



Alongside Hope

Anglicans and partners working for change
in Canada and around the world

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Position Description: YOUTH ENGAGEMENT COORDINATOR

Position title:	Youth Engagement Coordinator	
Immediate supervisor:	Director of Supporter Relations	
Positions directly supervised:	Supporter Relations	
Job Category:	CAT 8	Status: Full Time, Bargaining Unit
Approved By:	Will Postma, Executive Director	
Date Approved	September 2025	

The vision of Alongside Hope is for a truly just, healthy and peaceful world. Alongside Hope has zero tolerance for and seeks to prevent sexual exploitation, abuse, and harassment (SEAH). Alongside Hope is committed to keeping the prevention of and response to SEAH at the centre of all its work.

Within that vision, the position holder will provide dedicated support on key steps to support Alongside Hope in progressing towards and achieving the goals of Alongside Hope's Strategic and Annual Plans.

The position holder promotes and thrives in a diverse and rights-based organization. The incumbent values the historical legacy that Alongside Hope enjoys with the Anglican Church of Canada and draws on this legacy and Scriptural mandate to promote Alongside Hope and to strive for a fairer and more sustainable and inclusive world.

PURPOSE OF THE POSITION:

The Youth Engagement Coordinator leads the development and implementation of strategies that empower and affirm youth and young adults as informed, passionate, and active engagers for global justice, reconciliation, and the mission of Alongside Hope. This role nurtures youth leadership within the Anglican Church of Canada and beyond, fostering intergenerational dialogue and equipping young people to engage in faith-based action for a more just world.

I. DUTIES AND RESPONSIBILITIES

YOUTH LEADERSHIP & EMPOWERMENT

- Centre youth voices and affirm their leadership in addressing global justice, climate action, reconciliation, and peacebuilding.
- Facilitate inclusive and accessible opportunities for youth to engage in Alongside Hope's mission, ensuring representation from diverse communities across Canada.



- Support the Youth Council in co-creating initiatives that reflect their passions and lived experiences.
- Curate opportunities for Youth to deepen their learning and engagement through initiatives and programs outside of Alongside Hope that supports its mission and work.

PROGRAM DEVELOPMENT & STRATEGIC PLANNING

- Design and implement a dynamic Youth Engagement Strategy aligned with Alongside Hope's Strategic Plan and the Anglican Church's priorities, including Truth and Reconciliation, climate justice, and anti-racism.
- Develop and manage an annual youth engagement work plan and budget, with clear goals, evaluation metrics, and opportunities for innovation.
- Engage in cross-team collaboration to inform content, objectives and purpose.
- Engage in cross-team collaboration to co-develop resources that can be used both communally across a congregation and independently within specific programs or initiatives.

VOLUNTEER ENGAGEMENT & CAPACITY BUILDING

- Develop and maintain systems for recruiting, training, mentoring, and recognizing youth volunteers.
- Foster a culture of mutual accountability, learning, and spiritual growth among youth council and volunteers.
- Collaborate with the Volunteer Coordinator to ensure youth engagement is integrated across all levels of the organization.

EDUCATION, RESOURCES & DIGITAL ENGAGEMENT POINTS

- Create and curate engaging, faith-rooted educational materials for youth, young adults, and intergenerational learning, including digital content.
- Lead the development of youth-focused campaigns and resources in collaboration with partners and like-minded organizations.
- Build partnerships with advocacy organizations and networks to help amplify voices and impact.
- Provide mentorship and training.

PARTNERSHIPS & NETWORKS

- Build and sustain relationships with diocesan youth leaders, schools, universities, and ecumenical and interfaith networks.
- Represent Alongside Hope in national and international youth networks (e.g., ACT Alliance, WCC, CFGB, OCIC), promoting youth participation in global justice movements.
- Identify and pursue funding, grants, and partnerships that expand youth programming and leadership opportunities.



