



LEAD PASTOR SEARCH PROFILE



WORSHIP
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BELONG
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GROW
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SERVE

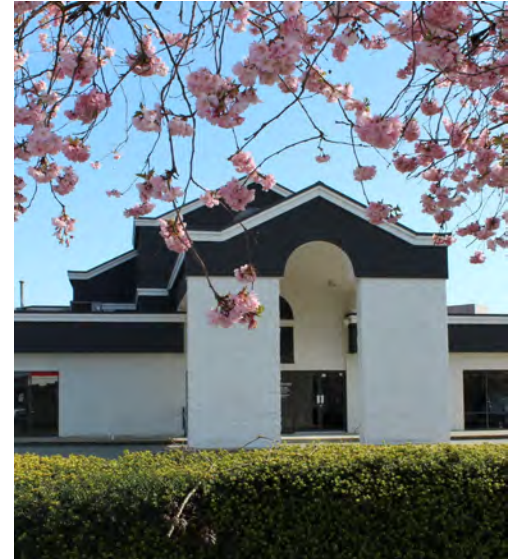
TOGETHER FOR
HIS KINGDOM

AN INTRODUCTION TO MAPLE RIDGE ALLIANCE CHURCH

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A guide to the church, the opportunity, and the search process.

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A CHURCH WITH DEEP ROOTS



A CHURCH LOOKING AHEAD

PEOPLE · PLACE · PURPOSE

MAPLE RIDGE ALLIANCE CHURCH

ABOUT THIS PROFILE

A Church in an Important Season

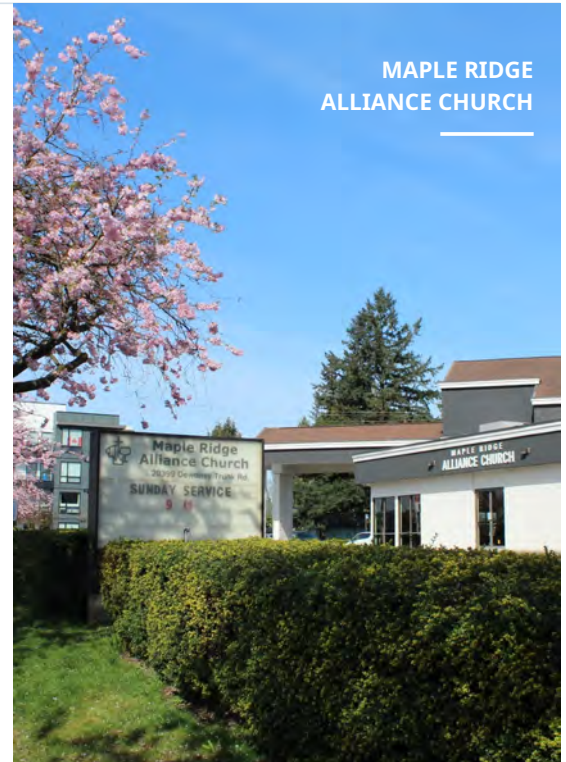
Maple Ridge Alliance Church is entering an important season as we search for our next Lead Pastor.

This profile has been prepared to provide prospective candidates with a clear, accurate, and balanced introduction to MRAC. It tells something of our story and who we are today, including our congregation and ministries, mission and vision, community, theological convictions, governance, and present season. It also describes the role of our next Lead Pastor and the character, convictions, and leadership qualities we believe will be important for the person who serves in that role.

We recognize that a document such as this cannot fully capture the life of a church, particularly in a season of transition and new possibilities. We are grateful for the strengths God has given our church, honest about areas in which we need to grow, and hopeful about the opportunities ahead.

Our hope is that this profile will help prospective candidates prayerfully consider whether MRAC may be a church to which God is calling them, while providing a common framework for thoughtful questions and discernment on both sides. We invite those considering this opportunity to read these pages not simply as a description of a position to be filled, but as an introduction to a church family and a ministry opportunity.

MAPLE RIDGE ALLIANCE CHURCH



PASTORS INTERESTED IN EXPLORING THIS OPPORTUNITY

Pastors interested in exploring the Lead Pastor opportunity at Maple Ridge Alliance Church are invited to contact:

The MRAC Pastoral Search Committee

Email:

searchteam@mralliance.ca

Please CC:

Dwayne Toews
Assistant District Superintendent
Canadian Pacific District

dwaynet@pacificdistrict.ca



MRAC at a Glance

An Opportunity to Lead in a New Season

Maple Ridge Alliance Church is an established, multigenerational and increasingly intercultural congregation serving the growing community of Maple Ridge in Metro Vancouver. For more than six decades, MRAC has sought to proclaim the Gospel, make disciples, care for people, and participate in God's work locally and globally. Today, approximately 480 people gather for worship each week, supported by a committed staff team and a strong community of volunteers.

MRAC is an active church with ministries serving people across the generations. Recent years have brought encouraging growth among children, youth, and families, as well as an important new chapter in our intercultural ministry. In 2026, we formally welcomed a growing Cantonese congregation into the ministry life of MRAC. A separate search is underway for a Cantonese pastor to provide dedicated leadership to that ministry.

MRAC is also in a significant season of pastoral transition. Following the conclusion of the ministries of our Lead Pastor and Associate Pastor in March 2026, our former Executive Pastor is serving as Interim Lead Pastor while the search for our next Lead Pastor proceeds. Throughout this transition, our ministries have continued through the commitment of staff, ministry leaders, volunteers, and the wider congregation.

