





LEAD PASTOR

SEARCH PROFILE



TSAWWASSEN ALLIANCE CHURCH

 (604) 943-6148

 www.tachurch.ca

LEAD PASTOR SEARCH PROFILE DECEMBER 2024

This document has been created to provide prospective pastoral candidates a fuller understanding of Tsawwassen Alliance Church and the type of Lead Pastor the church is seeking to hire.

This is the guiding document for Tsawwassen Alliance Church Research Team.

Interested applicants may contact the Chair of the Tsawwassen Alliance Church Research Team and the District Superintendent of the Canadian Pacific District of the Christian and Missionary Alliance.

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**& PROCLAIM JESUS
LIVE ON MISSION
FOR *H/S* GLORY**



TRUTH TREASURING THE
TRANSFORMATIVE
WORD OF GOD

2 TIMOTHY 3:3-17 ISAIAH 55:11 HEBREWS 4:12-13

COMMUNITY LOVING ONE
ANOTHER & FINDING
UNITY IN CHRIST

COLOSSIANS 3:13-17

JOHN 13:34-35



WORSHIP GLORIFYING
JESUS IN
ALL WE DO

ROMANS 12:1-2

1 CHRONICLES 16:23-31

MISSION SHARING JESUS
WITH SOUTH DELTA
& THE WORLD

MATTHEW 28: 18-19

ACTS 1:8

ROMANS 10:14



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1. EXECUTIVE SUMMARY

Tsawwassen Alliance Church has chosen to proceed through an intentional season of reflection and preparation prior to engaging in a Pastoral Research. The goal of this process is to search from a posture of health – spiritually, relationally, organizationally, and operationally. This Pastoral Profile document has been informed by this process along with a significant level of collaboration with the congregation. A brief history of the church has been summarized and included to provide both the congregation and prospective pastors with a clearer sense of context and understanding about how the past has shaped the present.

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2. INTRODUCTION

Tsawwassen Alliance Church (TAC) has been without a Lead Pastor since July 2023. The Board of Elders decided to pursue an intentional transitional process that would help prepare the church for a thoughtful pastoral search from a posture of health. The church appointed a Transitional Lead Pastor to guide the ministries of the church through a transitional process.

This Pastoral Profile has been developed as part of this transitional process. This is the guiding document for both the Research Team and the Board of Elders. It reflects many hours of research, prayer, and collaborative exploration to address seven key questions in preparation for a pastoral search:

- Who were we?
- Who are we now?
- TAC Pastoral search Profile
- What is important to us?
- What is our community context?
- Who do we hope to become?
- What is the Lead Pastors role in shaping mission and vision?

Considering the answers to these questions, we determined the kind of Pastor we need now.

The Purpose of this Pastoral Research Profile

- To help guide the Research Team, Board of Elders and congregation to explore God's direction in seeking a Lead Pastor
- To help present a comprehensive and accurate picture of TAC to prospective pastors.

1. CHURCH PROFILE SUMMARY – WHO WERE WE

Tsawwassen Alliance Church [TAC] was founded in 1965 with the original church building, seating 120 opening in 1969. It was replaced in 1983 with our current church building which seats 350 on the same site. The congregation size has varied around the 200 level over the last decade.

HISTORY - FAVOURABLE COMMENTS

- 1965 - New work begins with 4 original couples
- Healthy Ministries for all ages
- Midsize Church with committed laypeople
- Strong Missions focus
- Warm family style church with many fun church-wide activities
- Great love for many pastoral staff
- Biblical Preaching & Worship
- Refugee Sponsorship

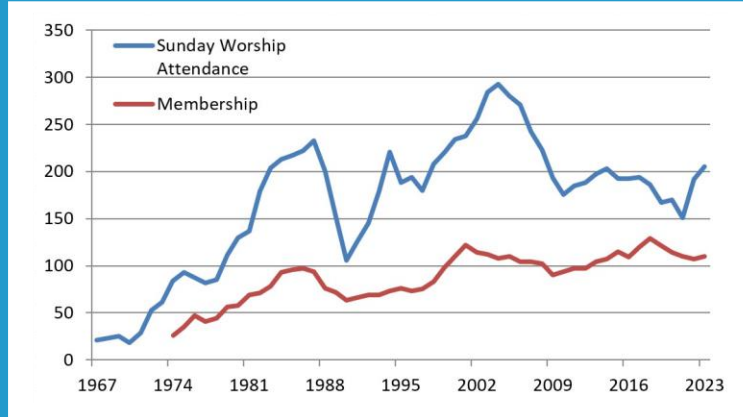


HISTORY - UNFAVOURABLE COMMENTS

- Various Pastoral departures were painful and divisive
- Many families have left for various reasons
- Handling of difficult decisions and experiences
- Historically, TAC was seen as a church with cliques
- Lack of Community Outreach
- Differences with regards to theological teachings/doctrines
- Diminishing emphasis of C&MA distinctives
- Covid
- Women in Ministry – roles and responsibilities



SUNDAY WORSHIP ATTENDANCE + MEMBERSHIP PATTERNS



GENERAL AND MISSIONS FUND GIVING



2. TSAWWASSEN COMMUNITY PROFILE


Our church is in the community of Tsawwassen in the city of Delta, BC at 4951 12th Avenue. Together with our sister communities of Ladner and the Tsawwassen First Nations (TFN) just to the north of us, we are known as South Delta. About 35km south of Vancouver, and located on a peninsula with Point Roberts, Washington on the southern tip.



