



KACs Vision Statement

Helping People Navigate Life with Christ

KACs vision centers on the Great Commandments (love God and your neighbor) and the Great Commission (to reach out to those in our community and around the world). Our vision is embodied in our church logo which is to connect with one another, grow with one another and serve each other and those outside KAC.

We want our church community to be passionate for God which is displayed by an open heart for others both within KAC and outside our church.

AT EVERY AGE WE WILL EXPRESS A PASSION FOR GOD AND A HEART FOR PEOPLE BY BEING;

- **TRANSFORMED IN CHRIST:** We commit to pursuing an intentional, growing relationship with Christ, one leading to transformation in both character and conduct. *DISCIPLESHIP*
- **EMPOWERED BY CHRIST:** God-reliant and empowered by the Holy Spirit, we commit to being equipped, so that we might serve others with our spiritual gifts, skills, personality, passions, and resources. *EQUIPPING*
- **MISSIONAL LIKE CHRIST:** We commit to joining with God in bringing Jesus and His Good News into the local and global community. *EVANGELISM*
- **UNLEASHED FOR CHRIST:** We commit to seeing ourselves as both a Minister (serving, encouraging and discipling one another within the church family) and a Missionary (living a missional life in the community where we live, work and play) and supporting missions around the world. *ACTION*

KAC's CORE VALUES: We strive to be;

- **People of the Bible:** The Bible is the inspiring unerring Word of God and we will read it, teach it, defend it meditate on it and live by it-without compromise
- **People of Prayer:** In every circumstance we should listen first, then pray, before acting
- **People of Compassion:** We must care deeply for others - bringing real encouragement and hope to those in need
- **People in Community:** We desire to be a healthy church family, multicultural and multi generational - joining in life together where meaningful relationships permeate all aspects of life
- **People who value Family and the Church Family:** We strive to strengthen the church family by caring and honoring God's design for family



Pastoral Profile

KAC is prayerfully seeking a Lead Pastor to guide and rebuild our congregation. The successful candidate will be prayerful, humble and collaborative in both leading/building teams and in decision making. He will have a passion for scripture (original texts and traditional translations) and will be gifted in preaching, teaching, and know how to help the KAC congregation to display true Christ inspired “Christianity” in a post Christian culture. This is especially true as our church and the world recovers from the challenges and divisiveness experienced during the Covid pandemic. He will discern steps needed to re-energize and rebuild KAC with creative inspiration from the Holy Spirit about what God is calling KAC to do. He will be committed to local and Global missions, relating to different cultures and connecting with people different (in both thought and culture) than themselves. The Lead Pastor will provide spiritual and pastoral leadership to the Board, staff, and the congregation.

KAC believes the successful candidate will have a young family with a supportive spouse eager to serve in church ministries. He will be able to inspire and motivate others and will display the ability to follow through on commitments and plans. It will be important for him to respect traditional values and still be able to have innovative ideas on how to rebuild KAC.

KEY QUALITIES:

- Prayerful
- Humble
- Rooted in the Scriptures (original texts and traditional translations)
- Believes the Bible is the exclusive and inspired Word of God
- Collaborative leader and developer
- Possesses emotional and cultural intelligence and discernment
- Pursue personal growth and learning
- Innovative and adaptive
- Gifted preacher and communicator
- Desires regular contact with members, regular adherents and newcomers

GENERAL FOCUS:

The Lead Pastor is tasked with providing God inspired leadership and teaching that will enable KAC to realize its vision: In worshiping God the congregation will connect with one another, grow spiritually with one another by serving one another and others. The Lead Pastor works collaboratively with the Board of Elders, ministry leaders, staff and congregation. He will establish and mentor a Senior Leadership Team (SLT). He will establish and maintain a personal connection with congregational members.



