

FORT MACLEOD ALLIANCE CHURCH
Fort Macleod, Alberta
LEAD PASTOR PROFILE 2025

This document has been created to provide prospective pastors a fuller understanding of Fort Macleod Alliance Church (Fort Macleod, Alberta) and the type of Lead Pastor the church is seeking to hire. This is the guiding document for the Fort Macleod Alliance Pastoral Search Committee. Interested pastors may contact the District Coach of the Western Canadian District or the Chair of the Fort Macleod Alliance Pastoral Search Committee.



Fort Macleod Alliance Church

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The posting will remain open until December 15, 2025 OR until a suitable candidate is identified.

Table of Contents

I. Church Profile II. Community Profile III. Candidate Profile IV. Appendix

I. Church Profile

Fort Macleod Alliance Church was founded in 1984 by Rev. Al and Anne Walters under the sponsorship of the Western Canadian District of the Christian and Missionary Alliance. Planted in a small southern Alberta town shaped by Catholic, Reformed, and Latter-day Saints traditions, the church began with door-to-door ministry and a home worship gathering of 13 people. Despite early challenges, the church steadily grew through a strong emphasis on hospitality, Bible teaching, and community outreach.

Over the years, the congregation met in various rented spaces before completing its own church building in 2000: a milestone representing years of prayer, perseverance, and volunteer commitment. Leadership transitions followed, with pastors including Rev. Barry McLeod, Rev. Gordon Hallett, Rev. Ralph Light, and Rev. Kevin Roberts. Under Pastor Roberts' leadership, the church experienced significant growth, peaking at an average Sunday attendance of 160 in 2019.

The COVID-19 pandemic brought challenges, leading to a decline in attendance and momentum. In 2024, the average weekly attendance stands at 78.

Vision: Core Values:

Identified Values and Strengths

- Commitment to God's Word and gospel-centered preaching. Holding fast to the scriptures as the map to guide the congregation
- Emphasis on prayer and spiritual growth.
- A welcoming and loving community

Current Focus and Vision

- Empowering congregants for shared outreach- partnership with leadership and taking personal responsibility for representing our church in the community.
- Developing intentional discipleship for spiritual growth
- Clarifying and implementing a renewed vision for ministry and direction of FMAC. Leading the congregation into the next chapter while opening the door to create space for individuals to partner together.

Although the Covid years were difficult, Fort Macleod Alliance church is currently going through a time of renewal and rebuilding. Transitional pastor Don Neufeld has been leading the congregation forwards with fresh energy, unity, and purpose, ready to welcome the next pastor that God provides to lead FMAC into its next chapter

1. Resources - Staff

1. One full time pastor
2. One Part Time Office Administrator
3. One Part Time Custodian

2. Average Attendance

- Average Attendance 2024: 78
- Average Attendance 2025: 80 (Total – Adults= 50 Children = 30)

3. Ministries: Church Ministries

- Sunday Services
- Small Groups Bible Studies
- Discoveryland (Sunday School for ages 3+)
- Women's Bible Study
- Youth Group Programs → Men's Groups
- 55+ Connection Group

Outreaches:

- Foothills Centre - Addiction Treatment Center - Weekly ministering & meeting with residents
→ VBS
- Meals on Wheels
- Operation Christmas Child
- Southern Alberta Bible Camp - Partners with this ministry
- Annual Church Service in Centennial Park
- Christmas Program Outreach (Community movie night, music and bon fires, hayrides, face painting)
- Foodbank Shopping Cart Partnership

4. Facilities:

The church owns its building mortgage-free, which includes a sanctuary, fellowship hall, classrooms, nursery, kitchen, washrooms, and a dedicated parking lot.

5. Finances:

General Fund Income:

- (July 2023 – June 2024): \$157,489 •
- (July 2024 – June 2025): \$140,268

II. Community Profile

Why Choose Fort Macleod?



Stunning Scenery, Unbeatable Location

- Nestled near the base of the Porcupine hills, Fort Macleod offers breathtaking views of the foothills, Rocky Mountains, and Oldman River.
- Only 30 minutes from Lethbridge, 1.5 hours from Calgary, and 1 hour from Waterton Lakes National Park. Enjoy small town living with big city access.



