



Faith
PRESBYTERIAN

Assistant Pastor for Discipleship & Formation

FULL-TIME POSITION
OVERVIEW



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PRESBYTERIAN

Summary

CHURCH MISSION

*Faith Presbyterian seeks to exalt the King in **Worship**, exhibit the kingdom in **Community**, and extend the kingdom in **Mission**.*

CHURCH OVERVIEW

Faith Presbyterian Church (FPC) is a growing congregation in suburban Birmingham with an average worship attendance of ~1,200 between two morning worship services.

Faith's life together is shaped by rich worship, gospel-centered community, and a deep commitment to thoughtful and faithful leadership.

POSITION PURPOSE

The Assistant Pastor for Discipleship and Formation serves the mission of Faith Presbyterian Church by providing leadership, vision, and oversight for adult discipleship and the church's age- and gender-specific ministries.

This role exists to cultivate environments where members grow in Christlikeness through worship, community, and mission, equipping leaders and ministries to foster spiritual formation across the life of the church. The Assistant Pastor works alongside the pastoral staff to strengthen the church's discipleship pathways, while also participating in worship leadership, preaching, and general pastoral responsibilities.

This role calls for a pastor who is visibly present in the life of the church, serving as a trusted and recognizable leader who helps shape and embody the vision for discipleship at Faith.

The ideal candidate will be marked by a deep conviction that the gospel is not only the entry point into the Christian life, but the ongoing source of transformation in every area of it. He will labor to ensure that the love of Christ is not merely taught, but increasingly experienced, embodied, and applied across the ministries of the church.

This is a high-responsibility, multi-ministry role best suited to a pastor with demonstrated capacity to lead at both a strategic and relational level. Rather than simply sustaining programs, he will actively seek to cultivate environments where people are being shaped by grace—continually asking how the gospel can take deeper root in the lives of individuals and the life of the congregation.

POSITION OVERVIEW

As the church has grown, the need for clear leadership and vision around spiritual formation and discipleship has increased. The Assistant Pastor for Discipleship and Formation provides direction and oversight of key adult ministries including Kingdom Communities (KCs — our Sunday adult education classes), Grace Groups, as well as age- and gender-specific ministries (Youth, Children's, Women's).

As the church continues to grow, this role ensures that discipleship remains rooted not in activity or structure alone, but in the ongoing, transforming work of the gospel in the life of the congregation.

The Assistant Pastor for Discipleship and Formation also serves on the church's staff Executive Leadership Team, working with senior ministry leaders to coordinate strategy, align ministry efforts, and ensure clear communication across the life of the church.



Job Description

DISCIPLESHIP STRATEGY & ADULT EDUCATION

Provide leadership and vision for the church's adult discipleship environments. Responsibilities include:

- Leading and overseeing Kingdom Communities with the support of the Session's KC Committee
- Selecting or developing curriculum for KCs
- Training and developing Kingdom Community teachers
- Creating additional discipleship opportunities (forums, conferences, special studies)
- Ensuring teaching environments are not merely informative, but shaped by the gospel in a way that leads to real spiritual formation

LEADERSHIP DEVELOPMENT & OFFICER PROCESS

Support the development of church leadership. Responsibilities include:

- Overseeing officer nominations and elections
- Coordinating officer training and examinations
- Supporting leadership pipelines within the church
- Strengthening systems for identifying and developing leaders shaped by the gospel

QUALIFICATIONS

- MDiv or equivalent (preferred)
- Minimum of 3 years of church staff experience with increasing responsibility
- Experience in adult discipleship and staff leadership preferred
- Demonstrated conviction that the gospel is central not only to salvation, but to ongoing spiritual formation, with the ability to apply it across a wide range of ministry contexts
- A desire to see people genuinely transformed by grace, not simply engaged in church activity
- Strong leadership, organizational, and communication skills
- Ability to manage multiple ministries and leaders effectively
- Relationally warm, humble, and people-oriented
- Committed to the mission, doctrine, and life of FPC

GRACE GROUPS & COMMUNITY FORMATION

Support and strengthen the church's small group ministry. Responsibilities include:

- Recruiting and developing Grace Group leaders in partnership with the Director of Community
- Providing and approving curriculum for Grace Groups
- Offering training and ongoing support for leaders
- Encouraging leaders to apply the gospel to real areas of life, fostering honest community and meaningful growth
- Strengthening engagement, participation, and spiritual vitality within groups

PASTORAL LEADERSHIP & WORSHIP PARTICIPATION

Participate in the shared pastoral work of the church. Responsibilities include:

- Assisting in worship leadership and liturgical elements
- Serving the Lord's Supper regularly
- Preaching periodically
- Leading congregational prayers
- Participating in pastoral staff responsibilities and care

TEAM DEVELOPMENT & MINISTRY GROWTH

Provide leadership in building and strengthening the discipleship team over time.

