
PASTORAL OPENING

West Edmonton Christian Assembly | Lead Pastor



About West Edmonton Christian Assembly

West Edmonton Christian Assembly (WECA) has been serving the west Edmonton community for thirty years. We are a vibrant and welcoming place, uniquely situated for growth in Alberta's capital city. Greater Edmonton has a population of 1,321,426*. We see our church, neighbourhood and city as ready for an incredible move of God.

VISIONARY BEGINNINGS

A visionary endeavour, WECA started 30 years ago as a church plant by Harvey and Arlene Trauter in the west end of Edmonton where few churches existed. As an evangelical outreach, it started with a few key members who believed in reaching the west end of Edmonton for Jesus and a passion to be a church for the unchurched. The congregation has grown over time; starting in a school gymnasium, moving to a strip mall, and finally purchasing some farmland and building the current campus building.

WECA BY THE NUMBERS

1300

Average weekly
Sunday Attendance

1500

Peak weekly
Sunday Attendance

100+

Average annual attendees
in the Alpha Program

60+

Number of
Adult life groups

500+

Children registered in the
WECA Soccer program

200+

Children registered in
WECA Hockey

155

Children in the WECA
Pre-school program

60+

Attendees in English as a
Second Language program

WHERE ARE WE TODAY?

WECA's 85,000 sq. ft main campus includes an over-sized gymnasium, multiple classrooms and breakout conference rooms.

WECA is affiliated with the Pentecostal Assemblies of Canada (PAOC) and has completed the first iteration of its 5-year strategic vision including launching a second location at West Edmonton Mall known as WECA Chapel. In the next phase of development, our desire is to bring our community into deeper alignment and be known as a purpose driven people. WECA attracts people from all walks of life. It is a demographically diverse place where people are made to feel comfortable whether it is their 1st Sunday or 1000th Sunday. Our heart is to bring the outsider in and we consider it an honour to walk with those who are learning to belong, believe and become.

PART OF THE COMMUNITY

WECA is more than a "Sunday church;" it is a "community church" where many come through its doors for the various services it provides to the community. The main campus is as busy during the week as it is on the weekend, as it is offered as a facility to serve the community. Our family-focused programs strengthen our community from nursery, kids, youth, and personal growth to marriage ministries. In addition, many programs have been established specifically to reach out to the unchurched and provide a safe gateway for them to come in contact with our faith community.

Each of these programs are targeted to offer a "doorway" to the unchurched and provide a way to expose them to the love of Jesus in a safe and caring way. Whether it be the short devotional before a soccer game, or the ESL program where Christian literature is used to teach English to new immigrants, all programs are aimed at helping those outside the church encounter the truth of the Gospel.

WECA Chapel

Situated in West Edmonton Mall (WEM), the largest shopping mall in North America, the WECA Chapel is a unique outpost to help WECA further reach the unchurched. With an open and inviting space, the WECA Chapel seeks to provide a place for the lost and hurting to find refuge in a non-threatening environment. As the sign behind the welcome desk at the Chapel states:

You may be reading this wondering what we are all about. So here it is ... We've noticed something you've likely noticed long ago – NOBODY IS PERFECT. That is why we believe in second chances, forgiveness and new beginnings. We don't sell anything, and we are not a retail store. We will provide a place for personal prayer, honest conversations and community programs intentionally designed with our community in mind. EVERYONE IS WELCOME.



24,000+

Number of employees working at WEM

30,000,000+

Total annual visitors to WEM

1750

Visitors in the last year to the WECA chapel

1

Number of chapels at WEM

Strategic Plan

Developed in 2016 and anchored by its Mission and Vision statement, the WECA Strategic Plan has a core focus on helping everyone Belong, Believe and Become.

Mission (Our Purpose)

“West Edmonton Christian Assembly exists to help people discover Jesus and grow in relationship with Him.”

Vision (Our Picture)

“We see everyone within our reach belonging to a community of faith, believing in the Lord Jesus Christ and becoming transformed into the image of God’s Son..”



The Opportunity

Working alongside the board of directors, the Lead Pastor's Spirit-led role is to provide visionary, strategic and collaborative leadership to West Edmonton Christian Assembly (WECA). The Lead Pastor works as the primary leader, teacher, and visionary and will have broad responsibility for growth and development of the church in all areas including leading, teaching discipleship, evangelism, and equipping the congregation for service. The essential duties and responsibilities are carried out in the context of the staff team and ministry leaders. The Lead Pastor will give leadership and oversight and delegate responsibility as appropriate.

