

KAMLOOPS ALLIANCE CHURCH

Lead Pastor Search Profile | May 2026



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

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Interested applicants can contact the District Superintendent of the Canadian Pacific District of the Christian and Missionary Alliance or the Chair of the Kamloops Alliance Church Pastoral Search Team.

INTRODUCTION

This document aims to give prospective candidates an understanding of Kamloops Alliance Church: its history, current state, and future direction. It also outlines the characteristics and qualifications of the pastor we seek to lead us into the next chapter. It serves as the guiding document for the Kamloops Alliance Church Pastoral Search Team. Interested applicants can contact the District Superintendent of the Canadian Pacific District of the Christian and Missionary Alliance or the Chair of the Kamloops Alliance Church Pastoral Search Team.

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In the spring of 2025, after seven years of effective ministry, Kamloops Alliance Church (KAC) Lead Pastor Chris Throness, felt the calling of God to move into a newly created role with the Alliance Canada. While the KAC congregation was sad to see the Throness family depart, they understood that God had prepared Chris for this new role. They supported and commissioned Chris and his family as they transitioned into their new ministry.

Reverend Dave Hearn was already on staff as Senior Associate Pastor and was appointed Interim Lead Pastor. After discussions with the Elder Board, Pastor Dave, Mark Peters, staff, and congregants, it was agreed that the church's health was good and that the search for a new Lead Pastor should commence. A Pastoral Search team was appointed, and this document was prepared.

KAC is truly a church on the move. Since emerging from COVID restrictions, KAC has launched many new ministries and improved existing ones. We are experiencing strong growth, with staff and the Board working together to meet the increasing demand. We have pushed the limits of our facility to support our ministry efforts and are currently in a capital campaign titled, "Beyond All," a reference to Ephesians 3:20.

We believe the search for a new Lead Pastor is mostly about discernment and that God has already been preparing our next Lead Pastor for KAC.

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

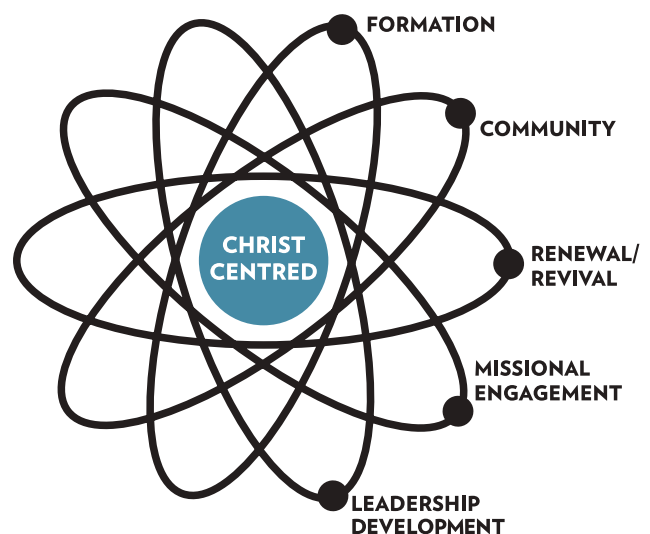
We desire and pray for a Christ-exalting, heart-reviving, sin-defeating encounter with the Holy Spirit that releases God’s transforming power in our neighborhood, city, and world.

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.



CHURCH PROFILE SUMMARY

WHERE HAVE WE COME FROM

The history of the Kamloops Alliance began with a handful of committed Christians who had a heart for mission work in Kamloops. These people had a passion for reaching people experiencing homelessness, the alcoholics, and the wanderers. It was during the latter stages of the Second World War that Selwyn Neale, Charles Anesly, Ed Hearn, and Les Hearn established a mission in downtown Kamloops. The Gospel Lighthouse began its work in 1944 on the corner of First Avenue and Victoria Street, directly across from where City Hall is located today. In 1945, the committee overseeing the mission decided to ask the Canadian Alliance Church for affiliation. At that point, this small group of people became an Alliance congregation.