MAJOR RESPONSIBILITIES:

- Provide spiritual leadership and teaching to the board of elders, ministry leaders, staff, and congregation in keeping with the Scriptures, as well as the mission, vision, and values of KAC
- Give oversight to teaching, preaching, worship, and public ministry gatherings at KAC involving staff and lay participants
- Oversee the hiring and management of all staff in conjunction with the Board of Elders
In conjunction with the Elder's Board, ensure appropriate policies are in place for good governance and effective administration.
- Responsible for the development and mentoring of spiritual leaders within KAC
- Operate within the executive limitations as prescribed by the KAC board
- Oversee the public image of KAC beyond the church community
- Build the congregation especially with new young families
- Utilize the human resources available from Queen's/RMC/St Lawrence College to re-establish the youth ministry and support AWANA
- Support current programs including Evergreen (seniors), Storehouse (underprivileged), AWANA
- Oversee Plan to Protect
- Continue support and promotion for missions (Alliance and local)
- Will establish and maintain regular communication with congregational members, especially those unable to attend and newcomers

SENIOR LEADERSHIP TEAM (SLT)

- Establish a SLT
- Once established develop and mentor those in the SLT
- Establish short and long term strategies in collaboration with the SLT aligning with KAC's mission, vision and values
- Establish a review process for the SLT

QUALIFICATIONS:

- Licensed and ordained for ministry in the Alliance in Canada (AIC) or will successfully complete the licensing process as part of this application process
- Agrees with the AIC's statement of faith (<https://www.cmacan.org/beliefs>)
- Demonstrates a life submitted to Christ through lifestyle choices, words and practice
- Theological education of a bachelor's degree (minimum)
- Pastoral Leadership Experience with excellent references

Interested candidates are welcomed to submit their cover letters and resumes to kac@kingston.net with the subject line: **ATTN: PASTORAL SEARCH**. Failure to include the subject line will result in loss of application. Please include a Grip Birkman assessment or similar leadership style assessment as part of your resume (if you have one).

Kingston Alliance Church



Church Profile

Kingston Alliance Church was founded by five dedicated individuals in 1959; Warren and Joy Fallis, Jack and Beulah Smith and “Aunt” Mabel Johnston. They began with prayer, that God would send a pastor to establish and grow His church in Kingston. Their prayers were answered when God led Rev Paul Valentine and his wife Gayle to leave their ministry in Orillia to plant the Alliance Church in Kingston.



Meeting originally in his basement, the numbers were too large to remain there for long. In September 1959, the church began meeting in Liberal Hall where they remained for three and a half years. In 1962, federal land at the corner of Palace and Bath roads went up for sale and the church was able to secure a lot. Construction began that year and the dedication service for the new building was held on March 10, 1963 at 3 pm. By the 1970s, the church was growing and an extension (the current sanctuary) was added. The 1980s saw the church sponsor 23 Cambodian refugees, begin the AWANA program that continues to this day and sadly suffer a heartbreaking church split led by the senior pastor at the

time. A new pastor Dr. L David Mitchell came in to heal the wounds of the remaining members. He served until the current pastor, Rev Paul Silcock, came to minister in 1996. The newest phase of construction (the lower foyer and elevator) were installed in the first few years after Pastor Paul and Lily arrived.

Prior to the pandemic our numbers ranged on any given Sunday between 55-75 people in attendance, which is down from a high of 200 in the late 1990s, early 2000s. We have an older population in the church with a large senior and older middle aged population. There are some families with babies and younger children but not as many as in years past. We have a very small number of youth and young adults. The majority of our church is white and middle class with a few families of visible minorities (African Canadian, Indigenous, Asian and Latin American). The vast majority of those who come to Kingston Alliance do not live within walking distance to the church and in fact, at least 20% live outside of the Kingston municipal area. We stream our services live on YouTube each Sunday and have anywhere from 15-30 watching live and more watching later.

Our church is in an older building and has some of the issues that affect older buildings, though in recent years, work on the roof, foundation and boiler has helped minimize severe maintenance issues. The church is a split level, with the sanctuary, gymnasium, pastor and secretary offices and kitchen upstairs and programming rooms (kids, nursery, classrooms, youth room (used for Storehouse of Hope currently) and supply storage downstairs. There is a large open lower foyer at ground level used for socializing. There is an elevator to allow those who have mobility issues to access all the areas of the church.

Currently the church secretary is Marie Wilson, who works two mornings a week and the outgoing senior Pastor is Paul Silcock. The office next to the senior pastor is currently being rented by Kingston Bridges, an organization that helps to minister to the poor and homeless in Kingston. We have not had any other salaried positions in the church since the departure of our last youth pastor in 2014/15. Pastor Paul has been with us since 1996, prior to him was Dr. L David Mitchell, 1990-1996, Dr. Charles Seidenspinner, 1984-1989, Rev.

