

DRUMHELLER

ALLIANCE CHURCH

LEAD PASTOR **PROFILE** 2025



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WELCOME

Drumheller Alliance Church is prayerfully seeking our next Lead Pastor - a spiritually discerning, visionary leader with a deep love for Jesus, his church and our world. We are a healthy, unified in purpose congregation rooted in the Red Deer River Valley in south-central Alberta. We resonate with our current mission: We exist to see lives transformed through the love and power of Jesus Christ.

Our church community is ready and eager to journey with a leader who listens closely to Jesus, will partner with us to discover God's unique vision for our congregation, building on our mission, to find meaningful expressions of disciple-making, equipping, Spirit-empowerment and fruitful engagement with our broader community. We are to be led by someone who teaches from Scripture with clarity and conviction, always pointing to the revelation of Jesus.

If your heart beats for Spirit-empowered leadership, equipping the body for ministry, and helping people encounter the transforming presence of Jesus - we want to hear from you!

The pages that follow offer a meaningful introduction to Drumheller Alliance Church – providing a window into the heart, culture, and values of our community. You'll also find a clear picture of the kind of individual we're prayerfully seeking as our next Lead Pastor, along with important details about the search process and anticipated timelines.

APPLICATION INSTRUCTIONS

- 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 behaviorally 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.

Please direct inquiries and applications to: DACSearch@icloud.com

The posting will remain open until September 8, 2025, or until a suitable candidate is identified.



OUR VISION:

**“WE EXIST TO SEE LIVES TRANSFORMED
THROUGH THE LOVE AND
POWER OF JESUS CHRIST.”**

Our Vision

We exist to see lives transformed through the love and power of Jesus Christ.

We believe that Jesus must be at the center of everything we do. We want to be a place where people can experience the grace, forgiveness, love, truth and life-transforming power of Jesus. We seek to honor and glorify Jesus always in everything we do and say. We submit to the Lordship of Jesus and trust his direction through the power of the Holy Spirit in us.

Our Values

Our core values are central to our identity, beliefs and behavior - they are in the DNA of Drumheller Alliance Church - and reflect what we believe God has called this church to demonstrate. **We are to be a church that is:**



Jesus Exalted



Spirit Empowered



Prayer Saturated



Mission Focused



Scripture Centred



WHO WE ARE

Our Recent History

Drumheller Alliance Church reflects the province in which she resides with times of upswing and decline. There have been many seasons in which the ministry of DAC thrived, predictably under the oversight of a lead pastor who has leadership gifts, vision, and an ability to collaborate with a hungry congregation towards a fruitful future. The effects of political decisions surrounding the COVID-19 Pandemic proved to be challenging for DAC and saw a decline in the subsequent years pertaining to ministry breadth and weekly attendance.

Historically we have seen our attendance fluctuate between 50-130 people on an average Sunday and currently we are at 60-70 people.

In March of 2025 we said goodbye to our lead pastor following a tenure of about three years. In May of this year we brought on Doug & Teri Balzer as transition pastors to help us through this period.

Our Process

Both the board and congregation have been in a season of intentional prayer, asking God to give us clarity as to our future, to prepare us for the next chapter of ministry and for his provision for a new lead pastor.

In mid-June the Board of Elders engaged the congregation in a Town Hall. This event (attended by roughly half our adult congregation) prayerfully discerned around tables what the Lord may be asking of us as we move forward. Some key learnings emerged from this experience.

We are:

- Strong on **mission focus**, weak on vision (clear picture of the future)
- Strong on **biblical understanding**, weak on actualization, disciple-making
- Strong on **fellowship**, weak on leadership towards preferred future
- **Hungry for more of God** to move, inside and outside of church

The results of this Town Hall closely align to a similar process three years prior, when we were about to look for a new lead pastor at that time.

Results

Ultimately, our consultation process led to the *Purpose, Values and Priorities* described in this document. They reflect the unique character, culture and calling that God has nurtured here at Drumheller Alliance Church. Further, these statements are an indication of our corporate vision and direction in the season before us.

Desired Outcome

The key outcomes of the Town Hall in June 2025:

We desire to move in greater Spirit-empowerment towards effective disciple-making across the generations and fruitful engagement with the gospel in our surrounding community.