Affordable Living

- With a median house price of just \$347,000, Fort Macleod offers affordable and family-friendly real estate.
- Safe, welcoming community with a population of approximately 3,200 people.

A Town on the Rise

- Fort Macleod is a community going through a resurgence of growth with 20% population growth in the last 5 years.
- Driven by diverse industries including manufacturing, agriculture, and tourism.



A Rich History with Modern Appeal

- Home to the original North-West Mounted Police (NWMP) barracks, founded in 1874: a birthplace of Canadian law enforcement and the oldest town in Southern Alberta.
- Visit the Fort Museum of the NWMP and First Nations Interpretive Centre and experience the iconic NWMP Musical Ride!
- Our Historic Main Street has starred in multiple movies and TV shows, giving the town a cinematic charm and cultural appeal.
- Historic Santa Clause Parade - brings out of town guest



🏠 Amenities That Support Your Lifestyle

- Two grocery stores, restaurants (casual and fast food), a bakery, coffee shop, and convenience stores.
- Multiple gas stations, public services, and local businesses.
- Public schools from K–12 and recreational spaces for children and families. Private schools are also offered in the area, with options for Christian education and bussing from town.
- Post Secondary Schools - University of Lethbridge (51kms), Lethbridge Polytechnic (56kms)
- Fort Macleod Health Centre includes Care Facilities
- Midnight Stadium - Summer Night Rodeos

🌲 Outdoor Adventure Awaits

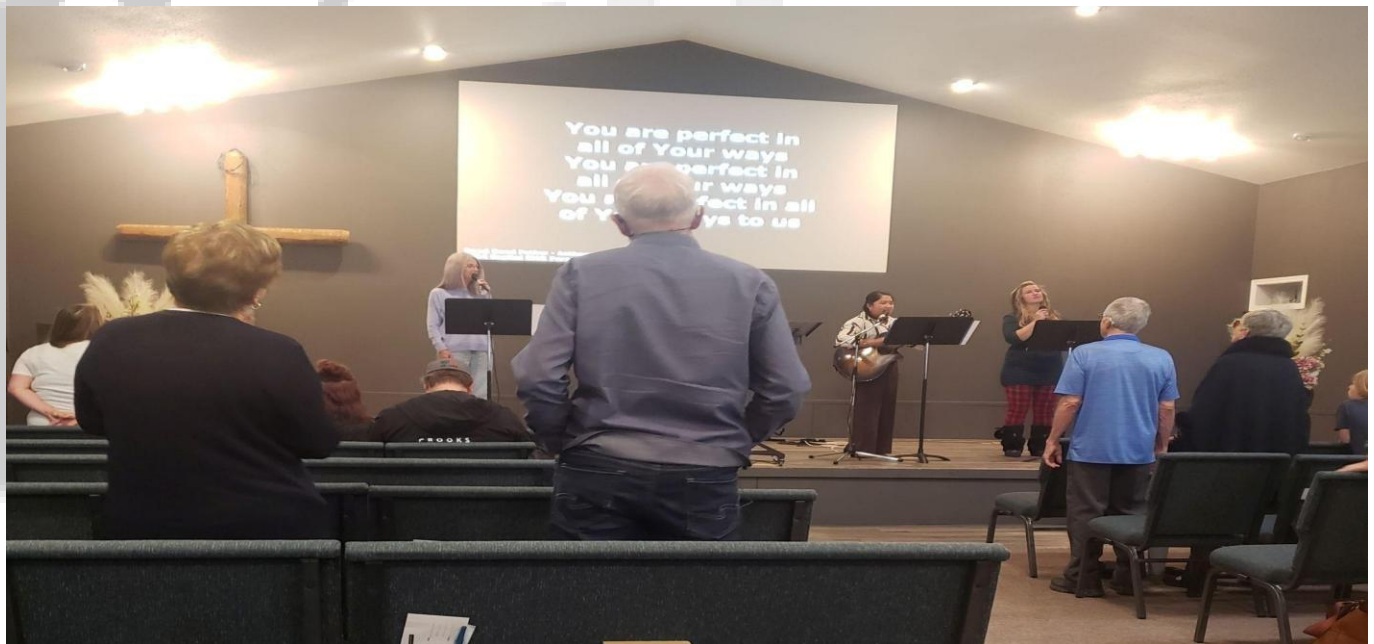
- Discover the River Valley Wilderness Park, perfect for hiking, fishing, and nature watching.
- Enjoy the growing network of paved pathways along the Oldman River: ideal for biking, jogging, or a peaceful walk.
- Several Reservoirs near by for boating and fishing
- Small drive to Waterton National Park & Crowsnest Pass
- Splash Park, skateboard park, outdoor pool, curling and skating rink • River Bike Path



