

The logo for Living Hope Alliance Church features the words "LIVING HOPE" in a large, bold, sans-serif font. "LIVING" is in green, and "HOPE" is in blue. The letter "O" in "HOPE" is a blue circle with a white lightning bolt striking through it from the top-left to the bottom-right. Below "LIVING HOPE", the words "ALLIANCE CHURCH" are written in a smaller, green, all-caps, sans-serif font with wide letter spacing.

LIVING HOPE

ALLIANCE CHURCH

A white rectangular box with a thin black border containing the text "Lead Pastor Search Profile" in a black, sans-serif font.

Lead Pastor Search Profile

Helping everyone become what Jesus envisions

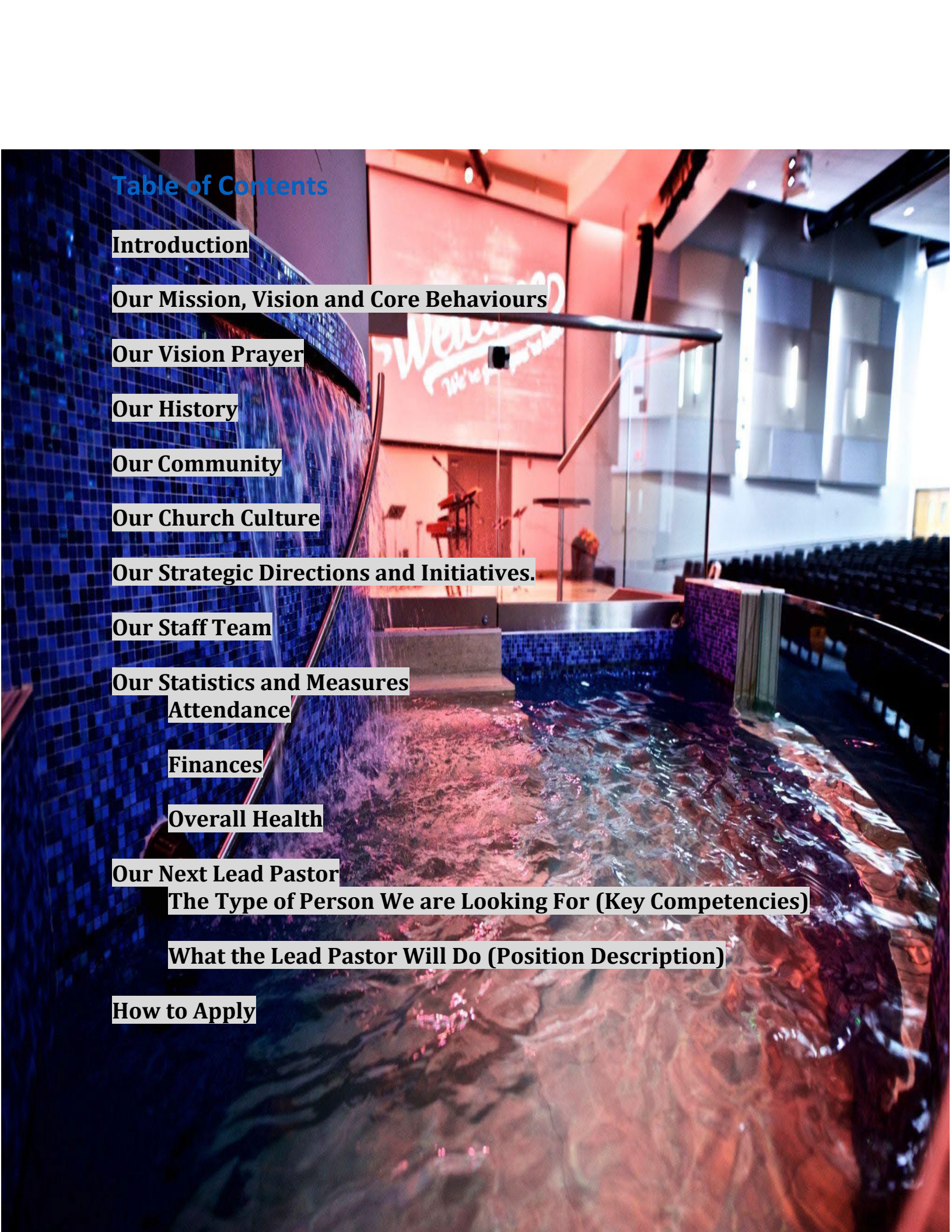


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Introduction

Living Hope Alliance Church, a medium-sized church of the Alliance Canada in Regina, Saskatchewan is seeking a new Lead Pastor. After a fruitful season of ministry, Living Hope's previous Lead Pastor, Kirk Cowman, was called to a new role in the Alliance Canada at the end of December 2022. In January 2023 Living Hope entered a season of transition and appointed an Interim Lead Pastor who is intentionally leading us to seek, listen, trust, and obey Jesus as He leads us to a candidate who will be an excellent fit for our church culture and staff team.

This document serves as an introduction to Living Hope Alliance Church, its community, history, culture, and values as well as the strategic directions and initiatives in which we are currently engaged. This document also provides information about what we are looking for in a Lead Pastor and how to apply for the position.

Please direct inquiries and applications to:

Kevin Gatschene,
Chair of the Pastoral Search Committee
apply@mylivinghope.ca

The posting will be open until May 17, 2023 Please read the "How to Apply" section before submitting documents for consideration. Incomplete submissions will not be considered. Applications received after the closing date will not be considered.

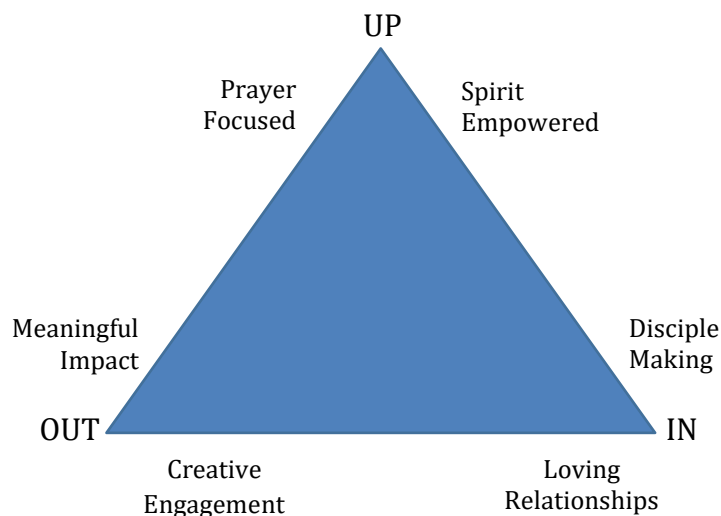


Our Mission, Vision & Core Behaviours

Living Hope exists to help everyone become what Jesus envisions. We believe that it is Jesus' vision for Living Hope that we would be a community of people who are passionately devoted to God, deeply committed to the people of God, and relentlessly focused on reaching the lost.