WHO WE ARE

Strategic Direction

Pursuit of Spirit-Empowerment

We believe Jesus calls us to abide deeply in him through his Spirit, to receive our true identity and empowerment. This will result in greater fruit of the Spirit amidst our church family, the multiplication of spiritual gifts through more people, and a bold demonstration of God's power in word, deeds, healing, freedom, etc.

Effective Discipling and Equipping

We believe Jesus charged all his followers to go and multiply disciples, baptizing them and teaching them to follow in the way of Jesus, so we commit to equipping, empowering, and releasing people to reproduce their faith in others.

Fruitful Expanse of Gospel

We long to see great engagement with our surrounding community in word and deed. We long to see others come to discover new life in Jesus and the freedom that he brings. We long to see a move of God in and through us in the Drumheller region.

Building of Next-Gen Ministries

We are in a rebuilding phase regarding our next-gen ministries. We believe they are not given a junior Holy Spirit and that they can be shaped as leaders not only for tomorrow, but for today.

Current Challenges

We are an older congregation with some younger people. **We need to make an intentional shift towards contextualizing the gospel** towards younger generations and more resonant to the brokenness of our surrounding community. The positive: we generally like each other, have a good sense of community, and hunger for a new move of God.

We need to rebuild some ministries: In the past season, too few did too much and now that has left numerous holes in leadership for some ministries.

We need to equip the body toward fruitful ministry both inside and outside the walls of the church: Although unified in this desire, we need a visionary leader to partner with us to this end.

STAFF



Part-Time

- Office Administrator (part-time - currently hiring)
- Children's Ministry Director (part-time- currently hiring)
- Facility Custodian

PARTNERS



**The Alliance
Canada**

Drumheller Alliance Church (DAC) is part of the Western District of The Alliance Canada. One of our denominations distinguishing characteristics is its Vision Prayer: "O God, with all our hearts, we long for You. Come, transform us to be Christ-centred, Spirit-empowered, Mission-focused people, multiplying disciples everywhere."

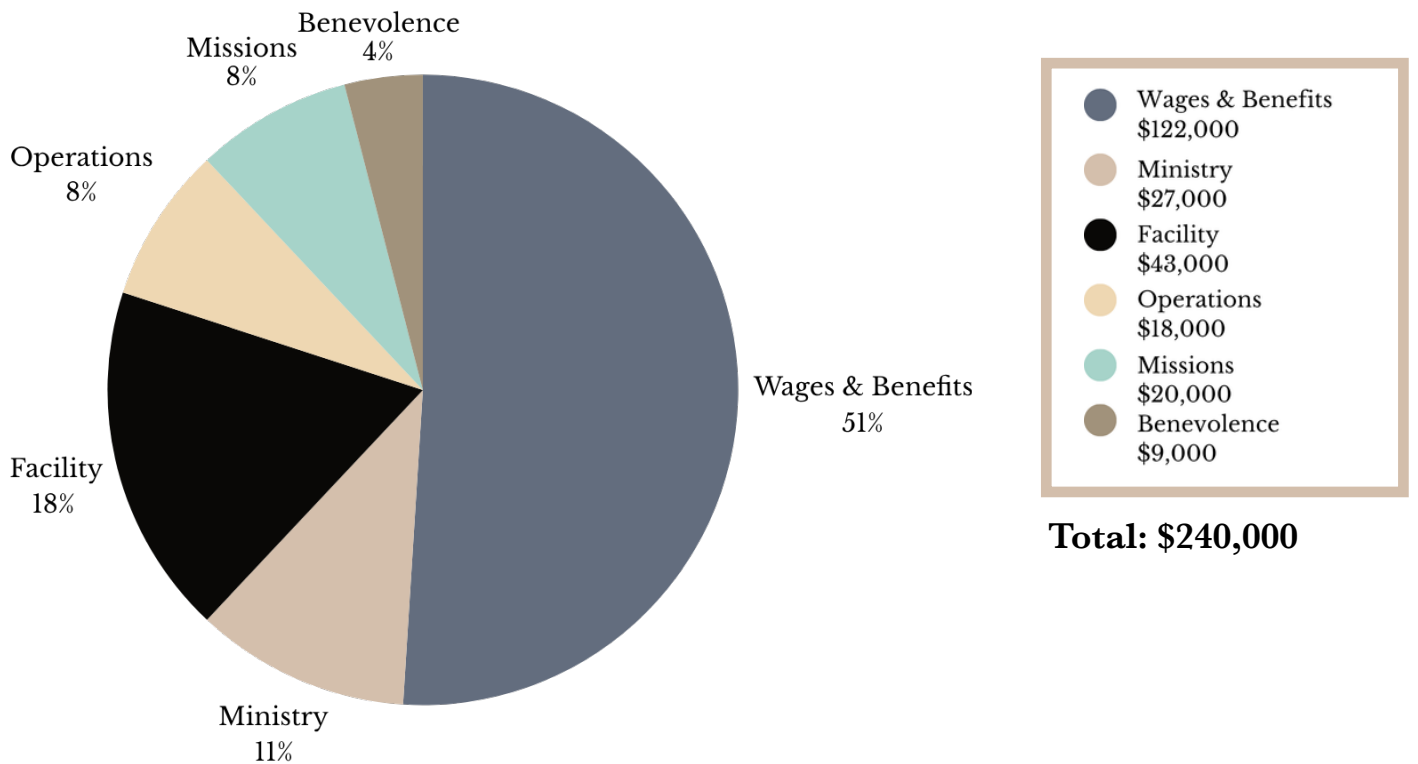
Although candidates from all denominational backgrounds are welcome to apply, the position requires alignment with the overall vision, values and statements of faith of The Alliance Canada and Drumheller Alliance Church.