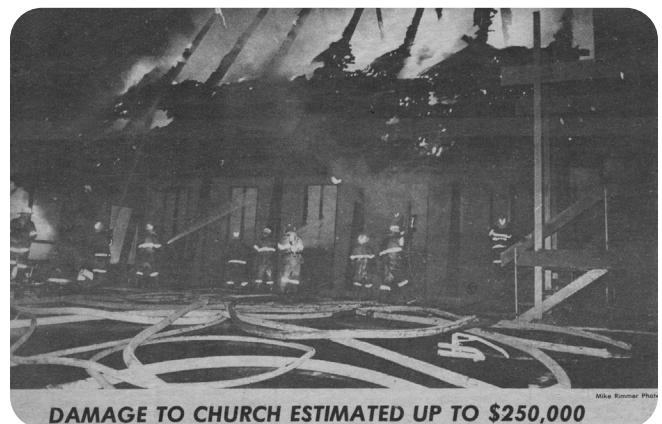


A year later, the work had to be relocated because the valuable downtown property they were using was sold for business purposes. Another piece of property was purchased on Columbia Street for \$700. While the new church facility was being built, this small group met at Mr. and Mrs. Neale's home. With the help of volunteers, the new church building was constructed within the same year.

This new church was named the Alliance Tabernacle. The services were held in the basement, and this area also served as living quarters for the pastor and his family. The early spiritual leaders had a passion for God and for the

people living in Kamloops. Erwin Jane, a fellow pastor, spoke highly of these people, saying, "The men, Anesly, Neale, and Hearn, of The Gospel Lighthouse invited me to their 6:00a.m. prayer meetings out on the hills. Every morning, we opened the Word and cried to God for a mighty move of the Holy Spirit in Kamloops."

In 1967, the Alliance Tabernacle on Columbia Street was sold, and an A-frame style structure was built at the current address on Fortune Drive. This new facility was dedicated in March 1968 with Rev. Ed McCarthy as the pastor. By this time, the church had grown to approximately 200 people. The total seating capacity for the church was four hundred, including the main floor and balcony. On Tuesday morning, February 3, 1976, the church building went up in flames, with the fire destroying the facility. Fortunately, no one was hurt. Unfortunately, the congregation was now without a building and a pastor, as the previous pastor had resigned a few months before the fire. However, it was still a church with committed people and divine purposes for its existence. For the time being, the people held services across the street at the Overlander Elementary School. In the end, this tragedy created a great bonding experience for them. Together, they tore down the burned remains and worked on plans to start rebuilding. Construction of the new building began in August 1976.



DAMAGE TO CHURCH ESTIMATED UP TO \$250,000



During this period, Rev. Jack Schroeder accepted the position of Senior Pastor and moved to Kamloops in time to be a part of the new building project. On May 1, 1977, the new Alliance Church was dedicated. By this time, the church had grown to around 300 people. In 1979, the Alliance church added a second pastor, and from that point on, it became a church with multiple staff. Through the years, as pastors have come and gone, there have been many committed lay people who have remained and given excellent leadership and stability to this church family. Throughout this period, lay people entirely provided leadership for children, youth, camp, and adult ministries. Many of these lay leaders have moved on to serve God in other locations. Others are still here serving in significant ways and have been in the church since the 1950s.

Today, Kamloops Alliance is the largest evangelical congregation in the Kamloops region. The people who make up this church family are from all over the city and the surrounding communities. There is a real mix of people, both socially and economically. It is an intergenerational fellowship with all ages represented. One of the heartfelt values of this church is relationships. Kamloops Alliance is a place where relationships count - with God, with each other and with those in the community. Our primary goal is to live out our God-given vision: We aim to see all people become fully devoted followers of Jesus Christ.

Please view a video of Kamloops Alliance history at:
<https://www.youtube.com/watch?v=7wewbrR05oo&autoplay=1>



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.



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.