Responsibilities include:

- Identifying areas of ministry that require additional focus or leadership
- Raising up and developing leaders from within the congregation and staff
- Recommending and, where appropriate, leading hiring processes for new roles
- Ensuring the structure of the ministry continues to support growth and health

PASTORAL VISION FOR DISCIPLESHIP

At Faith Presbyterian Church, we believe that growth in the Christian life comes through the ongoing work of the gospel. Discipleship is not primarily about behavior modification or information transfer, but about being continually shaped by the grace of Jesus through worship, community, and mission.

We are seeking a pastor who shares this conviction and will labor to see it take deeper root in the life of our church.

MINISTRY LEADERSHIP & STAFF OVERSIGHT

Provide leadership for key ministry areas and their leaders. Responsibilities include:

- Supervising and developing direct reports through regular meetings and coaching
- Setting goals and supporting ministry effectiveness
- Developing leaders who are not only capable, but shaped by and able to apply the gospel in their leadership
- Encouraging healthy team culture and alignment across ministries

STAFF & SESSION COORDINATION

Support the broader leadership and governance of the church. Responsibilities include:

- Serving on the ministry and pastoral staff teams
- Attending and contributing to Session meetings
- Ensuring alignment between ministry execution and leadership direction

REPORTING STRUCTURE

*Reports to: Executive Pastor
Direct Reports: Youth Director,
Children's Director,
Women's Director*

WORKING ENVIRONMENT

- Office-based role at FPC
- Full-time position
- Sunday responsibilities required
- Occasional evenings/weekends required

RELATIONAL COMMITMENTS

At Faith Presbyterian Church, we believe ministry is shaped not only by what we do, but by how we relate to one another. These relational commitments describe the shared culture we expect of our pastoral staff.

These commitments are values that help us embody the grace and truth of Christ in staff meetings, ministry planning, leadership development, conflict, and daily interactions.

Alignment with these commitments is essential for healthy collaboration, staff unity, and long-term ministry fruitfulness at Faith.



COMMITMENTS

- **Prepare with Respect:** showing up present, prepared, punctual, and focused, honoring one another's time and contributions.
- **Listen with Humility:** assuming positive intent, listening generously, and prioritizing the mission of the church over personal silos.
- **Share with Courage:** engaging honestly, welcoming healthy conflict, and contributing with a solution-seeking posture.
- **Serve with Integrity:** keeping commitments, taking responsibility, and leading by serving rather than protecting position.
- **Repair with Grace:** pursuing reconciliation quickly, owning mistakes without defensiveness, and viewing repair as an opportunity for growth.



Viewpoints on Growth and Discipleship

BY JASON STERLING, SR. PASTOR

One of the goals of the Christian life is that we be conformed into the image of Christ (Rom 8:29), yet all of us are far from showing forth that image. We are not what we ought to be. We all need change. Therefore, it is critical to understand how change takes place in our lives and in the lives of people around us.

At Faith Presbyterian Church, we desire to help believers grow in Christlikeness, until the character of Christ is fully formed in all of us, which we believe the Bible teaches is a lifelong process until we are glorified with Him. Christlikeness is not something we can bring about ourselves. As the Scriptures teach, our salvation, from beginning to end, is a result of God working, as He is the only One who can change our hearts and lives. It is through the transforming grace of the gospel that we enter the kingdom, and it is through that same grace that we are changed to become more and more like our gracious Savior, Jesus. The gospel is not just the means of our salvation (justification), but the means of our transformation (sanctification). It is not simply deliverance from sin's penalty; it is release from its power.

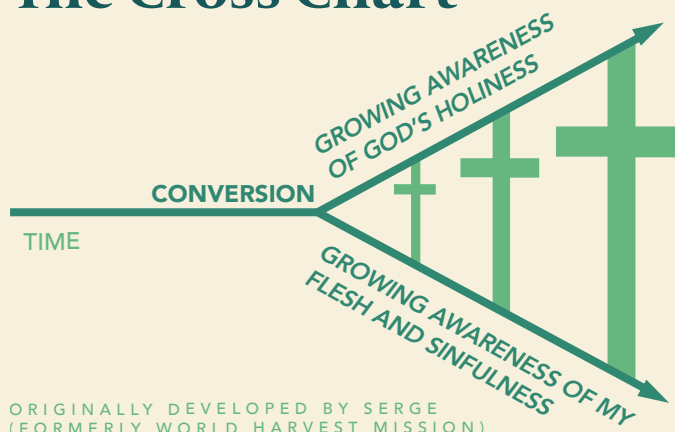
WHAT DOES GROWTH IN GRACE LOOK LIKE IN A PERSON'S LIFE?

The following chart has been helpful to many people in thinking about gospel change in a person's life.