FINANCIAL HIGHLIGHTS

2024 BUDGET	INCOME	EXPENSES
	\$198,000	\$202,000

2025 BUDGET BREAKDOWN





OUR COMMUNITY



Town of Drumheller

Drumheller, Alberta, tucked in the Canadian Badlands, is a captivating small town that offers a distinctive lifestyle for those relocating for work. Located 135 kilometers northeast of Calgary, this community of about 8,000 residents combines stunning natural beauty, a rich historical backdrop, and a warm, welcoming atmosphere. Known for its rugged hoodoos, layered cliffs, and the Red Deer River valley, Drumheller is an ideal destination for professionals seeking opportunity in a scenic, affordable setting.

The local economy thrives on diverse industries, including tourism, energy, agriculture, and paleontology. The Royal Tyrrell Museum, a world-class paleontological center, draws researchers and scientists, offering unique roles for those in geology or museum sciences. The energy sector, particularly oil and gas, employs engineers and tradespeople, while agriculture supports jobs in farming and agribusiness.

Tourism fuels opportunities in hospitality and retail, bolstered by attractions like the nearby Badlands Passion Play, an annual outdoor theatrical production depicting the life of Jesus, set against the dramatic Badlands landscape. Additionally, the Drumheller Institution, a federal correctional facility, provides employment in corrections and administration, contributing to the town's economic stability.

TOWN DEMOGRAPHICS



8,410
Population



3,557
Households



\$116 Mil.
Tourist Industry

Affordability is a key draw. Housing costs are modest, with single-family homes available from \$300,000 and up and one-bedroom rentals ranging from \$800 to \$1,200 monthly—far lower than in Calgary or Edmonton. Short commutes, typically under 15 minutes, enhance work-life balance. The town’s compact layout ensures easy access to essential services, including the Drumheller Health Centre for primary and emergency care, grocery stores, and reliable high-speed internet, vital for remote workers.

Drumheller’s community spirit shines through its family-friendly environment and vibrant cultural scene. Schools are well-regarded, with daycare options available. Recreation abounds, from hiking in Midland Provincial Park to kayaking on the Red Deer River. The nearby Rosebud Theatre, a short drive away, offers professional live performances in a charming rural setting, enriching the cultural landscape. Annual events like the DinoArts Festival and the Badlands Passion Play attract visitors and foster local pride. Winters, milder than northern Alberta at around -10°C, support ice skating and skiing, while summers, averaging 25°C, are perfect for outdoor adventures.

