



# Opportunity Profile

LEAD PASTOR  
HERITAGE ALLIANCE CHURCH

---

NELSON/KRAFT  
AND ASSOCIATES

# EXECUTIVE SUMMARY

Heritage Alliance Church, in Abbotsford, BC is a multi-generational church of approximately 300. Heritage values strong biblical preaching and teaching and desires to reach out to younger generations including children, youth and their families.

Heritage is seeking a Lead Pastor who will serve, equip and empower the congregation and staff to effectively reach out into their local and global community. The ideal candidate will relate well to people of diverse generations, ethnicities, backgrounds and social groups.



# WHO WE ARE

## Our Vision

We aspire to be caring people who are focused on Jesus, building community and impacting the world.

### We are Christ Centred

Jesus is our highest value. In everything we do, we seek to move closer to the image of Jesus Christ, discipling one another and undergirding all of life with prayer.

### We Live By God's Word

The Bible is God's inspired word and our complete guide for every aspect of faith and life today.

### We Are Spirit-Empowered

We understand that a vibrant relationship with God's Spirit is essential to effective living. We pursue, teach, equip, and model a Spirit-led life and celebrate God's work in transforming people.

### We Live On Mission

Through God's strength, we live out the good news of Jesus in all aspects and every phase of our lives, wherever that takes us. We impact the world both locally and globally with the message of God's love for all.

### We Care Deeply For The Whole Person

We are hands-on in meeting the needs of people at Heritage as well as those in our community and throughout the world. We seek to Restore wholeness, Nurture souls and Serve others.

### We Value Community And Belonging

We pursue building a strong community of belonging and engagement: spiritually, socially, inter-generationally and cross-culturally. We are a welcoming and inclusive, non-threatening and grace-filled community where one can both seek and grow in Christ.

### We Desire To Be Relevant

We strive to understand our times and creatively speak God's truth with excellence and authenticity.

### We Live Generously

God has given us so much. Ultimately, we are managers not owners, so we live with joyful generosity and thankfulness, freely giving of our time, talents and resources in service to Him.



# WHO YOU ARE



## **Spiritual Leader**

Your relationship with Christ is a central priority for you and it's evident in how you lead and interact with others. You discern God's voice and walk in surrendered obedience to Him. The fruit of your faith is attractive and inspires others to deepen and mature in their walk with God.

## **Biblical Communicator**

You are both a strong preacher and strong teacher of the Word. You communicate the truths of Scripture in a clear, thought provoking way that inspires others to grow in their understanding of faith in God.

## **Relational**

You are a highly relational, approachable, and friendly person who cares deeply and compassionately for others. You possess high personal and professional integrity with the willingness and ability to earn respect and trust. You deeply value serving others.

## **People Developer**

You are an effective mentor and coach building a healthy team around you who are empowered and equipped to lead. You are a collaborative team player with a servant heart. You handle adversity and conflict with emotional maturity in a timely manner.

# KEY RESPONSIBILITIES

The Lead Pastor provides strategic visioning and leadership to Heritage Alliance Church (HAC). He assists the Board of Elders and its Commissions in overseeing the life and direction of the church as well as aligns pastoral staff and congregants with Heritage’s Statement of Identity: “We aspire to be caring people who are focused on Jesus, building community and impacting the world.”

The Lead Pastor provides preaching, teaching and guidance on theological issues, oversight of all teaching ministries, missions endeavors, and required pastoral care. He directly supervises the Pastor of Congregational Life.

The Lead Pastor is accountable to the Board of Elders and the District Superintendent.

## 1. Vision Casting

- Provides the biblical foundation for HAC’s Identity and Core Values statement;
- Together with the Pastor of Congregational Life and the Board of Elders, provides input into the ongoing development of HAC’s Identity and Core Values as well as annual Vision Goals and ensures they are integrated through all of the church’s programs and services;
- Empowers congregants to use their spiritual gifting to perform HAC’s ministries within and outside of the church’s walls.



