

**Title:** Associate Pastor for Practice + Formation

**Status:** Full-time, Exempt

**Reports to:** Senior Pastor

## **Position Summary**

The AP for Practice + Formation is a guide traveling alongside curious seekers trusting FPC Dallas to lead them in the ways of love for God and their neighbor. As a spirited teacher and a trusted facilitator of transformative group experiences, the AP will show us how to be like Jesus by cultivating relevant programming in response to the needs of our church in its current cultural context. Under the AP's patient guidance, our undiscovered gifts will be cultivated for service to the world. The AP's primary responsibility is the spiritual formation of adults.

## **Essential Functions**

- Design and lead spiritual formation opportunities for adults including groups, classes, and retreats that inspire transformation.
- Be a detail-oriented artist. Write liturgy, keep the worship calendar, and oversee bulletin preparation for all Sunday morning worship services.
- Lead your team by supervising the Directors of Youth and Children's ministry, encouraging their professional growth, and asking for their help.
- Work closely with Senior Pastor to lead church's healing justice and racial equity initiatives.
- Spark the leadership of others. Serve as primary staff support to the Mission and Faith Formation Committees.
- Oversee the development of our new Home Group program in partnership with the AP for Care and Belonging.
- Lead monthly worship services for The Stewpot community.
- Practice your craft. Teach regularly. On average, once per week.
- Publicize faith formation opportunities by working closely with communications team to invite participation in a manner that's welcoming to people who are new to church.
- Steward our legacy by managing the faith formation and mission budgets.

## **Other Functions**

- Participate regularly in worship and preach upon request, 6-8 times per year.
- Serve as the "on-call" pastor for pastoral emergencies as scheduled through the AP for Care and Belonging.
- Officiate at weddings and funerals at the direction of the Senior Pastor.
- Support the care ministry of the church by visiting ailing church members and guests in hospitals or care facilities at the direction of the AP for Care and Belonging.
- Perform other duties assigned by the Senior Pastor.

## **Core Competencies**

**Initiative:** To take initiative is to work courageously. This means you are action-oriented and not fearful of taking calculated risks. You establish goals that are challenging but achievable for yourself and others ultimately leading to growth.

**Decision Making and Problem Solving:** Unforeseen issues will arise, and difficult decisions will have to be made. Highly effective leaders of our team take responsibility for their own problem-solving. Sound logic, timeliness, and a blend of research, experience, risk-taking, and judgment are essential for this job.

**Teaching:** Your expertise as a practical theologian is needed to guide others to God. In both small and large group settings, your teaching remains relevant, provocative, and contributes to a deeper understanding of scripture, theology, and spiritual practice.

**Spiritual Formation/Discipleship:** Discipleship is a journey, and you will be expected to walk alongside those with a desire to grow deeper in their faith. Your invitations are intentional and encourage self-reflection. Instead of the right answer, you show how to take the next step.

**Hospitality/Accessibility:** Our vision is to be the most welcoming place in Dallas. This means any and all are made to feel like they're at home on our campus. Your presence should communicate this by showing a sense of availability, warmth, openness, and approachability.

**Creativity and Innovation:** We want to hear your ideas and expect you to join us in taking risks that lead us to innovation. Together, we'll learn from our mistakes in order to create an environment that is shaped around the needs of the people. You, along with your unique perspective, will broaden ours.

### **Qualifications**

The Associate Pastor for Practice + Formation is an installed pastor, so must be committed to working in the congregational context of First Presbyterian Church of Dallas and embodying its mission and values. The AP must hold a Master of Divinity and should have additional training and experience related to pastoral care.

### **Terms of Employment**

Salary, benefits, and other terms of employment will be administered in accordance with the policies contained in the First Presbyterian Church of Dallas Employee Handbook, a copy of which is provided to each employee.

**Note** This description contains the information and facts considered necessary to describe and evaluate the duties of this position fairly and equitably. It should not be considered an exhaustive description of all the work requirements to be performed but indicates the kinds of duties and levels of responsibility required by the position. The Senior Pastor may add or remove responsibilities as occasion may require.