Dining options range from hearty Alberta steak houses to cozy cafes, and the arts scene thrives with local galleries and theater groups. Proximity to Calgary allows for convenient weekend trips or business needs, while Drumheller’s small-town charm ensures a tight-knit community where newcomers feel at home. With its blend of career opportunities, affordable living, and unique attractions like the Royal Tyrrell Museum, Rosebud Theatre, and the Badlands Passion Play, Drumheller offers a fulfilling lifestyle for professionals ready to embrace a dynamic and welcoming new chapter. *(Source Grok A.I.)*

For more information [visit the Town of Drumheller](#)



[Discover Drumheller, Alberta](#)

OUR NEXT LEAD PASTOR

SPIRIT-LED, VISIONARY, EQUIPPER, MISSION-FOCUSED

Essential Character Qualities

- Love for Jesus and a walk with God that is nourished by a consistent devotion to scripture and prayer.
- 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, submission, 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 parishoners that is 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 DAC leadership.

Necessary Posture

- Dedication to a life of prayer and careful attention to the voice of the Lord.
- Enthusiasm about developing innovative approaches of demonstrating love and service to our local community and beyond.
- Eagerness to see the Holy Spirit work in new and powerful ways among those who attend DAC and all those to whom we minister.
- Commitment to developing a compelling vision in collaboration with the board of elders and congregation.
- Unreserved willingness to lead from the theological perspective of The Alliance Canada.
- 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 DAC and mobilize the church's leaders and congregation to pursue it.
- Provide confident, hope-filled leadership which inspires to deepen people's relationship with God and embrace opportunities to love their neighbours.

Collaborative Team Building

- Able to help assess the giftings and skills of DAC staff, congregants and pastors to see them flourish in appropriate roles and responsibilities.
- Leads and collaborates in such a manner as 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 is 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.

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 and in our current cultural moment.
- Enthusiastic about clearly communicating the Gospel of Jesus to non-believers as well as Christians at any level of maturity.

Required Education and Experience

- Theological education at a bachelor's degree level or greater from an accredited school, or acceptable equivalents in keeping with The Alliance Canada policy.
- A track record of church leadership that demonstrates meaningful visionary collaboration, effective equipping and disciple-making, and fruitful engagement with broader community.
- Licensed and ordained, or prepared to pursue licensing and/or ordination, with The Alliance Canada.

TIMELINE

Preparation – May to July 2025



Receiving of Applicants – August to September 2025



Selection of Candidates – August to September 2025



Candidating – October 2025



Transition – November / December 2025



Continuation – December / January 2025

POSITION DESCRIPTION

Purpose

The Lead Pastor is the primary pastoral leader of the congregation of Drumheller Alliance Church (DAC) with emphasis on providing spiritual oversight, vision, and leadership to equip the staff and congregation to do the work of the ministry, as described below.

Responsibilities

Being with God (5%)

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

Vision & Strategic Development (25%)

- Collaborates with the Board of Elders and ministry teams to discern mission, vision and strategic directions.
- Oversees the development and implementation of Ministry Action Plans (MAPs), ensuring that ministry activity is aligned with strategic directions.
- Establishes reporting systems to monitor and evaluate ministry effectiveness.
- Collaborates with Board of Elders and ministry leaders in the development of policies and procedures.
- Informs and advises the Board of Elders in ways that are timely and accurate, so they may address potential challenges and celebrate missional achievement.

Preaching and Teaching (30%)

- Leads the weekly preaching/teaching ministry of DAC, ensuring the delivery of biblically sound sermons (approximately 60% +/- of speaking).
- Creates overall teaching plans and supervises the preaching team (seasoned preachers in congregation) while ensuring doctrinal consistency, preparation, and gift development.

Congregational Care (10%)

- Provides pastoral care, non-clinical counselling, and spiritual direction to congregants.
- Administers the rites of the Church, including weddings, funerals, baptisms, communion and child dedications.

Ministry Coaching & Development (25%)

- Provides oversight of church ministry leaders and support staff.
- Creates a positive ministry environment for staff and volunteers and fosters healthy morale through honesty, respect, and encouragement.
- Supports and directs staff and ministry leaders in accomplishing agreed-upon goals through direction and accountability.
- Develops and executes a performance system for direct reports, based on clear and measurable objectives.
- Leads appropriate team meetings and ensures action items are tracked, and decisions are implemented.

Other (5%)

- Participates in local ministerial and related broader-community engagement.
- Engages with District and/or National committees on a limited basis and in consult with the Board of Elders.

Accountable To

- Board of Elders
- District Superintendent of the Western District of The Alliance Canada

Work Schedule

- 40 hours/week, days TBD

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