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David McCarthy 1980-1984, Rev. Lloyd Draper 1967-1979, Rev. Harold Collins 1965-1967 and finally the founding pastor, Rev Paul Valentine 1959-1965.

We run a program called Storehouse of Hope that caters to the poor and disadvantaged of Kingston with a drop in for coffee and snacks on Mondays. In the past we have given away clothes and meals, though we have scaled it back since the pandemic. Our AWANA program is currently on hiatus since the start of COVID, though 16 children (mostly from other churches) have continued to work through books on their own. This program ministers to children between age 3 and grade 6. The clubbers memorize passages of scriptures in the books and receive lessons on Tuesday night 6:30-8. Currently we have a paucity of volunteers and hesitancy among those who remain regarding COVID that have prevented us from restarting the program. Our seniors ministry is (prior to COVID) a monthly lunch (1st Wednesday of the month) with a theme based on the time of year. It is a time of fellowship and friendship for the 18-24 seniors who regularly attend. During COVID, this was suspended and the couple who ran the ministry pivoted to visiting $\frac{1}{3}$ of the group each week on a rotating basis for driveway visits, bringing baked goods and checking in to make sure the seniors had all they needed. This will continue for the time being. Currently we have two church Bible studies (Tuesday evenings and Wednesday afternoons), a number of mentoring/cell groups and two prayer meetings (Wednesday and Thursday).

We are pleased to be a church that sponsors and sends people into the missions field overseas. In the mid 2010s we had a seamless link relationship with Ernie and Marilyn Klassen in Spain, in 2019, we sent a family to North Africa through SIM to minister to a least reached people group and we are pleased to send one of our elders to the mission field in the Silk Road Region later in 2022.

God has always been our provider and has truly given us our daily bread, financially speaking. We praise Him for His faithfulness throughout many ups and downs over the years.

Some of the **strengths** of the church include the willingness of many to serve in the ministries of the church in the past. We have a dynamic senior's ministry, as shown above. AWANA is a great outreach beyond the church, serving the wider community. The majority of kids who come out are from other churches. We have good church facilities after our upgrades and a great building committee. When we do church fellowship dinners, we do them very well. We have a number of volunteers to cook, prepare and clean up. If there is a funeral, there is always a number of people who we are able to call to make sandwiches and desserts. We serve the community well through Storehouse of Hope.

Some of the **challenges** facing the church include AWANA moving forward. We need the leaders to be properly trained and we need new/younger volunteers. The majority of our volunteers are seniors who are still not ready to come back. In order to move forward, we need younger, dynamic people to take the reins. Another challenge is that there is no meaningful connection with the other Alliance Churches in Kingston. We are far too insular and don't work well with other churches in our own city. Another serious challenge we face is a consistent decrease in attendance over the past decade due to personality conflicts within the church. There is also a serious lack of meaningful discipleship. We also need to work better at follow-up to prayer requests and disseminating answers to prayer to the congregation in a more organized manner.

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Community Profile



Kingston is a rapidly growing city of 132,000 residents (an increase of 7% in population between 2016-2021) situated on the northern shore of Lake Ontario midway between Toronto, Ottawa and Montreal at the mouth of the St. Lawrence River. The city was founded in the 17th century as a French trading post and military fort, known then as Cataraqui (Kah-tah-Rock-way). When the British took over the territory after the 7 years war and the American Revolution, the settlement that had sprung up around the fort was renamed Kingston. It was settled mostly by fleeing Loyalists from the United States after 1780.

According to the 2020 census data, over 87% of the population is white, with the next highest population being South and East Asians, then African Canadians, Indigenous, and Middle Eastern. These population statistics only account for permanent residents of the city. Kingston is a city of turnover. With Queen's University, St. Lawrence College, Royal Military College and The Canadian Forces Base Kingston, the transitory population of the city is very high. Queen's University and St. Lawrence College both have diverse racial and international student populations.

Economically, Kingston is thoroughly middle class with the median household income being between 55,000-65,000 per year. Of working aged adults, about 21% of Kingstonians have university degrees, 21% have college/non-university certificates, 27% have high school diplomas, 8% have apprenticeship certifications and 18% have not completed high school. As for occupations, a large percentage of the population is employed in the public sector, including in health care, education, the military, government services and corrections. Service and hospitality jobs also make up a huge percentage of the workforce along with construction, industry and insurance. It is a well blended economy of half private, half public jobs. Tourism is a huge part of the city's economy with the downtown core especially busy with tourists throughout the summer months. The Thousand Islands are not too far up the river and this attraction brings in hundreds, if not thousands to Kingston and surrounding areas each year.

