

Role Description



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.

Western District Mission

The mission of the Western District Office (WDO) is to actively partner with leaders and churches in multiplying disciples everywhere.

Title	Peer-to-Peer Associate, Leader Development Team
Purpose of the Leader Development Team	The Leader Development Team (LDT) is responsible for developing the overall health and effectiveness of the 500+ Licensed Workers in the Western District. The LDT works synergistically with the Church Development Team to create a seamless approach as we actively partner with both licensed workers and churches toward the fulfillment of our vision prayer. The LDT also works synergistically with the National Office of The Alliance Canada to align on national leader development initiatives.
Purpose of the Role	<p>The Peer-to-Peer Associate will primarily be responsible for developing a “Peer-to-Peer” approach through Large Group Networks and Peer Coaching Circles. Networks are larger affinity-based groups that meet periodically for the purpose of relationship-building and sharing resources across the district. Peer coaching circles are groups of 4-5 people who meet regularly for the purpose of mutual connection, learning and coaching.</p> <p>The peer-to-peer approach will be the “engine” that will drive the ongoing development of our leaders and will be integrated into every facet of the leader development strategy, beginning in the first five years of someone’s vocational ministry.</p> <p>A key component of this role will be to build systems and structures that will support the development of our licensed workers in a “peer-to-peer” environment that will provide personal development in a highly collaborative and co-creative environment. To accomplish this, they will work synergistically with every member of the Leader Development Team and with licensed workers.</p> <p>Through an effective peer-to-peer system, they will be supporting the development of hundreds of licensed workers simultaneously through a coaching approach.</p> <p>This person will work with the Leader Development Team to assess the health and effectiveness of our licensed workers and implement appropriate systems to support health and effectiveness in increasing measures.</p>

Working Relationships	<p>The person filling this role:</p> <ul style="list-style-type: none"> • Reports to and works closely with the Director of Leader Development. • Works synergistically with all other team members. • Works collaboratively with the WDO Church Development Team and Operations Team. • Works with network leaders, peer circle facilitators, and licensed workers.
Key Characteristics	<ul style="list-style-type: none"> • 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 WDO. <ul style="list-style-type: none"> ○ WDO Mandate: The mandate of the Western District Office is to actively partner with leaders and churches to multiply disciples everywhere. ○ WDO Culture: Clarity, Relational, Innovation, Empowerment, Accomplishment, and Development.
Core Competencies	<ul style="list-style-type: none"> • 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, speak, and act appreciatively. • A collaborative and “coaching” posture. • Ability to multiply others. • Models’ servant leadership. • Commitment to excellence. • A “systems” thinker/practitioner. • Cultural awareness. • Excellent interpersonal skills. • Excellent communication skills (spoken and written). • Ability to work independently, remotely, and effectively utilize technology. • Ability to travel and work weekends and evenings. • Experience in coaching and group facilitation would be an asset. • Additional languages would be considered an asset.
Core Responsibilities	<ul style="list-style-type: none"> • Embody and share the vision of our National Vision Prayer with the churches of the Western District. • Develop, support, and continually refine Large Group Network teams and networks of licensed workers to strengthen relationships based on role affinity across the Western District for the purpose of sharing resources. • Develop, support, and continually refine a system of Peer Coaching Circles, groups-comprised of 4-5 Licensed workers that are led by a trained facilitator. Our dream is to have every licensed worker in a

	<p>group where they receive mutual connection, learning, and coaching from peers.</p> <ul style="list-style-type: none"> • Develop and tend a system of regional coaches who can support the growing work of our facilitators. • Develop, support, and continually refine a system of care and support for licensed workers in the Western District that addresses such matters as transitions, sabbaticals, wellness plans, etc. They will work collaboratively with the Resource Navigator to help licensed workers access available Leader Health and Effectiveness resources. • Be available for other aspects of ministry that may be required from the Leader Development Team and or the WDO.
Education and Qualifications	<ul style="list-style-type: none"> • A Bachelor's (minimum) (Master's or Doctorate preferred) degree in ministry, theology, or biblical studies. • Has successfully developed systems that connect people for growth such as small groups, coaching groups, etc. • Understands the coach approach and has successfully coached people toward effectiveness (Preference given to those who have been certified). • Has developed skills as a group facilitator (Preference given to those who have been certified in appreciative models of facilitation). • Experience in local church ministry • Licensed or able to be licensed with The Alliance Canada. • Ordained or able to be ordained with The Alliance Canada.
Working Conditions	<ul style="list-style-type: none"> • Calgary, Red Deer, or Edmonton areas to be negotiated.
Compensation	<ul style="list-style-type: none"> • This is a full-time position. Salary is commensurate with education and experience and consistent with the Western District salary grid.
Position Closing Date	<ul style="list-style-type: none"> • The position will remain open until it is filled. To apply, please email a cover letter and Resume to careers@thewcd.ca. Resumes will be reviewed in January of 2024.