We use the phrase, "Up, In, and Out" to remind us of the three relationships we were created to live in. "Up" refers to our relationship with God; we want to be people who are passionately devoted to God. "In" relationships refer to our relationship with our church family; we want to be people who are deeply committed to each other. "Out" refers to our relationship with people far from God; we want to be people who are relentlessly focused on helping the lost find God.

We have defined six core behaviours that we believe will be increasingly evident in Living Hope as we live out the mission and vision Jesus has given us. Each core value relates to one of our three relationships (Up, In, and Out). The six core behaviours are:



UP - Prayer Focused – We live each moment in continual conversation, talking with and listening to God. Prayer will be as natural to us as breathing. Because we have learned to hear God's voice through the many ways he speaks, we will seek his presence and guidance before all else.

UP - Spirit Empowered – We live each day in the fullness, power, and presence of Holy Spirit. We let Holy Spirit guide us, change us, and empower us to live increasingly free from sin and on mission with God.

IN - Disciple Making – We are a community of disciples, apprenticing in the way of Jesus that he models and teaches in the Gospels. We are disciples who make disciples, passing on everything we have learned and experienced to others who are seeking to apprentice in the way of Jesus.

IN - Loving Relationships – We follow the example of Jesus; he embodied grace and truth in everything he did and every relationship he had. Grace is a free and unmerited favour, a love that never gives up. Truth is about being authentic, speaking and holding to what is true even when it is difficult. A truly loving relationship is one where both grace and truth are evident.

OUT - Creative Engagement – We creatively engage people far from God with the message of hope found in Jesus Christ. We are continually seeking new and creative ways to break down barriers and build relationships with our community and world.

OUT - Meaningful Impact – We plan with purpose and act with intention. We are continual learners and constant tinkerers, always improving on everything we do to ensure that we reach, connect, and help those to whom Jesus has called us. We desire Regina and our world to be better because Living Hope is part of it.

Our Vision Prayer

The following prayer was adopted by the Board of Elders for the church in February 2016 as a reflection of the mission and vision Jesus has given us and our desire to become what Jesus envisions.

Father by your Spirit...

Draw us close and create in us an unquenchable desire to sit at your feet and hear the whisper of your voice before all else.

Teach us the joy of living and learning in community. Unite us as a family of disciples that makes disciples.

Open doors into our community so that we may introduce Jesus and your Kingdom to our neighbours, city, and world.

In the name of Jesus, we ask these things for your glory and our joy.

Amen



Our Story

In 1928, God whispered to a small group of people, causing them to gather in homes to pray. The group began praying that the message and hope of Jesus would transform Regina and the world. Over the next 90 years, this group would grow and become what we know today as Living Hope Alliance Church.

From the very beginning, Living Hope has had an unwavering focus on God's mission, both locally and globally. Each decade since that beginning, we have faced the question of, "How can we help people far from God find their way to him and become what Jesus envisions?"

Our church was birthed in May 1928 by the small group who began praying for global missions and seeking the deeper life together. Evangelist Myrtle Bradley was called to be the first pastor of the church that formed. Ms. Bradley married Gordon Wishart in December 1928 and the two pastored the church into the 1930s.

In the 30's, we began reaching children in our community through Vacation Bible School, and the greater community through the 'Haven of Hope' radio broadcast. We also began ministering to Chinese immigrants during this time; this led to the birth of the Chinese Alliance Church in Canada in the 50's. During this decade, we met in several rented facilities. We built our first building in 1939. Our first building was known as 'The Alliance Tabernacle'.

In the 1940s, we continued to reach people throughout Regina with a weekly radio program and helped establish the Western Canadian Bible Institute (today known as Ambrose University) to equip men and women to engage in the local and global mission of God.

In the 50's, we began our MidWeek Kid's Club program and Women's Missionary Prayer Fellowship (WMPF) formed. We helped plant several new churches in the Regina area.

In the 60's, we began reaching teens in our community with our youth ministry and arranged for transportation for 80-100 children every week so they could hear about Jesus in our Sunday School. We also built a new building at a new location, named Hillsdale Alliance Church.

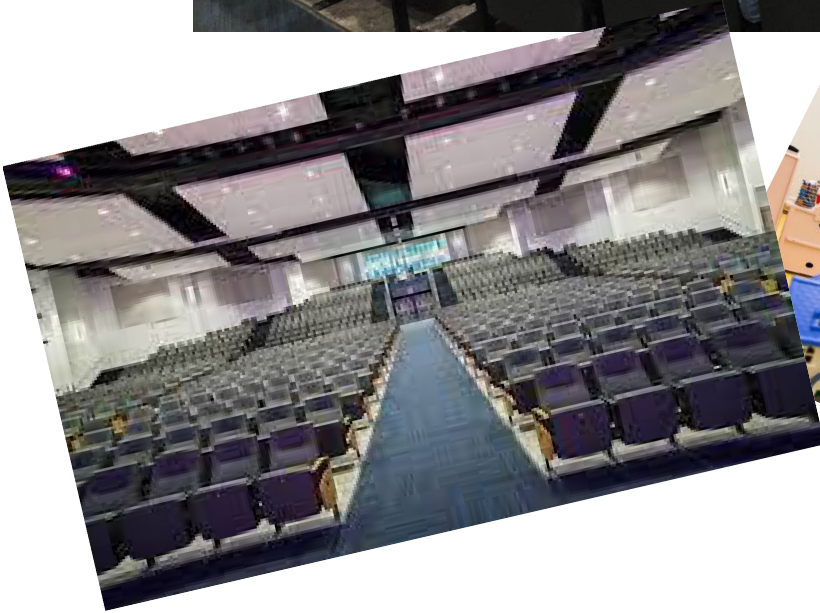
In the 70's, Richard Siple became our Senior Pastor; he led us in beginning home-based Bible studies. This has grown into the Groups ministry we have today. Rev. Siple served as our Senior Pastor for 14 years; his time as our Senior Pastor was a time when there was an emphasis on the deeper life.

