



Lead Pastor Ad

The Role: High Level Evangelical Church (HLEC) is looking for a Lead Pastor with a shepherd's heart. This man will model a strong walk with Christ, have a clear calling to pastoral ministry, and under the guidance of the Holy Spirit and the board, will lead the church to a closer and deeper relationship with God. He will do this through solid Bible-based teaching and preaching that has application at all levels of maturity. The Lead Pastor will also guide the church by demonstrating the love of God through his own servant leadership and shepherd care for those around him. He will assist the board in casting vision for the future, in training and discipling leaders, as well as demonstrate a strong commitment to prayer, and actively promote reaching out to the lost with the gospel. Though this position requires a self-starter with a strong work ethic, we desire our pastor to maintain a healthy balance of ministry and family life.

Our Church: we are a multi-generational congregation with a weekly attendance of about 200. In addition to our weekly worship services, we have many active ministry teams including women's ministry, Sunday School and youth. Our church family is involved in community support, as well as local and global missions. Effective ministry to the many young families who attend our church is a high priority for us. We have a heart for truth and strive to be a gospel-centred church that shares Christ's transforming power with those around us. HLEC is also a part of the Evangelical Free Church of Canada and our mission is *We love because He first loved us. Worshiping, caring, teaching, reaching, serving - Christ in All.*

Our town: the Town of High Level, often referred to as "The Hub of The North", is located 3 hours north of Peace River, 4.5 hours from Grande Prairie, and 8 hours from both Edmonton and Yellowknife, NWT. It is a community of approximately 3000 people that serves a trading area of about 20,000. There are multiple school options including a private Christian school. We are blessed to enjoy local recreation such as golf, an indoor pool, parks and a splash-park, basketball and tennis courts, baseball fields, indoor and outdoor ice-rinks, and local markets and events. There are many opportunities to get involved in the local community in addition to enjoying God's great outdoors with camping, hunting and fishing, and nearby trails for snowmobiling and cross-country skiing. Life here is all about the people and building relationships.

If you think your gifts and abilities are a good match for our church's needs, then please let us know by sending us your resume to info@hleec.org. Please note that only candidates selected for an interview will be contacted.

Thank you for your interest.

HIGH LEVEL EVANGELICAL CHURCH

Profile for Lead Pastor

This document has been created to provide prospective pastors a fuller understanding of High Level Evangelical Church and the Lead Pastor the church is seeking to hire. Interested pastors may contact the church directly.

We are part of the Evangelical Free Church of Canada, Alberta Parkland District.



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I. INTRODUCTION

High Level Evangelical Church is looking for a Lead Pastor start immediately. The Board invited a transitional pastor (Rev. Andy Wiebe) to pursue an intentional transition process that would help prepare the church for a thoughtful pastoral search from a posture of health. A Pastoral Search Profile has been developed as part of this transitional process. It presents a good picture of what the church is like and what you can expect as a potential candidate.

II. OUR HISTORY

High Level Evangelical Church was planted in the late 1970's by the La Crete Bergthaler Church to minister to Mennonites who had moved to High Level. Initially they met in a home. In 1982 they built their first building. Growth caused the church to relocate several times. Today a large building with a seating capacity of over 400 is located on five acres just east of town. While started by the Bergthaler Mennonite Conference in 1977, the church withdrew from the Conference in 2003. The departure was handled well, and we left in peace. It operated for six years as an independent church, then joined the Evangelical Free Church of Canada (Alberta Parkland District) in 2009.

- 1979-1983 Abe and Anna Bueckert (as Missionaries)
- 1983-1999 Abe and Anna Bueckert (as Pastor)
- 1991-1994 Perry and Sarah Friesen (Assistant Pastor)
- 1997-2000 Bernie and Kathy Plett (Youth Pastor)
- 1998-1999 Len Nation (Interim Pastor filling a sabbatical for Abe Bueckert)
- 1999-2012 Don and Esther Ford (Senior Pastor)
- 2005-2006 Joe and Heather Haynes (Associate Pastor)
- 2010-2013 Jared and Dwylla Zacharias (Youth Pastor)
- 2012-2015 Lyle and Anita Wahl (Senior Pastor)
- 2013-2017 Jared and Dwylla Zacharias (Associate Pastor and Acting Senior Pastor)
- 2014-2015 Michael Penner (Youth Pastor)
- 2019-2020 Chad and Sarah Freeman (Associate Pastor)
- 2024-Present Micah and Jennifer Quantz (Youth Pastor)
- 2026-Present Abe and Janice Klassen (Associate Pastor)

HLEC has been looking for a full-time lead Pastor since 2017, being served by a few temporary pastors over that time.