The following slides will give you an idea as to the demographics of South Delta.

OUR COMMUNITY - Based on the 2021 Census

OUR COMMUNITY (2021 census)			
	POPULATION	MEDIAN HOUSEHOLD INCOME	MEDIAN AGE
Tsawwassen	23,940	104,000	51.2
Ladner	23,016	103,000	46.4
	46,956	103,500	48.8




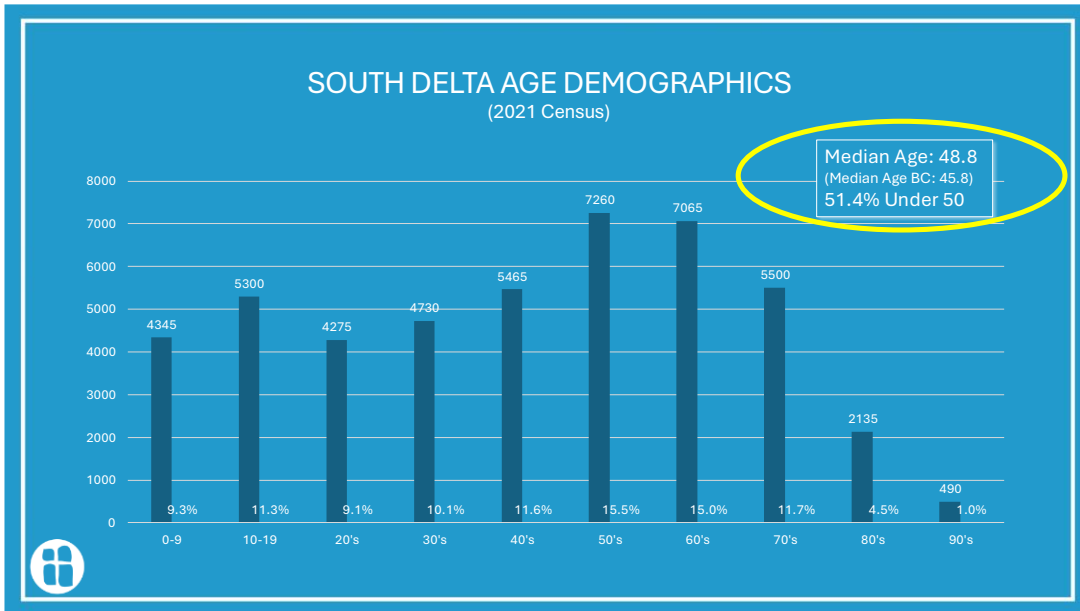
South Delta Growth Rate Projections (2021 census)

- Growth rates and projections for South Delta
 - since 2016 – a growth rate of 6.65%
 - BC average – 7.6%
 - projected growth to continue at this rate

POPULATION PROJECTIONS*			
	POPULATION (2021 Census)	2034 (10 Years)	2039 (15 years)
Tsawwassen	23,940	35,131	37,943
Ladner	23,016	31,591	33,750
	46,956	66,722	71,693

* Source: BC Stats Population Estimates & Projections for British Columbia
bcstats.shinyapps.io/popApp/





Visible Minorities & Immigration South Delta 2021 Census

Group	Percentage	Immigrants 2016-2021	Percentage
Chinese	8.34%	Immigrants 2016-2021	1.9%
South Asian	6.1%		
Indigenous	3.6%		
Filipino	2.5%		
Japanese	1.3%		
Black	0.8%		
Latin American	0.8%		
Southeast Asian	0.7%		
Korean	0.54%		
Arab	0.3%		
West Asian	0.18%		
Total	25.15%		

3. TAC CURRENT PROFILE – WHO ARE WE

In February 2024, TAC completed an intentional assessment to determine a measure of health - spiritually, organizationally, and relationally. This evaluation was to better understand who we are, and to seek ways to improve our health. We desire God's direction in finding a new Lead Pastor from a posture of improved health. From February 2024 to present, we believe, that we are now in a healthy place to seek for our new Lead Pastor. Here are a variety of slides that describe the church as we were in February 2024.

