



Alberta Parkland District Evangelical Free Church of Canada

PO Box 50004 Clareview RPO Edmonton AB T5Y 2M9

May 1, 2021

Greetings!

The Alberta Parkland District (APD), a district of the Evangelical Free Church of Canada (EFCC), is seeking a full time permanent district Superintendent. We have been blessed to have our current Superintendent serve us for the past 14 years; he has indicated to us that he would like to retire on December 31, 2021.

Our district is in northern Alberta and stretches from Hwy. 590 at the south to our northern border with the Northwest Territories. At this time, we have 29 churches and 1 church plant. Our superintendent position is vital in the health and growth of our district, and a critical role for the future of God's work in Northern Alberta.

Our successful candidate will be willing to live in our district and will have permanent landed immigrant status in Canada. Please find the attached a job description, plus demographics and metrics, for your review.

Submissions for this position will be accepted only until July 31, 2021. The position will start January 1, 2022.

If interested, please email your resume to dr@crcrents.com.

Blessings,

Darryl Rachar
Alberta Parkland District Chair

Alberta Parkland District
Evangelical Free Church of Canada
Superintendent Ministry Description

Position: District Superintendent

Purpose: To advance the objective of the APD as set forth in Article II of the APD Constitution.

Organizational Relationship

1. The District Superintendent shall be elected by the Annual Conference for a term of three years.
2. The District Superintendent shall be responsible to the Board of Directors and the Conference.

Qualifications

1. Meet the qualifications of an Elder as set forth in Scripture.
2. Be a person of spiritual vitality and accountability.
3. Be a self-starter, an initiator, and a visionary.
4. Possess strong relational, inspirational and communication skills.
5. Understand and support the EFCC culture, distinctive, and ten Articles of Faith.
6. Possess leadership, management, and administrative skills necessary to fulfill the responsibilities as outlines below in an efficient and cheerful manner.
Most pastors are new to the EFCC so onboarding is helpful to identify and understand our unique distinctiveness and be able to champion EFCC culture. This is a grass roots organization so it is not imposed on. Instill good relationships and integration with National Office for unity.
7. The District Superintendent shall be required to become a member of an APD/EFCC Church.
8. Must be ordained with the EFCC or will pursue ordination with the EFCC within six months of assuming the position of District Superintendent.

Responsibilities

1. General
 - a. Meet with each church and/or board as frequently as possible, presenting information, needs, and challenges relating to district ministries, and preaching a biblical message when appropriate. Be a good communicator and an example of effective preaching and teaching.
 - b. Conduct workshops, seminars, and conference ministries as invited. Champion and motivate local church engagement and partnerships in meaning and mission. Provide careful perspective and discernment without assuming governance.
 - c. Represent the APD in services, functions, or events where the representative is requested.
2. Consultant to Churches
 - a. Assist in the calling or disciplining of a pastor. Provide resources and next steps. It is a blessing we have quality pastors in place. Must be someone who has been in the trenches, can relate and support hurting pastors with wise guidance. Walk the talk.
 - b. Assist the church in matters relating to growth, health, and effectiveness; provide good counsel.
 - c. Assist in/and or conduct church and pastoral ministry evaluations;
 - d. Assist/counsel the church/pastor during periods of conflict. Influence not dictate or force. Provide and teach biblical principles and guide the process to do what is right but it is the church responsibility to resolve.
3. Pastor to Pastors
 - a. Be pastors' friend/confidante and provide counselling to pastor, pastoral couples/families;
 - b. Meet regularly with regional pastoral groups for encouragements, information, etc.
 - c. Provide or facilitate opportunities for personal, spiritual, vocational and educational guidance and learning for pastors/pastoral couples, Training and resources available as an offer, develop skills directly or indirectly, but considered a clearing house for recommendations.
 - d. Assist pastors in ministry placement;
 - e. Evaluate prospective candidates for ministry in the APD;
 - f. Assist and guide pastors in their credentialing according to the procedures of the EFCC.