KEY RESPONSIBILITIES

Working alongside the board of directors, the Lead Pastor is accountable for:

STRATEGIC PLANNING/VISION CASTING:

- Provide overall leadership to Lead Team meetings and Ministry staff meetings on a weekly basis for the purpose of strategic planning and problem solving;
- Quarterly review of overall of budget, as a means of evaluating the effective use of financial resources;
- Establish metrics and drive reporting to ensure that progress against the Strategic Plan is measurable, communicable and clearly understood;
- Must have the ability to understand the dynamics of ministry in an urban setting and plan a path to further the Kingdom of God by reaching those far from Christ;
- Clearly communicate strategic plan and vision to congregation;
- Implement a transition plan to move from preference driven elements of church to purpose driven.

LEADERSHIP DEVELOPMENT:

- Develop structure and a culture that equips, grows, and releases leaders into their giftings;
- Lead staff and pastoral meetings, ensuring that all staff are well informed and empowered to carry out the vision and mission of the church;
- Intentional focus on the development of healthy relationships with all the staff;
- Embody a positive and encouraging attitude;
- Recruit, train and mentor Pastoral staff;

- Demonstrate and foster a workplace culture of honesty and respect for others;
- Encourage trust and cooperation and maintain confidentiality.

PREACHING AND TEACHING:

- Pulpit ministry a minimum of 50%;
- Connect with the WECA congregation, building relationships and monitoring the spiritual pulse through review and accountability;
- Cultivate and lead a team to assist in worship service planning, preparation and evaluation;
- Ultimately responsible for worship service planning and sermon series development;
- Supervise the administration of the ordinances of Baptism and Communion.

CHANGE MANAGEMENT:

- Create an organizational structure that will effectively use resources to advance the mission of WECA.
- Assist with the hiring of additional Lead Team members, as needed.
- Able to understand organizational receptivity, ability and timing for change.
- Skilled at handling difficult conversations that require leading staff through seasons of organizational change.

Continued on next page...



PASTORAL MINISTRY:

- Demonstrate a pastoral heart filled with passion, compassion and deep care for congregants;
- Contribute to the pastoral ministry of the church in various pastoral functions as needed;
- Perform or delegate pastoral care for congregants (visitation, counselling, etc.);
- Perform pastoral duties as required of an ordained pastor (weddings, funerals, baby dedications, ministry events, etc.).

The Person

The individual in this role will demonstrate a vibrant & mature personal walk with Jesus evidenced by their passion for, and dependence on, the manifest presence of God. Continual personal growth and learning will be a requirement, as well as the ability to be an authentic and capable spiritual leader of self and home by proactively maintaining a healthy work/life balance.

The Lead Pastor will be a skilled leader with a track record in the following areas:

- Committed to upholding the scriptural leadership expectations as listed in 1 Timothy 3:1-13;
- As the prime communicator of the Vision and strategic direction of WECA, helps move church from preference-driven to purpose-driven, in order to fulfill the Great Commission in Matthew 28:18-20;
- Lives a balanced life that includes: boundaries, appropriate rest, leisure, hard work, nurturing relationships, exercise and nutrition, and spiritual disciplines;
- Demonstrates a dynamic, mature and reproducible walk with God, a home life conducive to the demands of ministry, and prioritizes a life of prayer.
- Demonstrates servant leadership, is people-smart and relationally intelligent and displays the Fruit of the Spirit;
- A lifelong learner with a heart for growth and depth;
- Committed to excellence in all ministry endeavours.
- Committed to work collaboratively and harmoniously with all in the church;
- Willing to align with PAOC Statement of Fundamental and Essential Truths and Ministerial Code of Ethics;
- Faithful to teach to the authority of the Bible in all matters.

COMPENSATION

A compensation package will be provided including an attractive base salary and excellent benefits. Further details will be discussed in a personal interview.

CONTACT INFORMATION

For more information, please contact:

Greg Dewling

Chair, Search Committee

☎ (780) 907-4542

✉ greg.dewling@crhc.ca