## **2. Preaching and Teaching**

- Trains, equips and empowers congregants in the truth of the Word of God in ways that inspire congregants to live their lives by these truths in practical and spiritual ways;
- Presents the Gospel in ways that are understandable to non-Christians and encourages HAC's pursuit of evangelism;
- Works with the Theological Commission to develop position papers on doctrinal and ethical issues affecting the Body of Christ which require clarification at HAC;
- Works with the Elders, the Pastor of Congregational Life (as the Teaching & Discipleship Commission) and staff to oversee curricula for all teaching ministries at HAC, assisting in discernment of spiritual needs that should be addressed through teaching and discipleship, and ensuring all HAC teaching aligns with sound orthodoxy;
- Encourages practical applications of teaching through ministry, service and missions.

## **3. Prayer**

- Models, teaches and provides opportunities for prayer.

## **4. Worship**

- Oversees all Sunday morning Worship Service-related activities with sensitivity to both Christian and non-Christian audiences.

## **5. Outreach and Evangelism**

- Oversees HAC's outreach ministries, such as Alpha;
- Supports the work of the Missions Commission in its various ways of liaising with missionaries and organization of missions conferences;
- Reaches our community in a post-pandemic world;
- Creatively connects people that are engaging through online platforms as well as people that attend in person;
- Furthers HAC's community impact; networks with other Christian leaders; builds partnerships with city ministries.

## **6. Pastoral Care**

- Visits congregants; ensures pastoral care is also provided through staff and visitation teams disciplined by him;
- Oversees pastoral care in milestone moments, including marriage, baptism, baby dedications, funerals, hospitalization and counseling.
- Chairs the Nominations Commission to discern and recommend new Elder candidates to the Board of Elders and the Congregation in advance of each Annual General Meeting.
- Oversees, supervises and works closely with the Pastor of Congregational Life to enhance the effective functioning of all areas of HAC's life and ministry.
- Periodically visits various ministries of the church to encourage them in their work and incorporates highlights of these ministries.

# QUALIFICATIONS

- A deep faith in, and love for, Jesus Christ;
- Bachelor of Theology degree required with Masters degree preferred;
- Demonstrated ability, spiritual maturity, spiritual gifting, and passion to carry out the duties and responsibilities of the position;
- Motivating and inspirational;
- Collaborative team player;
- Wise, Spirit-directed leadership;
- Minimum of 5 years of pastoral experience required;
- Excellent interpersonal relationship and conflict management skills;
- Prepared to be ordained and/or licensed by the C&MA;
- Good knowledge of computer software programs.



# SEARCH PROCESS

## OUR SEARCH TEAM

---



**MARK KRAFT**  
LEADING THE SEARCH

mark@nelsonandkraft.com  
778.982.4427

Mark is a trusted and sought-after executive search leader, with over 20 years of combined experience in the public and private sectors. Bringing a deep level of care and commitment to his clients, Mark has successfully led over 100 executive talent searches across Canada, for roles ranging from CEO to CFO, to COO. With his breadth and depth of experience, Mark has become a respected advisor and go-to expert for non-profit, charity, and faith-based organizations looking to source top executive talent.



**TIM WARKENTIN**  
SUPPORTING THE SEARCH

tim@nelsonandkraft.com  
604.562.4906

Tim is a certified coach, strategic planning facilitator and Birkman consultant. He brings thirty years of leadership development experience as an effective partner with not-for-profit leaders and organizations. Tim's consistent contribution is successfully guiding a process to achieve the clarity and perspective necessary to reach their strategic, operational and financial goals.

## ESTIMATED SEARCH TIMELINE

While every search is dynamic and time frames are hard to predict, the following is an overview of the expected timeline for this search:

**Application Deadline:** August 30, 2021

**Short List Interview:** September 25, 2021

**Start Date:** January 2022

**Location:** Abbotsford, BC

## HOW TO APPLY

Forward your resume and cover letter to [info@nelsonandkraft.com](mailto:info@nelsonandkraft.com).

Please note, qualified candidates for this search must be a Canadian resident at the time of application.

*Nelson/Kraft & Associates Inc. welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.*