

KAMLOOPS ALLIANCE CHURCH

Youth Pastor Search Profile | March 2026



Kamloops Alliance Church is part of the Canadian Pacific District of Canadian Christian & Missionary Alliance. cmacan.org

MISSION, VISION, & VALUES

MISSION:

Kamloops Alliance Church exists to know Jesus and make Him known.

VISION:

To see all people become fully devoted followers of Jesus Christ.

CORE VALUES:

Christ Centered

Our foundation is the person and work of Jesus Christ. He is the nucleus of the “KAC atom” around which every other strategic directive centres. To that end, every initiative, goal, and dream at KAC is designed to be carried out with Jesus, for Jesus, and because of Jesus.

Formation

We desire to be continually formed into the image of Jesus for the sake of others.

Community

As a response to Christ’s call to intimate community with him and others, we desire to be a self-sacrificing and embracing community to all people.

Renewal

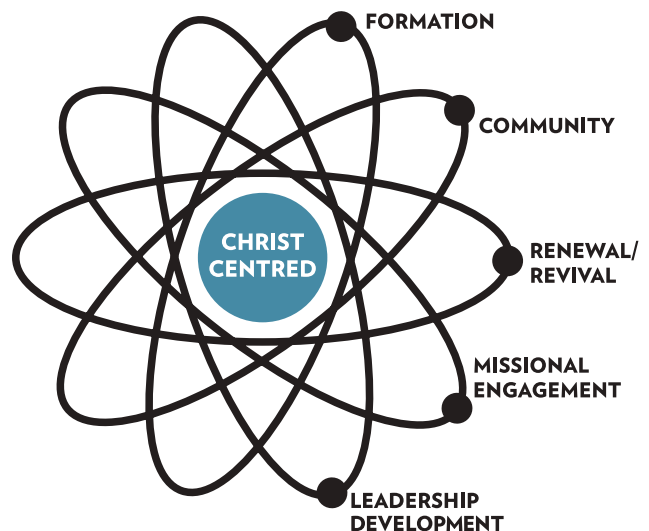
We desire and pray for a Christ-exalting, heart-reviving, sin-defeating encounter with the Holy Spirit that releases God’s transforming power in our neighborhood, city, and world.

Missional Engagement

We believe that every follower of Jesus is called to be on mission everywhere, all the time by boldly proclaiming and demonstrating the love of Jesus to others.

Leadership Development

We seek to follow Christ’s commission to identify, train and equip leaders at all levels to make Jesus known in our church, neighborhood, city, and world.



KAMLOOPS COMMUNITY PROFILE

The future is very exciting in the widespread, vibrant city of Kamloops. It has a growing population of over 100,000 that is transitioning from a historically agricultural and resource-based community into an athletically minded and urbanized city. Kamloops is experiencing economic diversification in tourism, recreation, education, and technology. Thompson Rivers University (TRU) is the educational home for 15,000 Canadian and international students. TRU boasts a Law School, six master's degrees and undergraduate research, and the Open Learning Division is the distance education provider for the province. Quality elementary and high schools can be found throughout Kamloops. Many family-oriented parks across the city host cultural entertainment such as festivals and music nights occurring throughout the year. It is a wonderful place to raise a family in a safe, laid-back environment.



The culture of Kamloops is pretty conservative with a strong emphasis on hard work, volunteering, and outdoor adventure. Kamloops is one of North America's "must-visit" golf and vacation destinations, with eight golf courses located in our city and several others less than an hour away. World-class Sun Peaks Resort hosts amazing skiing, golfing, hiking and mountain biking, all within 45 minutes of Kamloops (www.sunpeaksresort.com). Home of the famous Kamloops Trout, this city is also a fisherman's



paradise with more than 200 lakes within an hour of the town. Located in South Central British Columbia at the confluence of the North and South Thompson Rivers, Kamloops is situated 335 km (220 miles) from Vancouver and 440 km (275 miles) from Calgary. At an elevation of 360 m (1200 feet), Kamloops boasts an excellent climate with mild winters and hot, dry summers.

Kamloops Alliance Church is situated at a strategic corner within the city. Located at the end of the main bridge connecting North and South Kamloops, KAC is positioned on the edge of the lower socio-economic area. This prime location enables community members from all parts of the city and all walks of life to easily reach our church. KAC is in a lower-income neighbourhood, which is undergoing improvements planned by the city to revitalise the area. The surrounding community now features a diverse mix of small family homes, retirement residences, and some nearby apartment buildings.