TAC Staff:

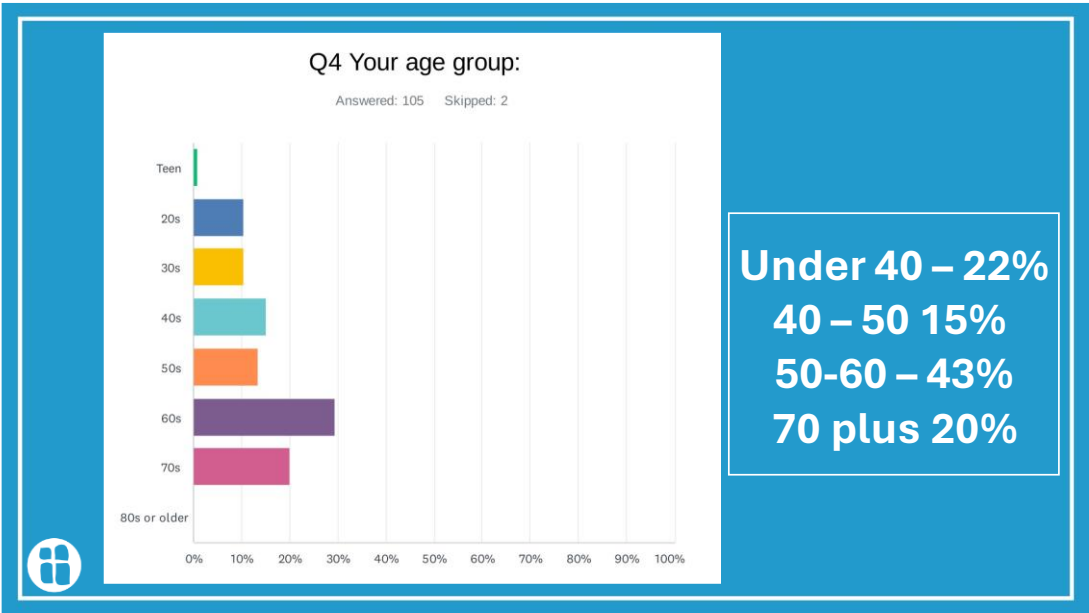
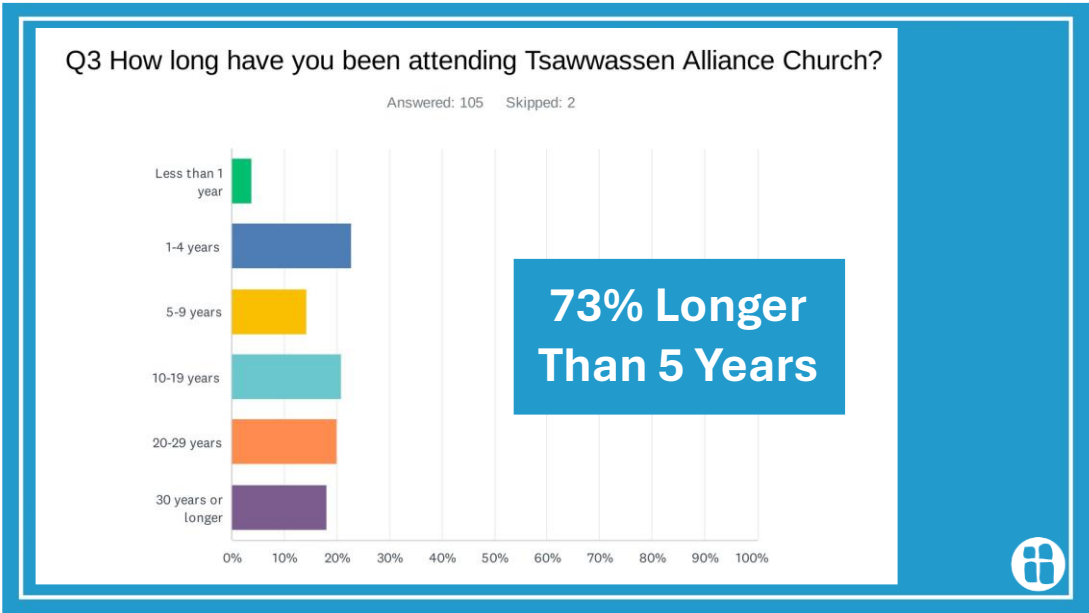
- Rev. Brian Derksen – Transitional Pastor
- Caleb Hartwig – Youth and Young Adults
- Natasha Hartwig – Children's Ministry Director (P/T)
- Chelsea Mellish – Asst Children's Ministry Director (P/T)
- Dre Walker Shaw – Communications Coordinator (P/T)
- Jim Graham – Director of Operations (P/T)
- Bernice Reid – Administrative Assistant (P/T)
- Debbie Drewlo – Bookkeeper (P/T)