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

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 – TRAJECTORY

The congregation of KAC weathered COVID restrictions relatively well, emerging unified and with a renewed energy to accomplish kingdom activities. In the fall of 2022, the Leadership initiated a process to solicit feedback from staff and a cross-section of the congregation regarding future direction and specific initiatives we felt God wanted KAC to pursue. This resulted in the development of a 5 Year Strategic Plan, which the Elder's Board approved in December 2022. The Strategic Plan outlines specific goals in five ministry areas: Formation, Community, Revival/Renewal, Missional Engagement, and Leadership Development. The Plan is updated annually, and it is encouraging to see how God has worked to accomplish the things He has prompted KAC to do. Some of the initiatives include:

Encouraging people to join life groups, we currently have 300 PEOPLE IN 32 LIFE GROUPS

Formed an INDIGENOUS connections ministry

Hosted two live Soul Care conferences and one by video

Hosted a cold-weather shelter

Established a biblical counselling ministry

Established prayer teams

Established Revive, a time for sharing a meal and joining in worship and prayer

Established a church at Sun Peaks (an international ski resort)

We are on pace for FIFTY BAPTISMS ANNUALLY

There's been true transformation within myself that I want people to see
Shayla

Established new relationships with international mission organizations & sponsored international missionaries

Fostered a separate congregation on our campus that is now ready to launch out on its own

LEAD PASTOR CHARACTERISTICS & QUALIFICATIONS

OVERVIEW:

We seek an experienced Lead Pastor who is in alignment with KAC's mission, vision, values, and strategic plan. The ideal candidate will resonate with the heart and purpose of KAC and is eager to invest in them.

We seek someone who can provide vision to grow the ministries of KAC, with proven experience in nurturing, enhancing, developing, and expanding both new and established initiatives, including a capital campaign. While it is expected that this individual will curate and refine current pathways as needed, they should also be able to honour the work of discerning vision and the planning that has preceded it.

We seek a Lead Pastor who is a servant leader, primarily collaborative, and able to empower, motivate and shepherd staff, lay leaders, and congregants with confidence and sensitivity.

This individual holds a high view of scripture, is aware of our current cultural context, and is skilled in preaching, teaching, and communicating the gospel to a diverse audience. We seek someone who can model and foster the spiritual growth of others to love and follow Jesus.

It is important to us that our Lead Pastor is willing to work with our ministry partners in our community and region, and who has a heart for empowering its people to serve both in our spheres of influence locally, as well as promoting engagement with our global missions partners.

We prefer a candidate with ten years of experience as a Lead Pastor in a church serving at least 500 congregants, or equivalent leadership/pastoral experience. Experience in developing current ministries, working within a policy governance structure, and engaging in a capital campaign is ideal.

A detailed description of responsibilities is in the attached Lead Pastor Job Description.



REQUIREMENTS

The Candidate Should:

- Have an undergraduate degree in an appropriate discipline (graduate degree preferred) with a desire for continuous learning.
- Endorse and adhere to the Statement of Faith of the C&MA in Canada, agree with attendant policies and procedures and meet the associated licensing requirements for Lead Pastors.

Key Character Qualities:

- Spiritually grounded, confident in their identity in Christ, and consistently growing in their spiritual life through prayer and other formational disciplines
- A life characterized by humility, wisdom and discernment
- Self-aware
- Open & genuine in character and relationships
- Purposeful and courageous
- Accountable – takes responsibility and ownership for their actions

Key Ministry and Competencies and Skills:

- **Leadership** – able to make decisions, to lead with a servant heart, and inspire and challenge individuals to become Christ-followers.
- **Preaching & Teaching** – skillfully preaching relevant, meaningful messages, the ability to explain the Word, and developing others who can teach as well
- **Team Builder & Collaborator** – able to work effectively with others to develop, equip and inspire effective leadership teams – staff, board, and lay leaders.
- **Shepherd** – able to nurture others through encouragement, kindness and exhortation
- **Enhancer** – able to scale, develop, deepen, curate and enhance current ministries
- **Emotionally Intelligent and Culturally Aware** – practices self-awareness, recognizes bias, and leads with empathy across cultural, socio-economic, and experiential diversity.
- **Equipper** – able to ‘equip the saints’ to do the work of ministry with courage and compassion

Preference Leadership Style: A Leader Who..