- 2016-2017 David Booker (Transition Pastor)
- 2018-2021 Pastor Don and Esther Ford (Transition Pastor)
- 2023-2025 (Jan) Pastor Andy Wiebe (Transition Pastor)

III. WHO WE ARE NOW

We are a multi-generational congregation with a weekly attendance of about 200. In addition to our weekly worship services, we have many active ministry teams including women's ministry, Sunday School and youth. Our church family is involved in community support, as well as local and global missions. Ministry to families is a high priority. While the church still enjoys its Mennonite foundations, today the congregation represents a much more diverse group. We have a heart for truth and strive to be a gospel-centred church that shares Christ's transforming power with those around us. Surrounding the town are many First Nation Reserves. The church supports several missionaries and organizations that minister to local First Nations communities. While HLEC has a well-known presence in the community, evangelism and outreach are not currently strengths. Finding a way to connect with First Nations and multiple ethnic groups would benefit the church in fulfilling its responsibility to the Great Commission.

Mission Statement:

We love because He first loved us.

Worshipping, caring, teaching, reaching, serving - Christ in All

Resources

1. Staff:

- a. Lead Pastor – Transition Pastor to Jan 2025
- b. Youth Pastor
- c. Janitor

2. Average Attendance: 200

3. Our Ministries:

- Sunday Services
- Sunday AM Sunday School (for all ages including Adult)
- Solid Rock Youth Group (presently averaging 70 students!!)
 - Bible Studies and Events
- Renewed Women's Ministry
 - Bible Studies and Mom's Morning Out
- Men's Ministry (new)
- VBS
- Various Teams leading ministries like care

4. Ministry in Collaboration with other Churches:

- Picnic in the Park – July
- Eagles Nest Bible Camp
- Joint praise and worship services

5. Facilities:

- a. Building – we have seating for around 400 with a newly renovated foyer and plenty of classroom space on the main level as well as the basement. Plans are under way to consider further renovations.
- b. Parking – our recently paved parking lot has adequate space for our needs



Church Health

Where we are at? God has been very faithful in keeping our church unified through a long period without a permanent lead pastor. In this time, we restructured the leadership to a single board (previously a two-board system), clarified the church's policy on women in ministry as well as divorce and remarriage, navigated the pandemic and started significant renovations without any major conflict or attendance changes around those issues. The church has been stable but recently the youth ministry has really gained strength, and we are seeing a lot of newcomers attend as people move to the area for work.

Next Steps: We are earnestly seeking God for a Pastor, but ministry continues and we are seeking ways to grow and fulfill the church's mandate. God has been providing in amazing ways for our church and we don't see that changing going forward.

Transition Pastor's Assessment

High Level Evangelical Church has a heart for God and His Word. They are open to new ideas as long as they are supported by Scripture. Their love for each other is evident in the fact very few people rush out after the service but stay to visit and catch up with each other. The church is led by a strong leadership board who give themselves wholeheartedly to the task of leading the congregation. While they have been without a lead pastor for quite a few years, they are steadily moving forward, and God is at work. This is witnessed in the large number of youth coming out for Bible studies and the 18 people who were baptized and became members this past year. This was also evident in the many people who participated in our all-night prayer vigil. God is at work in this church. They are prayerfully anticipating the arrival of a new lead pastor who will lead them forward. – Andy Wiebe (Transition Pastor)

IV. WHAT IS OUR COMMUNITY CONTEXT?

Description of our Community

The Town of High Level is located 3 hours north of Peace River, 4.5 hours from Grande Prairie, and 8 hours from both Edmonton and Yellowknife, NWT. It is a community of approximately 3000 people that serves a trading area of about 20,000.

The Community High Level, while fairly remote, attracts a young population. Most of the 3,000+ residents are under the age of 55, so there are many young families. Farming, the lumber industry and trades employ many residents. Surrounding the town are many First Nation Reserves.

There are multiple school options including a private Christian school. We are blessed to enjoy local recreation such as golf, an indoor pool, parks and a splash-park, basketball and tennis courts, baseball fields, indoor and outdoor ice-rinks, and local markets and events. There are many opportunities to get involved in the local community in addition to enjoying God's great outdoors with camping, hunting and fishing, and nearby trails for snowmobiling and cross-country skiing. Life here is all about the people and building relationships.