We enter this search with much for which we are grateful. Volunteer engagement remains strong, ministries are active, and there is a deep affection for MRAC among those who call it home. At the same time, this transition provides an opportunity to consider where we are going, strengthen what is healthy, address areas requiring attention, and discern the priorities that should shape MRAC's next season.

We believe this is a significant opportunity for a pastor who loves Christ and His Church, is deeply grounded in Scripture, is a faithful preacher and teacher, has the heart of a shepherd, and possesses the leadership capacity to work collaboratively with others and help lead MRAC into its next season of ministry.



Our Story

More Than Six Decades in Maple Ridge

Understanding where we have come from helps explain much of who we are today. Since its beginnings in 1959, Maple Ridge Alliance Church has experienced seasons of growth, change, challenge, renewal, and new opportunity. Through them, several commitments have remained persistent: making Christ known, confidence in the Word of God, investment in children and youth, commitment to global missions, and a congregation willing to give and serve.

Our Beginnings

1959-1979

MRAC began as Haney Alliance Church, growing out of a small Bible study led by Rev. Peter Wittenberg in the late 1950s. With support from 10th Avenue Alliance Church and the Alliance District, the young congregation acquired its first building and held its first public service in December 1960.

As the congregation grew, property was purchased on Dewdney Trunk Road, the site MRAC continues to call home, and a new church building was completed in 1974. By the end of the decade, Sunday attendance had grown to approximately 200. Biblical teaching, evangelism, prayer, ministry to children and youth, and support for global missions were already becoming enduring features of church life.

Change, Challenge & Renewal

1980-1998

The following two decades brought both challenge and development. Attendance declined for a period during the 1980s before gradually recovering, new ministries emerged, and in 1987 the church hired its first Youth Pastor. In 1989, Haney Alliance Church became Maple Ridge Alliance Church. That same year, the sudden death of Pastor Robert Waters brought a season of grief that drew the congregation together.

The 1990s became a period of renewed growth under the leadership of Rev. Bill Brown. Ministries expanded, attendance increased, and the congregation constructed the present sanctuary, a significant investment in the church's future ministry in Maple Ridge.

Growth & Ministry Expansion

1998-2018

Rev. Greg Dalman became Lead Pastor in 1998 and served MRAC for twenty years. During this period, the church experienced substantial growth, expanded its staff and ministries, and increased its presence within the community.

Outreach initiatives such as Hometown Christmas and The Easter Story became familiar points of connection with Maple Ridge. The church campus also expanded with construction of the Activity Centre, providing additional space for ministry, recreation, fellowship, and community use.

By 2018, MRAC had grown from the small congregation of its early years into an established, multi-staff church with significant ministry facilities and a strong culture of volunteer involvement. When Pastor Dalman's ministry concluded that year, MRAC entered an intentional period of transition.

OUR STORY CONTINUED
2018-2026
Transition, Growth & New Opportunities

Interim Lead Pastor Rob Inrig helped guide MRAC through a period of reflection and preparation, and in 2021 the church welcomed Tom Blackaby as its new Lead Pastor.

The following years brought continued ministry development and encouraging growth among children, youth, and young families. Children's ministry became an especially vibrant area of church life, with summer ministry reaching approximately 160 children at its peak.

Adult discipleship and evangelism also became a significant area of participation. MRAC actively promotes the Alpha course, which has drawn strong attendance and provided an accessible setting for people to explore the Christian faith. Alongside Alpha, the church offers other courses designed to help people grow in their knowledge of God and maturity as followers of Christ. On Monday evenings, when Alpha and these discipleship programs run concurrently, combined attendance routinely averages approximately 100 people.

This period also opened an important new chapter in MRAC's intercultural ministry. In partnership with Westwood Alliance Church, MRAC began hosting a Cantonese church plant on Sunday mornings. The congregation grew over several years as a ministry of Westwood Alliance, and in April 2026, approximately 90 people were formally welcomed into the ministry life of MRAC. Cantonese ministry is now an established part of our church family.

TODAY
A Story Still Being Written

Across more than six decades, MRAC has grown from a small Bible study and single-pastor congregation into a multigenerational and increasingly intercultural church with substantial facilities, diverse ministries, and a long history of serving Maple Ridge and supporting ministry around the world.

Through those changes, several threads remain visible: commitment to the Gospel and global missions; investment in children and younger generations; generosity and volunteer service; the importance of church family and community; and a willingness to grow and adapt as new opportunities emerge. These continue to shape who we are today and provide a foundation for the next chapter of MRAC's story.



A church family
still being shaped
for what comes next.

Our Mission & Vision

Our mission and vision express why Maple Ridge Alliance Church exists and what we seek to pursue together as followers of Jesus.

"Go and make disciples
of all nations..."

MATTHEW 28:19

OUR VISION

Transforming our world together through the power of God, one life at a time.

OUR MISSION

To seek and serve Christ by:

Bringing Others to Christ

Sharing the Gospel and inviting people into new life in Jesus.

Empowering People to Live, Serve and Grow in Christ

Helping people mature as disciples and use their gifts in service to Christ and others.

Helping People Belong Before They Believe

Extending genuine welcome and Christlike love while inviting people toward faith in Jesus.

Overcoming Barriers with the Gospel

Taking the Gospel across barriers of culture, language, distance, and circumstance.

Celebrating the Goodness of God

Responding to God's goodness through worship, gratitude, generosity, and lives devoted to Him.

