



The Western District of The Alliance Canada

Job Title: Church Development Team Member

Location: Calgary, Alberta

About Us:

The Western District of The Alliance Canada provides support to more than 110 churches throughout Alberta and one in the Northwest Territories. We are part of a network of six districts across Canada, with our National Ministry Centre situated in Toronto, ON.

We are inspired and propelled by our National 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.

The mission of the Western District is *Serving leaders who invite others into fullness of life.*

Values:

- TRUST: We Believe in One Another
- COLLABORATION: We Work in Unison
- ACCOMPLISHMENT: We Deliver on Outcomes to Achieve Our Mission

Position Summary:

We are looking for a Spirit filled leader who is passionate about equipping pastors, strengthening churches, and advancing a Christ-centered, Spirit-empowered, mission-focused movement. This role supports and coaches church leaders across the district, and fosters healthy, multiplying congregations through strategic planning, relational engagement, and effective resource delivery. The ideal candidate is a collaborative and proactive team player who thrives in developing others, guiding churches through seasons of growth and transition, and contributing to a unified culture that advances the broader mission of the Western District.

Responsibilities:

- District Contact Person
 - Serve as the District Contact (primary point) for an assigned area and for 50+/- churches within the Western District.
 - Prioritise a proactive approach vs a reactive approach.
 - Regular, meaningful contact with Lead Pastors and Boards of Elders.

Serving leaders who invite others into fullness of life.



- Empower pastors to lead their church to participate in communal discernment and develop a plan to respond in obedience.
 - Connect churches and leaders to District support systems and resources.
 - Empower Boards of Elders in development of their governance capacity by pointing them to the appropriate assessment, training, and resources.
 - Be available for crisis pastoral care.
- Assist churches in Lead Pastor transitions.
- With the Church Development Team, create and manage the scorecard of local church health and effectiveness.
- Advise in the preparation, editing, and gaining approval of local church bylaws.
- Encourage the churches of the Western District to actively participate in our shared mission through giving to the District Operating Budget, New Ventures Fund, and Global Advance Fund.
- Church Development Team
 - Connect and coordinate the purposes and activities strategically and tactically.
 - Take primary ownership of at least one of the following Key Result Areas (KRAs): Discernment, Resources, and/or Encouragement.
 - Develop, implement, nuance, and evaluate Key Result Areas (KRAs).
- Field Team
 - Be an active participant on the Field Team.
 - Represent the Western District at significant events in the life of the church, which includes ordinations, installations, celebrations, conflict, crisis, etc.

Breakdown of position (by %):

- District Contact - 60%
- Church Development Team - 20%
- Field Team - 5%
- Other Duties - 15%

Qualifications:

- **Licensed or able to be Licensed by the Western District of the Alliance Canada**
- A proven track record as a Lead Pastor and/or District Leader
- Exceptional leadership skills
- Strong experience working with Boards
- Process fluency with discernment and organizational coaching approaches
- A diverse background of collaboration in a team environment
- Exemplary communication skills
- Advanced computer skills in a variety of applications including Microsoft Office
- Master's degree or equivalent in a related discipline

Preferred Skills:

- Experience in multi-ethnic and/or cross-cultural environments

Cultural & Professional Requirements:

- Align with **The Alliance Canada's Statement of Faith** and **The Call to Excellence**
- Attend an **Alliance Church** regularly
- Actively participate in leadership development opportunities

Benefits:

- Competitive salary
- Comprehensive health and dental benefits package
- Paid time off and holidays

Working Conditions:

- Based out of our office in southwest Calgary, there will be significant travel and work at remote locations
- Full time (40 hours per week)



Application Process:

Interested candidates should submit their resume and cover letter to careers@thewcd.ca. We thank all applicants for their interest; however, only those selected for an interview will be contacted.

Join us in serving leaders and advancing the mission of The Western District of The Alliance Canada!