The starting point of the Christian life (conversion) comes when I first become aware of the gap between God's holiness and my sinfulness. When I am converted, I trust and hope in Jesus, who has done what I could never do; He bridged

the gap between my sinfulness and God's holiness. He has taken God's holy wrath toward my sin upon Himself.

The Cross Chart



At the point of conversion, however, I have a very limited view of God's holiness and of my sin. The more I grow in my Christian life, the more I grow in my awareness of God's holiness and of my "flesh" and sinfulness. As I participate in the means of grace (Word, sacrament, prayer), experience the Holy Spirit's conviction, and live in community with other believers, the extent of God's holiness and the extent of my sin become increasingly clearer and more vivid. It is not that God is becoming more holy or that I am becoming more sinful, but my awareness of both is growing. I am increasingly seeing more of God as He actually is (Isa. 55:8-9) and myself as I actually am (Jer. 17:9-10). As my understanding of my sin and of God's holiness grows, something else also grows: my appreciation and love for Jesus, His sacrifice, His righteousness, and His gracious work on my behalf become increasingly sweet and powerful to me. The cross looms larger and more central in my life as I rejoice in the Savior who died upon it, resulting in the old affections and idols of my heart being replaced with the explosive power of a new and better affection – the love and beauty of Jesus.

Therefore, the consistent pattern of the Christian life is a continuing cycle of repentance and faith. We never stop needing to repent of sin and believe in Jesus. In the first of his Ninety-Five Theses, Martin Luther observed, "When our Lord and Master Jesus Christ said, 'Repent' . . . He willed the entire life of believers to be one of repentance." In repentance, we confess our sin and turn our affections away from false saviors and sources of righteousness and turn in faith to Jesus as our only hope.

HOW DOES FAITH ENCOURAGE GROWTH IN GRACE?

At Faith Presbyterian Church, we believe that each person is an individual created in the image of God (Gen. 1:26). We believe there is unity among individuals in that there are struggles that are common to man (1 Cor. 10:13). However, we also want to honor the great diversity among individuals with respect to gifts, learning styles, ability, personality, spiritual states, and struggles. We want to acknowledge that each person brings a unique history, personality, and pattern of sin and idolatries to our church. This means there is no one-size-fits-all model for discipleship, but spiritual growth takes place in a variety of different avenues. At Faith, our hope is that we will increasingly experience the grace of Jesus and that it will change everything about us. Since we are living in an increasingly busy world, we have to be particularly purposeful regarding what we pour ourselves into.

We know how easy and natural it is to have our hearts grow cold toward Jesus. When one is cold and desiring to find warmth, he or she must get near the fire. We believe that placing ourselves in the vicinity of worship, community (small groups, such as KCs, Grace Groups, men's and women's Bible studies, and other special events, such as conferences, service, retreats, and other fellowship opportunities) and drawing near to Jesus personally through Word and prayer are crucial for warming our hearts to the gospel of grace. At FPC, our focus is on starting, sustaining, and drawing near to four fires to keep our hearts warm to Him.



THE BONFIRE (WORSHIP)

In weekly worship God sets a bonfire in the midst of His people. We often come weary, discouraged, and overwhelmed with our sin and our hurts. As we gather to lift our voices in corporate worship, we are confronted with the great grace of Jesus through the preached Word, the sacraments, and the liturgy. Together we rehearse the realities of the Scriptures, reminding ourselves and one another once again of how loved we are in Christ. Here we experience the comfort, hope, and nourishment to reorient our hearts to Him.



THE CAMPFIRE (COMMUNITY)

The context of our growth in Christ is community. Thus, small groups, Bible studies, and Kingdom Communities are an opportunity to gather with trusted friends and wrestle with what is going on in our hearts. In these small groups, we can build deep friendships, talk openly about how the gospel applies to our lives, and enjoy being cared for by others while extending care to others. These groups help us stay connected to the church and keep our hearts warm to Jesus amidst the busyness of everyday life.



THE CANDLE (PERSONALLY)

God also lights a candle for His people. Every day it's hard to believe that Jesus really does love us. God knows this. He has given us His Word and prayer to pursue Him relationally, so that we can remember how loved we are, and so that we are empowered to love Him and others out of that same love.



THE TORCH (MISSION)

We also have the privilege of carrying the message of the gospel to others. The Good News we carry is the same Good News we have received and been warmed by. As we carry the message, we point people to the fire, not to ourselves.

We long to be transformed into a people who bask in the grace of Jesus and freely lavish that grace on others. Let us join together in praying that God will warm our hearts and enflame our lives with His glorious grace.**

**ADAPTED FROM LOOKOUT MOUNTAIN PRESBYTERIAN CHURCH



TO APPLY FOR THIS POSITION:

*Please complete an application at
faith-pca.org/position-openings*