Who We Are Seeking to Become

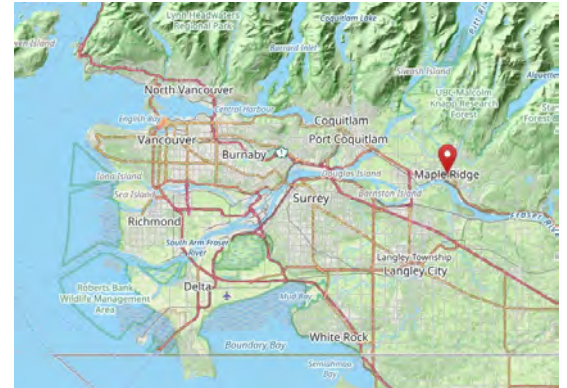
Our vision is about more than what we do; it is also about who we are becoming in Christ. We desire to follow Jesus faithfully and help others follow Him, becoming disciples who make disciples. We want to be a church deeply shaped by God's Word, where Scripture forms our lives, teaching, ministries, and life together.

We also desire to grow as an intergenerational and intercultural church family, where people of different ages, cultures, and languages share life, learn from one another, and serve together. We want to extend the grace and compassion of Christ to our community while making the Gospel known throughout the world. In all of this, we depend upon the Holy Spirit to guide, empower, and transform us as we grow together in Christlikeness.

Our Community: Maple Ridge

Maple Ridge is a growing community at the eastern edge of Metro Vancouver, situated between the Fraser River and the Coast Mountains. Increasingly urban and connected to the wider metropolitan region, the city retains a distinctive setting shaped by established neighbourhoods, agricultural lands, rivers, forests, and mountains.

Maple Ridge has experienced substantial growth in recent years and is becoming increasingly diverse. Young families continue to make the community home, while immigration and changing cultural demographics are reshaping the city. For MRAC, this provides an important ministry context as we seek to reach and welcome people across generations, cultures, and languages.



MAPLE RIDGE AT A GLANCE

106,000+

POPULATION

40.8

AVERAGE AGE

2.7

AVERAGE HOUSEHOLD SIZE

22.5%

IMMIGRANTS

21.6%

VISIBLE MINORITY

Nearly 1 in 3

HOUSEHOLDS INCLUDE A COUPLE WITH CHILDREN

The community offers public and independent schools, local health-care services, recreation facilities, shopping, and transit connections to the wider region. Housing costs remain a significant consideration, as they do throughout Metro Vancouver, although Maple Ridge generally remains more affordable than many communities closer to Vancouver.

The natural environment is one of Maple Ridge's defining features. Golden Ears Provincial Park, Alouette Lake, the Fraser and Alouette Rivers, Kanaka Creek Regional Park, and extensive parks and trails provide ready access to outdoor recreation. Maple Ridge offers a distinctive combination of life within a major metropolitan region and close proximity to British Columbia's natural landscape.

HOUSING AT A GLANCE

AUGUST 2026 MLS® HPI BENCHMARKS

TYPICAL HOME		\$891K
DETACHED		\$1.18M
TOWNHOUSE		\$704K
APARTMENT		\$504K

TYPICAL ASKING RENTS / MONTH

1 BR \$1,600

2 BR \$2,100-\$2,300

COMMUNITY & CONNECTIONS

-  **~45 km** east of Vancouver
-  **56 min** Port Haney to Waterfront by WCE
-  **~17,000** students in School District 42
-  **24 / 7** emergency care at Ridge Meadows Hospital

Sources: City of Maple Ridge; Statistics Canada 2021 Census; Greater Vancouver REALTORS®; TransLink; SD42; Fraser Health. Housing benchmarks: Aug. 2026. Apartments.com & Trulia. Housing benchmarks: Aug. 2026. Rental figures: Sept. 2026



MRAC TODAY

Our Church Family

Maple Ridge Alliance Church is an intergenerational and increasingly intercultural church family. Some who worship with us have called MRAC home for decades, while others have joined much more recently. Our congregation includes people across the stages of life and faith, united by a desire to know and follow Christ, grow together as His people, and serve the community in which God has placed us.

Children, youth, and young families are a growing part of church life, while longtime members continue to contribute their faith, experience, service, and commitment. Our Cantonese congregation has further enriched the cultural and linguistic diversity of our church family.



KEY STATISTICS

478

AVERAGE SUNDAY
WORSHIP ATTENDANCE
(INCLUSIVE)

~180

CHURCH
MEMBERS

68

CHILDREN
AND MIDDLE
AVERAGE WEEKLY
ATTENDANCE

93

CANTONESE
CONGREGATION
(AVERAGE WEEKLY
ATTENDANCE)

12

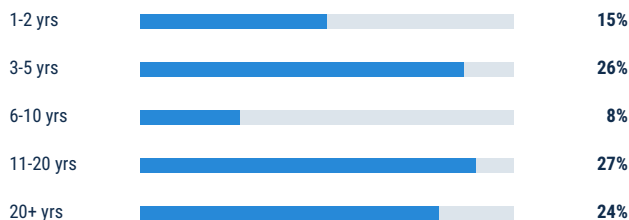
STAFF

60+

YEARS SERVING
MAPLE RIDGE

CONGREGATIONAL DEMOGRAPHICS

YEARS AT MRAC



92%

OF SURVEY RESPONDENTS
LIVE WITHIN 20 MINUTES
OF MRAC

~1 IN 4

OF SURVEY RESPONDENTS
HAVE ATTENDED MRAC
FOR MORE THAN 20 YEARS

Based on responses to the 2026 Congregational Profile Survey



MRAC TODAY

Our Ministries

A VIBRANT CHURCH FAMILY, ACTIVE IN FAITH AND SERVICE

Ministry takes place throughout the week at MRAC. Across worship, discipleship, children and youth, care, fellowship, community outreach, and global missions, people of all ages are invited to grow in Christ and serve together, supported by dedicated staff and a strong community of volunteers.