KAC CURRENT PROFILE

Kamloops Alliance Church (KAC) is a large, loving community of believers from all walks of life and demographics. It is a growing church with a current average weekly attendance of just over 800, seeking to “know Jesus and make Him known.” Stability at KAC is found in the large group of committed members and volunteers who support the many ministries and activities within the church. Leadership at KAC encourages the congregation to connect weekly in smaller, meaningful Life Groups to solidify relationships within the church community and with God. KAC is known for a casual “come as you are” style, with a desire to be a place with its arms wide open to all who attend. The church enjoys a good reputation within the city. It is particularly known among the government and private social services network as a solid contributor and participant, offering resources and finances.



KAC is truly a multi-generational church. Worship services are energetic, contemporary, and led by a skilled and creative worship pastor with a talent for building dynamic teams of dedicated artists and worship leaders. Our Pastors provide solid biblical teaching that both



inspires and convicts us to become Spirit-filled children of God. KAC also has a very dynamic children’s ministry, and student ministries engage in a highly successful leadership development program.

The staff of 19 (full-time equivalent) is dedicated to addressing the spiritual, emotional, and physical needs of the community and has experienced minimal turnover. The pastoral team is a skilled, experienced, and cohesive group, even in the current absence of a Lead Pastor.

The culture of Kamloops Alliance Church has its roots in evangelism and a commitment to being outward-focused. While there are several internal programs to help build the current body, KAC takes very seriously its call to be an influential force in its community. The church passionately and intentionally seeks creative ways to connect with the non-churched. The church strategically partners with many local social agencies, making a difference in the lives of countless people in need.

Overall, it is a church with an inviting and casual atmosphere that reflects the surrounding community. Still, at its core, KAC has a passionate dedication to making a meaningful and lasting difference in the lives of those it reaches.



KAC YOUTH

KAC Youth is known as a warm and welcoming space for all. This is the result of a long legacy of faithful leaders and volunteers living out the mandate to “know Jesus and make Him known.” Our heart is to see young people cherished and championed, recognizing that the next generation needs to hear the gospel, be disciplined in it, and given opportunities to use their gifts and serve the Kingdom.

We reach a diverse group of students. KAC Youth is a large ministry, with students of all ages and from a wide range of socioeconomic backgrounds throughout our city. Many students who attend are not from church families and come on the arms of friends, but we are seeing them be disciplined, exposed to the gospel, and experiencing real life change.

Some of their favourite activities include prayer and worship nights! Our youth love to come together in worship. We also play hard and don't take ourselves too seriously when it comes to having fun together. Our students have also caught the culture of being servant-hearted leaders and continually jump in to serve wherever possible, like in worship ministry, the tech team, and in our Jr. Youth ministry.



JOB DESCRIPTION

Position Title:	Youth Pastor
Reporting to:	Senior Associate Pastor of Spiritual Formation
Partners with:	Pastoral Leadership Team, Youth Leaders and Volunteers
Classification:	Pastoral Staff Full Time 40+ Hours Per Week, including weekends and some evenings
Compensation:	Salary \$50,000 – 55,000 per annum plus benefits

PURPOSE

The Youth Pastor develops and grows KAC's Youth Ministry, providing vision, leadership, and pastoral care. This role provides leadership to both Junior Youth and Senior Youth, two distinct programs designed to meet students at different developmental stages while remaining unified in vision and discipleship pathway.

In alignment with the KAC Strategic Plan, the Youth Pastor collaborates with the Pastoral Lead Team, staff, and volunteers to equip and inspire every student to know Jesus and make Him known, cultivating lives marked by renewal, spiritual formation, leadership development, and missional engagement.

KEY ROLES

- Provide visionary and spiritual leadership for all Youth Ministries (Junior and Senior Youth).
- Champion a culture of leadership development, renewal, and missional engagement among youth and volunteers.
- Develop and oversee volunteer recruitment processes, training systems, scheduling structures, and appreciation initiatives.
- Oversee strategies for students' ongoing spiritual formation.
- Preach Christ-centered, practical sermons to Youth and, at times, the wider congregation.
- Build relationships with other youth pastors in the city to collaborate on citywide youth gatherings and shared initiatives.
- Participate in and contribute to the church's Pastoral Apprenticeship Program as part of developing emerging leaders.
- Collaborate with the Pastoral Lead Team in providing care and leadership to the wider congregation.