Spiritual Climate

The following churches are found within Fort Macleod:

- Netherlands Reformed Congregation Church
- United Church
- Holy Cross Roman Catholic Church
- The Anglican Parish of Christ Church
- The Church of Jesus Christ of Latter-day Saints
- **Fort Macleod Alliance Church**



III. CANDIDATE PROFILE

The Lead Pastor of Fort Macleod Alliance Church serves as the spiritual leader of our church family—leading, guiding, and equipping us to fulfill the mission God has entrusted to us. We are seeking a pastor who deeply loves the Lord and is intentional about growing in his personal walk with God. Out of that deepening spiritual life, and through the power of the Holy Spirit, he will lead us as a congregation.

We desire a pastor who is committed to life and ministry in a rural setting, one who recognizes the value of people and seeks to be actively involved in the wider community.

CANDIDATE REQUIREMENTS

Applicants must be eligible to work in Canada before being hired.

Applicants must be licensed with The Christian and Missionary Alliance in Canada and, if not already ordained, be willing to pursue ordination within the denomination.

Applicants are expected to sign the [C&MA “Call to Excellence”](#) document, affirming their commitment to personal integrity and ministry standards.

A deep commitment to the [core values and theology of the C&MA](#) is required, along with a desire to participate in denominational initiatives and to serve under the leadership of the Western Canadian District (WCD).

Applicants must meet the educational requirements established by the C&MA—typically a theological degree at the undergraduate level or higher from an accredited institution, or an approved equivalent as determined by the denomination.

CHARACTER

Humility – Demonstrates humble dependence on God and a willingness to submit to authority (1 Peter 2:13–15). Not prideful or self-focused but sincerely desires to build up and empower the congregation.
Courageous – Takes initiative and speaks truth with grace and sensitivity. Balances a natural desire to please others with Christlike integrity, embodying both grace and truth.

Integrity – Lives a consistent life marked by honesty, transparency, and self-discipline.

Man of the Word – Grounded in Scripture, walking in godliness, sensitive to the Spirit’s leading, and devoted to prayer.

Lover of People – Approaches others with patience, kindness, and genuine interest, connecting well on a personal level.

Compassion for the Lost – Demonstrates a genuine heart for those far from God, showing gentleness and compassion in conversation and action.

Emotional Maturity – Understands that true spiritual maturity includes emotional maturity. Has weathered life’s highs and lows, learning resilience, humility, and grace through experience.

COMPETENCIES

Gifted Communicator – Effectively teaches God’s Word with clarity and life application and listens with empathy and discernment. **Comfortable Amongst Others** – Lives his faith authentically and naturally within the community, seeking opportunities to serve and build relationships.

Musical Ability – Musical gifts are appreciated but not required.

Leadership Development – Seeks to lead the congregation in impacting the community for Christ. Exercises pastoral skills and wisdom in bringing others along in advancing God’s Kingdom.

Strategic Thinker – Sets clear goals and follows through with disciplined action. Able to distinguish between effective administration and unnecessary busyness, taking deliberate and timely steps toward effectiveness in ministry.

Visionary – Seeks God’s direction for the church with others and, over time, discerns and develops a clear and compelling vision for Fort Macleod Alliance Church’s Future.

Student of the Culture - An ability to understand and courageously speak to the culture around us in ways that build up and strengthen the congregation.