SUNDAY WORSHIP

MANY PATHWAYS

TO CONNECT, GROW, AND SERVE

7 DAYS

MINISTRY THROUGH THE WEEK

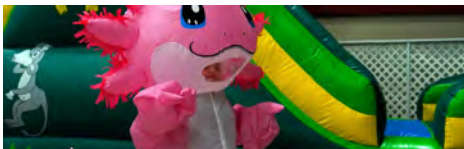
ALL AGES

ACROSS THE GENERATIONS

LOCAL + GLOBAL

SERVING NEAR AND FAR

CHILDREN & FAMILIES



- Sunday Kids** Age-graded Sunday programs helping children know and grow in Christ.
- Kids Club** Midweek friendship, fun, and faith.
- Kids Camp** A major summer week of ministry for children and volunteers.
- Operation Christmas Child** Sharing God's love with children around the world.

YOUTH & YOUNG ADULTS



- Middle** Midweek and Sunday ministry for students in Grades 5-7.
- Youth** Midweek discipleship, relationships, worship and service for Grades 8-12.
- Young Adults** Community, teaching and real-life faith for emerging adults.

DISCIPLESHIP & GROWTH



- Alpha** Exploring the Christian faith in a welcoming setting.
- Disciple's Path** Small-group based learning beyond the basics.
- Life Groups** Connecting, learning, and encouraging one another.
- Renew** Women's Bible study and fellowship.
- Forged** Men's group for growth and connection.

WORSHIP, PRAYER & CARE



- Sunday Worship** Gathering the church family for worship, Scripture and prayer.
- Barnabas** Prayer, connection, calls and visits.
- DivorceCare** Support and hope through a difficult season.
- Saturday Men's Prayer** Praying together for church and community.
- Hymn Sing** Celebrating a rich heritage of faith.
- Mental Health Ministry** Support, awareness and care.

CANTONESE MINISTRY



- Sunday Worship** Weekly Cantonese-language worship, biblical teaching and prayer.
- Life Groups** Small-group community for discipleship, fellowship and mutual encouragement.
- Prayer** Intentional opportunities to grow and gather in prayer.
- Evangelism Team** Sharing the gospel and reaching the Cantonese-speaking community.

SERVING & OUTREACH



- Baillie House** Bi-weekly care-home services.
- Kitchen Ministry** Supporting church events.
- Missions Committee** Supporting and praying for global workers.
- Connections** Fellowship and community for seniors.



MRAC TODAY

Our Church Home

MRAC has been blessed with fantastic facilities in a central location within Maple Ridge, making it an ideal spot for ministry to both our church family and the wider community.

The church has been located on Dewdney Trunk Road since the early 1970s. Over successive generations, the property has been developed and expanded to provide substantial space for worship, discipleship, fellowship, recreation, administration, and community ministry.

The campus includes a worship centre and sanctuary, large foyer, classrooms and meeting spaces, ministry and administrative offices, a commercial-style kitchen, and a full-size gymnasium and activity centre.



Facility Information

FIGURES APPROXIMATE

450

SANCTUARY CAPACITY
SEATS

164

PARKING CAPACITY
VEHICLES

~33,000 sqft

FACILITY SPACE
ESTIMATED FROM AVAILABLE MAPPING

FULL SIZE

GYMNASIUM &
ACTIVITY CENTRE



SANCTUARY



ACTIVITY CENTRE / GYMNASIUM



FOYER



COMMERCIAL-STYLE KITCHEN



CHILDREN'S MINISTRY



CONFERENCE ROOM



CLASSROOM



SANCTUARY



SANCTUARY



MULTI-PURPOSE ROOM



CHURCH PARKING

OUR PRESENT SEASON

Strengths, Challenges & Opportunities

MRAC enters this season with much for which we are grateful. The church remains active and engaged, with strong participation in worship and ministry and a deep commitment among staff, ministry leaders, volunteers, and the wider congregation. Our ministries continue through the work of people who care deeply about MRAC and are willing to take responsibility for its life and mission during a period of significant change.

At the same time, the departure of both our Lead Pastor and Associate Pastor has reduced our pastoral capacity. Our former Executive Pastor is serving as Interim Lead Pastor alongside our Youth Pastor, recently appointed Children and Family Ministry leader, support staff, and a temporary worship leader. During this transition, the Board of Elders has assumed greater involvement in supporting and overseeing some areas of ministry so that pastoral staff can concentrate on the responsibilities that most require their leadership. This is a temporary arrangement rather than MRAC's intended long-term leadership model.

The arrival of a new Lead Pastor will therefore represent more than filling a vacant position. It will provide an opportunity to rebuild and strengthen MRAC's pastoral leadership for the years ahead. This will likely include significant involvement in defining the role and priorities of a future Associate Pastor and participating in the search for the person who will serve in that role.

More broadly, we are not approaching this search with a predetermined program for the next Lead Pastor to implement. Within the mission and commitments that define MRAC, there is considerable room for fresh leadership, ideas, and creativity. We desire our new pastor to work collaboratively with the Board, staff, ministry leaders, and congregation to discern priorities, strengthen what is healthy, address areas requiring attention, and evaluate how our ministries and methods can most effectively help people grow toward Christlikeness and make Christ known.

For a pastor energized by the opportunity to help shape what comes next, this is a season with considerable room to lead. We are seeking someone who will bring pastoral and theological leadership, vision, wisdom, and creativity to the church they are called to serve. Together, we desire to seek God's guidance for the next chapter of MRAC's ministry and faithfully pursue the opportunities He places before us.

