



Pastor of Spiritual Formation

Personal Characteristics and Values

- Finds his identity as a child of God
- Lives and ministers because he knows that he is well-loved by Christ
- Places a high value on vulnerability, honesty and repentance
- Shares affinity with Grace Community's Mission "Building a home where people find belonging, rest, growth and purpose in Jesus."
- Exhibits a missional approach to life and ministry

Personal Gifts and Ministry Experience

- Has experience leading adults over time towards observable growth in Christ
- Pastoral experience in shepherding adults
- Strong relational skills and passion for people and relationships
- Can identify and train leaders
- Demonstrates a track record of successfully working on, with, and leading teams to accomplish ministry goals

Specific Expectations for the Pastor of Spiritual Formation

- Refine a multi-faceted spiritual formation process for all college aged and older adults partnering with Director of Women's ministry and lay leaders.
- Oversee and refine the avenues of adult discipleship including: small groups, adult sunday school, men's ministry.
- Develop specific Young Adult and College Aged Ministry plans
- Partner with Student and Grace Kids ministry to encourage intergenerational spiritual formation
- Provide staff support to various ministry teams in partnership
- Assist elders in shepherding individuals and households
- As gifted preach on Sunday Mornings

About Grace Community: Grace Community Presbyterian Church, located in Richmond's northern suburbs (Hanover County), began in 2005 with 22 households and now has 300 adults, students and children. As part of the Presbyterian Church in America (PCA), Grace continues to seek to live out its mission through corporate worship, a vibrant discipleship ministry, church planting (three former staff members have planted a church), and sharing the gospel in word and deed with others. Visit our website at gcpres.org.

Contact Pastor Clint Dowda (clint@gcpres.org or 804-814-7433) if interested. Compensation is commensurate with experience for this full-time position.



Application Information: Pastor of Spiritual Formation

Part 1: Resume and References

- Resume should include ministry experience.
- Please include 2 or 3 references with contact information.

Part 2: Video Response

Answer the following two questions. Please limit your total response to a maximum of 4 minutes.

1. Why are you excited about pursuing this position?
2. Briefly describe one strength that will help you in this position and one weakness that you will need help to overcome.

Part 3: Written Response

Please limit your answers to a few, small paragraphs per question.

1. Briefly share your testimony.
2. How has God's love and grace in your life impacted the way you practice ministry?
3. If an adult was regularly a part of the church for 5-6 years, what characteristics would you hope mark them because of the spiritual formation that you oversaw? How would you go about leading adults to reach those outcomes?
4. When have you worked on a team or led a team to envision and execute ministry to adults? How did you keep your team motivated, aligned, and bought into the vision, especially when things got hard or messy?

Please submit all responses to clint@gcpres.org You may also email if you have questions about the position or the application.

