

SUPPORT & DEVELOPMENT

SPRITUAL FORMATION PASTOR

REPORTS TO: EXECUTIVE PASTOR OF MINISTRY

WORKS CLOSELY WITH: CAMPUS PASTORS, CAMPUS GROUPS DIRECTORS

CATEGORY: FULL-TIME//SALARY

The Spiritual Formation Pastor is responsible for creating, casting vision, and managing all components of the spiritual formation growth track for Flatirons' attenders. This includes, but may not be limited to, a documented process for growth for those new to faith, information pathway for new attenders of Flatirons, alignment for small groups and group processes across campuses. This role will lead the charge for spiritual formation and oversee Campus Groups Directors.

PERSONAL QUALIFICATIONS / CHARACTERISTICS

- Submits their life to God and the authority of His Word.
- Models a commitment to developing the character of Christ and continual growth: spiritual, personal, professional.
- Understands and embraces Flatirons vision and values.
- Exemplifies qualities core to Flatirons DNA: humility, vulnerability, authenticity, humor.
- Willing to take calculated risks or try unconventional ideas to yield impactful results.
- Committed to invests in the spiritual growth of others.
- Is a relational team-player and uses humor to connect with people.

PROFESSIONAL QUALIFICATIONS:

- 5+ years of experience leading staff and volunteers in fulltime ministry context.
- Bachelor's Degree (or equivalent training) in a concentration that has equipped them for vocational ministry.
- Proven success developing and leading teams.
- Experience in developing and maintaining a healthy small group culture.
- Ability to constantly assess best practices and new ideas for a path for spiritual development, including but not limited to small groups.
- Ability to connect with all types of people.
- Demonstrates teamwork – welcomes feedback, cultivates a healthy culture and connection among teams, puts success of team above own interests. Demonstrates a “see the need, meet the need” work ethic.
- Time management – balances individual and team responsibilities, shows initiative and thrives under flexibility. Is a self-starter.

PRIMARY RESPONSIBILITIES

- Oversee development, planning, coordination, and evaluation of spiritual formation for adults across campuses, including an emphasis on serving.
- Development of pre- and/or post-baptism training.
- Develop a systematic and effective effort to connect people to small groups.
- Along with campus Groups Directors, oversee information and tracking of small group participants and leaders, as well as group content acquisition.
- Implement a leadership development strategy: to identify, recruit, train, develop and coach small group leaders.
- Create/oversee systems that move first time attenders to an understanding of who Jesus is, to a decision to follow Him, to a path of deeper growth.
- Provide oversight, collaboration, and alignment to the Campus Group Directors.
- Pastor on Call duties a few times a year.
- Other duties as assigned.