Strengths

- Committed congregation and volunteers
- Active ministries
- Strong participation
- Dedicated staff
- Significant ministry resources

Challenges

- Reduced pastoral capacity
- Rebuilding the pastoral leadership team
- Temporary Board involvement in ministry oversight
- Clarifying future staffing and leadership responsibilities

Opportunities

- Help shape MRAC's next season
- Define and recruit future pastoral leadership
- Continue developing Policy Governance
- Evaluate ministry methods and priorities
- Serve a growing and changing community

How MRAC Is Governed and Led

GOVERNANCE AND LEADERSHIP

Maple Ridge Alliance Church is a local church of The Christian and Missionary Alliance in Canada and operates within the Alliance Local Church Constitution, denominational policies, and MRAC's own bylaws. This provides substantial responsibility for governance and ministry at the local level within the accountability and fellowship of the wider Alliance.

Congregation, Board & Lead Pastor

MRAC follows the representative form of governance used within The Alliance Canada. Members participate in significant areas of church governance, including the election of elders and other matters reserved to the membership by the Constitution and bylaws. Between meetings of the membership, the Board of Elders is the highest functioning authority of the local church.

The Board provides both spiritual oversight and governance. It is responsible for shepherding and caring for the church while ensuring that MRAC remains faithful to its mission, governing documents, denominational responsibilities, and legal obligations.

The Lead Pastor serves as a member of the Board while carrying primary responsibility for pastoral and organizational leadership. The Lead Pastor provides spiritual leadership, leads and develops the staff team, serves as a principal preaching and teaching voice, and provides leadership for the ministries and operations of the church within the authority delegated to the role.

MRAC seeks a relationship between the Board and Lead Pastor characterized by clarity, trust, accountability, and appropriate freedom to lead. Authority belongs to the Board collectively rather than to individual elders acting as supervisors of staff or ministries. Operational leadership is delegated through the Lead Pastor.

Leadership at a Glance



MEMBERSHIP

Elects elders and exercises responsibilities reserved to the congregation.



BOARD OF ELDERS

Provides spiritual oversight and governance.



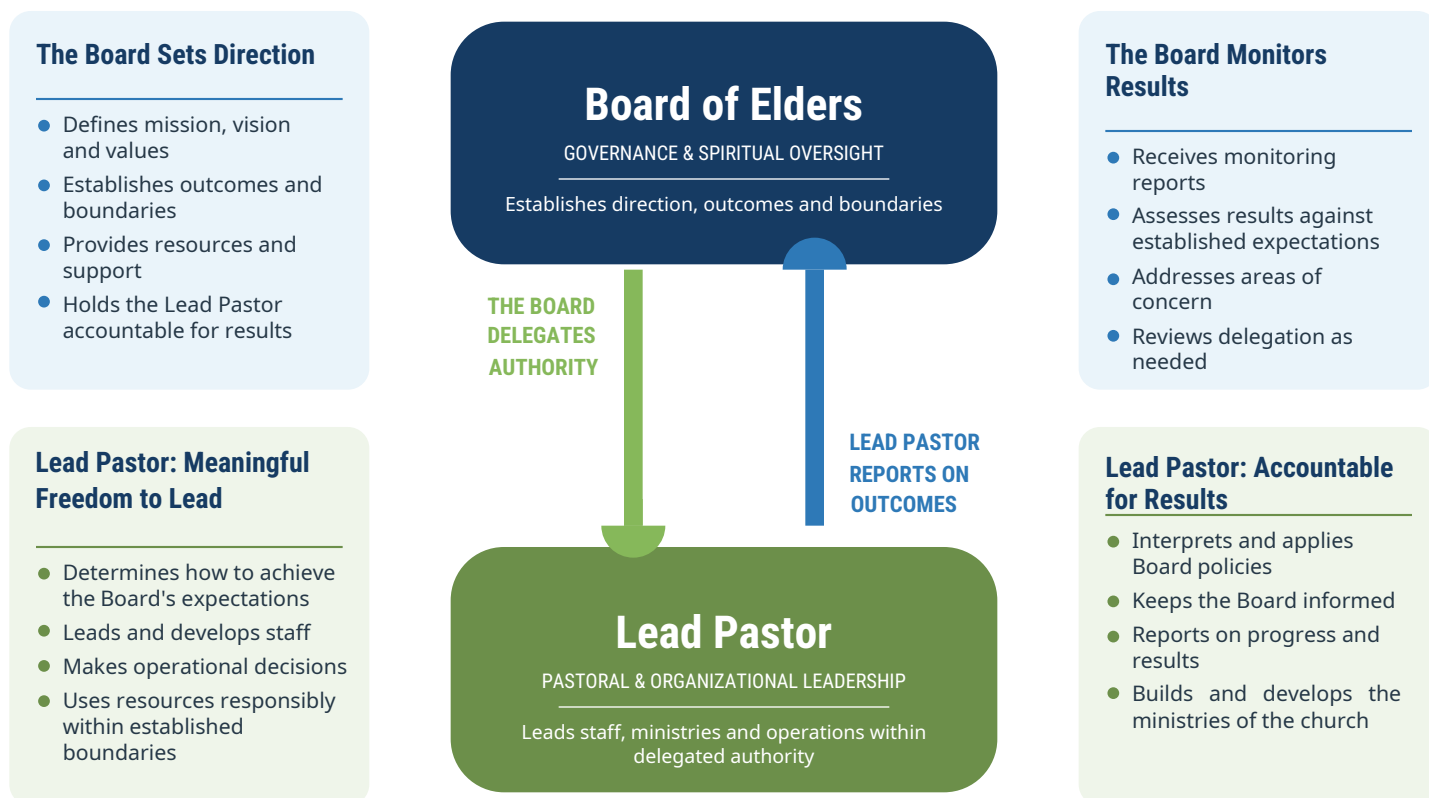
LEAD PASTOR

Provides pastoral and organizational leadership within delegated authority.