In the 80's, our three worship services were filled to capacity each weekend and we began reaching out to market-place leaders through breakfast gatherings designed to engage the heart and mind of the leader. Our relationship with Canadian Bible College and Seminary (CBC/CTS), prior to their move to Calgary, made it possible for students to serve as short-term pastors as part of their training for other ministry roles with the Alliance Canada. For example, our current District Superintendent served for a season as a youth pastor with Hillsdale Alliance before graduating from CTS.

In the 90's, we began hosting an annual fall carnival for families in the community. We invited our neighbours to large musical events and programs that shared the message of Jesus. After Rev. Siple retired, we had several preaching pastors who also served as professors at CBC/CTS. Our church has been known since its birth for strong preaching that is firmly rooted in Scripture.

In the 2000's, our Alpha ministry helped many take next steps in their spiritual journey. We changed our name to Living Hope when we moved from our Hillsdale location to our current location in southeast Regina, after building a 66,000 square-foot facility. The first decade of the millennium was turbulent. Financial issues meant that we were unable to completely finish our new building - the kids ministry area was partially finished, and the sanctuary was left unfinished. Many of our congregants remained at the Hillsdale location, worshiping with the congregation who took over ownership of that building.

In 2011, Kirk Cowman joined our staff team as Associate Pastor and became our primary preacher soon after. He became our Lead Pastor in May 2015. The past twelve years have been a period of fruitfulness. We renewed our focus on the deeper life and mission. We were able to complete our building, including the children's ministry space and sanctuary, and we paved our parking lot.



Our Community

Regina is a growing and welcoming city, filled with opportunities. It is a great place to call home and raise a family. There is something for everyone - hundreds of parks, an abundance of sport and recreation facilities, arts and cultural centres, museums, and performance spaces. There are major attractions and events all year round. Libraries and bicycle pathways add to an exceptional quality of life. Regina has great schools; there are three school divisions. The Regina Public School Board administers all public elementary and high schools, including separate Christian and Muslim schools. The Regina Catholic School Board administers elementary and high schools with a Roman Catholic affiliation. The Conseil des écoles Fransaskoises is a French-only school division. There are three post-secondary educational centres in Regina - Regina Campus of the Saskatchewan Polytechnic, the University of Regina, and the First Nations University of Canada.

Living Hope is in the southeast corner of the city, in one of the fastest growing subdivisions of the city - The Greens on Gardiner. The communities around Living Hope are diverse and filled with families; 77% of the homes are occupied by married couples. 54% of the homes have children or teens. The median age is 32. Those who call Living Hope home live in the surrounding community and throughout the city (60-40 split).



Regina is the capital of Saskatchewan and the 16th largest city in Canada with a population of 262,320. 79% of the people are of European ancestry, 8.3% are Indigenous, 3.5% are Southeast Asian, 2.6% are South Asian, 1.6% are African, 0.7% are Latino and 0.6% are Arabic West Asian.

According to Statistics Canada, 27.1% of Regina's population has no religious affiliation. The religious community is 67.9% Christian, 1.9% Muslim, 0.8% Hindu, 0.5% Sikh, 0.5% Indigenous Spirituality and 0.2% Jewish. The most common Christian denominations are Protestant at 41.5% of the total population, Roman Catholic at 32%, and Eastern Orthodox at 1.8%. There are 8 C&MA churches in Regina.

Regina is the sunniest capital city in Canada. Regina is a four-season city that generally experiences warm springs and summers, pleasant falls, and cold, dry winters. Average temperatures range from 23 degrees Celsius in summer (73 degrees Fahrenheit) to -11 degrees C (12 degrees F) in winter. Average annual precipitation is 398 mm (15.3 inches) and is heaviest from June through August, with June being the wettest month with an average of 75 millimetres (2.95 inches) of precipitation. Snowfall in winter averages 116 cm (45 inches).



Our Church Culture

The following are key beliefs, ideas and programs that shape the culture of Living Hope:

Jesus is the Functional Head of the Church

We believe that Jesus is the head of Living Hope. He is actively leading us in real time. The job of our leadership team is to seek and listen to what Jesus has to say. We make plans, but Jesus orders our steps.

We Embrace the Person, Presence, and Power of the Spirit

We seek to have a vibrant and growing relationship with Holy Spirit. Through Holy Spirit Encounter events, we have grown in our understanding and experience of Holy Spirit's presence and power, and his purpose in the world and in our life.

We Regularly Engage in and Teach Listening Prayer

We believe God speaks through Scripture, dreams, visions, whispers, consolation and desolation, and many other ways. We practice listening prayer in our personal devotions, gatherings both large and small, and our corporate discernment times. We regularly teach our children, our teens, and adults how to hear God's voice.

We Care About the Health of Our Souls

Jesus teaches that what comes out of our mouths and is produced in our lives finds its roots in our souls. Because of this, we open our souls to the person of Holy Spirit and his transforming work. We recognize that unless we empty our souls of sin, unforgiveness, and wounds, our experience of his presence will be impacted. For this reason, we are actively surrendering to his transforming work and dealing with the darkness in our souls by bringing it into the light of Jesus.

We Love to Worship God through Music

Our history is filled with music - since our early days, we have been led in worship by quartets, choirs, ensembles, and more recently, worship teams/bands. We love to worship God by singing, and our worship gatherings include 6 or more contemporary worship songs led by 5-piece bands and 3-4 singers.

We Equip and Empower Women and Men to Lead in the Church

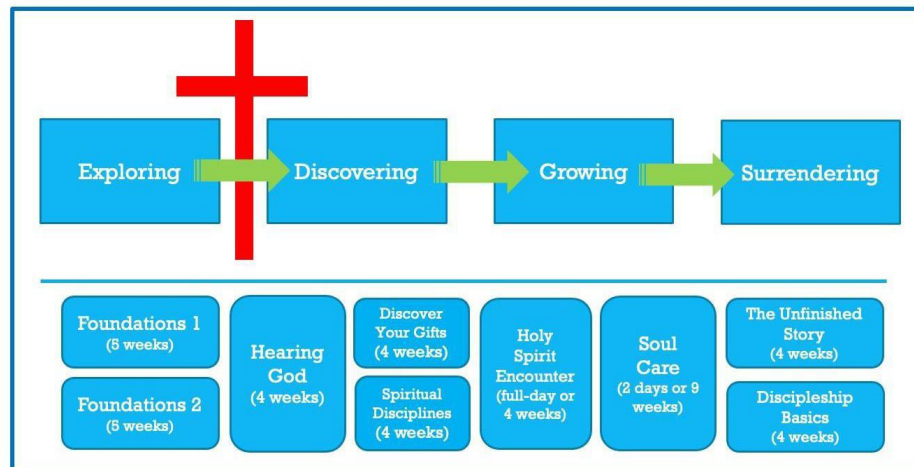
We believe that women and men are equally called and gifted to lead the church. While Living Hope only recently (2021) affirmed that both women and men can serve as elders, we have equipped and empowered women to lead since 1928, both overseas and in the local church. Our Board of Elders is currently represented evenly with men and women serving alongside each other.

