

Discipleship Director

Date: July 22, 2026

Summary

At SPL, our mission is to help people find and follow Jesus. The purpose of the Discipleship Director role is to lead SPL Church's efforts to help adults become disciple-making disciples of Jesus. This person will own the strategies and systems that move people along our Discipleship Pathway, including outreach, welcome, connections, and groups.

Every week, adults walk through our doors (and onto our livestream) asking real questions: Do I belong here? What do I believe? How do I follow Jesus? The Discipleship Director makes sure there is always a clear, personal next step waiting for them, and a leader ready to walk with them.

Profile

Role Description:	Discipleship Director
Type of Position:	Full-time
Anticipated Start:	Fall 2026 / Spring 2027
Work Week:	Sundays – Thursdays (Fridays & Saturdays off); Some weekend and evening work is involved; Primarily based in the SPL office
Reporting:	Executive Pastor
Supervising:	Connection Coordinator Small Group Volunteer Leaders New to Faith Class Volunteers (Basics, Beginnings, Rooted) Baptism & Membership Class Volunteers
Serving on:	Senior Leadership Team

Essential Expectations and Responsibilities

Leadership

- Work with the Senior Leadership Team to clarify vision and advance strategy.
- Lead all adult discipleship ministries of SPL Church, including outreach, welcome, connections, groups, and care in alignment with the mission and vision of SPL.
- Lead out of a growing personal relationship with Jesus, modeling healthy family and friend relationships, practicing personal spiritual disciplines, participating in a small group, serving regularly, giving faithfully, and developing one-to-one evangelism relationships.

Oversight of the Discipleship Pathway

The Discipleship Director owns SPL's Discipleship Pathway for adults and is responsible for making every next step clear, personal, and achievable by:

- Championing and continuously refining the Discipleship Pathway (Reach → Guest Pathway → Next Steps → On Mission), so that every stage has a clear call to action and an ideal next step;
- Overseeing the Guest Pathway with the Connection Coordinator — welcoming newcomers, ensuring timely follow-up, and connecting new people to a first next step so no one falls through the cracks;
- Designing and leading on-ramps for those new to Jesus and new to SPL (e.g. Basics, Beginnings, Rooted, Practicing the Way), including baptism preparation;
- Tracking and reporting the pathway's primary indicators — people in groups, people serving, people giving, and new leaders — using Planning Center, and using that data to strengthen the pathway;
- Collaborating with the Creative Director and Next Gen Director so the pathway is consistent across online, Sunday, and family environments.
- Working with pastoral leadership to develop rhythms of prayer for the congregation, including seasons of focused prayer;

Groups

Responsible for building a thriving small group culture where adults grow together, not alone, by:

- Recruiting, training, coaching and empowering a growing team of small group coaches and leaders;
- Selecting and adapting curriculum and resources for group cycles (e.g. Rooted, Practicing the Way);
- Building and equipping small group leaders and team leaders to provide frontline pastoral care and everyday, one-another care.
- Creating a clear care pathway so needs raised in a group reach the right person quickly, escalating pastoral situations to the Executive Pastor and Lead Pastor as appropriate;
- Championing a culture of community at SPL through inspiring and creative communication about the positive impact of groups
- Creating clear entry points so that joining a group is an easy, obvious next step from a Sunday service;
- Leading regular evaluations with group leaders to maintain health and monitor spiritual growth.
- Overseeing information and tracking of group participants and leaders;

Outreach

Responsible for leading SPL's reach toward spiritually curious adults, especially 25–35-year-olds in our surrounding communities, by:

- Designing and executing outreach efforts and invite-friendly environments where curious people can explore faith;
- Developing clear explore-faith on-ramps for those asking "What do you believe? Does this work?";
- Equipping the congregation for one-to-one evangelism and everyday invitation;
- Partnering with the Creative Director so online engagement (services, social media, podcast) leads to in-person next steps;

Requirements

We are looking for someone who is passionate about making disciple-making disciples and who demonstrates the following strengths:

A Mature Follower of Jesus

Demonstrates a vibrant and growing relationship with Jesus, a passion for the local church, and wholehearted alignment with the mission, vision, and values of St. Paul's Leaskdale. Models a life of prayer, spiritual disciplines, generosity, servant leadership, and authentic discipleship, while helping others take meaningful next steps in following Jesus.

A Spiritual Mentor

Naturally connects with people who are exploring faith and creates environments where they feel welcomed, safe, and valued. Able to explain Christian truth in language that is clear, compelling, and accessible to people with little or no church background. Comfortable engaging honest questions and uncertainty while helping people experience a deep sense of belonging even before they fully believe. Enjoys experimenting with new approaches that help spiritually curious people connect with Jesus and SPL, both in person and online.

A Developer of Leaders

A proven recruiter, coach, and mentor who enjoys developing others more than doing ministry alone. Able to identify potential, equip volunteers, and empower leaders across all areas of discipleship, including groups, prayer, care, and outreach. Invests much of their energy in a core team of leaders who are growing disciples and leaders themselves. Builds sustainable systems and a culture of leadership development so ministry can grow beyond the capacity of one staff member, with volunteers leading confidently in their gifts, under healthy support and supervision.

A Pastor's Heart

Loves people well and has lived experience walking alongside individuals and leaders through seasons of celebration, challenge, and crisis. A good listener with a

caring heart who creates spaces where people feel safe, known, and cared for.
Brings wisdom, empathy, and emotional maturity to difficult conversations.
Exercises sound judgment in knowing when situations require professional support.

A Systems Thinker

Able to see both the big picture and the practical details. Creates clear, easy-to-understand systems that help people identify and take their next step in their faith journey. Organizes projects, volunteers, and ministry processes with excellence, and collaborates effectively with other pastors and ministry leaders to ensure a consistent discipleship pathway across every area of church life. Thoughtfully uses technology to enhance, not replace, relational discipleship.

A Strong Communicator

Communicates the vision of discipleship with clarity and creativity. Whether in one-on-one conversations, group settings, or speaking from the platform, is able to make complex ideas understandable and inspire people toward action. Builds trust, casts vision, and creates momentum by communicating with enthusiasm and heart-felt authenticity.

Experience / Education

A satisfactory combination of education, training, and experience in related fields and/or educational disciplines, including:

- 2+ years of experience in adult discipleship, groups, or congregational ministry;
- An undergraduate degree in a related field is preferred; theological education is an asset.
- Experience with Planning Center is optimal.
- A proven track record of developing and coaching people to become organizational leaders, in either a paid or volunteer capacity.

To apply, please email your resume and cover letter to SPL's Operations Director, Victor Dasari (victor@saintpauls.ca).