Policy Governance at a Glance

CLARITY • ACCOUNTABILITY • FREEDOM TO LEAD

MRAC has adopted the principles of Policy Governance as its intended governance framework. Its purpose is to distinguish clearly between governance and ministry leadership while giving both the Board and Lead Pastor the authority necessary to fulfill their respective responsibilities.



What This Means for Our Next Lead Pastor

MRAC's implementation of Policy Governance remains a work in progress. While the Board has adopted the model as its intended framework, further work remains to clarify and consistently apply it within the life of the church.

The arrival of a new Lead Pastor provides an opportunity for the Board and pastor to continue that work together, refining their respective responsibilities and establishing a healthy working relationship appropriate to MRAC's size, staff structure, and ministry context.

For the incoming Lead Pastor, the intended result is significant responsibility accompanied by meaningful authority: clear direction and accountability from the Board, together with appropriate freedom to lead the staff, ministries, and operations entrusted to the Lead Pastor.

Denominational Accountability

MRAC and its Lead Pastor also serve within the accountability structures of the Canadian Pacific District of The Christian and Missionary Alliance in Canada. Lead Pastor candidates require District approval, and licensed pastoral workers serve within Alliance credentialing and denominational requirements.

This relationship provides MRAC substantial responsibility for its local ministry while situating the church and its pastors within the theological and organizational accountability of the wider Alliance family.

CANADIAN PACIFIC DISTRICT

Credentialing • theological accountability • denominational relationship

Our Theological Identity & Convictions

ALLIANCE IDENTITY & THEOLOGICAL FOUNDATION

Maple Ridge Alliance Church is a member of The Christian and Missionary Alliance in Canada, an evangelical denomination with a longstanding emphasis on Christ-centred living, the empowering work of the Holy Spirit, biblical teaching, discipleship, and local and global mission.

Our Alliance Heritage

The Christian and Missionary Alliance traces its origins to Albert Benjamin Simpson, a Canadian-born Presbyterian minister whose concern for those who were spiritually and socially overlooked led him into evangelistic and missionary ministry in the late nineteenth century. In 1887, Simpson helped establish the movement that became The Christian and Missionary Alliance, bringing together a commitment to deeper life in Christ with an urgent concern for world evangelization.

Today, The Alliance Canada includes more than 400 churches and describes its identity as Christ-centred, Spirit-empowered, and Mission-focused.



**CHRIST-CENTRED
SPIRIT-EMPOWERED
MISSION-FOCUSED**

Our Statement of Faith

MRAC subscribes to the Statement of Faith of The Christian and Missionary Alliance in Canada, affirming the historic Christian faith in the Triune God; the full deity and humanity of Jesus Christ; His atoning death, bodily resurrection, present ministry, and return; the person and work of the Holy Spirit; humanity's creation in God's image and fall into sin; salvation through Jesus Christ alone; sanctification and Spirit-empowered Christian living; divine healing; the Church; the resurrection; and the personal and visible return of Christ.

CENTRAL TO OUR THEOLOGICAL IDENTITY: SCRIPTURE

"The Old and New Testaments, inerrant as originally given, were verbally inspired by God... They constitute the divine and only rule of Christian faith and practice."

MRAC therefore understands Scripture as authoritative not only for defining Christian belief, but for shaping the teaching, discipleship, ministry, and life of the church.

[Read the complete Alliance Statement of Faith](#)

Particular Areas of Conviction

WITHIN OUR ALLIANCE THEOLOGICAL IDENTITY

Three areas in which MRAC's position is especially important for prospective pastoral candidates.

Men & Women in Ministry

MRAC POSITION • COMPLEMENTARIAN

The Alliance Canada affirms the equal dignity, worth, and giftedness of women and men and recognizes both complementarian and egalitarian interpretations concerning particular leadership roles.

Within that denominational latitude, MRAC holds a complementarian position. We encourage women to use their gifts in a wide range of ministry and leadership roles while understanding Scripture to reserve the office of elder, and therefore the Lead Pastor role, for qualified men. This conviction is held alongside the equal dignity, value, giftedness, and importance of women and men in the Body of Christ.

[Read the Alliance Statement on the Roles of Men and Women in Ministry](#)

Human Sexuality

HOLINESS • DIGNITY • PASTORAL CARE

MRAC affirms the Alliance's Statement on Human Sexuality, including its understanding that our embodied existence as male and female is part of God's good creation and that God's design for sexual expression is found in celibate singleness or within the lifelong covenant of marriage between one man and one woman.

These convictions are to be lived alongside the biblical affirmation of the inherent dignity of every person. We believe the Church should be a community of grace, hospitality, compassion, accountability, and holiness, treating all people with respect while remaining faithful to biblical teaching.

Licensed workers and local church leaders are expected to live consistently with the Alliance's Statement on Human Sexuality and its expectations regarding Christian holiness and sexual conduct.

[Read the complete Alliance Statement on Human Sexuality](#)

Family & Marriage

COVENANT • SINGLENES • CARE & RESTORATION

MRAC also affirms the Alliance's Statement on Family and Marriage. Marriage is understood as a loving, lifelong, sacred, intimate, and exclusive covenant between one man and one woman. Husbands and wives are equal before God and are called to mutual respect, devotion, and self-giving love.