We are an Intercultural Church

Our leadership has spent considerable time and energy learning how to be and lead an intercultural church. While $\frac{3}{4}$ of our congregation is of Euro-Canadian descent, the rest are of African and Southeast Asia descent. It is our desire to reach the nations and worship together as one church made up of many people groups.

We Have a Discipleship Pathway to Help Us Apprentice in the Way of Jesus.

Over the last decade we have developed and refined a series of courses that we believe will help anyone apprentice in the way of Jesus. These courses are currently delivered to adults through weekend events and our MidWeek program. It is our desire to make these courses available as Community Group curriculum and to adapt them for teens and kids.



We engage F.R.A.N.C. with the Gospel through our B.L.E.S.S. Practices

F.R.A.N.C. stands for Friends, Relations, Acquaintances, Neighbours and Colleagues. We proclaim the Gospel to these people through our B.L.E.S.S. practices which involve:

- Beginning with Prayer – We begin each day by asking God how we can reveal Jesus and his love to the people in our life.
- Listening with Care – We show the love of Jesus by listening to the people in our lives, while also listening for guidance from Holy Spirit on what he might like us to say or do on his behalf in their life.
- Eating Together – We demonstrate that people matter to us and make space for the Kingdom of God to come by eating with the people the Spirit has led us to.
- Serving with Love – We serve the people the Spirit has led us to by doing things for them without expectation of anything in return.
- Sharing our Story – When the Spirit prompts us, we share the story of how Jesus has changed our life.

The B.L.E.S.S. practices are part of our everyday rhythms; we engage in one or more of the practices every day.

We are Globally and Locally focused

We are a local church that is making a difference in our community, sharing the Gospel, making disciples, and feeding and caring for those in crisis, in need, or marginalized. We are also a global church with a strong heritage of sending and supporting international workers in and among least-reached people groups.

We are Generous Stewards

We recognize that God has blessed us with resources that others do not have, and we seek to steward and use those resources for his glory and the advancement of his Kingdom.

Our Strategic Directions and Initiatives

In February and March of 2020, the elders, staff and key leaders met over a series of weekends to engage in listening prayer to hear what Jesus loves about Living Hope, and where Jesus would like to lead us. The outcomes of the discernment gatherings were collated and approved by the board as key strategic directions and initiatives the church would undertake over the next five years. COVID-19 delayed movement towards the goals; in May 2022, the Board of Elders affirmed that the directions and initiatives below will continue to be the strategic focus of the church for the next five years:

UP – Becoming Passionately Devoted to God

We desire to live lives of continual communion with God through the indwelling of the Holy Spirit - lives where prayer is as natural as breathing and we regularly hear God's voice as we would a friend. We believe Jesus is inviting us to integrate communion with him into every aspect of our life.

Over the next five years, we will seek to:

- Inspire and equip adults, teens, and children to move deep into the river of the Holy Spirit's presence and experience his filling and leading.
- Teach, practice, and model listening prayer in every program and gathering of the church.
- Graciously and lovingly deal with sin and the baggage in our soul that keep us from encountering God.
- Create engaging and relevant worship experiences that model passionate devotion to God; they can be experienced online and in person, through an online campus, house churches and onsite gatherings.

IN – Becoming Deeply Committed to Making Disciples

We desire to be disciples who make disciples who make disciples by creating an environment where everyone is being discipled, and also discipling someone. Jesus wants us to be intentional in what we do, to model a lifestyle of disciple-making, to take risks of faith, and to call each other to go deeper and farther with Jesus. Over the next five years, we will seek to:

- Develop and communicate a discipleship pathway for every age-group that makes use of large, mid-size and small group training, mentoring triads, and experiential learning which can be engaged with in-person and virtually.

- Create a thriving network of inter-generational community groups that gather to dig deeper into the weekend worship gathering's BIG IDEA. The number of people engaged in a weekly or bi-weekly community group will exceed the average weekly worship gathering.
- Transform our serving and task groups to becoming holistic groups, where people serve, find community, and grow in Christ together.
- Create a leadership pathway that develops leaders by helping them to identify their S.H.A.P.E (Spiritual Gifts, Heart, Abilities, Personality and Experience), build character, and increase leadership proficiencies through classroom and mentoring experiences that can be experienced in-person and virtually.
- Provide opportunities, both within and outside the church, for people to put their S.H.A.P.E. into action in challenging and stretching ways.

OUT – Becoming Relentlessly Focused on the Mission of God

We desire to live out Jesus' vision in Acts 1:8 and become Spirit-empowered people who are witnesses of Jesus' presence, power, and purpose where we are and wherever we go. Jesus is inviting us to follow him into places and situations that are uncomfortable and join him as he invites everyone into a relationship. Jesus has uniquely placed us where we live, work, and play to be his messengers and fulfill his vision and mission. Over the next five years, we will seek to:

- Equip, apprentice, and send everyone into the local mission and/or global mission that Jesus is inviting them to.
- Begin to reach out to the new Canadians and international students in our neighbourhoods to help them find community and relationship with Jesus.
- Form strategic partnerships with businesses and community organizations to eradicate poverty and domestic violence in our city.
- Create a network of missional communities that are reaching into their home communities.

Our Team and Ministries

Living Hope has an effective and collaborative ministry team that provides leadership and equips the people of Living Hope. Living Hope's ministry team includes both unpaid and paid members who serve on the Board of Elders, Core Ministry Team, or Staff Team.