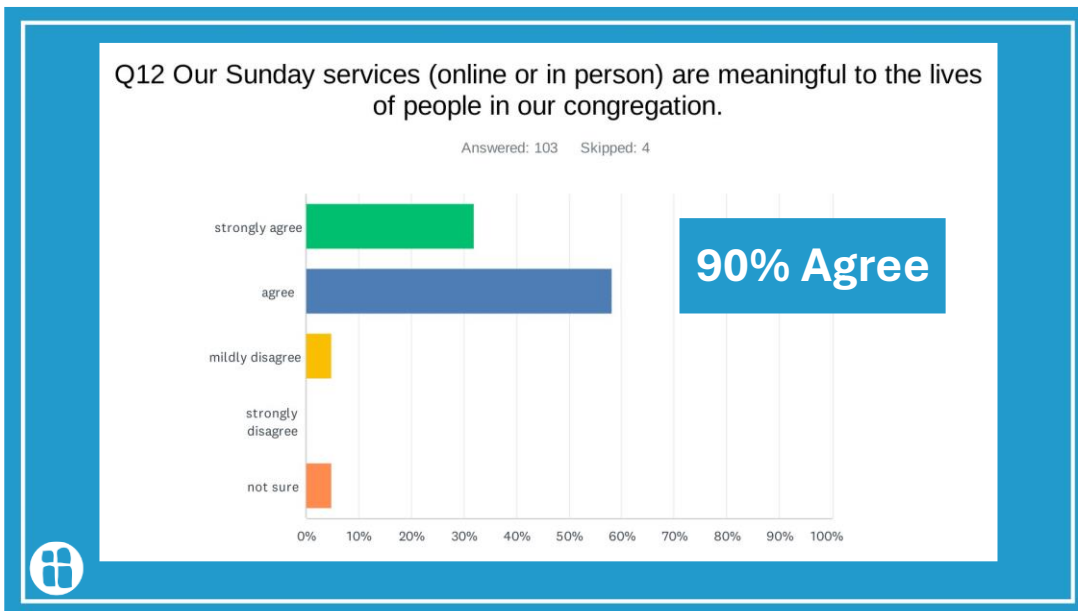
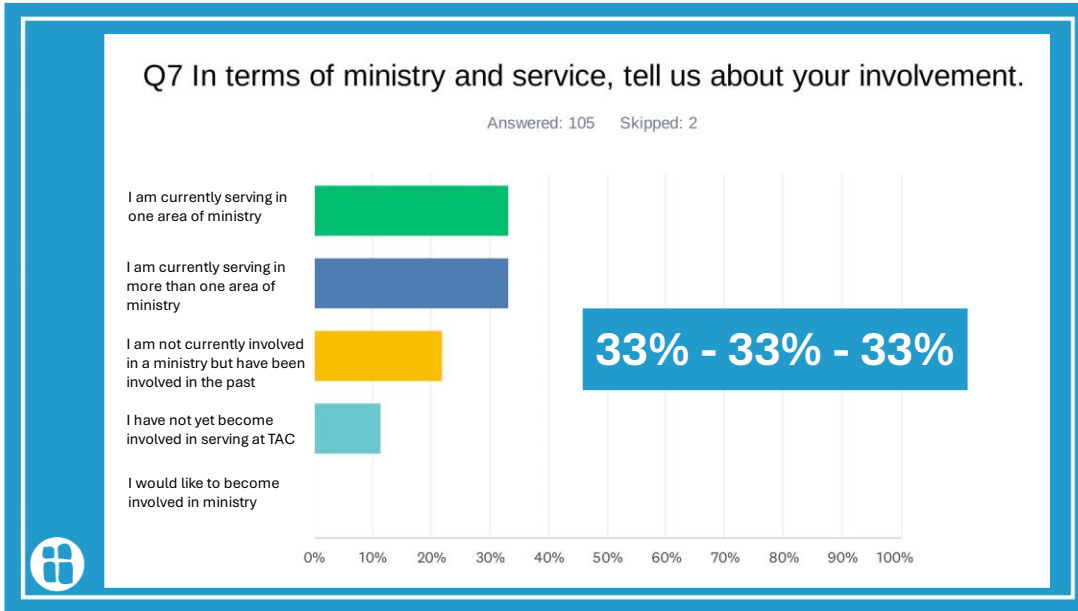
Please Note: the following stat pages were established February 2024