4. Administration
 - a. Attend and report to all District Board and Conference meetings;
 - b. Dream, develop vision and goals (in cooperation with the EFCC vision) for the APD and encourage district pastors and churches to support and participate in these goals;
 - c. Maintain a current database on all churches and pastors;
 - d. Arrange the details of the Annual District Conference;
 - e. Present written reports to the Conference and Board meetings outlining activities, needs and general condition of district affairs;
 - f. Serve as ex-officio member of all boards, committees and teams except the Superintendent's Review Committee;
 - g. Convene Licensing/Ordination Councils and preside at the Installation and Ordination services;
 - h. Facilitate communication between churches using creative means.
5. District Growth and Church Planting
 - a. Maintain along with the church planting teams a church planting strategy;
 - b. Be actively involved with the teams in identifying locations for church planting projects;
 - c. Assist new churches in their Evangelical Free Church orientation;
 - d. Actively seek and assist independent fellowships or churches considering denominational affiliation.
6. The EFCC Relationship
 - a. Liaison with TWS to interview prospective pastoral candidates when possible;
 - b. Attend National Conferences;
 - c. Attend and participate in the meetings of Superintendents;
 - d. Keep an active relationship with EFCC Office and institutions.

Additional Information Pertaining to the APD District Superintendent Position

1) General District Metrics

Presently we have 29 member churches and 1 official church plant. Our churches range from Big Valley in the south to High Level in the north. Our geographic region is marked by a boundary running east-west through Innisfail. EFCC churches to the south belong to the Prairie district and those to the north belong to the APD.

Much of our district economies are driven by oil and gas, farming and forestry, and some ranching, so many of our people would be blue collar. Our city churches would include more white-collar members or small business owners/workers. Our north has had a high-income exemption with the Grand Prairie average household income more than double other regions of western Canada. This has been due to the oil industry which provided very high-income jobs, many of which have disappeared lately.

We have had balanced budgets most years, with only minimal indebtedness when we haven't met budget. We remain the highest giving district to the EFCC nationally even during present downturns in the economy. Our people are generous and committed to our district.

2) Travel

Our outgoing Superintendent, Don Harder, has chosen to be a "field superintendent", preferring to meet face-to-face rather than be a desk superintendent. It has meant more travel but has reaped dividends in support for the district. Don adds...

"Covid has changed the amount of travel I could do the last two years and so I have not been out to all of our churches annually as in the past. I do try to be in each church for a weekend service at least annually. In times of crisis, pastoral search, or special church celebrations, I may be in a church several times a year. I checked on my travel (pre-Covid) and found my average mileage for the district was 32,006 those years. That would not include driving locally for mail, office supplies or to our Knox office, unless for an arranged appointment."

"The superintendent does not have executive privilege to intrude in local churches, so any involvement for leadership consultations, crisis intervention, or even weekend pulpit ministry must be done by local church invitation. Some churches choose not to have me annually, although I remind them of my desire to be present annually. I do not want to neglect any of our churches. Most churches are very open to have me come, some regularly inviting me, some giving a standing invitation, and some wanting to call me as their pastor."

Other travel things I regularly do is any APD or EFCC conferences, generally an annual EFCC leadership retreat in Langley, our Alberta Executive meetings held twice a year in Red Deer, our 3 monthly CHET meetings usually held in Lacombe, Edmonton, and Clairmont. These pastoral cluster meetings allow me to touch base with the majority of our pastors at least every second

month and spend time visiting face-to-face, sharing and praying together, and sometimes coupling them with personal or church leadership meetings. As much as I can, I try to cover multiple things in a long-distance trip, to save on mileage. The odd time it has meant booking into a hotel room but mostly I can find a local church to host me. My wife and I have found that 4-5 days on the road at the stretch is about our limit. After that we want our own bed and the privacy of our own home. My recommendation is that any incoming superintendent invest in a quality, comfortable riding vehicle that he maintains and has confidence in.”

3) Office

Our current Superintendent has utilized both an office in his home and an additional District office made available at no cost by our Knox Church in Edmonton. Remote secretarial support has been provided. Depending on where the next Superintendent chooses to reside, similar arrangements will be made.

4) Administration

Administrative tasks for the Superintendent involve tracking the EFCC credentialing process for pastors; issuing clergy marriage registrations; planning conference and ministry retreats; and sending out a quarterly newsletter. Secretarial assistance is provided in these areas.