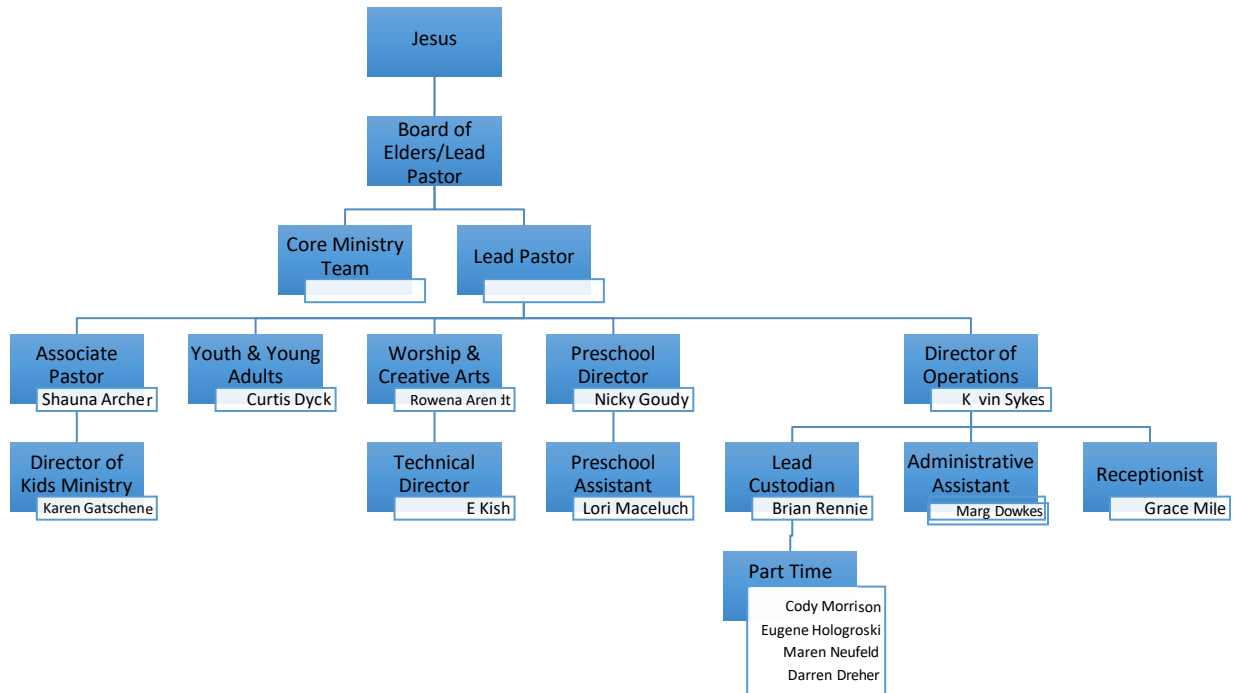
The Board of Elders, composed of men and women, sets the mission and vision of the church. It is responsible for the membership of the church, policies, finances, and oversight of the Lead Pastor.

The Core Ministry Team, composed of men and women, includes the elders and pastors of the church, along with key leaders from core ministries in the church. Appointed by the Board and led by the Lead Pastor, the Core Ministry Team advises and collaborates with the Lead Pastor on developing and executing strategies to fulfill the mission and vision Jesus has given to the church.

The Staff Team is composed of paid men and women who report to the Lead Pastor and execute the strategies of the church to accomplish the mission and vision Jesus has entrusted to the church. The Staff Team currently consists of:

Full Time (32 hours or more)	Part Time
Interim Lead Pastor	Administrative Assistant
Associate Pastor	Custodians and Rental Hosts (x3)
Youth & Young Adults Pastor	Technical Director
Worship & Creative Arts Pastor	Preschool Assistant
Kids' Ministry Director	
Director of Operations	
Preschool Director	
Receptionist / Administrative Assistant	
Lead Custodian	

The Board of Elders, Core Ministry Team and Staff Team are related to each other in the following ways:



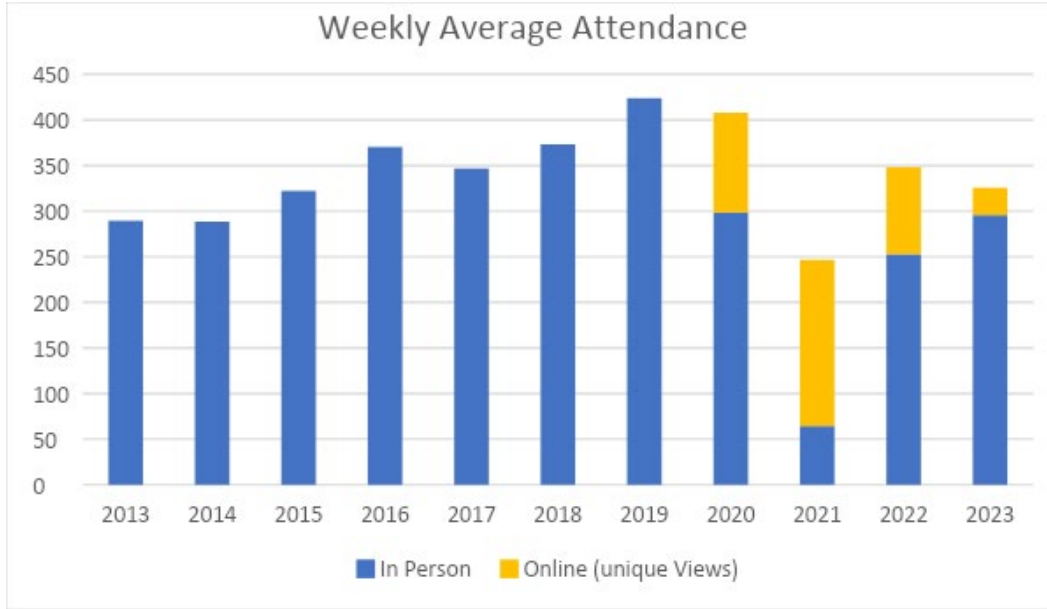
The Staff Team has four key values that define how they relate and work together.

- Mission Driven – We view everything we do as a mission, not a job. We make every decision and carry out every action with a keen awareness and focus on the mission that Jesus has given to Living Hope.
- Move the Ball – We set goals and act with strategy and intention to achieve them. We know how our day-to-day tasks contribute to accomplishing the mission.
- Not every play (action) is a touchdown (achieves a goal), but every play (action) moves the ball (moves us closer to the goal).
- Make it Better – We do not strive for excellence; instead, we strive to always improve ourselves and what we do. We seek to make the good great. We are continuous learners and constant tinkerers.
- Invest in Relationships – We will not sacrifice relationships for tasks or goals. We work best in a team and are constantly looking for someone to build into. We care about each other and each other’s families.

