



Title: Spiritual Formation Pastor
Department: Adult Ministry
Revision Date: August 18, 2025

Purpose / Position Overview

The **Spiritual Formation Pastor** ministers within the First Baptist pastoral team in implementing the church's mission to love God and love people through discipleship initiatives. To accomplish this mission, the **Spiritual Formation Pastor** will seek to understand the various spiritual needs of people within our congregation and community, providing opportunities for spiritual growth through offering discipleship ministries (classes, programs, etc) and group engagement. The vision is to provide various connection points and ministries to nurture people along their spiritual journey from pre-believer to mature follower of Christ.

Spiritual Requirements

1. Affirmed and approved by the church (FBC) as a recognized member and leader of the church body.
2. Willingly submits to the FBC Membership Commitment and all other commitments as taught in Making First B Your Home classes (Church (Membership)).
3. Committed to Love God and Love People, and encourage others to do the same.
4. Meets character/spiritual qualifications of a Spirit-empowered, Gospel-centered, relationally-invested church leader.
 - a. Above reproach (I Tim. 3:2; Titus 1:7)
 - b. Demonstrates godly character (Tim. 3:2-3, 8; Titus 1:6-8)
 - c. Knows how to lead and how to follow (Titus 1:6)
 - d. Ministers to his/her family (I Tim. 3:4; Titus 1:6)
 - e. Able to communicate the Word of God to others and give instruction in sound doctrine (Titus 1:9; Heb. 13:7)
 - f. Good reputation with outsiders/non-believers (I Tim. 3:7)
 - g. Full of the Spirit and wisdom (Acts 6:3)

Team Commitment

To support *Unity (Homoithumadon)* within our team (Acts 2:46; 4:24; 5:12; 8:6):

1. I will focus my ministry on the Mission of FBC: To Love God and Love People as we Glorify Him with a lifestyle of worship, grow in our relationship with Him, serve others, and share God's story.

2. I will focus my ministry on the **Strategic Priorities** of FBC: To shape disciples, embrace the younger generations, engage our community, be missional and live generously.
3. I will focus my ministry on the **Strategy** of FBC: Disciples are made in the context of missional communities and authentic relationships. Missional communities are nurtured in five environments - large, medium, and small gatherings, individual time with God, and our global focus.
4. I will invest my **Resources** in FBC: Realizing our common mission, purpose, vision, and strategy requires that we generously invest our personal, God-given time, talents, and treasures in the work of First Baptist Church of Eugene.

General Areas of Responsibility

1. To the Lead Pastors and Pastoral Team
 - a. Work with the FBC Pastoral team to equip the saints for the work of the ministry.
 - b. Assist in implementing, communicating, and accomplishing FBC's mission, vision, values, goals, and philosophy of ministry.
 - c. Understand, embrace, and effectively communicate within the roles, rules, and relationships of this position as the Spiritual Formation Pastor.
 - d. Actively participate in pastoral and department meetings.
 - e. Be a resource for other team members and departments and elicit similar resource-bases from the team.
 - f. Equip, launch, and empower small group environments focused on discipleship and outreach.
 - g. Produce an annual budget and goals for spiritual formation in consultation and approval of the Lead Pastors.
 - h. Celebrate short-term and long-term goals as we move toward becoming a church pursuing Jesus and His mission.
 - i. Pursue personal growth, workshops, conferences, and/or educational opportunities in order to increase effectiveness in ministry.
 - j. Fulfill other responsibilities as needed or assigned by Lead Pastor or Supervisor.
2. To the Spiritual Formation, Groups, Renewal, Men's and Women's Ministry Teams:
 - a. Develop and oversee the Spiritual Formation Ministry through:
 - Actively striving to engage our church body to embrace a welcoming and intentional discipleship culture.
 - Prayerfully seeking to establish and communicate a compelling vision and clear strategy to help FBC spiritually engage all people - from pre-believer to mature follower of Jesus.
 - Promoting and championing our current opportunities for spiritual development and connection to the body of Christ (life groups, renewal ministry, men's and women's ministry).
 - Evaluating the effectiveness of our current discipleship ministries in relation to our culture and community inside and outside First B.
 - Creating intentional discipleship pathways, new connection points, and creative initiatives to allow people to engage with God and our church body, including but not limited to new believers classes, Christian growth opportunities, Bible studies, renewal opportunities and other relevant ministries.
 - Intentionally recruiting, equipping, and shepherding leaders (and leadership teams) to actively invest in the spiritual development of our church body.
 - Collaborating with the FBC Kids Pastor and Youth Pastor to provide excellent training and growth opportunities for parents and students in a wide range of relatable topics.
 - Actively engaging in pastoral care with staff and leaders.
 - Overseeing spiritual formation communication, databases and metrics.
 - Intentionally follow-up, track, and assimilate people into the Spiritual Formation ministries.
 - Celebrating wins, acknowledging failures, humbly and honestly providing accurate assessment of each area of ministry.