ORGANIZATIONAL RESPONSIBILITIES

- Perform routine administrative tasks related to this position.
- Contribute to the building and maintenance of a mutually supportive relationship between Alongside Hope and other ministries of the Anglican Church of Canada, including General Synod, Anglican Foundation, dioceses and parishes across the country.
- Contribute to a healthy relationship between Union and management
- Undertake speaking engagements, presentations and workshops on behalf of Alongside Hope
- Participate in institutional activities (e.g. team and staff meetings, policy development, matrices)
- Work within Alongside Hope policy, guidelines and strategic directions

OTHER DUTIES AS ASSIGNED

- Carry out additional assignments as required

II. TYPICAL CONTACTS:

INTERNAL (ALONGSIDE HOPE AND CHURCH HOUSE STAFF)

- Collaborates with the Executive Director, who provides strategic oversight and final decision-making authority on program direction and organizational alignment
- Maintains a collaborative and mutually supportive working relationship with the Supporter Relations, Fundraising, Programs and Partnerships, and Finance teams, where ongoing communication and shared insights inform and guide each other's work without direct authority
- Works in respectful collaboration with Indigenous Ministries and the Animator for Reconciliation, seeking guidance, sharing insights, and aligning efforts to support reconciliation and Indigenous youth engagement, while recognizing the distinct leadership and expertise of these roles
- Collaborates closely with the Animator for Youth Ministry in a mutually supportive relationship that fosters shared vision, coordination, and consistency in youth-focused initiatives, while respecting each other's distinct roles and areas of responsibility

EXTERNAL (BEYOND ALONGSIDE HOPE AND CHURCH HOUSE STAFF)

- Works alongside volunteer networks, including the Youth Council and Mapping Exercise Facilitators, in a collaborative and empowering relationship that fosters youth leadership, shared insight, and grassroots engagement.
- Builds strong, collaborative relationships with Diocesan and Spiritual Ministries staff within the ACC, especially those in youth leadership roles, to ensure alignment, shared learning, and mutual support in youth-focused ministry
- As Alongside Hope's representative to the Youth Secretariat of the ACC, contributes to national conversations and strategy, while building networks of support and collaboration that include both the ACC and ELCIC communities
- Supports and collaborates in the planning and implementation of national youth engagement and leadership opportunities, including, but not limited to, CLAY, Stronger Together, and Rhythms of Renewal, in a spirit of shared leadership and coordinated vision



- Participates in the ACT Alliance and affirms Youth Council Role on the ACT Youth Community of Practice, contributing to global ecumenical dialogue and learning, while bringing insights back to inform local and national youth engagement
- In collaboration with Canadian Foodgrains Bank, supports shared education, advocacy, and engagement efforts related to food justice, contributing to the National Youth Project and other aligned initiatives while respecting CFGB's leadership and expertise
- Engages with International Cooperation networks as partners in youth-focused programming, participating in networks and initiatives that foster collective impact, learning, and sector-wide collaboration.
- Builds and nurtures relationships with schools, colleges, and universities to create opportunities for learning, dialogue, and engagement, particularly in areas of justice, faith, and youth leadership, while respecting institutional priorities and contexts.
- Engages with the Anglican Foundation in a collaborative and supportive relationship, exploring opportunities for partnership, funding, and shared initiatives that advance youth leadership and innovation within the Church
- Collaborates with ecumenical network staff to foster shared learning, joint initiatives, and strengthened relationships across denominational lines in support of youth engagement and collective impact

III. RESPONSIBILITY AND AUTHORITY

This position will report to the Director of Supporter Relations and collaborate with all teams within Alongside Hope. They will be responsible for the Alongside Hope Youth Council. The position can make decisions based on their workplan, with direct input/consultation from supervisor, on their own.

EMPLOYEE RELATIONS

- Contributes proactively to fostering effective working relationships within Alongside Hope staff and between Alongside Hope and Church House, promoting collaboration and positive communication.

MONEY

- Plan, manage, and account for the portion of the Alongside Hope budget allocated to the Youth Council and youth-focused programming, ensuring responsible stewardship of resources

DECISION-MAKING AND RECOMMENDATIONS

- Propose budget allocations and program plans specifically targeting young adults aged 16 to 30, aligned with organizational priorities.
- Develop goals and implementation strategies within the Youth Engagement portfolio, in accordance with policies and strategic directions established by the Alongside Hope Board.
- Provide informed recommendations and analysis to the Director of Supporter Relations on youth development education, stewardship education, and advocacy, supporting priority setting and policy development.