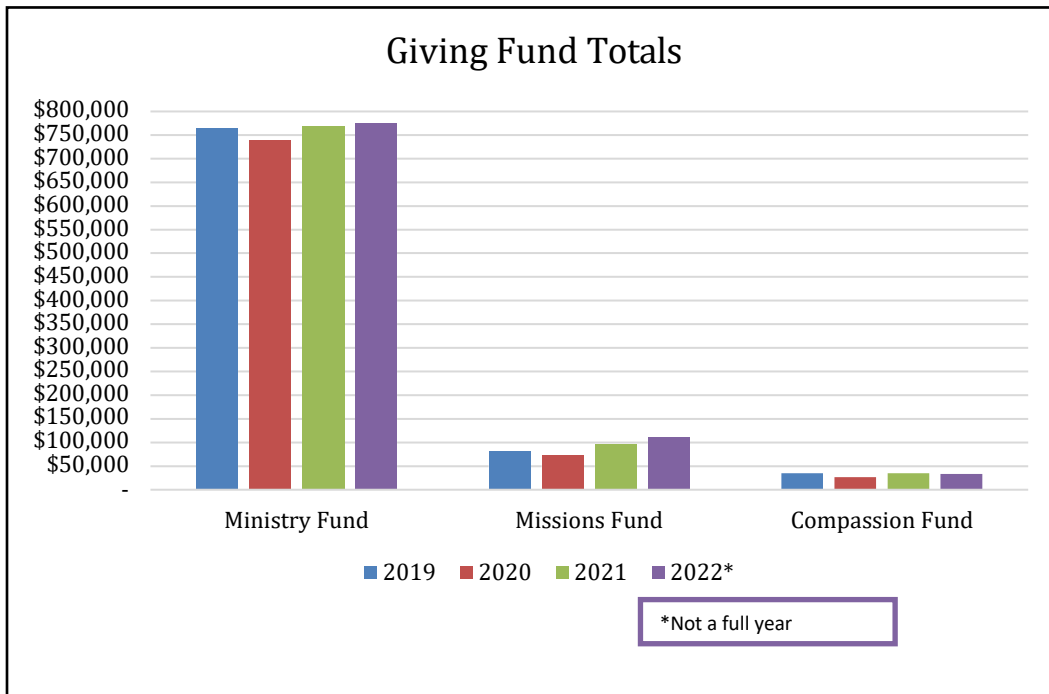
We are looking for a Lead Pastor who will fit with our staff team and make it better. We anticipate there may be changes to our Staff Team but anticipate the Lead Pastor will learn about and work with our team and its culture for 6-12 months before making substantial changes.