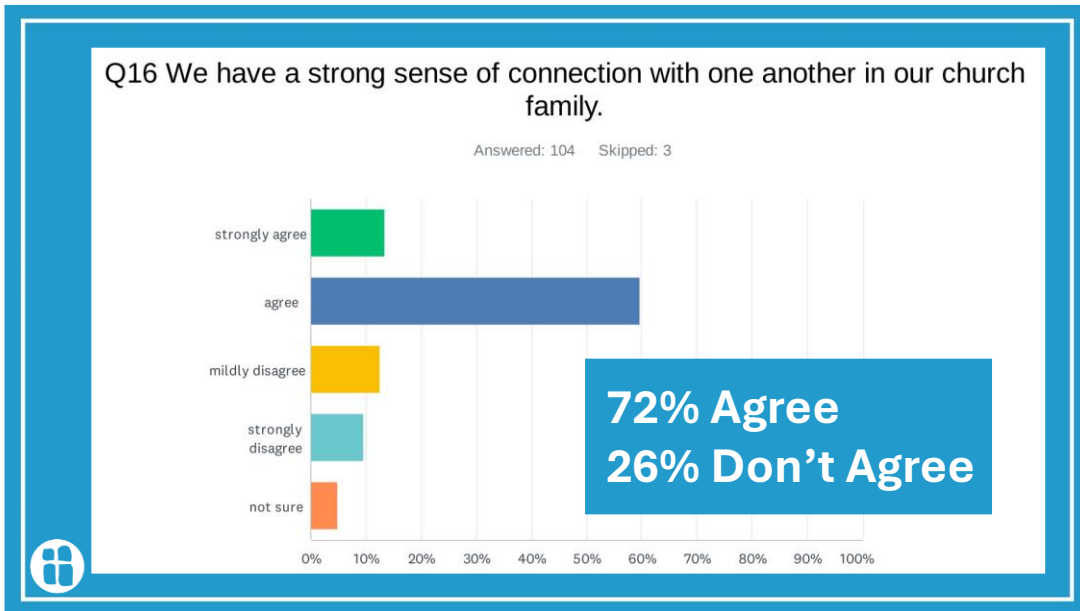
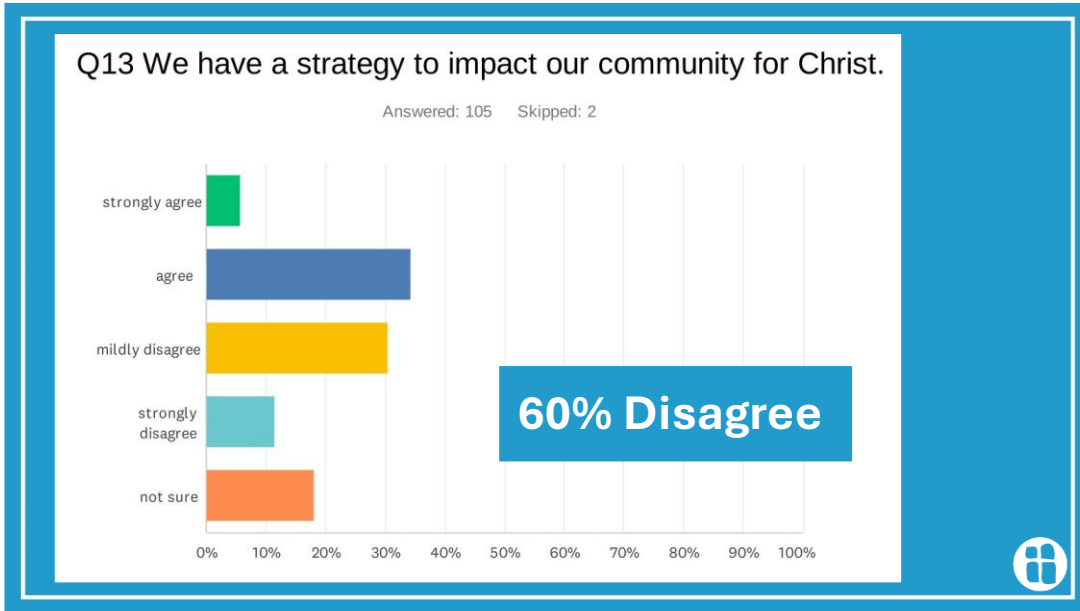
TAC MINISTRIES

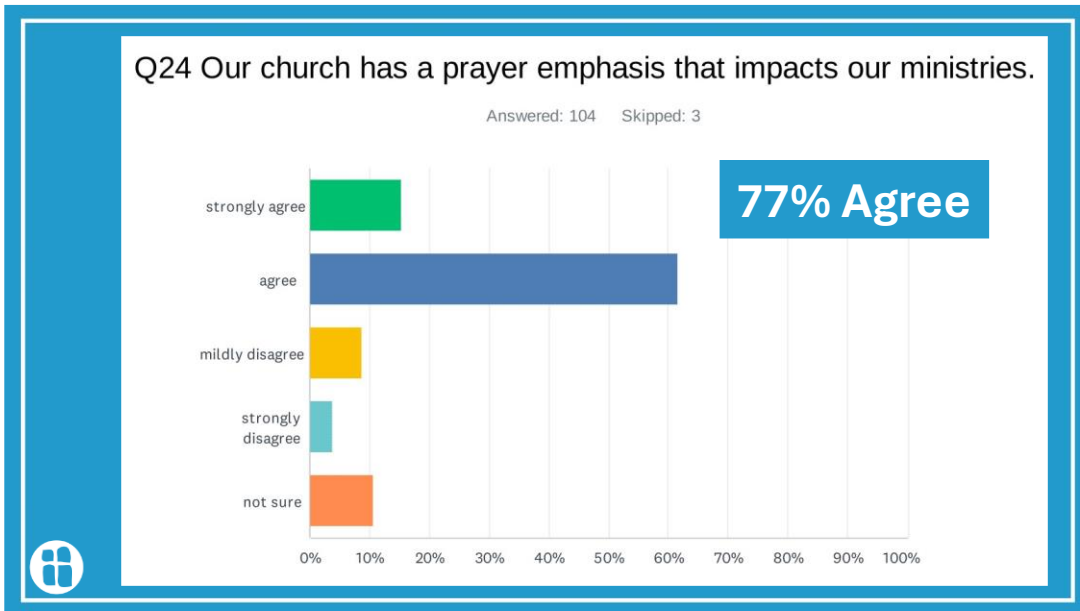
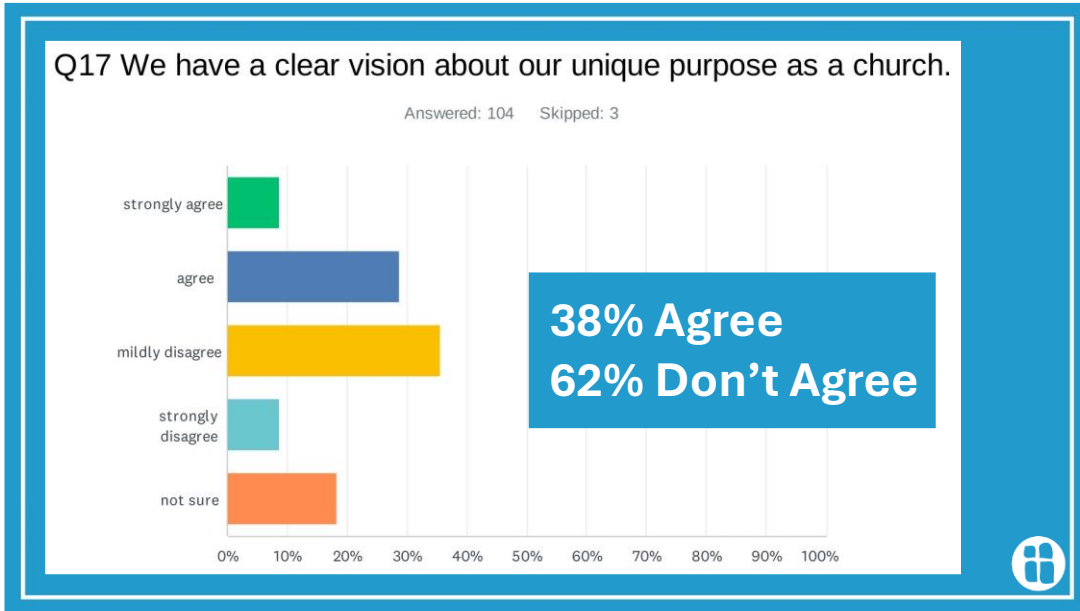
- Board of Elders
- Nominating Committee
- Facility Team
- Staff Team
- LP Research (Search) Team
- Finance Review Team
- TAC Kids
- TAC Youth + Young Adults
- Local Ministries
- TACare Team
- Prayer Teams
- Worship + Tech Ministries
- Global Missions
- Communion ministry
- Serve Team
- Social Media team
- Community Groups
- Daybreak Point Bible Camp