The statement also affirms singleness as a good and complete Christian vocation and calls the church to care for and disciple single people as full participants in the family of God. In situations of marital and family brokenness, the church is called to combine faithfulness to biblical teaching with pastoral care, protection, forgiveness, wisdom, and the hope of restoration in Christ.

[Read the complete Alliance Statement on Family and Marriage](#)

The Lead Pastor Role

SPIRITUAL, PASTORAL & ORGANIZATIONAL LEADERSHIP

The Lead Pastor serves as the senior spiritual and ministry leader of Maple Ridge Alliance Church, leading the church in pursuing its Mission and Vision in faithful obedience to Jesus Christ. In dependence upon the Holy Spirit, the Lead Pastor provides spiritual, pastoral, organizational, and ministry leadership while equipping God's people for the work of ministry.

Working within MRAC's governance framework, the Lead Pastor exercises delegated authority for the leadership of the church's staff, ministries, and operations. The Lead Pastor is not expected personally to carry out every ministry responsibility, but to provide leadership through staff and ministry leaders, effective delegation, and appropriate organizational structures.

01 Preaching & Teaching

The Lead Pastor serves as the primary preaching and teaching voice of MRAC, faithfully communicating the Word of God with biblical integrity, clarity, and practical application. This responsibility requires appropriate priority to be given to prayer, biblical study, and preparation, while also developing other leaders who can contribute to the teaching ministry of the church.

Through preaching and teaching, the Lead Pastor helps keep MRAC centred on Christ, grounded in Scripture, responsive to the Holy Spirit, and growing toward spiritual maturity and Christlikeness.

02 Spiritual & Ministry Leadership

The Lead Pastor provides the spiritual and strategic leadership necessary to advance MRAC's Mission and Vision. This involves translating the church's direction into ministry priorities and strategies, communicating that direction clearly, identifying emerging opportunities and challenges, and evaluating whether ministries and structures are effectively accomplishing their purposes.

The Lead Pastor leads through seasons of opportunity, challenge, transition, and change while cultivating a church characterized by discipleship, prayer, evangelism, mission, generosity, service, and spiritual growth.

03 Staff, Leaders & Organization

The Lead Pastor leads and develops MRAC's staff and provides overall leadership for the organizational structures through which ministry is carried out. Within the authority delegated to the Lead Pastor are significant responsibilities for staff structures, reporting relationships, ministry assignments, operational responsibilities, and the deployment of available resources.

An important part of the role is developing and releasing others for ministry. The Lead Pastor equips staff, ministry leaders, and members of the congregation, delegates responsibility and corresponding authority, develops emerging leaders, and seeks to build a healthy, collaborative, spiritually mature, and effective ministry culture.

The Lead Pastor Role

PRINCIPAL RESPONSIBILITIES CONTINUED

04 Discipleship & Congregational Life

The Lead Pastor champions a culture of disciples who make disciples, ensuring that meaningful pathways exist for people to grow from new faith toward spiritual maturity through Scripture, prayer, Christian community, service, and intentional discipleship.

The Lead Pastor also provides leadership for effective pastoral care, ensuring that pastors, elders, ministry leaders, and appropriately gifted members of the congregation are equipped to shepherd and care for people through the different seasons of life.

05 Mission & Community Engagement

The Lead Pastor helps keep the Great Commission and disciple-making central to the life of MRAC, encouraging the congregation to engage its community through relationships, witness, hospitality, compassion, and service.

The Lead Pastor also encourages MRAC's participation in the local and global mission of The Alliance Canada and helps identify relationships, partnerships, and opportunities through which the Gospel can be made known.

06 Leading Within Policy Governance

The Lead Pastor exercises meaningful authority accompanied by clear accountability. Within the direction and boundaries established by the Board, the Lead Pastor has appropriate freedom to lead the staff, ministries, and operations of the church and to determine the means by which established outcomes will be pursued.

The Lead Pastor is accountable to the Board for ministry effectiveness, organizational health, responsible stewardship, and leadership within established policies. The relationship between Lead Pastor and Board is intended to be characterized by prayer, trust, transparency, mutual respect, appropriate freedom to lead, and healthy accountability.

The Lead Pastor We Are Seeking

CHARACTER, CONVICTIONS, GIFTS & LEADERSHIP CAPACITY

MRAC is seeking a Lead Pastor who combines theological depth and biblical conviction with the character of a shepherd and the capacity to lead a complex and active church well. We recognize that no pastor will possess every strength in equal measure. We are looking for someone whose character, convictions, gifts, experience, and leadership capacity equip them to serve MRAC faithfully and lead the church effectively.

01 Theological Alignment & Depth

Our Lead Pastor must be firmly grounded in Scripture and fully aligned with the theological convictions of MRAC and The Christian and Missionary Alliance in Canada. We are seeking more than simple agreement with a Statement of Faith. The successful candidate should possess sufficient theological depth to understand and articulate Christian doctrine, handle Scripture carefully and responsibly, recognize the theological implications of contemporary issues and questions, address them with biblical wisdom, and bring sound biblical judgment to the life and ministry of the church.

These convictions should be clear and well grounded, enabling the Lead Pastor to provide theological leadership in preaching, discipleship, pastoral care, staff leadership, ministry development, and work with the Board of Elders. They should be expressed with wisdom, humility, and appropriate charity.

02 Preaching & Teaching

We are seeking a faithful preacher and teacher of God's Word whose preaching arises from careful study of Scripture and is characterized by theological substance, clarity, faithful interpretation, and meaningful application.

