

POSITION DESCRIPTION

(June 2026)

POSITION:	Regional Ministry Developer
REGION:	British Columbia and Alberta (4 Classis)
ACCOUNTABLE TO:	National Director ~ Diaconal Ministries Canada
STATUS:	Full-Time (30 hours per week)
COMPENSATION:	\$35.81 per hour, plus benefits and a 9% pension contribution

Position Summary

The Regional Ministry Developer equips churches to join God's transforming work in their communities by developing healthy networks of coaches, providing training for deacons and church leaders, strengthening relationships with classes, supporting ministry partners, and promoting the ministry of Diaconal Ministries Canada across the denomination.

Key Responsibilities

1. Coach Development and Support

- Foster a healthy and effective network of volunteer coaches throughout the region by recruiting, onboarding, equipping, and supporting Diaconal Coaches.
- Provide ongoing coaching, encouragement, and accountability through regular meetings and check-ins.
- Facilitate regional coach gatherings and virtual meetings.
- Collaborate with coaches to deliver Deacon 101 and other diaconal workshops and training.
- Assist coaches in developing and reviewing ministry plans aligned with Results-Based Management (RBM) priorities.
- Provide consultation to diaconates and church leaders regarding complex ministry questions and challenges.

2. Leadership Development and Training

- Design, deliver and evaluate leadership development opportunities for deacons and diaconates.
- Facilitate or co-facilitate Deacon Chair Conversations, New Chair orientation, Deacon 101, webinars, and advanced training events.
- Develop, revise, and pilot training resources that strengthen diaconal ministry using Asset-Based Community Development principles.
- Identify emerging ministry needs and recommend new training initiatives.
- Promote best practices in diaconal ministry across the region.

3. Classis Engagement

- Build strong relationships with classes, pastors, and church leaders.
- Present the ministry and resources of Diaconal Ministries Canada at Classis meetings.
- Serve as coach for assigned classes and provide interim coaching where vacancies exist.

4. Organizational Support

- Maintain accurate ministry records and interaction data within organizational databases.
- Keep regional contact information current.
- Contribute reports, stories, and ministry updates that support organizational communications.
- Participate in staff meetings, supervisor meetings, Board meetings, and organizational initiatives.
- Exercise responsible stewardship of assigned budgets and organizational resources.
- Support organizational planning and strategic priorities as assigned.
- Review and approve coach timesheets and expense claims.

5. Partnership Development

- Build collaborative relationships with ministry partners, including NewGround initiatives and affiliated organizations.
- Represent Diaconal Ministries Canada at partner meetings, conferences, and networking events.
- Encourage collaboration that advances shared ministry objectives.
- Accompany ministry partners in pursuing their strategic goals and ministry effectiveness.

6. Ministry Advancement

- Build relationships with pastors, church councils, deacons, and ministry leaders.
- Promote the mission, vision, and resources of Diaconal Ministries Canada.
- Encourage engagement among churches with limited or declining participation.
- Support fundraising, awareness, and organizational growth initiatives as appropriate.

7. Professional Development

- Pursue ongoing learning and professional growth relevant to coaching, leadership development, and diaconal ministry.

- Participate in organizational learning cohorts, conferences, workshops, and continuing education.
- Remain informed regarding emerging trends and best practices in church leadership, coaching, and community engagement.

Core Competencies

- Strong Christian faith consistent with the mission and values of Diaconal Ministries Canada.
- Excellent relationship-building and coaching skills.
- Effective facilitation and public speaking abilities.
- Strong organizational skills.
- Ability to work independently while collaborating effectively with a distributed team.
- Excellent written and verbal communication skills.
- Competence with virtual meeting platforms and ministry databases.
- Ability to travel throughout the assigned region, including occasional evenings and weekends.
- Requires at least one, possibly two trips to Ontario each year.
- A Bachelor of Arts degree, preferably in a relevant field (e.g. Community Development).
- Five years of work experience (preferably in the not-for-profit sector).

Expected Outcomes

The Regional Ministry Developer contributes to:

- Healthy, equipped, and engaged diaconates.
- A well-supported network of diaconal coaches.
- Effective leadership development across the region.
- Strong partnerships with churches, classes, and ministry organizations.
- Increased awareness and engagement with the mission of Diaconal Ministries Canada.
- Progress toward the strategic priorities of the organization.

Mission of Diaconal Ministries Canada

*Led by the Spirit we walk alongside communities and churches
to recognize and steward God's gifts,
practice generosity, and join in God's renewing work.*