AREAS OF RESPONSIBILITY

Youth Ministries (60%)

- Provide overall leadership and strategic direction for both Junior and Senior Youth programs, ensuring clarity of vision and alignment with the KAC Strategic Plan while honoring the distinct needs of each group.
- Build meaningful relationships with students, investing time to understand, support, and guide them in their spiritual journey.
- Oversee and develop engaging, relevant, and gospel-centered content for spiritual formation, including weekly messages, discipleship resources, social media engagement, and parental support tools.
- Develop strategies and systems for ongoing student engagement beyond weekly gatherings (Alpha, small groups, mentoring, missional initiatives, retreats, etc.).
- Cultivate a culture of prayer, renewal, and responsiveness to the Holy Spirit.
- Collaborate with the Spiritual Formation Team to equip and empower parents to be the primary disciplers of their students.
- Partner intentionally with the Children's Pastor and Young Adults Director to create smooth, intentional transitions from Children's Ministry into Youth, and from Youth into Young Adults.

Leadership Training and Development (30%)

- Recruit, train, lead, and develop volunteers to support Youth Ministries.
- Build a culture that nurtures and equips students and volunteers to discover and use their spiritual gifts and leadership abilities, developing strong leaders marked by humility, hunger for God, and sacrificial living.
- Collaborate with the Pastoral Lead Team to build scalable leadership and discipleship pathways across ministries.
- Contribute to and participate in the church's Pastoral Apprenticeship Program, mentoring and developing emerging ministry leaders.
- Meet regularly with ministry team leads for prayer, coaching, planning, and problem-solving.
- Network and collaborate with other churches, program leaders, and city youth pastors to strengthen the impact of ministry across Kamloops.

Administration (20%)

- Establish communication rhythms that keep students, parents, and volunteers informed and engaged.
- Create and submit monthly reports that include metrics, ministry highlights, progress in leadership development, and strategic goals.
- Utilize Planning Center to manage resources effectively, including scheduling building space, volunteers, and ministry activities.
- Develop and manage an annual budget and Department Action Plan aligned with KAC's Strategic Plan.
- Meet regularly with the Pastor of Spiritual Formation for prayer, accountability, and planning.

Weekend Services and Events (10%)

- Attend all weekend gatherings and key KAC events to provide a pastoral presence, unless scheduled away.
- Assist and support the Host Team in creating a welcoming environment for congregants.
- Intentionally connect with students, parents, and other congregants before and after services.
- Be available for prayer and pastoral conversations, making referrals when necessary.

Churchwide Pastoral Responsibilities (5%)

- Serve as a pastoral presence for the wider church, including acting as Pastor on Call and Pastor of the Day when scheduled, providing care, counsel, and support to members of the congregation as necessary.
- Serve as the Point Pastor when scheduled. See the JD Point Pastor 2024.07 for further details and clarity.
- Provide pastoral care, encouragement, and guidance to congregants, responding to spiritual and practical needs throughout the church community.
- Collaborate with the Pastoral Lead Team to ensure continuity of care, support, and spiritual leadership across KAC.

COMPETENCIES AND QUALIFICATIONS

- Accreditation, or willingness to pursue accreditation, by the Christian and Missionary Alliance in Canada.
- Deeply resonates with KAC's Strategic Plan and is committed to seeing its vision fulfilled through the youth ministry.
- Proven experience leading youth ministries in a mid-to-large church context, with oversight of multiple programs, volunteers, and events.
- Strong interpersonal and pastoral skills with the ability to communicate Biblical truth clearly and compellingly.
- Demonstrated commitment to leadership development and team building.
- Ability to work in a large, multi-staff, strategic environment.
- Highly developed communication, project management, and time management skills.
- A self-starter who balances big-picture vision with detailed execution.
- Strong work ethic with healthy work-life rhythms.

GENERAL RESPONSIBILITIES & EXPECTATIONS

The Youth Pastor ought to:

- Know Jesus personally and love Him wholeheartedly. This should be evidenced through spiritual growth and an obvious love of Jesus.
- Engage in practices that help grow in a personal relationship with Jesus.
- Participate in church life through regular attendance at, and participation in, weekend gatherings and other group ministries.
- Agree to and sign the Christian and Missionary Alliance Statement of Faith, Statement on Human Sexuality, and the KAC Team Covenant.



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