



MINISTRY OPPORTUNITY PROFILE

Lead Pastor

PARAMOUNT DRIVE  ALLIANCE CHURCH

STONEY CREEK, ONTARIO

ADAMS
& CO. CONNECTING
COACHING
CONSULTING

WELCOME TO PARAMOUNT DRIVE ALLIANCE CHURCH

OUR STORY

Paramount Drive Alliance Church is a congregation of The Alliance Canada with a rich heritage of gospel ministry spanning more than a century. In **2026, the church celebrated 100 years of ministry**, giving thanks for God’s faithfulness across generations and reaffirming its commitment to making disciples of Jesus Christ.

The church traces its roots to **Delta Tabernacle**, which ministered faithfully in Hamilton’s east end for many years. As population growth shifted toward the Hamilton Mountain and Stoney Creek areas, the congregation embraced a vision to relocate and establish a ministry strategically positioned to serve the growing suburban communities of southeast Hamilton.

The move to Paramount Drive represented more than a change of address. It reflected a commitment to carrying forward the church’s spiritual heritage while responding to changing demographics and opportunities for ministry. Through successive generations, Paramount Drive Alliance Church has remained committed to biblical preaching, discipleship, prayer, missions, and authentic Christian community.

Today, the church continues to embody the Alliance’s historic emphasis on being Christ-centred, Spirit-empowered, and mission-focused. The congregation seeks to help people know Christ, grow in faith, and share the hope of the gospel both locally and globally.

We are ordinary people seeking to be renovated and made new by God! We are an established, urban church with a heart to reach our community and beyond. We serve multiple centers including Stoney Creek and Greater Hamilton proclaiming the good news that Jesus loves, saves and transforms.

Paramount Drive Alliance church is multi-generational church of approximately 125 adults and children.

We desire to reach more young families and the next generation in our community.

Building on our 75-year history and with a desire to move expectantly into the future, our Lead Pastor will work closely with the Elders and our team leaders to see our vision realized, our communities impacted for Christ and our church become known as a place of hope and help in the name of Jesus.

We are in close proximity to the greater Toronto area and the world class McMaster University.

We are part of the Christian and Missionary Alliance.



OUR CHURCH AT A GLANCE

- **Location:** 1035 Paramount Dr, Stoney Creek, ON
- **Size:** 200 on Sunday including children
- **Makeup:** a multigenerational and multi-cultural congregation.
- **Staff:** 3 full-time and 1 part-time
- **Facility:** A mortgage free 21K sq ft. building built in 1987 and in excellent condition. Main auditorium seating capacity of 450. We are situated on 5 acres in an excellent high traffic location.
- **Oversight:** Elder board of 6
- **Financial:** Annual budget of \$500K

OUR VISION



OUR VISION HAS FOUR KEY EMPHASES:

- **Looking Up** – We want to grow in our experience of God’s presence and power.
- **Leaning In** – We want to grow in building a supportive community by loving others as Jesus loves us.
- **Reaching Out** – We want to grow in reaching out with Jesus’ love and invite others into His community the church.
- **Thinking Deep** – We want to grow in our understanding of God’s truth so that we can live full and faithful lives.

OUR VALUES

- **Biblical Teaching** – We are committed to relevant Biblical teaching that intersects twenty-first-century life.
- **Compassion** – We are committed to showing mercy and love to the hurting and poor in our own community and in the nations of the world.
- **Discipleship** – We will intentionally walk with each other becoming more like Jesus.
- **Evangelism** – We are committed to introducing people to personal faith in Jesus, both locally and globally, even at personal cost.
- **Love for Others** – We will love our neighbour as ourselves helping and caring for those whom God places within our sphere of influence.
- **Prayer** – The life and ministries of this church will be characterized by continual prayer.
- **Service** – We willingly surrender our lives and resources to the Lordship of Jesus Christ.
- **Spirit-Filled** - We depend on God’s Holy Spirit to be present in our times together and to empower us in everything we do, as individuals and as a congregation.
- **Worship** – We are committed to offering our love, reverence and devotion to God.

DOES THIS SOUND LIKE YOU?

