was Minister of Christian Education, Youth and Music, was appointed Senior Pastor. Childrens Ministries, including the Kings Kids childrens choir continued along with the ministry at Rivercrest Nursing Home. In 1991 the church became entirely debt free.

In July 1991 Pastor Paul resigned and Rev. Dan Harstad accepted the call to serve as Senior Pastor. Cell groups grew to 13 with 154 people involved. By September 1997 average attendance grew to 260.

1999 marked our 25th anniversary and there was a great celebration of God's faithfulness to our church. We transitioned to two services in September 1999.

The year 2000 was a strong year for evangelism and baptisms with attendance increasing to an average of 300. In 2002 the church and school were recipients of a 10-acre parcel of land in the Southfort area.

The following year we saw 37 decisions for Christ, 21 baptisms, and 115 people go through the Alpha course. The Christmas cantata brought the message of God's love to over 700 people during three presentations. The Jesus Only Jesus capital campaign was embraced in support of the future relocation project. Additional acres were purchased to allow for services to the site.

The Vision to Grow campaign was launched in 2006 for the purpose of the actual servicing costs. Many in the community were blessed with three presentations of the Christmas musical at the Dow Centre.

In 2007 we secured title of the land in Southfort. That year Pastor Dan resigned. Pastor Ron Wurtz and Pastor Craig Cadwell carried the responsibilities in the interim. Pastor Ron resigned in 2008 for ministry in Lamont and Rev. Nori Anderson began his ministry as Lead Pastor.

In 2009 the initial $1M land transfer cost was paid down to approximately $215,000 outstanding. The decision to postpone the development was discussed with the congregation. 2010 saw the school relocate to its new premises provided by Elk Island Public Schools and the following year, our debt to service the property at Southfort was retired.

Pastor Nori resigned in 2014 and Pastor Craig Cadwell became interim Pastor while searching for a Lead Pastor. Our church teamed up with Families First for its first Christmas carnival. Pastor Craig was appointed Lead Pastor in 2015. The Church Renewal ministry out of Southland Church in Manitoba was explored with pastors and elders attending over a period of time.

In 2017 Pastor Craig resigned. With encouragement by the District, the Elders Board decided to take a 12-month period to refocus. In August Rev. Bob Claxton commenced his assignment as Transition Pastor with the purpose of bringing closure to the past, health to the present, and renewed vision to the future. At the end of the year of transition no suitable candidate was found, under the direction of the District, the Board of Elder's asked Pastor Claxton to commit to another year as Interim Pastor for another year as we continue to look for a new leader.

We look back with thankfulness for all the Pastors and volunteers who have faithfully served our congregation. As we enter our 46th anniversary year, we look forward to where God will lead us over the next phase of ministry.