Strong Work Ethic – Models a healthy balance between family life and ministry. Fully committed (“all in”) to his responsibilities at home, in the church, and in the community. Known as a diligent worker who fulfills commitments with excellence and integrity.

APPLICATION INSTRUCTIONS

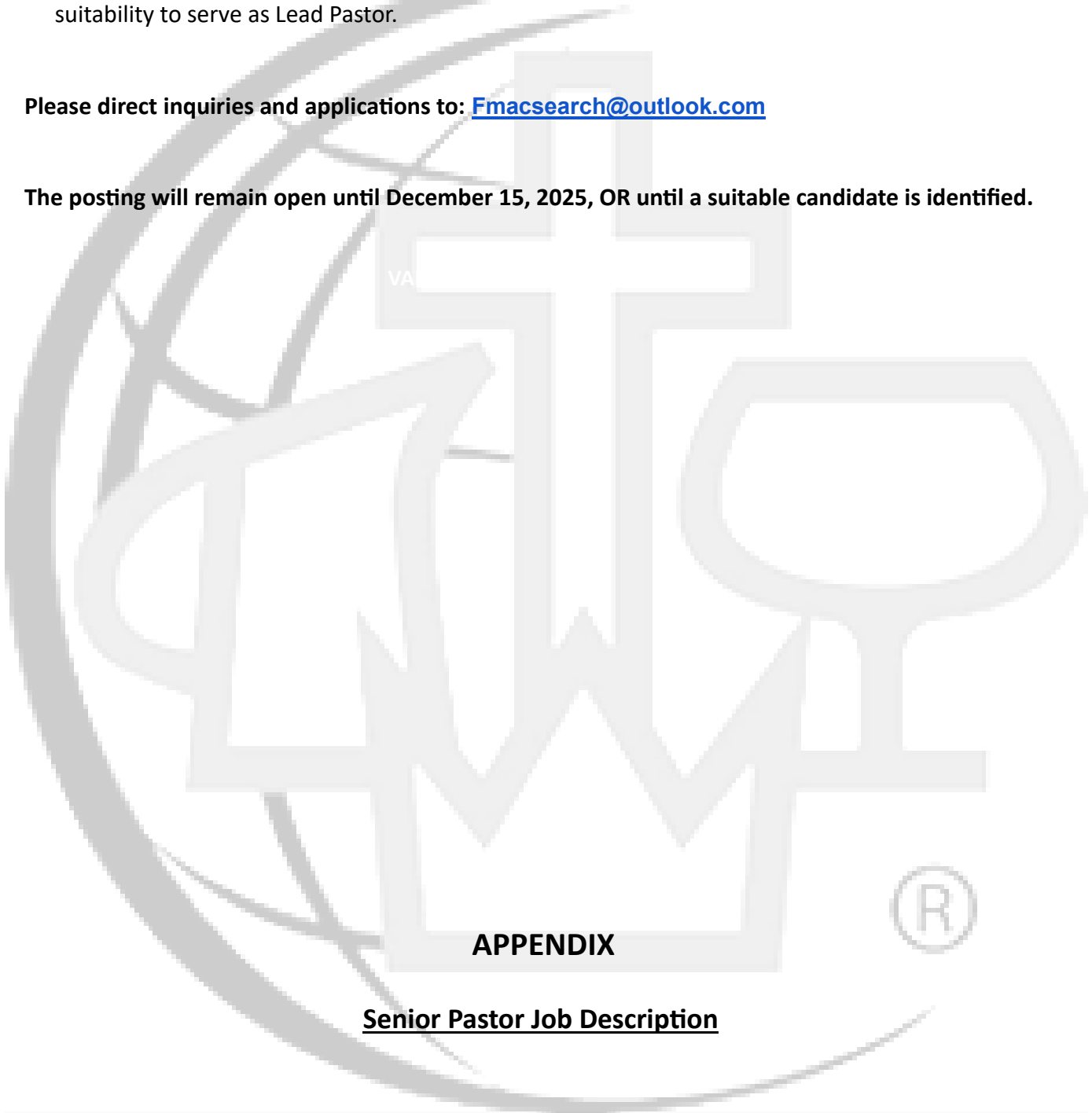
Applicants are asked to submit the following:

1. A summary of your educational and vocational history.
2. A personal testimony describing your faith journey and calling to pastoral ministry.