- b. Pursue new and better ways to accomplish discipleship with FBC (thinking outside the box), with the goal of seeing every member and regular attender develop a life giving connection with Jesus, grow in their spiritual lives and engage in meaningful relationships with other believers.
- 3. To the FBC Staff
 - a. Help lead staff chapels, prayer, worship, and community events as scheduled.
 - b. Be a participant in the FBC staff community through music worship, prayer, and sharing of lives and ministry, celebrating birthdays and ministry anniversaries together.
 - c. Communicate honestly, being accountable and above reproach with a teachable spirit.
 - d. Resolve conflicts through active listening, personal reflection, reconciliation and forgiveness.
- 4. To the FBC Family
 - a. Develop and oversee the Spiritual Formation and Renewal Groups ministry.
 - b. Understand, embrace, and effectively communicate “how” and “why” the Spiritual Formation ministry fits into FBC’s mission, vision, values, goals, and philosophy of ministry.
 - c. Be a participant in the FBC church community through the weekly gathering for worship, small group community, and discipleship.
 - a. Perform pastoral functions or duties as needed or required (e.g. teaching, preaching, communion, baptisms, weddings, memorial services, counseling, speaking engagements, etc.)
 - d. Act as Pastor on Call and facilitate Shut-in Communion as scheduled.
 - e. Maintain strong accountability with FBC ministry leaders in all areas of ministry for health and growth.
- 5. To the local and global Community
 - a. Be evangelistic. Share Jesus actively. Pray globally and live locally.
 - b. Be aware of community needs to build effective ministries to engage the community (ie. support groups, parenting classes, etc).
 - c. Assist in building growing engagement in ethnic diversity and cultural inclusion in our mission to love people well as a church of all nations.
 - d. Seek out and develop positive relationships with other pastors and para-church leaders for the purpose of encouragement, prayer, collaboration, training, and outreach events.

Special Knowledge / Skills Required

- Heart and commitment to actively share about salvation in Jesus.
- Heart and commitment to grow in Jesus and mature in emotional, healthy spirituality.
- Ability to build meaningful communication skills and relationships.
- Ability to shepherd a diverse array of people with an attitude of servant leadership.
- Ability to utilize appropriate management skills.
- Ability to encourage team-building through servant leadership.
- Ability to prioritize workload, meet deadlines, manage projects.
- Ability to work effectively and efficiently with others in a team environment.
- Ability to be flexible and servant-oriented.
- Ability to recruit others to a vision.

Education / Experience /Desired &/or required

- This position requires a minimum of 3-5 years of ministry experience.
- Bachelor’s degree required, Seminary degree strongly preferred.
- Previous ministry experience and a track record of initiating discipleship and developing leaders strongly desired.

Directly Reports to

- Lead Teaching Pastor

Terms of Employment

- The **Spiritual Formation Pastor** position is Full-time, Exempt, with typical work week Sunday and four weekdays.
- Endorse and support FBC's Membership covenant, Statement of Faith, and Position Statements.
- Abide by all policies and procedures as outlined in the FBC Personnel Policy Manual.
- Remain a member in good standing of FBC.

Signature of Pastor

Date

Signature of Supervisor

Date

NOTE: This job description is not intended to be all-inclusive. Employee may perform other related duties as assigned or negotiated to meet the ongoing needs of the organization. From time to time this job description may be modified, changed, added to, or reduced.