History

Called the Gateway to the South, High Level's history dates back to the Indigenous



who occupied the land for centuries, long before Europeans ever arrived.

The Dene primarily lived on the land, but the Métis would slowly move into the area in the 1700s, taking advantage of the rich land and bountiful resources.

Due to the land of High Level being on a height of land that separates the Peace and Hay Rivers, the location was used by the Indigenous as a stopping place, while the rivers served as a form of highway through the area in order to trade with other Indigenous groups.

Due to the ample game in the area, it was a popular hunting ground for the Indigenous and over time, the abundance of furs led to fur traders arriving in the area as early as 1786 in order to acquire furs from the Indigenous. The entire area is located in the Footner Lake Forest, which is currently the largest forest in Alberta.

The Indigenous and occasional traders would come through the area for the next two centuries, but it would be some time before High Level received its first influx of settlers. During those years, the area was known as Hay Meadow.

On Oct. 12, 2021, the Town of High Level and the Dene Tha First Nation would sign a Friendship Agreement, and are now involved in a First Nation Municipal Community Economic Development Initiative. This initiative will include three joint ventures, a waterline connection between High Level and Bushe River, a joint emergency plan for the communities and a new multi-purpose facility.

Homesteading would begin slowly in the 1910s, and continue until the 1940s with little change in population and no real community springing up. A major reason for this was the remote location of the community. The development of a highway that ran from Fort Vermilion would become a major factor in the prosperity of the community and its growth with oil and forestry.

In 1955, a small one-room school was built in the community. By 1963, 32 students were attending with one teacher. Soon enough, that school would not be large enough by any means.

Once settlers arrived, a community would slowly start to grow. In 1957, the first power plant for the area was established, which is the first step for any community to forming as a commercial centre for an area. One year later, a post office was built, creating an important link to the outside world. At this time, the community had a population of just under 40 people.

Progress would continue when the Mackenzie Northern Railway was built to the area in 1963. Prior to the building of the railway, farmers in the area had to almost 300 kilometres to Grimshaw to send their grain out.

One year later, High Level had 300 people living in the community. By this point it had two service stations, three small cafes, outdoor plumbing and a small general store. By the end of the year, the community was hooked into the Alberta Government Telephone system.

Forestry proved to be a huge employer for High Level at this time. The Footner Lake Forest Division of High Level was established in 1964 and had invested nearly \$1 million in facilities in the area for timber by 1967.

The Swanson Lumber Company was producing 20 million board feet of lumber per year in High Level once the facilities were ready. Forestry continues to be an important part of the community, and the High Level sawmill has the largest stockpile of wood in the entire world. Due to the Footner Lake Forest being nearly 83,000 square kilometres, larger than the Czech Republic, it was expected that four billion board feet of lumber could be harvested.

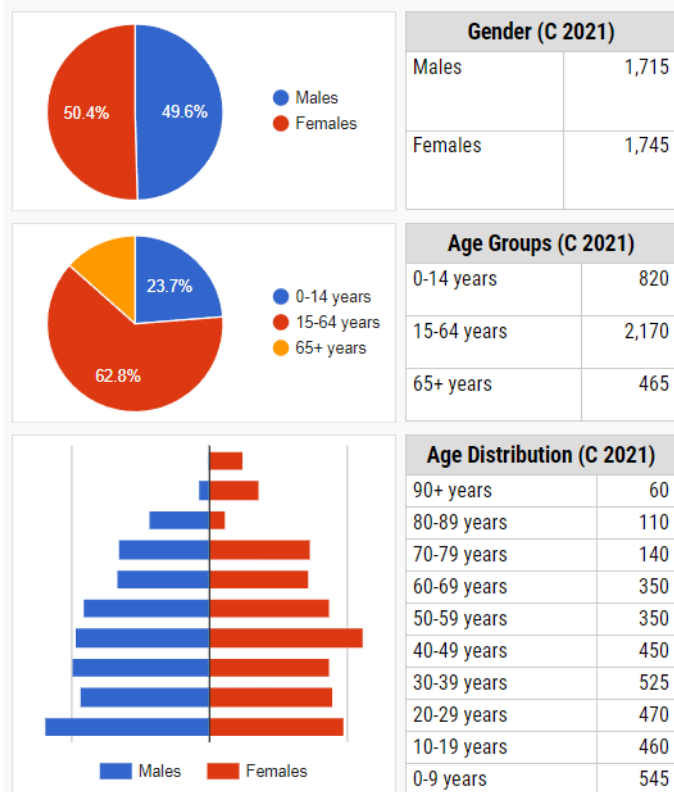
In 1964, the \$250,000 High Level Hotel would open, making it the only hotel on the Mackenzie Highway between Manning and the border of the Northwest Territories. Due to being the only beer outlet in the town at the time, it would have the largest beer sales of any hotel in the entire province of Alberta.

