



Pastor of Spiritual Formation & Missions

Reports To: Senior Pastor

Position Summary

The Pastor of Spiritual Formation & Missions provides pastoral leadership for the spiritual growth and missional engagement of Ridgeway Church. This role exists to help every person move from first-time connection to mature discipleship while equipping the church to participate in God's mission locally and globally.

The Pastor oversees the church's discipleship pathway, adult spiritual formation, local outreach ministries, cross-cultural ministries, and global mission partnerships. Working closely with staff, elders, and ministry leaders, this pastor helps cultivate a church marked by prayer, biblical maturity, evangelism, compassionate service, and a passion for the nations.

The primary responsibility of this pastor is to equip, coach, and multiply volunteer leaders rather than personally lead every ministry under his care (Ephesians 4:11–13). Success in this role will be measured not by how much ministry the pastor personally performs, but by how effectively he equips God's people for the work of ministry.

Primary Responsibilities

I. Spiritual Formation

- Develop and oversee the church's discipleship pathway from first-time guest through mature disciple.
- Provide leadership for Life Groups, Bible studies, classes, mentoring relationships, and discipleship initiatives.
- Equip leaders to disciple others through Scripture, prayer, evangelism, and spiritual disciplines.
- Develop resources and training that foster biblical maturity.
- Collaborate with the pastoral staff to ensure spiritual formation is integrated throughout every ministry.
- Encourage a church-wide culture of prayer, personal holiness, and dependence upon the Holy Spirit.
- Ensure that every discipleship environment encourages believers toward evangelism, compassionate service, and participation in God's mission.
- Identify, mentor, and develop emerging leaders for future ministry opportunities within Ridgeway and beyond.

II. Missions & Outreach

Provide leadership for Ridgeway's local, cross-cultural, and global missions strategy.

A. Local Outreach

Provide pastoral oversight, leadership development, and strategic direction for ministries including:

- Food Pantry
- Outreach Team
- Community service initiatives
- Evangelistic outreach events

Responsibilities include:

- Develop leaders and volunteers.
- Maintain a clear gospel-centered focus.
- Create pathways from compassion ministry into discipleship and church involvement.
- Build relationships with community organizations and ministry partners.

B. Cross-Cultural Ministries

Provide visionary leadership and support for:

- English as a Second Language (ESL)
- Spanish Ministry
- Arabic Ministry

Responsibilities include:

- Recruit, train, and encourage ministry leaders.
- Strengthen outreach to immigrant and international communities.
- Foster greater integration of these ministries into the life of Ridgeway Church.
- Encourage evangelism, discipleship, and leadership development within each ministry.

C. Global Missions

Provide leadership for Ridgeway's global missions ministry by:

- Serving as the primary liaison to the church's six global mission partners.
- Coordinating missionary communication, care, and visits.
- Leading the Missions Team in evaluating and strengthening partnerships.
- Developing annual short-term mission opportunities.
- Encouraging missionary prayer and congregational involvement.
- Identifying and mentoring members who sense a call to cross-cultural ministry.
- Promote a church-wide passion for the Great Commission and God's heart for the nations.

Pastoral Responsibilities

- Preach and teach in Sunday services, classes, retreats, and conferences as requested.

- Provide pastoral counseling, discipleship, visitation, weddings, funerals, baptisms, and member care.
- Participate fully in the pastoral staff through prayer, planning, and leadership.
- Attend regular church prayer gatherings.
- Perform other pastoral responsibilities as assigned by the Senior Pastor.

Qualifications

- A vibrant and growing relationship with Jesus Christ characterized by humility, integrity, and servant leadership.
- Meets the biblical qualifications for pastoral ministry.
- Agreement with the Statement of Faith of the Christian and Missionary Alliance.
- Master of Divinity or equivalent theological training preferred, not required.
- Demonstrated experience leading discipleship ministries and developing leaders.
- Passion for evangelism, missions, and cross-cultural ministry.
- Strong biblical teacher and communicator.
- Proven ability to organize ministries, recruit volunteers, and equip leaders.
- Collaborative, relational, and committed to team ministry.

Core Competencies

1. Spiritual Leadership

Models a Christ-centered life that inspires others toward deeper discipleship and joyful obedience.

2. Disciple-Making

Develops clear pathways that help people mature in Christ and become disciple-makers themselves.

3. Missional Leadership

Cultivates a church where every believer understands their calling to participate in God's mission locally and globally.

4. Leadership Development

Identifies, equips, mentors, and releases volunteer leaders for ministry.

5. Cross-Cultural Ministry

Demonstrates wisdom, humility, and effectiveness in serving people from diverse cultures and backgrounds.

6. Organizational Excellence

Provides strategic planning, healthy systems, and effective administration for ministries under his care.

Desired Outcomes

Success in this role will be evidenced by:

- A growing culture of prayer and spiritual maturity throughout the church.
- Increasing participation in healthy, multiplying Life Groups and disciple-making relationships.
- Increasing volunteer engagement in outreach ministries.
- Effective and gospel-centered Food Pantry, ESL, Spanish, and Arabic ministries.
- Strong partnerships with Ridgeway's global missionaries.
- Annual short-term mission opportunities.
- More members sharing the gospel, serving others, and participating in God's mission.
- A church increasingly known for making mature disciples who make disciples.

Additional Details

Office Hours

- Monday–Thursday: 9:00 a.m.–5:00 p.m.
- Sunday: 8:00 a.m.–1:00 p.m.
- Average of 1-2 evening ministry meetings.

This is a full-time pastoral position with an expected work week of at least 40 hours. While these office hours provide a general framework, pastoral ministry regularly includes evenings, weekends, retreats, conferences, and occasional emergency pastoral care. Staff members are expected to steward their time responsibly, balancing ministry effectiveness with healthy Sabbath rest and personal spiritual renewal.

Compensation

Full time, salaried/ exempt position ranging between \$85,000 and \$100,000 annually.

To Apply:

Please email cover letter and resume to admin@ridgewaychurch.com.