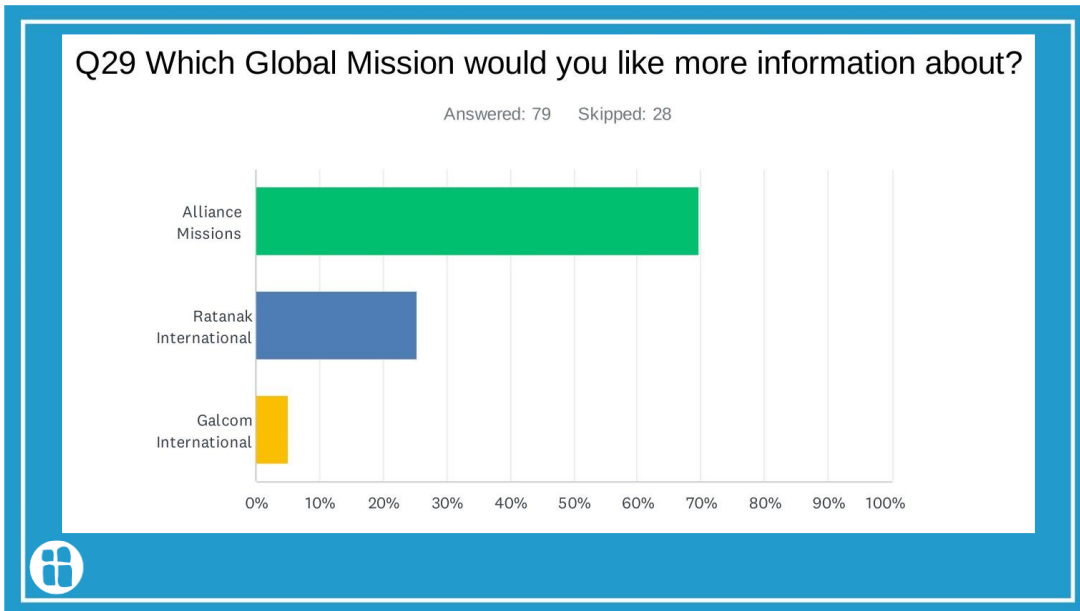
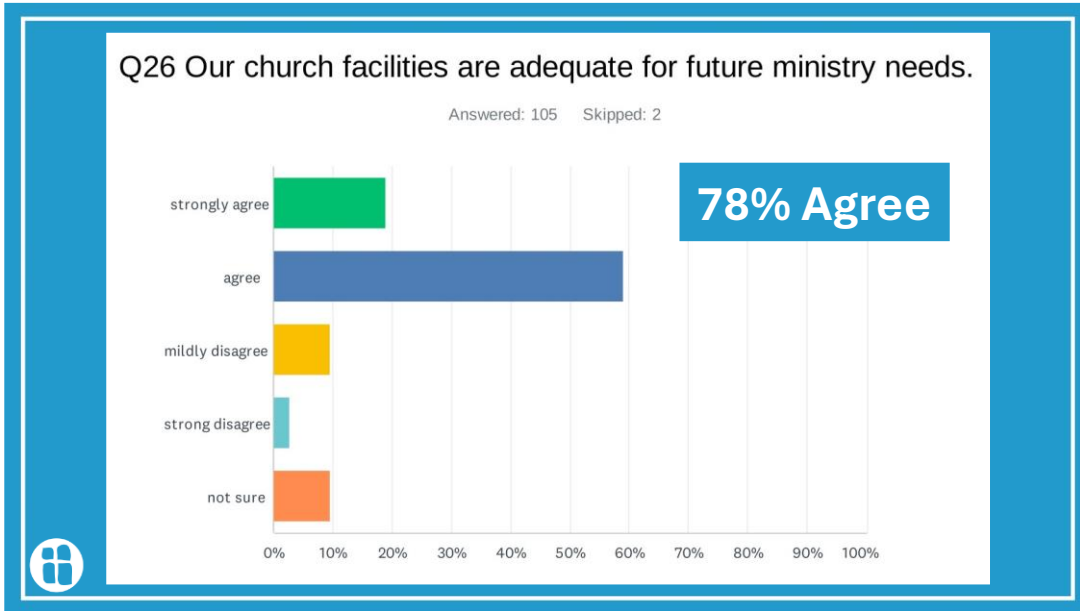