IV. JOB SPECIFICATIONS

PREVIOUS EXPERIENCE, EDUCATION AND SKILLS REQUIRED

- Post secondary diploma or degree in a relevant field (e.g., in International Development, Theology, Education, or related fields)
- Minimum 5 years' experience in International Development Studies, Community Work, Adult Education, Theology, Youth Ministry, Volunteer Management, Program Management, preferably in an Anglican context.
 - Youth Engagement Insight: Proven ability to identify, create, and seize opportunities for meaningful youth engagement and leadership development within diverse contexts.
 - Youth and Young Adult Engagement: Skilled at designing, implementing, and evaluating programs that effectively engage youth and young adults, fostering meaningful participation and leadership development.
 - Theological and Contextual Understanding: Strong grounding in Anglican theology and traditions, with the ability to integrate faith perspectives into youth programming and spiritual formation.
 - Relationship Building: Proven ability to build trusting, respectful relationships with diverse youth populations, volunteers, church leadership, and community partners.
 - Program Development and Facilitation: Experienced in planning, coordinating, and facilitating workshops, retreats, Bible studies, and interactive activities tailored to youth and young adults and intergenerational groups.
 - Communication and Public Speaking: Effective verbal and written communicator, comfortable presenting to groups, leading discussions, and engaging stakeholders at various levels.
 - Collaboration and Teamwork: Demonstrated ability to work collaboratively across teams, including volunteers, church staff, and ecumenical partners, fostering a shared vision and goals.
 - Cultural Competency and Inclusion: Sensitivity to diverse backgrounds, including Indigenous, cultural, and socio-economic diversity; committed to inclusive practices that honour all voices.
 - Advocacy and Youth Voice: Skilled at empowering youth to advocate for themselves and their communities, facilitating opportunities for youth-led initiatives and decision-making.
- Understanding of International Development: Familiarity with global development principles, including sustainable development goals, poverty alleviation, and community empowerment strategies.
- Organizational Awareness: Familiarity with the Anglican Church of Canada's Mission and Ministry including knowledge of the relationship between Alongside Hope and the Anglican Church of Canada, with an understanding of what it means to navigate the structures and working relationships within both organizations. Demonstrates a strong understanding of the Anglican Church of Canada's mission, ministry priorities, and commitment to ecumenism and transformative justice.
- Time Management and Prioritization: Strong ability to manage time effectively, balancing and prioritizing competing organizational needs and deadlines with flexibility and efficiency.



- **Technical Proficiency:** Skilled in Microsoft Office suite, including Word, Excel, PowerPoint, and other common digital tools essential for communication, presentations, and project management.
- **Representation and Respect:** A person who embodies respect for and commitment to representing the Anglican Church of Canada, the wider Anglican Communion, and the broader Christian community with integrity and faithfulness.
- **Ability to provide a valid Police Vulnerable Sector Check**
- **Ability to travel within Canada**

PHYSICAL AND MENTAL EFFORT

- **Physical Activity:** Frequent periods are spent standing or sitting in the same location, with some opportunity to move about. Occasional stooping or lifting of light materials or equipment may be required.
 - **Dexterity:** Moderate level of manual dexterity is needed for tasks such as typing, using office equipment, and handling presentation materials.
 - **Concentration:** Work requires sustained mental concentration for extended periods, including detailed planning, problem-solving, and communication.
 - **Interruptions:** The work environment can be fast-paced and dynamic, with frequent interruptions from emails, phone calls, and in-person inquiries, requiring flexibility and quick shifts in focus.
 - **Mental Activity Duration:** Tasks often involve prolonged mental engagement, including research, collaboration, and creative development, sometimes under tight deadlines.
- Pressure and Responsiveness:** The role involves noticeable pressure from deadlines, production requirements, and accuracy expectations, necessitating effective time management and stress resilience.

CONDITIONS UNDER WHICH WORK IS PERFORMED

- **Need for flexibility in scheduling to respond to availability of youth; occasional scheduled overtime to meet deadlines and organisational needs**
- **Travel within Canada and possibly internationally**