As the primary preaching and teaching voice of MRAC, the Lead Pastor should be able to help people across different stages of faith grow in their understanding of Scripture and maturity in Christ, while also developing other biblically qualified teachers and leaders.

The Lead Pastor We Are Seeking

CHARACTER, SHEPHERDING & COLLABORATIVE LEADERSHIP

03 Biblical Character & Spiritual Maturity

The character of our Lead Pastor is as important as the abilities brought to the role. We are seeking someone with a mature and growing relationship with Jesus Christ whose life demonstrates the biblical character expected of a pastor and spiritual leader.

The Lead Pastor's life should be characterized by prayer, engagement with Scripture, integrity, humility, dependence upon the Holy Spirit, wisdom, courage, grace, and a teachable spirit. The Lead Pastor should model healthy relationships and boundaries, responsible attention to family and personal spiritual health, and an ongoing commitment to growth as a follower of Christ.

04 A Shepherd & Collaborative Leader

Our Lead Pastor should genuinely love people and love the Church. The Lead Pastor should be compassionate and approachable, able to walk with people through the joys, struggles, questions, and difficult seasons of life while encouraging them toward maturity in Christ.

We are seeking a pastor who takes seriously the biblical calling of pastors and teachers to equip God's people for the work of ministry. In keeping with Ephesians 4, this means understanding the pastoral role not simply as doing ministry for the congregation, but as equipping and developing others to use their gifts, serve faithfully, and participate meaningfully in the ministry of the Church.

The Lead Pastor should lead with others rather than simply over them, taking initiative, making decisions, and providing clear direction while recognizing the wisdom, experience, gifts, and leadership capacity of those around them. This requires listening well, inviting meaningful contribution, building trust, developing and empowering others, and drawing upon the strengths of staff, elders, ministry leaders, and the congregation.

Collaborative leadership does not mean indecision. The Lead Pastor should be able to exercise authority confidently without becoming controlling, empower others without becoming passive, and engage disagreement and difficult conversations with maturity, humility, clarity, and grace.

The Lead Pastor We Are Seeking

LEADERSHIP CAPACITY & QUALIFICATIONS

05 Leadership & Administrative Capacity

MRAC requires a Lead Pastor who is not only a capable preacher and shepherd, but also a competent organizational and administrative leader. The Lead Pastor should be able to translate Mission and Vision into practical priorities and strategies; build effective structures and systems; lead and develop staff; delegate responsibility and authority; manage resources responsibly; evaluate ministry effectiveness; and make thoughtful changes when needed.

The Lead Pastor should be organized, dependable, responsive, and capable of providing the Board with the information necessary for effective governance. This requires working well within delegated authority, taking ownership of entrusted responsibilities, following through on commitments, and accepting accountability for results.

This combination of pastoral leadership, collaborative leadership, and organizational competence will be particularly important as MRAC rebuilds its pastoral team and establishes the structures and leadership culture needed for its next season.

06 Qualifications

Candidates should demonstrate the education, experience, and ministry preparation appropriate to the senior leadership of a church of MRAC's size and complexity, including:

- Theological education at the bachelor's degree level or higher from an accredited institution, or an acceptable equivalent
- Appropriate pastoral and leadership experience
- Eligibility for licensing by The Christian and Missionary Alliance in Canada
- Ordination, preferably within The Alliance Canada
- The spiritual maturity, theological integrity, relational ability, organizational competence, and leadership capacity necessary for Lead Pastoral ministry at MRAC

The Search & Application Process

Our search for a new Lead Pastor will be conducted prayerfully and carefully in accordance with the search process of the Canadian Pacific District of The Christian and Missionary Alliance in Canada.

The Pastoral Search Team, consisting of elders and members of the congregation, will conduct the initial assessment of applicants and recommend a shortlist to the Board of Elders. The Board will then lead the final stages of assessment, candidacy, and calling in consultation with the Canadian Pacific District.

What to Expect

A PRAYERFUL · THOROUGH · DISCERNING PROCESS

01

APPLICATION & INITIAL REVIEW

Applications will be reviewed by the Pastoral Search Team in relation to the Lead Pastor Search Profile and role requirements.

02

SEARCH TEAM ASSESSMENT

Selected candidates will participate in interviews and further assessment of character, ministry experience, leadership capacity, and overall suitability. Candidates who advance will complete a detailed theological questionnaire and participate in a theological interview as part of the church's assessment of theological alignment. References and other relevant information may also be reviewed.

03

BOARD ASSESSMENT

The Pastoral Search Team will recommend a shortlist to the Board of Elders, which will conduct further interviews and due diligence before identifying a preferred candidate.

04

DISTRICT REVIEW

The Canadian Pacific District will assess the preferred candidate's potential fit and confirm Alliance licensing status. Candidates not already licensed with The Alliance Canada will begin the required licensing process.

05

CANDIDATION & CALL

A preferred candidate who agrees to proceed will be invited to candidate at MRAC, including opportunities to meet the church and preach. Following candidacy, the Board will prayerfully determine whether to extend a call, subject to the approval and appointment requirements of the Canadian Pacific District.

Application Materials

Candidates will be asked to provide:

- Cover Letter / Application
- Resume or Curriculum Vitae
- Personal Faith Testimony
- Sermon Samples, preferably video
- References
- Additional information as requested during the process

Apply

Applications and inquiries may be directed to:

MRAC Pastoral Search Committee

searchteam@mralliance.ca

Please CC:

Dwayne Toews
Assistant District Superintendent
Canadian Pacific District

dwaynet@pacificdistrict.ca





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