Our Statistics and Measures

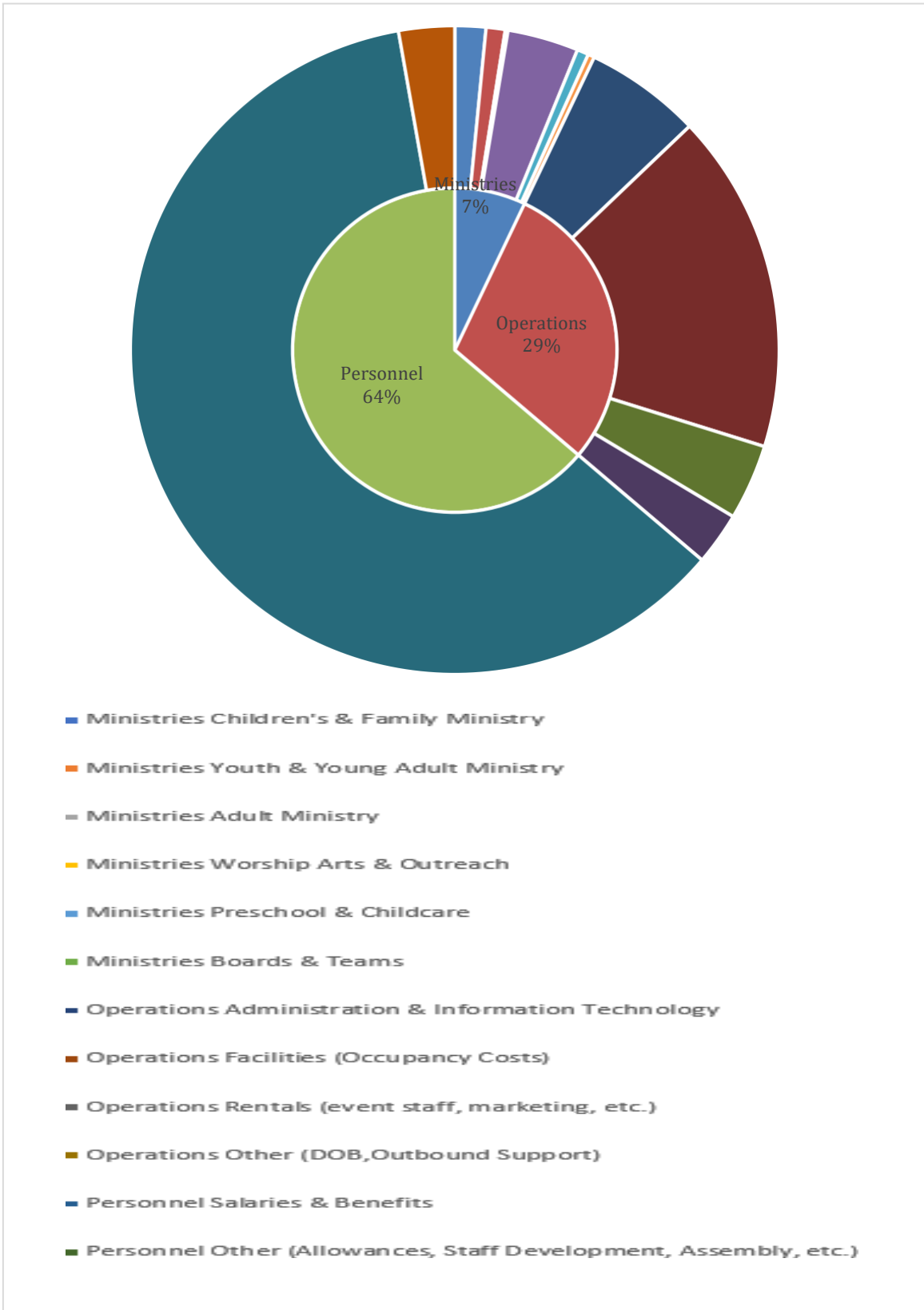
Attendance



Finances
Annual Giving



Annual Ministry Fund Budget Expenses

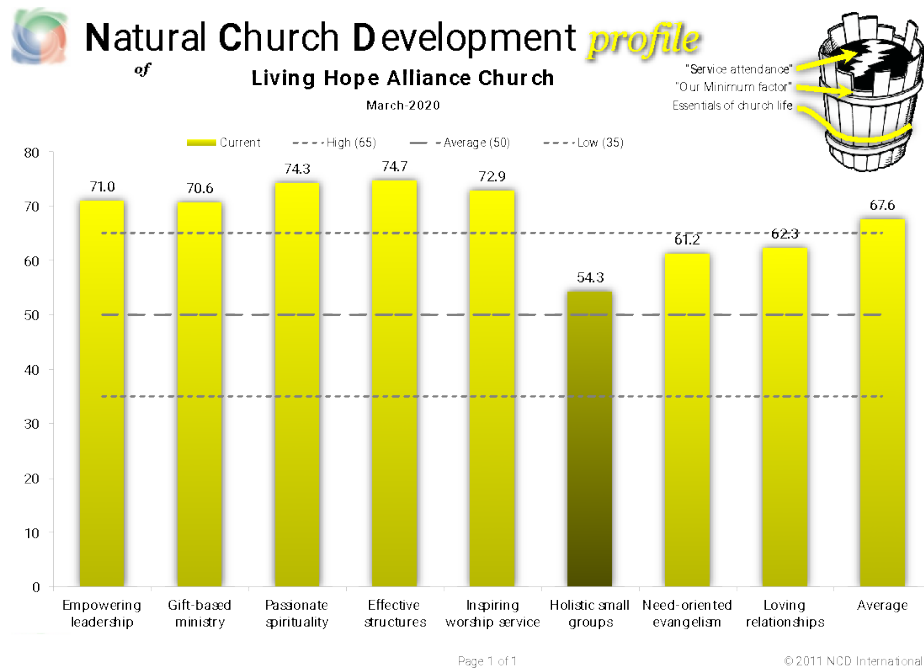


Download Living Hope’s 2021-22 Annual Report at:
<https://www.mylivinghope.ca/wp-content/uploads/2022/09/2021-22AnnualReport.pdf>

Download Living Hope’s 2020-21 Annual Report at:
<https://www.mylivinghope.ca/wp-content/uploads/2021/09/Annual-Report-2020-21.pdf>

Overall Health (Based on Natural Church Development Survey)

Just prior to the outbreak of COVID-19 a Natural Church Development Survey was conducted that showed the health of the church. While we expect that some of these indicators may have declined during the pandemic, we expect that there continues to be health in each of these areas.



Our church will be updating our NCD profile in the spring of 2023

Our Next Lead Pastor

The following section outlines what we envision our next lead pastor will be like, the core competencies they will demonstrate, what they will do, and a description of the role in which they will serve.

The Type of Person We are Looking For (Key Competencies)

ESSENTIAL CHARACTER QUALITIES

- Love for Jesus and a walk with God that is nourished by a consistent devotion to scripture and prayer, and regular communion with Holy Spirit.
- Deep humility and a teachable spirit with an awareness of their need to live and lead in relationship with others.
- Trustworthy character, known for personal integrity.
- An attitude of respect, obedience, and accountability to the Lord and those in authority over the pastor.
- A disposition of patience, grace, and mercy to those under the pastor's authority.
- Love for community, demonstrated in words and actions of blessing and compassion.
- Personal discipline and perseverance through obstacles that may arise in Ministry, resulting in dependably accomplishing the tasks and attaining the goals set by Living Hope leadership.

NECESSARY ATTITUDES

- Dedication to a life of prayer and careful attention to Holy Spirit
- Enthusiasm about developing innovative approaches to demonstrate love and service to our local community and beyond.

- Eagerness to see Holy Spirit work in new and powerful ways among those who attend Living Hope and all those to whom we minister.
- Commitment to a collaborative working environment with the Board, Core Ministry Team, and the staff.
- Unreserved willingness to lead from the theological perspective of The Alliance Canada and serve in an egalitarian leadership structure.
- A desire to experience ongoing growth and development in their spiritual, personal, and professional lives.

CORE COMPETENCIES

Leadership and Vision Casting

- Able to help discern, develop, and communicate the vision God has given to Living Hope and mobilize the church's leaders and congregation to pursue it.
- Provide confident, hope-filled leadership which inspires staff, elders, and congregants to deepen their relationship with God and embrace opportunities to love their neighbours.

Administration and Management

- Able to collaborate with a Core Ministry Team to oversee and coordinate all ministries within the Church.
- Able to engage in the planning and review of budgets and financial accounts.

Team Building

- Able to help assess the giftings and skills of Living Hope pastors and staff and assign them appropriate roles and responsibilities.
- Leads all teams, in such a manner to build high morale and group commitments to ministry goals and objectives.

Equipping, Mentoring, and Disciple-Making

- Possesses wisdom and discernment into individual brokenness and God's faithfulness, and equipped to speak meaningfully into individuals' lives.
- Creates a hospitable space of trust and intimacy with others in order to help them grow into a mature walk with God and service to others.
- Equips and trains others to do the same.

Preaching, Teaching, and Evangelism

- Skilled at presenting the truths of God's Word to youth and adults in a way that is both understandable and meaningful in the context of their lives.
- Enthusiastic about clearly communicating the Gospel of Jesus to non-believers as well as Christians at any level of maturity.

What the Lead Pastor will Do (Position Description)

Purpose

To lead people in a growing relationship with Jesus Christ by inspiring and engaging everyone in the mission of God and the strategy of Living Hope.

Responsibilities

Being with God - 10% of time

- Makes being with God their top priority and allows their doing for God to flow out of their identity and relationship with God.
- Engages in intercessory prayer and listening prayer in order to ensure alignment with Jesus' heart and will for His church.

Vision & Strategy – 25% of time

- Provides Spirit-directed, visionary leadership for the entire church, with a goal of drawing, developing, and deploying fully devoted followers of Jesus Christ.
- Casts vision, develops long-term strategies, and evaluates the progress of the church toward accomplishing biblical purposes.

- Guides the ministry of the Board of Elders, equipping them for effective spiritual and administrative leadership of the church. They are automatically the Chair of the Board of Elders unless they choose to appoint another Elder as Chair.
- Stimulates and leads the church in meeting the physical and spiritual needs of the community and city.
- Develops and oversees budgets that are an expression of the mission, vision, and strategy of Living Hope. Budgets are developed with the assistance of staff and volunteers and submitted to the Board of Elders for approval before they are submitted to the membership for final approval.

Preaching/Teaching – 25% of time

- Stimulates the on-going spiritual formation of the congregation as the lead teacher/communicator by preparing and preaching biblically based, life-applicable messages.
- Equips, coaches, and unleashes gifted, qualified communicators to preach and teach.
- Oversees the planning and leading of worship services.