<https://canadaehx.com/2021/10/25/the-history-of-high-level/>

Population of High Level in 2023: 3,992

<https://www.areavibes.com/high+level-ab/demographics/>

Further information about the population structure:



How Far is High Level from...

- Edmonton: 740 km north of Edmonton
- Grande Prairie: 451 km north of Grande Prairie
- Yellowknife: 716 km south of Yellowknife

CHRISTIAN SCHOOL in High Level

High Level Christian Academy

Pre K to Grades 9



PUBLIC SCHOOLS in High Level

Florence MacDougall School

Early Intervention to Grade 3



Spirit of the North Community School

Grades 4-6



High Level Public School

Grade 7-12



The Building Futures path enables high school students to Earn career and college credits while still in High School.



NEARBY POST SECONDARY SCHOOLS:

- Northern Lakes College – High Level Campus
- Northwestern Polytechnic Fairview Campus (336 km)
- Northwestern Polytechnic Grande Prairie Campus (452 km)
- University of Alberta (738 km)

NORTHWEST HEALTH CENTRE

This facility provides a range of healthcare services including a 24/7 emergency department.



RECREATION AND FACILITIES

- Hockey/Skating rink and Curling ring
- Many playgrounds ball parks
- Swimming Pool
- Skate Park
- Army Cadets
- Beach Volleyball
- Tennis courts
- Fox Haven Golf Course
- Municipal Library
- Toy Lending Library
- For a full list see <https://www.highlevel.ca/Facilities>



While a northern town, we have many conveniences of larger cities.



Local Churches we work with:

- High Level Christian Fellowship
- High Level Full Gospel Church

Other Community Churches:

- Mackenzie Highway Baptist Church
- Morning Star Seventh Day Adventist
- Jesus is Lord Church
- Our Lady of Good Counsel Catholic Church

V. WHAT KIND OF LEAD PASTOR DO WE NEED?

High Level Evangelical Church (HLEC) is looking for a Lead Pastor with a shepherd's heart. This man will model a strong walk with Christ, have a clear calling to pastoral ministry, and under the guidance of the Holy Spirit and the board, will lead the church to a closer and deeper relationship with God. He will do this through solid Bible-based teaching and preaching that has application at all levels of maturity. The Lead Pastor will also guide the church by demonstrating the love of God through his own servant leadership and shepherd care for those around him. He will assist the board in casting vision for the future, in training and discipling leaders, as well as demonstrate a strong commitment to prayer, and actively promote reaching out to the lost with the gospel. Though this position requires a self-starter with a strong work ethic, we desire our pastor to maintain a healthy balance of ministry and family life.

General Duties: preaching, leadership, administration, visitation, discipleship

Core Responsibilities

Responsibilities to the Board (20%)

- a. Attend board meetings and contribute in a non-voting, advisory capacity.
- b. Participate with the board in the development of the ministry plan.
- c. Carry out the decisions of the board.
- d. Regularly report to the board concerning his responsibilities.

Oversee the preaching and teaching ministry of the church (60%)

- a. Preach on Sunday morning as scheduled
- b. Prepare the preaching schedule of staff, church members and missionaries.
- c. Teach Bible studies, Sunday school or other classes as needed.
- d. Oversee the baptismal and membership process.
- e. Oversee the observance of communion.

Member Care (20%)

- a. Pray regularly for the people and the ministry of HLEC
- b. Be available for pastoral counseling as needs arise and abilities permit.
- c. Oversee premarital counseling.
- d. Oversee weddings and funerals.
- e. Spiritually exhort and render Biblical guidance to church members and addresses wayward and non-resident members.

Personal Development and Care

1. Take adequate time each week to study Scripture, books, periodicals etc. to keep informed on matters of ministry and which provides care for his own soul.
2. Attend a college/seminary course, retreat, seminar or conference yearly for ministry development or for personal spiritual refreshment. This is encouraged yearly and is mandatory every two years.
3. The Lead Pastor is to take two days off a week.