What is important for our new Lead Pastor to know

- To understand the Vision of TAC and that they aligns with it
- We need a pastor who wants to come alongside and nurture the people of this community
- Our roots go very deep as many of us have been here for very long time.
- Preach from a heart of love for God's Word, a strong faith, and an abundance of grace
- We are eager to grow together, as we have been through some rough patches in our church history
- In the midst of a highly skeptical and post Christian culture, people need to see through us that Jesus is real and tangible for their life
- Bring us back to Jesus as our Savior, Sanctifier, Healer, Coming King
- Many gifted leaders who desire to join with you for greater ministry
- We need mature godly leadership with energy for a new season

4. WHAT COULD TAC LOOK LIKE

Spiritual Growth and Authentic Worship

The desire to be rooted and built up in Christ, encouraging spiritual formation through engaging, practical biblically based teaching, and meaningful worship experiences. This theme encompasses the importance of authentic encounters with God, spiritual maturity, discipleship for all ages, and opportunities for members to grow in their faith and exercise their spiritual gifts.

Community Impact and Outreach

A clear vision for the church to be actively involved in serving the local community and beyond, making a tangible impact through outreach, supporting community programs, and engaging in missions. This reflects a desire for the church to be known for its love, service, and evangelistic efforts, reaching out to meet both the spiritual and practical needs of those around them.

Community and Connection

Under the ongoing guidance of the Holy Spirit, a strong emphasis on building a welcoming, all-encompassing community where relationships are nurtured both within the church and in the broader community. This includes a focus on being a family that supports, cares, and serves together, highlighting the importance of personal relationships and togetherness.

5. LEAD PASTOR CHARACTERISTICS & QUALIFICATIONS

Our Lead Pastor (LP) should be in alignment with our Vision and Values. In practical terms, this would be displayed in a high view of scripture with Bible based preaching. The LP would be energized by the engagement of the congregation in heartfelt praise and worship in response to all that God has done.

The LP would value the relationships that would be developed through pastoral care and mentoring of leaders and congregants. Their vision would be to engage the lost in our local community of South Delta and empower the congregation to join them in these opportunities. The LP would also have a heart for the global mission to reach those who have not yet heard the gospel. A detailed description of responsibilities is in the attached Lead Pastor Job Description.

An Undergraduate degree in appropriate discipline, (graduate degree preferred) with a desire for continuous learning would form part of the qualifications. The LP would endorse and adhere to the Statement of Faith of the C&MA in Canada and meet the associated licencing requirements for Lead Pastors. Previous experience in the role of Lead Pastor in a church of at least 200 would be highly desirable. Their demeanour with the congregation would be described in words like; caring, warm and relational. Their leadership would be expressed in terms of visionary, team-builder and mentor.

Key Character Qualities:

- A life of spiritual vitality and prayer
- Dependence on God that inspires others to do the same
- A sincere love for people in the church and the community
- Integrity – is reliable, keeps their promises, trustworthy
- Personal humility
- Accountable – takes responsibility and ownership for their actions

Key Ministry and Competencies Skills:

- Leadership – able to make decisions, to lead and inspire people to stay on course
- Preaching – skillfully preaching relevant meaningful messages
- Team Builder - able to develop effective leadership teams - staff, board, and lay ministry
- Encourager/Motivator - able to nurture, build up and inspire people
- Teaching - the ability to explain the Word and develop others who can teach as well
- Collaborator – works effectively with others to develop and implement plans (not a lone ranger leader)
- Equipper – the ability to “equip the saints” to do the work of ministry

Preference Leadership Style – A Leader Who...

- Consistently motivates and inspires others
- Prefers to collaborate and build consensus
- Is a servant-leader
- Listens to all points of view and can find collaborative solutions
- Can delegate effectively
- Gives guidance and direction to both the Elders and the staff.