Discipleship & Leadership Development – 25% of time

- Ensures that there is a clear and easily reproducible process in place for helping every believer (regardless of age) grow in relationship and maturity with Jesus Christ.
- Models and trains others to intentionally build relationships with people outside of Christ, and seek to influence them to cross the line of faith.
- Fosters the cultivation of authentic, caring relationships among believers, championing healthy and multiplying small groups.
- Oversees and encourage multiplication ministry by developing and empowering both the staff and lay leadership of the church.
- Trains and mobilizes “leaders of leaders”, investing in the lives of the few for the benefit of the many.
- Provides leadership to all staff, ensuring that each staff person is aligned with the mission, vision, and values of Living Hope. Makes certain that each staff person has regular meetings with their supervisor, has an annual review and has a professional development plan in place. Hiring of staff is done in consultation with the Board of Elders and District Superintendent.

- Mentors, monitors, and motivates pastoral staff members toward balanced growth in Christ-like character and ministry competency.

Other – 15%

- Ensures that Pastoral Care is provided for the congregation and greater community as needed.
- Performs weddings, funerals, baptisms, and home or hospital visitations as needed.
- Oversees Living Hope’s Preschool and Childcare Service. Serves as the Chair of any Advisory Board unless they choose to appoint another member as Chair.
- Cultivates cooperative relationships with pastors in the community, promoting kingdom partnerships in reaching out to people in the region.
- Represents the church within the Alliance Canada nationally and within the district. When invited, they use their gifts, strengths, and talents to assist national and district leadership in furthering the mission and vision of the Alliance Canada.
- Assumes responsibility for all ministries of Living Hope Alliance Church.

Accountable to

- Board of Elders
- District Superintendent of the Midwest District of the Alliance Canada.

Accountable for

- All Staff
- All Volunteers

Work Schedule

40 hours/week

How to Apply

If you would like to be considered for the position of Lead Pastor with Living Hope and:

- You hold a ministry degree from an ABHE or ATS-accredited college or seminary.
- You are currently licensed to minister with the Alliance Canada
- It is preferred that you have experience leading a mid-sized congregation with multiple staff
- You are currently legally entitled to work in Canada.

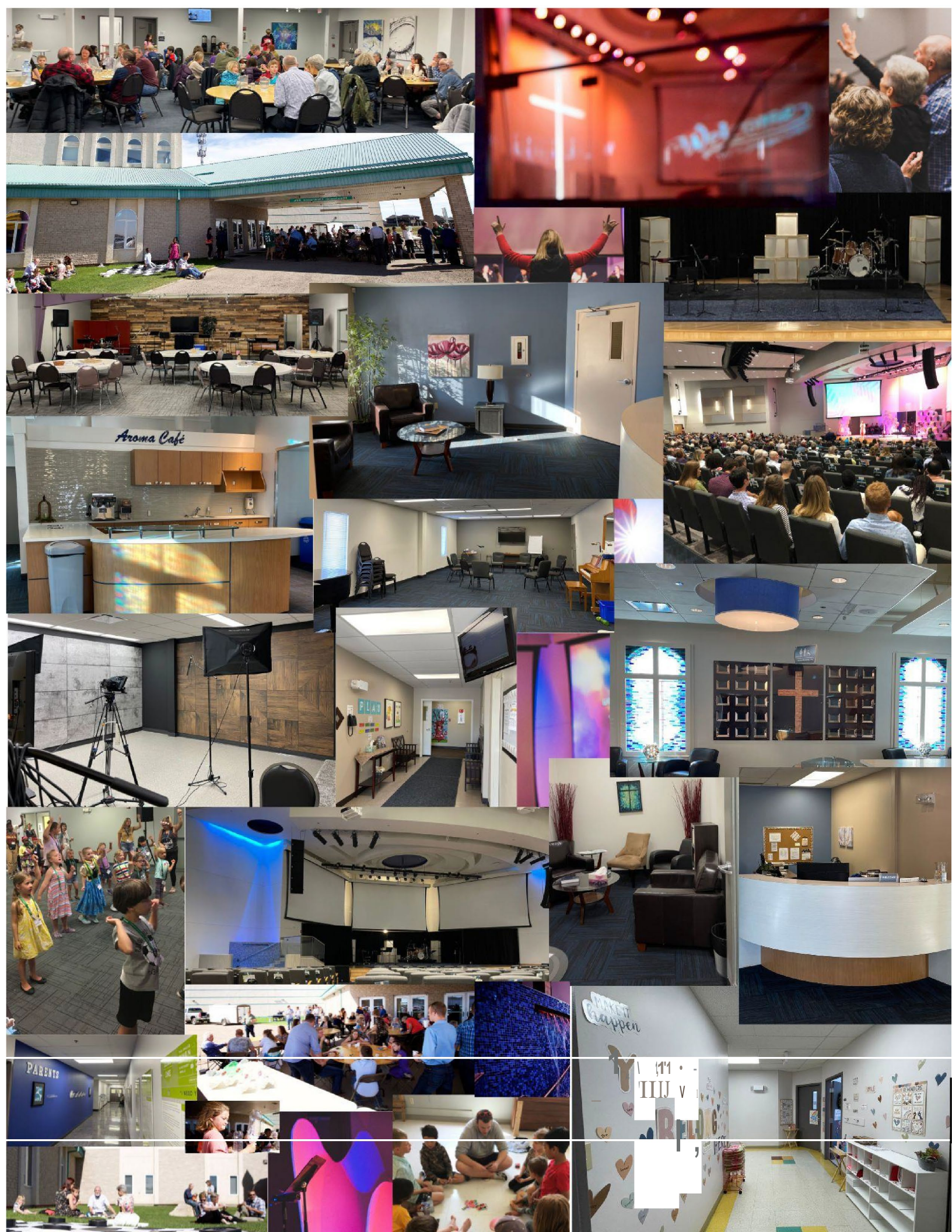
Then we invite you to submit all the following documentation for our search team to consider:

- A summary of your educational and occupational history.
- A statement of your personal testimony, including your journey to vocational ministry.
- 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 at least two 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.

Documents should be submitted to:

Kevin Gatschene, Search Committee Chair
apply@mylivinghope.ca

The posting will be open until May 17, 2023, or until a suitable candidate is identified. Incomplete submissions will not be considered. Your submission will be acknowledged by email; however, only those applicants we are interested in will be contacted further. Applications will not be reviewed until after the position's closing date.



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