- Is a servant leader, humble and leads by example
- Prefers to collaborate and build consensus through effective listening
- Delegates effectively, develops trust, and provides constructive feedback
- Consistently motivates, inspires and challenges others
- Approachable and inclusive
- Provides guidance, direction, and encouragement to both the elders and staff

Church Culture: What the Lead Pastor Should Know About KAC:

- We are a church that affirms women in ministry and leadership, and women serve on both the board and in pastoral roles.
- The Board of Elders and the Lead Pastor operate within a policy governance model.
- We believe in ministering to the whole person, body, soul and spirit, which includes physical, emotional and spiritual healing, including deliverance.
- We value our relationships within the city and region and seek to be an inclusive and hospitable place for people from all walks of life.
- We value the ministries that impact our local parish and are eager to continue growing our local and global missions momentum.



LEAD PASTOR JOB DESCRIPTION

PURPOSE

Reporting to the Elders Board, the Lead Pastor is to provide spiritual and pastoral leadership to the congregation of the church, and to lead in broad-based evangelism to the surrounding community. The purpose of this role is to provide effective preaching, teaching, and overall leadership to staff and ministries. As a member of the Leadership Team, the Lead Pastor will work in collaboration with the Lead Team to ensure that all ministries are well supported. This position is evaluated annually under the direction of the Elders Board in addition to formal, ongoing evaluation and re-evaluation.

KEY ROLES

- Provide directional, visionary, and innovative leadership for the ministry of the church.
- Nurture and communicate the vision, purpose, and values of the church to all staff, leadership, and church family.
- Encourage the multiplication of ministry by overseeing the development and empowerment of staff and lay leadership.
- Encourage and shepherd the spiritual formation of the congregation as the lead teacher and communicator.

KEY RELATIONSHIPS

- Work collaboratively with the Elders Board in overseeing the spiritual needs of the body and the integrity of the ministry as it relates to the church's purpose and values.
- Work with the staff to encourage and empower them toward effective, balanced, Christ-centred ministry.
- Each year, the Elders Board shall review the results achieved by the Lead Pastor. Reviews will be based on mutually agreed upon performance goals established annually. Likewise, the Elders Board will review its own performance in achieving the goals it has agreed upon.

AREAS OF ACCOUNTABILITY

Ministry of the Word and Worship (Preaching & Teaching) (55%)

- Demonstrate the ability to communicate a shared vision and implement a strategic plan to accomplish goals and objectives.
- Demonstrate competence in preaching and Bible teaching and show commitment to excellence in ministry programming.
- Demonstrate the ability to relate to and meet the needs of the congregation.
- Demonstrate the ability to develop leadership of a ministry team.
- Demonstrate competence in organization, administration, and interpersonal relationships.
- Excel in effective oral and written communication skills.
- Prepare preaching schedules in advance and review with the Elders Board quarterly.
- Meet with the Worship Arts Pastor weekly to evaluate and plan regular weekend services and additional special services to ensure content, style, structure, and design.

- Plan and implement a weekly teaching schedule that challenges attendees to learn the whole Biblical truth, to mobilize their daily walk of faith, to identify and develop their spiritual gifts, and to become fully devoted followers of Jesus Christ.
- Create regular opportunities for people to respond to the message of Christ through evangelistic messages, leading to growth in the weekend services.
- Preach approximately 70% of the time on weekend services.

Leadership & Administration (15%)

As a growing organization, KAC needs a leader who sets the right tone at the top and excels in planning, organizing, supervising, and evaluating. The Elders Board relies on the Lead Pastor to work diligently with staff and volunteers to ensure the church's vision is effectively implemented within an increasingly complex environment.