Accountability:

1. The Lead Pastor is directly accountable to the board and takes ministry direction from the board.
2. The Lead Pastor oversees any other Pastoral Staff
3. An annual evaluation will be conducted by the board of the Lead Pastor's effectiveness in his responsibilities.

APPENDIX 1: Statement of Faith of the Evangelical Free Church of Canada

The Evangelical Free Church of Canada is an association of autonomous churches united in a common commitment to God's evangel—the gospel of Jesus Christ, who died and rose again to give us eternal life. To God's glory, the gospel is the power of God for the salvation of everyone who believes. Our essential theological convictions are vitally connected to this gospel.

God's gospel originates in and expresses the wondrous perfections of the eternal, triune God.

1. We believe in one God, Creator of all things, holy, infinitely perfect, and eternally existing in a loving unity of three equally divine Persons: the Father, the Son and the Holy Spirit. Having limitless knowledge and sovereign power, God has graciously purposed from eternity to redeem a people for Himself and to make all things new for His own glory.

God's gospel is authoritatively revealed in the Scriptures.

2. We believe that God has spoken in the Scriptures, both Old and New Testaments, through the words of human authors. As the verbally inspired Word of God, the Bible is without error in the original writings, the complete revelation of His will for salvation, and the ultimate authority by which every realm of human knowledge and endeavour should be judged. Therefore, it is to be believed in all that it teaches, obeyed in all that it requires, and trusted in all that it promises.

God's gospel alone addresses our deepest need.

3. We believe that God created Adam and Eve in His image, but they sinned when tempted by Satan. In union with Adam, human beings are sinners by nature and by choice, alienated from God, and under His wrath. Only through God's saving work in Jesus Christ can we be rescued, reconciled and renewed.

God's gospel is made known supremely in the Person of Jesus Christ.

4. We believe that Jesus Christ is God incarnate, fully God and fully man, one Person in two natures. Jesus—Israel's promised Messiah—was conceived through the Holy Spirit and born of the virgin Mary. He lived a sinless life, was crucified under Pontius Pilate, arose bodily from the dead, ascended into heaven and sits at the right hand of God the Father as our High Priest and Advocate.

God's gospel is accomplished through the work of Christ.

5. We believe that Jesus Christ, as our representative and substitute, shed His blood on the cross as the perfect, all-sufficient sacrifice for our sins. His atoning death and victorious resurrection constitute the only ground for salvation.

God's gospel is applied by the power of the Holy Spirit.

6. We believe that the Holy Spirit, in all that He does, glorifies the Lord Jesus Christ. He convicts the world of its guilt. He regenerates sinners, and in Him they are baptized into union with Christ and adopted as heirs in the family of God. He also indwells, illuminates, guides, equips and empowers believers for Christ-like living and service.

God's gospel is now embodied in the new community called the church.

7. We believe that the true church comprises all who have been justified by God's grace through faith alone in Christ alone. They are united by the Holy Spirit in the body of Christ, of which He is the Head. The true church is manifest in local churches, whose membership should be composed only of believers. The Lord Jesus mandated two ordinances, baptism and the Lord's Supper, which visibly and tangibly express the gospel. Though they are not the means of salvation, when celebrated by the church in genuine faith, these ordinances confirm and nourish the believer.

God's gospel compels us to Christ-like living and witness to the world.

8. We believe that God's justifying grace must not be separated from His sanctifying power and purpose. God commands us to love Him supremely and others sacrificially, and to live out our faith with care for one another, compassion toward the poor and justice for the oppressed. With God's Word, the Spirit's power, and fervent prayer in Christ's name, we are to combat the spiritual forces of evil. In obedience to Christ's commission, we are to make disciples among all people, always bearing witness to the gospel in word and deed.

God's gospel will be brought to fulfillment by the Lord Himself at the end of this age.

9. We believe in the personal, bodily and glorious return of our Lord Jesus Christ with His holy angels when He will bring His kingdom to fulfillment and exercise His role as Judge of all. This coming of Christ, at a time known only to God, demands constant expectancy and, as our blessed hope, motivates the believer to godly living, sacrificial service and energetic mission.

God's gospel requires a response that has eternal consequences.

10. We believe that God commands everyone everywhere to believe the gospel by turning to Him in repentance and receiving the Lord Jesus Christ. We believe that God will raise the dead bodily and judge the world, assigning the unbeliever to condemnation and eternal conscious punishment and the believer to eternal blessedness and joy with the Lord in the new heaven and the new earth, to the praise of His glorious grace. Amen.