



The Western District of The Alliance Canada

Job Title: Assistant Superintendent – Church Development

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 Center 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 *servicing 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 and strategic leader who is passionate about equipping pastors, strengthening churches, and advancing a Christ-centered, Spirit-empowered, mission-focused movement. This role provides visionary and operational leadership to our Church Development Team, 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 leader 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:

A member of the District Lead Team (20%)

Work with the Lead Team to provide collaborative leadership of the District Team and ministries.

- Participate in the following regular meeting rhythms...
 - Weekly Tactical Mtg
 - Monthly Strategic Mtg
 - Quarterly Offsite (2 days)

Serving leaders who invite others into fullness of life.

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District Contact (30%)

- Serve as the District Contact (primary point) for an assigned area and or number of churches within The Western District. 35+/- churches
- Prioritize a proactive versus a reactive approach
 - Primary support for lead Pastors and Boards
 - Empower pastors to lead their Church's to participate in communal discernment and develop a plan to respond in obedience to the communal discernment
 - Connect churches and leaders to systems and resources provided by the Church Development Team, Leader Formation Team, and Operations Team
 - Empower Boards of Elders in assessment and 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
- Provide pathways forward for churches to be continually growing in health, effectiveness, and multiplication
- Advise in the preparation, editing, and gaining approval of local church bylaws
- Encourage the churches of The Western District to actively participate in contributing to our shared mission through giving to the District Operating Budget, New Ventures Fund, and Global Advance Fund

Field Team (10%)

- Engage with leaders as arising from our connections
- Represent The Western District at significant events in the life of the church, including ordinations, installations, celebrations, conflict, crisis, etc.

Church Development Team (20%)

- Lead the CDT team
- Coordinate the established responsibilities and activities strategically and tactically
- Develop, implement, adapt and evaluate KRA's. Track and report as required
- Develop, implement and manage the annual budget for the Church Development Team
- Oversee the direction of New Ventures in the WD

Other Responsibilities (20%)

- Participate in staff meetings, training, and strategic planning sessions
- Attend offsite/overnight events and meetings (i.e. Prayer Retreat/District Conference/General Assembly)
- Mentor and supervise Church Development team, fostering their personal growth
- Maintain professional development program

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 Expectations

- 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 Calgary office in the southwest, 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!