



Position Title: Spiritual Formation Pastor

Supervisor: Executive Pastor

Position Type: Full-Time, Salary, Exempt, Ministerial

Position Location: PaulAnn Church Campus

General Summary

The Spiritual Formation Pastor is a Lead Team (Executive Level) role responsible for providing vision, leadership, and oversight for adult discipleship and spiritual formation at PaulAnn Church. This position champions a clear and effective pathway that helps adults connect in meaningful community, grow in their relationship with Jesus, and engage in the life and mission of the church.

Job Duties & Key Responsibilities

Adult Discipleship & Formation

- Provide vision, leadership, and oversight for adult ministries, including connection processes, Frontline ministries, Community Life Groups (CLGs), adult discipleship ministries, discipleship pathways, and church membership.
- Develop and implement a comprehensive strategy for teaching, training, and discipling adults, aligned with the church's mission, values, and discipleship strategy.
- Oversee and enhance ministry to new believers, guiding them in faith formation, biblical understanding, and connection to community.
- Develop and maintain a plan to increase participation and effectiveness of groups and pathways.
- Identify, develop, and/or select curriculum and resources to support adult discipleship and growth.
- Foster a strong, healthy, and growth-oriented culture among leaders and participants.

Community Life Groups (CLGs)

- Regularly cast vision for Community Life Groups to the congregation.
- Organize, administrate, and oversee the CLG structure at PaulAnn.
- Recruit, train, and coach CLG Leaders and Coaches.
- Lead the planning, promotion, and execution of regular CLG launches and connection initiatives.
- Work with the Marriage & Family Pastor to ensure CLGs and related environments effectively serve couples, families, and life-stage groups.

Equip Classes

- Plan, coordinate, and implement Equip Classes that help adults become grounded in God's Word for life application and spiritual growth.
- Collaborate with the Marriage & Family Pastor to coordinate Equip Classes that strengthen marriages, parenting, and family life.
- Ensure Equip Classes align with the church's overall discipleship pathway and spiritual formation strategy.

Ministry Oversight & Leadership

- Provide leadership, coaching, evaluation, and goal setting for key staff and volunteer leaders, including:
 - Volunteer Leaders for CLGs, Bible studies, and classes.

- Spiritual Formation Staff: Guest Experience Coordinator, Women's Ministry Coordinator, Recovery Coordinator, Spiritual Formation Assistant
- Conduct regular performance reviews and provide ongoing coaching and development.
- Work with the Executive Pastor to build and maintain healthy volunteer pipelines, leadership development systems, and team culture.
- Function as a member of the church's pastoral staff, providing support in areas such as baptisms, weddings and funerals, pastoral care (hospital and nursing home visitation), preaching and teaching as needed.

Qualifications

Education and/or Experience (must have one or more of the following)

- Bachelor's Degree (B.A. or B.S.) preferred
- Seminary degree (M.Div. or equivalent) a plus
- 5 years of related ministry experience preferred
- Equivalent combination of education and experience

Knowledge and Skills

- Strong pastoral and relational skills with the ability to disciple and shepherd adults.
- Demonstrated leadership and team development abilities, especially in equipping leaders and volunteers.
- Solid understanding of discipleship, spiritual formation, and small group ministry.
- Excellent organizational and administrative skills, with the ability to manage multiple ministry areas and initiatives.
- Strong communication skills, both written and verbal.
- Ability to analyze and interpret ministry strategy, policies, and procedures.

Licenses, Registrations, and Certificates

- Pastoral credentials
- Current Driver's License

Personal Characteristics

- A passionate Christ-follower who is spiritually mature, trustworthy, humble, and teachable.
- Meets the qualifications of church leadership as outlined in Scripture (1 Timothy 3:1–7, Titus 1:5–9, 1 Peter 5:1–4).
- A collaborative team player who thinks strategically for the whole church, across ministries and generations.
- A disciple-maker and developer of leaders who values spiritual depth, organizational clarity, and building clear pathways that help people take their next step with Jesus.
- An engaging communicator who is relational and listens well.
- Action-oriented, organized, thorough, and dependable.
- Demonstrates integrity and trustworthiness as a member of the staff team.
- In agreement with and committed to the theology, mission, values, and culture of PaulAnn.