

# Leader Formation

DISCERN AND PURSUE YOUR CALLING IN MINISTRY

## Make a commitment to grow and serve Christ.

God continues to call women and men who are shaped by character, competency, and calling to lead in his Church.

### **Are you one of them?**

Alliance Canada Formation Pathways are intentional commitments to engage in formal bible study at an approved theological institution, serve in a local church, and grow through mentorship.

**Our goal:** You'll experience transformation through education, mentorship, and experience.

**Your responsibility:** Commit to an intentional process of discerning your call to step into ministry with clarity, courage, and community.

### **Is this the next right step?**

If you are discerning a call to ministry, seeking deeper formation for faithful leadership, or exploring how to use your gifts to serve God—this is for you.





## Growth starts at a Church Hub

Apprentices connect with a Church Hub, a local Alliance church that intentionally partners with you to help discern a call to ministry. Your Church Hub becomes a space to flourish.

At your Church Hub, you'll develop through proximity—in **real ministry** settings, under **real leaders**, serving **real people**.

## This program creates spaces to:

- Listen deeply for God's voice as you discern your calling
- Grow in spiritual maturity and personal character
- Develop your leadership capacity rooted in Scripture and mission
- Build relationships across The Alliance family
- Step into ministry with clarity, courage, and community
- Grow in theological knowledge and depth
- Receive intentional and supportive mentorship

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## What's involved?

Becoming an apprentice requires a commitment to four vital areas of development:

### **Contextual ministry experience**

Dive into the rhythms of your church, taking on real responsibility and meaningful leadership to learn by doing.

### **Walking with a mentor**

Get paired with a mentor from your church who will provide spiritual care, constructive feedback, and active leadership development.

### **Engaging in theological education**

Deep spiritual formation must go hand in hand with theological rigor. Pursue formal, post-secondary studies through an approved partner institution.

### **Discerning your next steps**

Clarify your spiritual gifting, character, and ultimate readiness for vocational ministry.

## Academics

Apprentices must be enrolled at least 3 classes (60% course load)—either online or in person through our approved partner schools.

The apprentice is responsible for managing their own academic applications and course registration, which serves as a vital first step in their leadership development.





# Financial support

The Alliance offers up to a \$5,000/year grant to attend an approved school:

- \$4,000 to subsidize tuition
- \$1,000 to support participation in a culminating retreat.

Apprentices must apply for this grant on an annual basis and attend at least a 60% course load at a time (online or in-person) through a national partner institution.



# Formation pathways

There are multiple streams designed to meet you where you are and help you move toward your next faithful step.



## Church Hub Pathway—

is a structured two-year pathway embedded in the life of the local church so leaders can participate in ways that fit their context:

### Church Hub: Year 1

Ministry immersion, foundational theological education, and structured mentorship.

### Church Hub: Year 2

Increased leadership responsibility, deeper formation, and clearer vocational discernment moving towards licensing in The Alliance (participants must reapply each year).

## Accessible Formation Pathways—

is a pilot program designed to widen access and meet leaders in different life stages:

### Second Career Pathway

For individuals sensing a call to ministry later in life who require flexible and contextualized formation.

### Advanced Formation Pathway

For those who are attending a theological institution in person who are close to graduation and looking to serve in a local church.



# Church Hub Pathway

## Formation rooted in local community

**Perfect Fit:** You're actively involved in an Alliance Church and feel a call to ministry

Apprentices in this pathway make a commitment to their local church, engaging in formal theological education, mentorship, ministry service, and intentional discernment related to ministry calling.

- First year focuses on spiritual formation and foundational leadership development
- Second year introduces greater ministry responsibility and preparation for licensing (must reapply to second year)

Participants receive up to a \$5,000 grant per year to subsidize their education and cover the cost of a retreat.

**You don't need to have everything figured out**—the focus of Church Hub is to discern your calling, deepen your formation, and develop practical leadership skills while remaining rooted in your local church.



# Church Hub Apprentice— Year 1

## Discernment and foundations

Explore your calling and early ministry practice while growing in mentorship and theological understanding. The focus is on formation and clarity rather than immediate vocational commitment. As an apprentice, you'll focus on creating space for spiritual formation, discernment, and foundational leadership development in the life of a local church.

### Program requirements:

- Minimum 5 hours per week in local church ministry
- Ministry mentorship and intentional coaching
- 3+ theological courses per semester (60% course load)
- Participation in Alliance formation cohort (Zoom calls and retreat experience)

# Church Hub Apprentice— Year 2

## Preparation and deployment

Year 2 is for apprentices who are ready to move from exploring ministry to actively preparing for it. You'll take on greater ministry responsibility while continuing theological education and intentional mentorship—all while preparing for licensing and ministry within The Alliance.

### Program requirements:

- 5+ hours per week in local church leadership
- Continued mentorship and coaching
- 3+ theological courses per semester (60% course load)
- Progression toward licensed ministry and leadership readiness
- Participation in Alliance formation cohort (Zoom calls and retreat experience)



# Second Career

## Called to a new season

God calls people into ministry at every stage of life. The Second Career Pathway is designed for those who sense a new or renewed call into ministry leadership after significant experience in another vocation.

This pathway provides accessible, supportive formation as you navigate vocational transition and integrate your lived experiences with theological formation and ministry preparation.