Kingston for many years was considered to be a city for the retiree but in very recent years, that has begun to shift. Though Kingston's median age is still higher than the national average, there has been a huge influx of young families into Kingston, due to the relative affordability of housing. But our large student population from Queen's, St Lawrence and RMC also put 20-24 as the highest individual age group in the city, with the next highest being 50-54.

As for recreational activities, hockey is very prominent in the city with a number of large rinks and many child and youth leagues. There are numerous walking and biking trails throughout the city and with the proximity of the lake and river, water activities are common in the summer. Movie theaters, performing arts venues, museums and art galleries are also very popular in this city. Kingston actually has one of the largest number of museums in relation to its population in Canada. The Kingston Association of Museums, Art Galleries and Historic Sites has a list of all of them on their website, with some of the most prominent being Fort Henry National Historic Site (one of the largest surviving 19th century forts in Ontario), The Agnes Etherington Art

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Gallery (home to 4 of Canada's 5 Rembrandt paintings) and Bellevue House National Historic Site (home of Sir John A MacDonald, first Prime Minister of Canada). Little Cataraqui Creek Conservation area, Rock Dunder Nature Reserve and Lemoine Point Conservation area are three prominent sites for outdoor recreation in all seasons, including hiking, biking, snowshoeing, cross country skiing, bird watching etc. The city also manages a number of municipal gyms and pools (both indoor and the outdoor aquatic park at the Memorial Center).

For medical facilities, Kingston has the Kingston Health Science Center, Southeastern Ontario's largest acute-care academic hospital. There are three sites, Kingston General Hospital, Hotel Dieu and the Cancer Center of Southeastern Ontario. There is also Providence Care, Southeastern Ontario's leading provider of specialized care in aging, mental health, and rehabilitation. Kingston is a hub for healthcare in the eastern region of Ontario and during the pandemic served as a ready and willing overflow site to treat patients from Toronto and Ottawa.

Transit services serve the core of the city quite well, with both local and express buses and five major transfer points. The suburbs are less well served but there are a number of park and ride locations throughout the city to allow even those who live out of town to take advantage of transit. Kingston is also serviced by Via Rail and a small regional airport that flies only to and from Toronto.

Kingston has Catholic, French and Public (with a French immersion option) schools for both elementary and secondary school level throughout the city.

Kingston Alliance Church



Exterior Photographs of KAC





Kingston Alliance Church

Photos of the Interior of the Church

Lower Foyer (Entrance)



Kingston Alliance Church



Classrooms, Nursery, Youth Room, Library



Kingston Alliance Church



Sanctuary, Upper Foyer, Gym, Storehouse Clothes Room





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Photos of Kingston

Confederation Park and City Hall



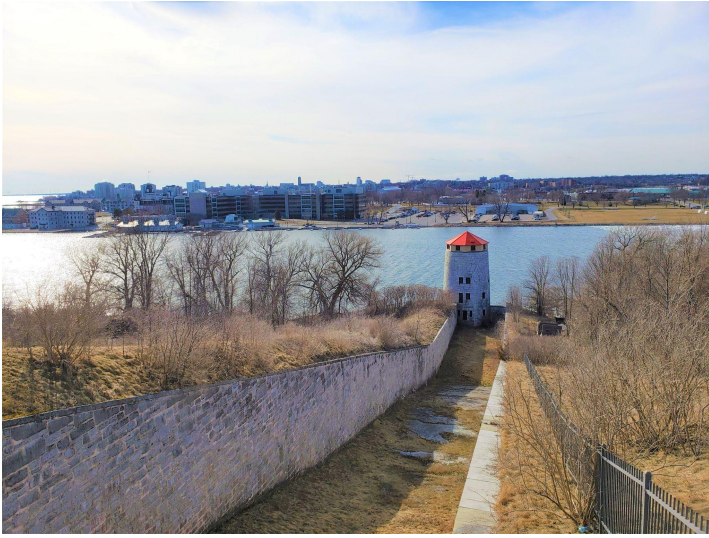
Queen's University and Waterfront



Kingston Alliance Church



View from Fort Henry



Kingston Alliance Church



Notable sites