3. A description of your spiritual and leadership gifts, including how you typically function in these areas.
4. Links to at least two sermons (video or audio) available online.
5. Contact information for three or more references who can attest to your character, gifting, and suitability to serve as Lead Pastor.

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APPENDIX

Senior Pastor Job Description

Purpose

The Senior Pastor, along with the Board of Elders, will provide oversight of the ministry and operation of the Fort Macleod Alliance Church with an emphasis on spiritual and pastoral care.

Accountability

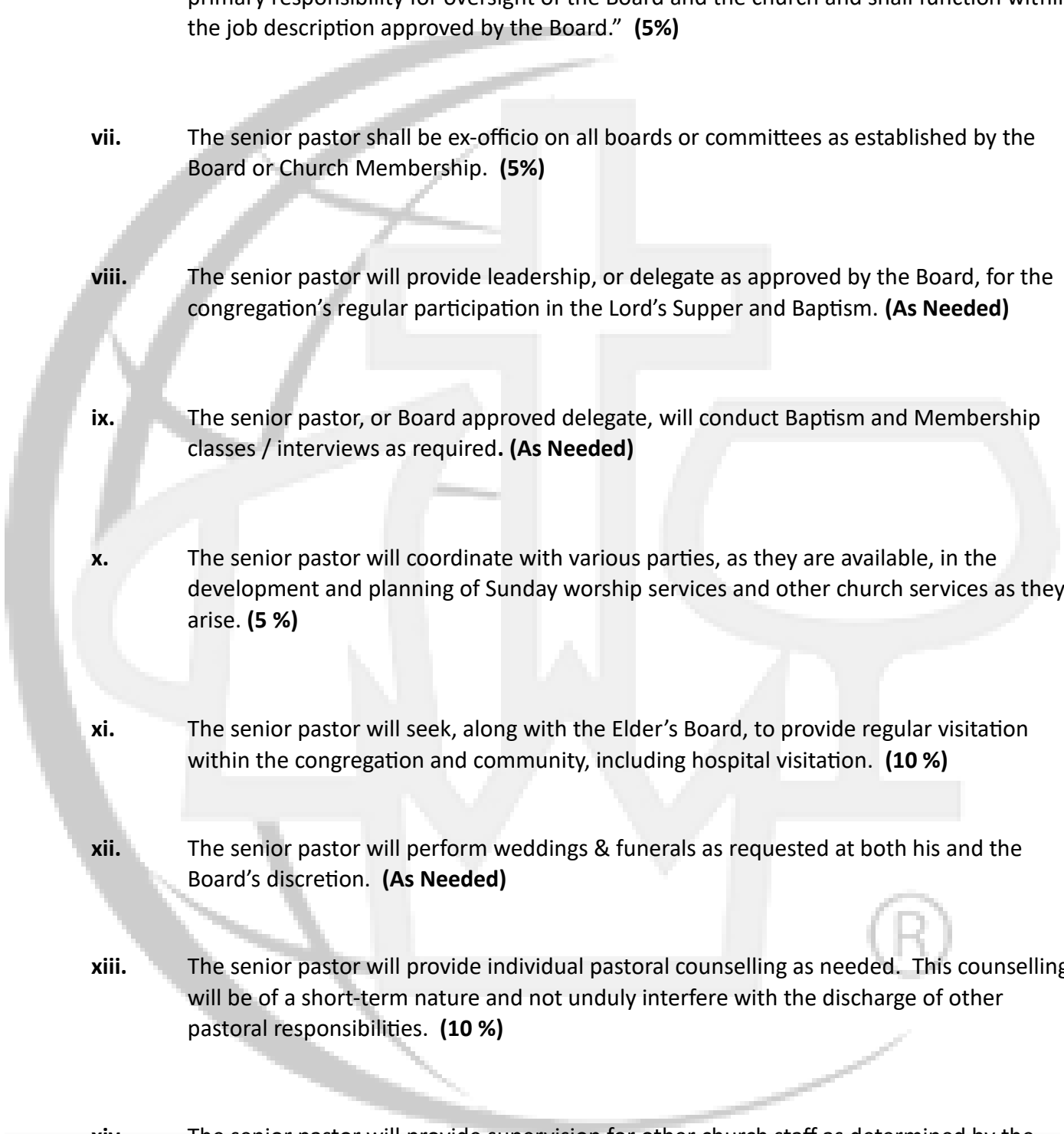
The Senior Pastor will be accountable firstly to the Lord Jesus Christ, denominationally to the Superintendent of the Western Canadian District of the Christian & Missionary Alliance in Canada, and locally to the Board of Elders and local church membership.