You will:

- Discern calling within the context of life and family responsibilities
- Translate professional experience into ministry leadership strengths
- Engage in theological and spiritual formation
- Receive mentoring from experienced ministry leaders
- Develop practical ministry readiness
- Participation in Alliance formation cohort (Zoom calls and retreat experience)

Second Career distinctives:

- 1–2 courses per semester
- 2–4 hours serving in a local church





## Your experience matters

God has been shaping your story long before this moment.

The Second Career pathway helps you step into ministry leadership with clarity, confidence, and community.



[Watch Connie's story](#)

# Advanced Formation Pathway

## Where your training and calling come together

You are nearing graduation from a Bible college or seminary, have already discerned a call to ministry, and want to serve within The Alliance. This pathway surrounds you with intentional support, formation, and connection—bridging theological education with denominational life as you integrate your calling, training, and future ministry. As an Advanced Formation participant, you will:

- Continue your studies while engaging in an Alliance formation cohort
- Participate in regular cohort calls and guided formation rhythms
- Receive a financial grant linked to an internship or season of intentional investment within a local Alliance church
- Build relationships across The Alliance network
- Participate in the national culminating formation retreat

## Program requirements:

- 5+ hours per week in local church leadership
- 3+ theological courses per semester (60% course load)
- Mentorship and coaching
- Progression toward licensed ministry and leadership readiness



# Educational partnerships

Leader Formation works alongside approved schools and training environments across Canada to support theological education within a larger formation journey.

## Our partnerships help participants:

- Connect academic learning with lived ministry
- Integrate theology, spirituality, and leadership
- Navigate educational pathways aligned with Alliance values and theology



# Approved Partner Schools

## British Columbia

- Regent College
- Pacific Life Bible College
- Summit Pacific Bible College



## Alberta

- Vanguard College
- Ambrose Hubs



## Saskatchewan

- Horizon Bible College & Seminary
- Briercrest College and Seminary

## Ontario

- Tyndale University
- Master's Seminary
- Heritage College and Seminary
- Instituto de Formación Ministerial
- Redeemer University



# Formation experiences

Throughout the year, we host events where participants gather for shared formation moments—retreats, cohorts, and collaborative spaces that foster:

- Community across regions
- Spiritual renewal and reflection
- Shared learning and encouragement
- Alignment with the mission and vision of Alliance Canada

These gatherings allow you to step away from the demands of everyday ministry and provide room for you to process and discern, and root you in the wider community of leaders that God is raising up across Canada.

Gatherings may take the form of retreats, training events, short-term missions, and more.



Learn more about upcoming  
Formation Experiences



# Our team

Our team aligns and supports a national initiative to form leaders for ministry in The Christian and Missionary Alliance and beyond. Volunteers and staff serve churches and apprentices as we cultivate leaders for mission and discipleship.

## We are committed to:

- Accessible and contextual pathways
- Spirit-led formation rooted in Scripture
- Diverse expressions of leadership across Canada
- Mentored, relational development
- Raising leaders for the mission of Jesus



## Chris Throness

**Director of Leader Formation**

Strategic leader for national formation pathways and church-based apprenticeship.

- Builds systems for emerging leader development
- Aligns local churches with leadership formation
- Passionate about discipleship and ministry leadership

Email me to talk more about macro vision and strategy:

[chris.throness@thealliancecanada.ca](mailto:chris.throness@thealliancecanada.ca)

## Tracey Wood

**Administrative Support (Volunteer)**

Experienced in ministry and mentorship with a heart for emerging leaders.

- Years of ministry service in local churches
- International experience in Africa and the Philippines
- Lives in Port Moody, BC

Email me to talk more about administrative inquiries and tasks:  
[tracey.wood@thealliancecanada.ca](mailto:tracey.wood@thealliancecanada.ca)

## Juanita Goodfellow

Administrative Support (Volunteer)

Supports leader formation with missions and counselling experience.

- Local Alliance ministry service in BC
- Passion for international missions
- Training in Biblical counselling
- Lives in Calgary, AB—attends Southview Alliance Church

Email me to talk more about the Peru trip and other administrative tasks:

[juanita.goodfellow@thealliancecanada.ca](mailto:juanita.goodfellow@thealliancecanada.ca)

## Darrell Lim

Ministry Mentor Guide (Volunteer)

Coaching and leadership development for emerging ministers.

- Executive coaching experience
- Pioneered pastoral apprenticeship program
- Certified coach and mentor
- Attends Coquitlam Alliance Church, BC

Email me to talk more about mentorship and resourcing mentors:

[darrell.lim@thealliancecanada.ca](mailto:darrell.lim@thealliancecanada.ca)

## John and Lorraine Baergen

Church Relations & Candidate Development (Volunteers)

Serving the Canadian church for decades in multiple roles.

- Passionate about church renewal and discipleship
- Connect churches with formation pathways
- Living in Kelowna, BC
- Attend Vernon Alliance Church

Email us to talk more about hosting a Called or Curious event at your church:

[john.baergen@thealliancecanada.ca](mailto:john.baergen@thealliancecanada.ca) or [lorraine.baergen@thealliancecanada.ca](mailto:lorraine.baergen@thealliancecanada.ca)

Every calling begins with  
a step of obedience.

Visit [thealliancecanada.ca/leaders](https://thealliancecanada.ca/leaders)  
and to explore the pathways available  
through Alliance Canada Leader  
Formation and discover how God may  
be shaping your future.

