

Pastor of Spiritual Formation & Belonging

@ St. Andrew UMC

Reports to: Senior Pastor

Type of Position: FT/Exempt



General Description

The Pastor of Spiritual Formation & Belonging is responsible for cultivating deep spiritual growth and guiding people into meaningful participation in the life of St. Andrew United Methodist Church.

This pastor develops and oversees the church's **pathways of connection and belonging**, ensuring that every person, both in person and online—from first-time guest to long-time member—has a clear and welcoming journey into deeper relationship, engagement, and spiritual maturity.

The role integrates three primary areas of leadership:

- Designing and leading a comprehensive **spiritual formation strategy** for adults across the faith spectrum.
- Creating and managing an intentional **guest-to-belonging integration process**, helping newcomers connect, engage, and grow into committed participants in the life of the church.
- Developing and nurturing a vibrant **online and hybrid community**, ensuring that those who participate digitally experience authentic connection, discipleship, and pastoral care.

This pastor will build systems that **identify, welcome, guide, and track individuals along their journey of engagement**, from their first encounter with St. Andrew through deeper participation in worship, small groups, service, membership, and leadership.

This pastor will also perform essential pastoral duties such as leading worship, preaching, teaching, and providing pastoral care.

Key Responsibilities:

Guest Integration & Community Pathways

- In collaboration with the Director of Hospitality, design and oversee a comprehensive **guest-to-engagement strategy** that guides individuals from first-time visitors toward meaningful participation, including membership, in the life of St. Andrew.

- Develop a clear and welcoming **integration pathway** that helps newcomers move toward deeper connection, relationship, and eventual membership if desired.
- Create and manage systems for **tracking engagement**, ensuring that newcomers are consistently welcomed, invited, and supported as they explore the community.
- Partner with hospitality teams, lay leaders, and staff to ensure an excellent **first-time guest experience** across worship, events, and digital platforms.
- Lead/oversee **orientation gatherings, newcomer events, Exploring St. Andrew, and connection opportunities** that help people understand our mission, vision, and values.
- Equip lay leaders and volunteers to participate in welcoming, connecting, and integrating newcomers into the life of the church.
- Collaborate with ministry leaders to ensure newcomers have clear pathways into **small groups, service opportunities, formation experiences, and membership**.

Spiritual Formation

- Design and implement a comprehensive strategy that encourages spiritual formation across the faith spectrum—from seekers and newcomers to mature believers.
- Develop and facilitate classes, retreats, small groups, and spiritual practices that cultivate deep spiritual growth.
- Create curriculum and resources for adult faith development that reflect St. Andrew’s open, expansive, and justice-oriented theological perspective.
- Equip/mentor laity to lead small groups, formation programs, and spiritual practices.
- Integrate formation opportunities into the broader rhythms of church life, including seasons such as Advent, Lent, and special congregational initiatives.

Online Community & Digital Ministry

- Develop and nurture a vibrant **online community** that fosters authentic relationships, care, and spiritual connection for those participating remotely or in hybrid formats.
- Create pathways for online participants to move toward deeper engagement with the church through digital small groups, formation programs, and service opportunities.
- Utilize digital platforms (social media, video conferencing, church apps, CMS, and streaming tools) to extend pastoral presence beyond the physical campus.
- Establish best practices for cultivating a **hybrid community** that bridges online and in-person participation.

General Ministry Duties (shared with the clergy team):

Pastoral Care

- Provide pastoral care to congregants across life stages, including hospital visits, crisis care, grief support, and pastoral counseling.

Worship & Preaching

- Participate weekly in worship leadership, preach periodically, and officiate weddings, funerals, memorial services, and other pastoral rites.

Leadership & Collaboration

- Regular participation in staff and Senior Leadership Team meetings.
- Recruit, train, and empower volunteers across formation and integration ministries.

Core Values & Commitments

- **Relational Belonging:** A passion for ensuring that every person who encounters St. Andrew—whether in person or online—finds meaningful connection and community.
- **Spiritual Depth:** A commitment to cultivating thoughtful, expansive, and transformative spiritual formation.
- **Inclusive Community:** A dedication to welcoming people across the faith spectrum and honoring diversity in belief, identity, and experience.
- **Innovation & Adaptability:** Willingness to experiment with new approaches to discipleship, community-building, and digital ministry.
- **Faithful Presence:** A pastoral commitment to showing up with compassion, authenticity, and spiritual attentiveness in all relationships.

Readiness or Transferable Experience

- 3 years of demonstrated pastoral leadership in a dynamic ministry setting.
- Experience designing and leading spiritual formation programs (small groups, retreats, classes, spiritual practices).
- Experience developing pathways for **engagement, belonging, and integration**.
- Proven ability to recruit, equip, and support lay volunteers and leaders.
- Experience preaching and leading worship.

Education & Professional Requirements

- Master of Divinity (M.Div.) or higher.
- Ordination in the United Methodist Church or compatible denomination preferred.
- Additional training in spiritual direction, pastoral care, or digital ministry is a plus.

Physical Requirements

- Ability to lift 25 pounds.
- Ability to make home and hospital visits regularly.

Schedule Requirements

- Regular schedule includes weekends.
- Availability outside normal office hours for pastoral care and in person/online events.