



## JOB DESCRIPTION

### *Discipleship and Spiritual Formation Pastor*

**Location:** Calvary Church, Muscatine, IA

**Position Type:** Full-time

**Reports to:** Lead Pastor

#### **About Us**

Calvary Church is a vibrant, diverse and growing community with the mission of connecting people with God to be fully committed to the cause of Christ. Our vision is to *live to love* God, one another, and those around us and beyond.

We seek a passionate and dedicated Discipleship and Spiritual Formation Pastor to join our team and lead our efforts in cultivating a strong formative culture within our church.

#### **Position Overview**

The Discipleship and Spiritual Formation Pastor will be responsible for developing, implementing, and overseeing the church's process for everyone to be conformed to the image of Christ. This role involves equipping and empowering individuals to grow in their faith, fostering a community of spiritual growth, and supporting the church's mission through effective teaching and relational ministry.

#### **Main responsibilities**

##### 1. Discipleship culture development

- Create and implement a comprehensive discipleship strategy that aligns with the church's mission and vision.
- Develop and oversee a discipleship process that includes various pathways within our men, women, and coed ministries, such as small groups, Bible studies, mentoring programs, and spiritual formation classes.
- Develop and manage curriculum and resources to support discipleship efforts.
- Promote and encourage active engagement in spiritual growth.
- Foster an atmosphere of care, authenticity, and vulnerability within the congregation to develop deep and meaningful relationships among church members.

##### 2. Teaching and preaching

- Provide biblically-based teaching in Sunday services (30%) and Bible studies.
- Join the Teaching Team to plan and develop preaching series.

##### 3. Leadership and training

- Recruit, train, develop, and support volunteer leaders and small group facilitators.
- Provide ongoing coaching and resources for leaders to effectively guide and mentor others in their spiritual journey.

#### 4. Personal ministry and general church staff involvement

- Serve as a shepherd on-call to meet the general needs of the church congregation. Function as a church's Pastoral Team member, attending development meetings, staff prayer, participating in baptisms, and performing weddings and funerals as assigned.
- Assist in identifying and addressing spiritual needs within the congregation.
- Serve in churchwide projects or ministry initiatives such as Christmas and Easter services, and other special events. Maintain a high degree of confidentiality. Participate as a member of the staff team and be available to assist in general duties as opportunities arise.

#### 5. Administrative duties

- Manage the budget and resources allocated to Community Life ministry.
- Oversee the scheduling and logistics of discipleship events and programs.
- Track and evaluate the effectiveness of discipleship initiatives and report progress to the Lead Pastor.

#### **Qualifications**

- Bachelor's degree in Theology, Ministry, or a related field (Master's degree preferred)
- 10+ years of experience in pastoral ministry, discipleship, or related roles
- Strong understanding of biblical principles and a commitment to sound doctrine
- Excellent communication and interpersonal skills. Experienced preacher
- Collaborative and humble team player who is willing to be led just as much as they are willing to lead, motivate, and inspire others
- Organizational skills and the ability to manage multiple projects effectively
- A heart for pastoral care and a passion for helping others grow in their faith

#### **Personal Attributes**

- A committed follower of Christ and God's Word
- A servant hearted leader with humility and integrity
- Committed to lifelong learning and spiritual growth
- Enthusiastic and innovative approach to ministry
- Value multi-ethnicity and multi-generational ministries
- Acceptance and agreement with Calvary Church Statement of Faith, guidelines, and policies
- Become an active member and participant in the life of Calvary Church

#### **Application Process**

Interested candidates should submit a resume, cover letter, and a statement of faith to [info@calvaryonline.or](mailto:info@calvaryonline.or). Please include any relevant ministry or leadership experience and references.

Calvary Church offers the following benefits to its full-time staff: Medical and Dental Insurance, Paid Time Off, holidays, phone stipend, and retirement participation.