- Your life and leadership are Christ-centered. This is manifested in a confident humility. You are comfortable delegating authority and appreciating the ideas of others. Your ministry has demonstrated ongoing kingdom fruit.
- You desire for the Word of God to be proclaimed with power and strong application. You are willing to speak the truth in love to your congregation in ways that are accessible and helpful.
- You understand that raising reproducing disciples is non-negotiable.
- You will build on our strong foundation of fellowship and community
- You are committed to leading us in strategic outreach and evangelism.
- You are looking for a church you and your family can call home.
- You want to invest your life in a community with a lengthy tenure and journey with us through the seasons of our lives. You and your family desire to plant roots in our local community as well as in our church family.
- You have the heart of a shepherd who wants to be amongst their sheep.
- You have a deep love for the church and have a joyful sense of responsibility for the sheep God has placed before you.



CORE RESPONSIBILITIES

The Lead Pastor of PDAC serves with the Elders Board in leading the church forward in vision and implementation. You will oversee the community life and direction of our church. You will develop, encourage, and give leadership to our ministry team. You are the primary preaching and teaching voice for the church.

VISION AND STRATEGIC PLANNING

You will...

- 1) With the Elders, craft a compelling vision for our church to embrace.
- 2) Communicate to the congregation and encourage their commitment to a vibrant and fruitful future.
- 3) Encourage individuals to use their gifts and passions to see the future vision realized.

PREACHING AND TEACHING MINISTRY

- 1) You are the primary preaching voice with the expectation of preaching approximately 40 Sundays a year.
- 2) You hold a high view of Scripture and exhort the congregation of its efficacy in all areas of life and faith.
- 3) You work with the staff team in developing alignment in all teaching ministries to our Statement of Faith and you discern the spiritual needs and areas that need to be addressed through the teaching ministries of PDAC.

PRAYER

- 1) You demonstrate a life of prayer for the congregation and oversee the provision of opportunities and tools to continue to develop the prayer ministry of PDAC.

EVANGELISM AND OUTREACH

- 1) You will mobilize us in evangelism, as we take personal responsibility for those around us having opportunities to understand the good news of the message of Christ.
- 2) You lead and encourage us to make Christ known in creative and practical ways to our surrounding communities.
- 3) You will make reaching the next generation a priority of our ministry's focus.
- 4) You encourage our congregation and individuals to an increasing impact as World Christians.

CONGREGATIONAL CARE

- 1) You are available for congregational care at significant life moments such as marriage, baptism, baby dedications, funerals, hospitalization.
- 2) You continue to build on our deep sense of community and encourage connectedness amongst our church family.
- 3) You ensure there is a system of adequate pastoral counselling for those needing ongoing and more intentional care.

EXPECTATIONS AND OUTCOMES

- You will be a capable preacher and teacher that exhorts and encourages our people and attracts others.
- You will move us forward in greater Kingdom impact through engaging the next generation and the communities around us.
- You will celebrate and build on our strong sense of connectedness and desire for deepening and expanding relationships.
- You will lead us forward in more measurable and deliberate disciple-making.
- You will build a strong and cohesive staff and volunteer ministry team.
- You will feel like both PDAC and our community are home.
- You will be accountable to the Elders and the District Superintendent of the Central District of the C&MA.



QUALIFICATIONS

- 1) An ever-deepening love for the Lord Jesus and His church.
- 2) Credentialed (or willing to be) by the Christian and Missionary Alliance.
- 3) Formal theological education or equivalent.
- 4) Pastoral experience.
- 5) Strong leadership and people skills.
- 6) Agreement with our Statement of Faith.
- 7) A motivating and inspiring staff and volunteer team-builder.
- 8) A humble and prayer-centered ministry posture.
- 9) A willingness to complete a Predictive Index Assessment and Candidate Profile.



SEARCH DETAILS

Steve has over 30 years of local church leadership experience. He spent 12 years as lead pastor of one of the largest multi-site churches in his denomination with a staff of 25. Further he has led parachurch organizations both in the US and Canada and has also launched 2 non-profit organizations. Steve is an active leadership consultant working with churches across Canada. He specializes in pastoral placements based on comprehensive church assessments and leadership coaching for pastors and church boards.

Adams and Co. have been engaged to serve alongside the Elders at Paramount Dr. Church.

HOW TO APPLY

If you sense interest in this role and would like to have a CONFIDENTIAL conversation with Steve regarding it, he welcomes your call at 519-635-6777.

You may also confidentially submit your resume/CV at steve@adamsandco.org

Further he can be reached by email at steve@adamsandco.org

SEARCH TIMELINE

We will be receiving inquiries and applications until **August 15, 2026**

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Steve Adams