Qualifications

The Senior Pastor shall give evidence of both development and ongoing development of the requirements for church leaders as outlined in 1 Timothy 3: 1 – 13 and Titus 1: 6 – 9. He shall have formal training for pastoral ministry as deemed appropriate by the Membership. He shall be credentialed, or able to obtain credentials, with the Western Canadian District of the C&MA. If not yet ordained, the Senior Pastor will be expected to pursue C&MA ordination credentials

Roles / Responsibilities

- i. The senior pastor will function as the regular pulpit preacher / teacher for the church, with the expectation that this will be both Biblically grounded and provide for ongoing spiritual & practical discipleship of individuals and the congregation as a whole. **(25%)**
- ii. The senior pastor is expected to maintain regular personal study of God's Word as well as other material relevant to pastoral ministry. **(5%)**
- iii. The senior pastor will maintain a regular practise of prayer and promote the ongoing development of prayer within the congregation. **(5%)**
- iv. The pastor will seek to equip members / adherents of the congregation for their individual roles in serving the ministry of Christ both within and beyond the church congregation. This will include assisting in the development of spiritual gifts and providing encouragement and mentorship as needed. **(10 %)**
- v. The pastor will provide leadership in cultivating and promoting a "Great Commission" mindset within the church. **(5%)**

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- vi. As per the local church constitution, the senior pastor, or a member of the Board appointed by him, shall function as the Board chairman. “The senior pastor shall have primary responsibility for oversight of the Board and the church and shall function within the job description approved by the Board.” **(5%)**
 - vii. The senior pastor shall be ex-officio on all boards or committees as established by the Board or Church Membership. **(5%)**
 - viii. The senior pastor will provide leadership, or delegate as approved by the Board, for the congregation’s regular participation in the Lord’s Supper and Baptism. **(As Needed)**
 - ix. The senior pastor, or Board approved delegate, will conduct Baptism and Membership classes / interviews as required. **(As Needed)**
 - x. The senior pastor will coordinate with various parties, as they are available, in the development and planning of Sunday worship services and other church services as they arise. **(5 %)**
 - xi. The senior pastor will seek, along with the Elder’s Board, to provide regular visitation within the congregation and community, including hospital visitation. **(10 %)**
 - xii. The senior pastor will perform weddings & funerals as requested at both his and the Board’s discretion. **(As Needed)**
 - xiii. The senior pastor will provide individual pastoral counselling as needed. This counselling will be of a short-term nature and not unduly interfere with the discharge of other pastoral responsibilities. **(10 %)**
 - xiv. The senior pastor will provide supervision for other church staff as determined by the Board. **(5%)**

- xv. The pastor may be asked to be involved in other areas of church ministry as they arise and are consistent with having an emphasis on spiritual and pastoral care. **(10 %)**

Responsibilities of the Church Membership To The Pastor.

- i. The Members & adherents of the church will seek to cultivate the practise of regular prayer for the pastor and his family.
- ii. The senior pastor is expected to maintain a Sabbath of taking one day off per week.
- iii. The senior pastor will have available 4 weeks of holidays per year. Other time off is at the discretion of the Elder's Board.
 - iv. The church will provide for the pastor to attend District Prayer Retreat and District Conference as able. Other training, retreats, or events will be at the discretion of the Elder's Board.
- v. The Senior Pastor's salary / benefits shall undergo periodic review as determined by the Elder's Board & Membership.