6. LEAD PASTOR JOB DESCRIPTION

PURPOSE OF POSITION

- Ephesians 4:12: To equip God's people for ministry
- I Peter 5:1-4: To develop and provide a ministry of Shepherding to God's people
- I Timothy 4:6-13: To uphold, teach & apply the Scriptures for life & Christian service

POSITIONS REPORTING TO THIS POSITION

- Pastoral & Support Staff
- Ministry leaders

ACCOUNTABILITY

The Lead Pastor is a member of the Elders Board and reports directly to the Elders Board. The Lead Pastor is accountable to both the District Superintendent (the licensing authority) as constitutionally required and to the Board of Elders (the employer). This position will be formally evaluated annually under the direction of the Elders in addition to informal, ongoing reflection and re-evaluation.

GENERAL DESCRIPTION

The Lead Pastor is to provide spiritual and pastoral leadership through pastoral care and preaching to the congregation of the church. This includes providing spiritual leadership through example, caring for congregants' spiritual concerns, preaching/teaching, working with the Elders in presenting the vision of the church, equipping the congregation through preaching for the various works of ministry, and through the shepherding of the people in partnership with the Elders and staff.

What is the Lead Pastor's Role in Shaping Vision and Values?

The Lead Pastor's role in Vision and Values at TAC is a collaborative leader who will partner with the Board, the pastoral team and the congregation in assessing, refining, championing, and stewarding the church's Vision and Values. The Board is not seeking a leader who brings a clearly articulated vision to the church or sees themselves as the one who sets the entire vision for the church. Rather the church will seek a leader who will embrace the broad strokes of Vision and Values *already resident* within the congregation. Also, a key value in this process is to honour and build upon visioning work that has been done previously. The church understands that it has more visioning work to do, but desires to develop its God-given sense of Vision and Values collaboratively with the Lead Pastor.

QUALIFICATIONS

- Professes faith in the work of Jesus Christ for salvation and has a solid personal relationship with Christ
- Demonstrates a life submitted to Christ through lifestyle choices, words, and practice; will be asked to sign the TAC Lifestyle Covenant
- Undergraduate degree in appropriate discipline, graduate degree preferred
- In agreement with the Statement of Faith of the Christian & Missionary Alliance in Canada and the Call to Excellence agreement.

LEADERSHIP/LEADERSHIP DEVELOPMENT & DISCIPLESHIP

The Lead Pastor is:

- A cooperative, self-confident motivator
- An inspirer of all with the vision of the church
- An effective team builder to bring other disciple-makers alongside
- Someone committed to developing the congregation and staff to their highest level of spiritual maturity
- An equipper who gives ministry workers tools for their jobs

Duties/Responsibilities:

- Works alongside the Elders in the maintenance of a compelling vision and acts as the key implementation champion for the strategic plan for disciple-making.
- Provides strong leadership for the church staff team in terms of organizational responsibility assignment, mentoring, and care
- Other duties as may be assigned and agreed

PREACHING

The Lead Pastor is:

- An effective communicator in accurately taking the whole word of God and providing avenues of application that the congregation understands
- Someone whose genuine spiritual life shows through in preaching
- A Spirit-led, mature believer who speaks from experience
- A disciple-maker who leads others into greater commitment
- One who speaks the message of Jesus to those who need to hear

Duties/Responsibilities:

- Plan and implement a weekly teaching schedule that allows attendees to learn the whole truth of God, and to mobilize their daily walk of faith, and become fully devoted followers of Jesus Christ
- Prepares preaching schedules in advance, and reviews with the Elders quarterly
- Meets weekly with staff to evaluate and plan all regular and special gatherings
- Creates regular opportunities for people to respond to the message of Christ through evangelistic messages and a growing walk in deeper spiritual formation.
- Demonstrates competence in personal organization and interpersonal relationships
- Demonstrates competence in Bible teaching/preaching, and shows a commitment to excellence in ministry and excels in effective oral and written communication skills

CONGREGATIONAL RELATIONS/PASTORAL CARE

The Lead Pastor is:

- A compassionate and empathetic shepherd
- An effective team builder to bring other shepherds alongside
- A discerning peace maker

Duties/Responsibilities:

- Inspires the congregation to spiritual maturity through personal example, connection to other local and far-reaching examples, and by acting as a connection to the wider work of God
- Provides care for spiritual, emotional, and physical needs as needed, in partnership with church leaders
- Proactively identifies problems/challenges and offers solutions for resolution (conflict management)
- Hospital visits as needed

- Provides minor counselling (supportive listening), and refers to professionals for those needing more extensive counselling as needed
- Conducts baptisms and funerals, pre-marriage counselling, and weddings as required.

PROFESSIONAL DEVELOPMENT/PERSONAL GROWTH

The Lead Pastor is:

- A life-long learner

Duties/Responsibilities:

- Devotes time to spiritual, mental, physical well-being through personal disciplines
- The Lead Pastor will develop an annual plan in cooperation with the Elders. Key performance indicators will be reviewed quarterly with the Elders.