- Promote and model professional and leadership development in all areas of church ministry.
- Committed to developing the congregation to the highest level of spiritual maturity.
- Communicate the vision of the church with clarity and passion.
- Collaborate with the Elders Board in spearheading a compelling vision and act as one of the key implementation champions for the Strategic Ministry Plan and Budget.
- Develops and manages an annual plan and budget in cooperation with the Elders Board.
- Participate in the planning of an annual Elders Board retreat, which provides leadership that educates, motivates, and supports members of the Elders Board.
- Lead the church staff team and empower them with necessary direction, support, and evaluation.

Congregational Relations / Pastoral Care (10%)

- Inspire the congregation to spiritual maturity through personal example, connection to other local and far-reaching communities, and by acting as a connection to the broader work of God.
- Provide care for spiritual, emotional, and physical needs as needed in partnership with other church leaders.
- Proactively identify problems and challenges and offer creative solutions for resolution (conflict management).
- Provide personal counselling (supportive listening) and refer to professionals for those needing more extensive counselling.
- Be an officiator and/or facilitator of baptisms, pre-marriage counselling, weddings, and funerals.
- Hospital visits as needed.

Elders Board and Lead Pastor Relationship (10%)

This relationship sets the tone for a healthy relationship between the Elders Board and the Lead Pastor, as the primary leadership team in the church, and is a major contributor to the health of the church. The Lead Pastor is responsible for overseeing the Elders Board.

- The Lead Pastor collaborates with the Elders Board in developing a vision for the church.
- The Elders Board supports the Lead Pastor within the congregation and the community.
- The Elders Board gives sufficient direction to and care for the Lead Pastor.

Supporting Church Ministries (10%)

The Lead Pastor performs a key role in encouraging, supporting, and empowering the various ministries and leaders of the church. While there are numerous ways in which this could be done, the congregation is secure and supported when they sense not only the vision and passion of ministry leaders within the church, but also the blessing of their Lead Pastor upon those leaders and ministries. The Lead Pastor actively and appropriately supports the following ministry emphases at KAC:

- Children's Ministries
- Youth Ministries
- Young Adults' Ministries
- Adult Ministries
- Men's Ministry
- Women's Ministry
- Spiritual Formation
- Missional Engagement
- Compassionate Care Ministries
- Worship and Technical Arts
- Prayer Ministry
- Others as developed

Core Values and Qualifications

- Guided by the Holy Spirit.
- Grounded in grace.
- Passionate about prayer.
- Strives for excellence in all endeavours.
- Fosters and models loyalty and honesty when working with the leadership team.
- Professes faith in the work of Jesus Christ for salvation and has a solid personal relationship with Christ.
- Demonstrates a life submitted to Christ through lifestyle choices, words, and practice.
- Ten years of leadership in a lead pastor role in a church of at least 500 congregants, or equivalent leadership/pastoral experience
- Minimum of a bachelor's degree in the appropriate discipline.
- Ordained in the Christian & Missionary Alliance, or willing to complete ordination within the denomination.
- Able to work well with the Board in a policy governance model.

GENERAL RESPONSIBILITIES & EXPECTATIONS

The Lead Pastor is a lifelong learner who:

- Devotes time to spiritual, mental, physical development, and well-being through personal disciplines.
- Attends courses and workshops as appropriate.
- Attends a small group as a participant, and/or leads a small group.
- Lead all staff in participation in church life through regular attendance at, and participation in, Celebration Services and Small Groups.

The Lead Pastor will:

- Know Jesus personally and love Him wholeheartedly. This should be evidenced through spiritual growth and an evident love of Jesus.
- Engage in practices that help grow in a personal relationship with Jesus.
- Agree to and sign the Christian and Missionary Alliance Statement of Faith, Statement on Human Sexuality, and other attendant CCMA statements, and the KAC Leadership Covenant.





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