

# Church Development Team Associate

## **Job Title: Church Development Team Associate**

### **Purpose of The Western District of The Alliance Canada**

Our National Vision Prayer inspires and propels the Western District of The Alliance Canada.

*O God, with all our hearts, we long for (more of) you. Come, transform us to be Christ-centred, Spirit Empowered, Mission Focused people multiplying Disciples Everywhere.*

The mandate of the Western District Office is to actively partner with leaders and churches to multiply disciples everywhere.

### **Purpose of the Church Development Team**

The purpose of the Church Development Team is to empower the Churches of The Western District to flourish by discerning and participating in the mission of God, resulting in internal health and external mission.

The Acts 1:6-8 iteration of the “Great Commission,” is informative to the purposes of the Church Development Team. We are Spirit Empowered (through discernment and the actual power of the Holy Spirit).

- We join God in his mission in “Jerusalem” (local church; internal health marked by the church being a sign, symbol, and foretaste of the Kingdom of God).
- We join God in his mission in “Judea” our churches are making a local difference.
- We join God in his mission in “Sameria,” our churches are joining God in what he is doing in our region through multiplication/New Ventures/Church Planting.
- We join God in his mission in “To the very ends of the earth,” our churches are actively participating in the global work of The Alliance Canada.

### **Purpose of the role of Church Development Team Associate**

The purpose of the Church Development Team Associate is to be a regional and incarnational presence in and for the churches of The Western District. This person will represent the mission and priorities of The Western District and the Church Development Team to our Churches.

This role will work closely with the Church Development Team in empowering The Western District churches in assessment, discernment, participation in mission, health, and (global and local) mission.

## Working Relationships

- Works with and reports to the Director of Church Development (Clint Mix).
- Works synergistically with the Church Development Team.
- Works collaboratively with the District Superintendent, the Western District Leader Development Team, and Operations Team.
- Serves Lead Pastors and Licensed Workers.
- Serves Boards of Elders.

## Church Development Team Cultural Commitments

- The chosen applicant must embody the Alliance Canada national vision prayer.
- The successful candidate will resonate in belief and practice with the mandate and culture of the Western District Office.
  - Western District Office Mandate: The mandate of the Western District Office is to actively partner with leaders and churches to multiply disciples everywhere.
  - Western District Office Culture: Clarity, Relational, Innovation, Empowerment, Accomplishment, and Development.

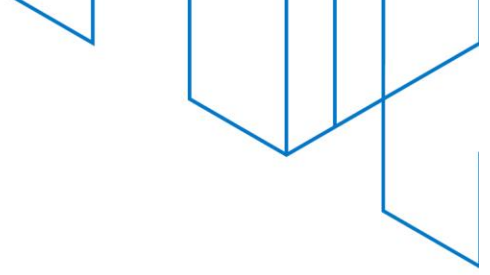
## Core Competencies

- A proven track record of fruitful and missional leadership in a local church setting.
- A highly collaborative team player who is comfortable in both a leadership and a team member role.
- Experience with and appreciation for a leadership model that is driven by communal discernment, co-creation, and co-ownership.
- An ability to think and act appreciatively (Appreciative Inquiry).
- A “coaching” posture.
- A proven ability to graciously challenge team members or “lead up.”
- Models servant leadership.
- A commitment to excellence; giving our very best to God.
- Excellent spoken and written communication skills.
- Highly relational.
- Bring significant expertise in two or more of the following areas:
  - a. Renewal
  - b. Communal Discernment
  - c. Governance / Board Development

- d. Team Development
  - e. Human Resources
  - f. Conflict Management
  - g. New Venture (Church Planting)
  - h. Other
- Ability to work independently, remotely, and effectively utilize technology.
  - Ability to travel and work weekends and evenings.
  - Experience in local and global mission would be considered an asset.
  - Additional languages and or cultures would be considered an asset.

### **Core Responsibilities:**

- Serve as the District Representative (primary point of contact) for an assigned area and or number of churches within The Western District.
- Support Pastors and Boards of Elders
  - a. Empower pastors to lead their Church's to participate in communal discernment and develop a plan to respond in obedience to the communal discernment.
  - b. Connect churches and leaders to systems and resources provided by the Church Development Team, Leader Development Team, and Operations Team.
  - c. Empower Boards of Elder's in assessment and development of their governance capacity by pointing them to the appropriate assessment, training, and resources.
  - d. With the Church Development team create and manage the scorecard of Local Church health and effectiveness. Also, provide pathways forward for churches to be continually growing in health, effectiveness, and multiplication.
  - e. Report on metrix of the scorecard to senior leadership.
  - f. Prioritise a proactive verses a reactive approach.
- Assist churches in Lead Pastor transitions.
- Be available for crisis pastoral care.
- Advise in the preparation, editing, and gaining approval of local church bylaws.
- Represent The Western District at significant events in the life of the church, which includes ordinations, installations, celebrations, conflict, crisis, etc.
- 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.



## **Anticipated Education and Qualifications:**

- A Bachelor's (minimum) (Master's or Doctorate preferred) degree in ministry, theology, or leadership.
- Seven or more years of ministry leadership experience with a proven record of accomplishment in leading through communal discernment, leader development, team development, board development, and biblical communication.
- Lead Pastor experience would be considered a considerable asset for the role.
- Experience in the broader work of The Western District is a significant asset.
- Licensed or able to be licensed with The Alliance Canada.
- Ordained with The Alliance Canada. (A person who is not yet ordained may be considered with a commitment to completing the ordination process in very short order.)

**Compensation:** This is a full-time position. Salary is commensurate with education and experience and consistent with The Western District salary grid.

**Location:** A mutually agreed upon location within The Western District. The location will be informed by the geographic location(s) that this role will primarily be connected to.

**Position closing date:** The position will remain open until it is filled. To apply, please email a cover letter and Resume to [careers@thewcd.ca](mailto:careers@thewcd.ca). Resumes will be reviewed beginning March 1 of 2024.