



Schedule A

Job Description

Position: Minister of Discipleship

Reports to: Ministry Pastor

Status: Full-Time

Church Description:

Grant Memorial Baptist Church (Grant Church), a member of the Baptist General Conference of Canada, is a vibrant, evangelical congregation, averaging a combined total of 1,100 in two Sunday morning services. Over 1500 adults consider Grant Church to be their home church. Grant Church is known for its emphasis on teaching the Scriptures and diverse ministry engagement opportunities. Together, we seek to Gather, Grow and Go - to the glory of God.

Position Summary:

The Minister of Discipleship provides strategic and pastoral leadership for Grant's church-wide culture of discipleship, developing a clear pathway from first connection to spiritual maturity, meaningful community, service and leadership. The role leads and develops ministry staff and volunteers while working collaboratively across the church to make discipleship a defining part of Grant's culture.

This position combines strategic vision with relational, hands-on ministry. The successful candidate will develop ministry strategies and systems, equip leaders, build relationships, lead ministry initiatives, and occasionally teach, preach or step into direct ministry leadership as needed.

Time Requirements:

37.50 hours per week 1.0 Full time Equivalent (FTE). General office hours are 8:30 to 4:30 Monday to Friday, alternative working hours will be required periodically to meet the requirements of the position. Sunday is considered a regular workday.

Key Ministry Responsibilities:

1. Lead the Church-Wide Discipleship Strategy

- Develop a Church-Wide Culture of Discipleship:
 - Champion a clear discipleship pathway from first visit to spiritual maturity, service and leadership. This will include the Grant Growth Track, Improve Your Serve, relational discipleship and mentoring, and the transition from Christianity Explored into foundational Christian teaching, small groups, serving and leadership development.



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- Lead Small Group Ministry Development:
 - Own the strategy and ongoing development of Grant's small group ministry, including participant recruitment, leader recruitment and development, leader support, and group multiplication. Work collaboratively with the Adult Communities Coordinator, who will provide coordination and practical support.
- Oversee Discipleship Curriculum Development:
 - Lead the development of sermon-based small group materials and other discipleship resources, collaborating with preachers and the Adult Communities Coordinator on preparation and implementation.
- Lead Men's Ministry:
 - Provide vision, leadership and strategic direction for Men's Ministry, including Bible studies, gatherings and opportunities for spiritual growth and community. Completed in collaboration with Women's Ministry.
- Strengthen Guest Engagement and Retention:
 - Work closely with the Sunday Experience Coordinator to improve guest follow-up and develop clear pathways into community, small groups, serving and discipleship. Identify barriers to connection and help guests become meaningfully integrated into the life of Grant.
- Connect Discipleship Across Grant:
 - Work collaboratively with ministry leaders to embed discipleship throughout the church rather than treating it as a collection of separate programs. Provide hands-on pastoral leadership in areas such as retreats, classes and other discipleship opportunities.
- Teach, Preach and Model Discipleship:
 - Participate actively in the pastoral life of the congregation, building relationships and modelling a life of discipleship. Preaching and teaching opportunities may be provided in worship services, classes and other ministry settings according to gifting and church needs.

2. Lead, Supervise and Develop the Discipleship Ministry Team

Provide strategic, pastoral and operational leadership to the discipleship ministry team, including direct supervision of:

- Young Adult & Discipleship Minister
- Adult Communities Coordinator
- Sunday Experience Coordinator

Responsibilities include:



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- **Set Clear Ministry Priorities:** Establish direction and objectives that align the team's work with Grant's mission and overall discipleship strategy.
- **Lead and Develop Staff and Volunteer Leaders:** Provide supervision, coaching, encouragement and accountability while empowering staff and volunteers to lead effectively and grow in their responsibilities.
- **Foster a Collaborative and Effective Ministry Culture:** Coordinate initiatives across teams, evaluate ministry effectiveness and work with pastoral and ministry leaders to strengthen discipleship throughout the church.

The Minister of Discipleship will work particularly closely with the Young Adult & Discipleship Minister to align Young Adults Ministry, the Grant Growth Track, the internship program and leadership development with Grant's broader discipleship strategy. This includes ensuring young adults have clear pathways into small groups, serving and leadership, and are supported as they transition from young adult programming into the broader life of the church.

The Minister will also provide strategic direction and support to the Adult Communities Coordinator and Sunday Experience Coordinator, ensuring their respective ministries contribute effectively to the church-wide discipleship pathway.

Requirements:

- **Education:** Pastoral or theological education required.
- **Church Alignment:** A committed constituent of Grant Church, actively engaged in our worship services and community life.
- **Experience:**
 - Minimum of three years of Pastoral Leadership experience.
 - Demonstrated ability to develop and implement ministry vision and strategy.
 - Strong relational and communication skills, with an ability to connect meaningfully with people at different stages of life and faith.
 - Demonstrated ability to lead, supervise and develop staff.
 - Strong organizational skills and the ability to manage multiple ministry priorities effectively.
 - Ability to teach and communicate Scripture clearly and effectively.
 - Ability to develop and refine ministry systems and processes that support effective discipleship.
 - A collaborative approach to ministry and a commitment to working effectively with staff, volunteers and congregational leaders.
 - Experience leading small groups, developing small-group leaders, or building mentoring and leadership-development pathways.
 - Experience preaching and teaching in a local church context.

Staff Expectations:



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Spiritual Alignment & Commitment

- Vibrant Faith: A sincere love for Jesus Christ reflected in your daily lifestyle and a commitment to active discipleship (regular church attendance, personal devotions, tithing, and small group participation and/or mentorship).
- Shared Convictions: Affirmation of Grant Church's Statement of Faith and Ministry Covenant. Full adherence to Grant's Vision Document and Lifestyle Commitment.
- Spiritual Advocacy: Ready and willing to share the Gospel, offer biblical principles, and pray with others as opportunities arise.

Staff Engagement & Culture

- Active Presence: Consistent participation in weekly staff prayer meetings, general staff gatherings and church-wide gatherings.
- Collaborative Spirit: A "one-team" mindset, remaining available to support the broader needs of both the church and the school.
- Values-Driven: A commitment to embodying and demonstrating the Staff Values & Culture of Grant Church in every interaction with the congregation and the public.

A Note on Responsibilities: Duties are summarized in this Job Description. This is not a comprehensive list of all tasks. As part of the Grant Church team, you may be asked to take on additional tasks to meet organizational needs and support our collective mission and vision.

To Apply:

Resume and cover letter plus one Pastoral reference may be sent via email to humanresources@grantchurch.ca with the subject title: Minister of Discipleship or by mail post to: Grant Church, 877 Wilkes Avenue, Winnipeg, Manitoba, R3P 1B8, Attention: Human Resources.

Closing date: When position filled.