



POSITION DESCRIPTION

PASTOR OF COMMUNITY FORMATION & CARE

Updated: 7/9/2026

- ***Do you have a passion for helping people take meaningful next steps in their relationship with Jesus?***
- ***Are you energized by shepherding others, developing leaders, and building communities where people experience authentic care and spiritual growth?***

We're looking for a **Pastor of Community Formation & Care** who is called to cultivate a thriving culture of discipleship, community, and shepherding across our church. This role provides visionary leadership for adult spiritual formation, community groups and bible studies, pastoral care, and volunteer development. It also provides opportunities to mentor future pastors, contributing to future local church plants, and to preach in rotation with other teaching pastors. If you answered those two questions with a YES, and if you're a relational leader who loves equipping others, teaching God's Word, caring for people through every season of life, and helping the church become a community of missional disciples, this could be a great fit.

We value humility, teamwork, spiritual growth, and innovation. You'll have the support of experienced leaders while enjoying the freedom to shepherd and develop ministry in one of the fastest-growing communities in North Carolina.

PRIMARY PURPOSE

The **Pastor of Community Formation & Care** role exists as a vital leader in the spiritual formation of the church, guiding people into deeper relationship with God by implementing a comprehensive adult discipleship strategy that fosters spiritual growth, deepens biblical understanding, and builds authentic community for the purpose of forming missional disciples for Jesus Christ. In addition to this focus on fostering a culture of shepherding and spiritual formation, this position is also responsible for cultivating structures to care for congregants, mentoring pastoral residents in growth as senior pastors and church planters, building and leading volunteer teams, and delivering gospel-oriented, Biblical truth in innovative and inspiring ways.

QUALIFICATIONS, EXPERIENCE, & CORE COMPETENCIES

- 5 years or more as a pastor, teacher, and shepherd
- Undergraduate degree required along with completion of at least 75% of masters-level theological education (MDiv or MAT)
- Fundamental theological and missiological compatibility with the EPC and Lake Forest Church
- Clear sense of calling to shepherd the local embodiment of God's Church
- Proven ability to envision creative ways to communicate and live out the teachings of Jesus
- Excellence in communication especially in the art of teaching/preaching, using language to inspire, motivate, challenge, and provide clarity
- Considered tech-savvy across a range of platforms and highly responsive to all forms of communication
- Proven acumen in providing spiritual direction and pastoral care for large communities and individuals as part of a large church environment

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PERSONAL TRAITS/DISPOSITION:

- A thriving relationship with Jesus which leads by example, attracts others, and inspires people to follow
- A spiritually-aligned and compelling spirit of full participation in the mission of Lake Forest Church
- High level of relational vitality and strong desire to shepherd people toward Christlikeness
- Marked orientation toward vision and strategies along with the ability to execute the vision in ways that are accessible to a wide variety of people
- A leader of leaders who can cast vision, set direction, and enable others to lead in strategy execution
- Character and spiritual qualities of a church elder outlined in Scripture
- Humility to lead by example, serving rather than simply exercising authority or control
- Appropriate judgment to handle complex situations and personalities with gentleness, sensitivity, and deliberation, approaching relationships with a proper blend of maturity, humility, and boldness
- Strong bias towards action and an ability to "lead from the front"
- Intentionality about maintaining a healthy work/life balance

SPECIFIC RESPONSIBILITIES

1. *SPIRITUAL/SHEPHERD LEADERSHIP: Fostering a culture of shepherding and spiritual formation*
 - Leading and executing adult spiritual formation strategies and initiatives while also providing guidance and insight into formation across all ministries and life stages of the congregation
 - Overseeing the growth of community groups ensuring broad participation.
 - Establishing a network of leaders and groups as building blocks of community in a large church context
 - Recruiting, building, and leading a team of dedicated volunteers with acumen and experience to shape and lead group networks, structures, and leaders
 - Pastorally caring for congregants in crisis and through counseling as well as conducting funerals and weddings as appropriate within a balanced schedule
 - Administering the sacraments of faith
 - Helping to shape and lead ministry partner classes and engagement
2. *GROUP LIFE DEVELOPMENT & LEADERSHIP: Building teams committed to see spiritual formation and care thrive*
 - Articulating vision to Group Life / community building volunteers, inviting and challenging each person to be fully invested in the team; leveraging best practices across ministries to provide a consistent volunteer experience
 - Training and coaching team members, ensuring that they have the necessary tools and information to fulfill their responsibilities and effectively serve as part of the team
 - Leading individuals, teams, and the entire church community through necessary change, managing both process and expectations
 - Caring for volunteers relationally and spiritually
3. *CARE LEADERSHIP: Cultivating structures for benevolent care of our community*
 - Building and articulating a vision for benevolent care of individual congregants and families
 - Developing and implementing strategies and systems to meet basic needs of individuals within the church facing crisis situations, medical or mental health challenges, financial gaps, housing issues, etc.

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- Working with professionals from support organizations to establish a robust network for referrals, temporary support, and long-term solutions
 - Recruiting and building a team of dedicated volunteers with the skills and personalities to serve individuals and families in challenging circumstances; support these volunteers to lead the execution of care activities
4. *PASTORAL RESIDENCY MENTORSHIP: Creating a learning environment for pastoral responsibilities*
- Training and supporting church planters to gain real pastoral ministry experience along with ministry essentials like budgeting, staff management, preaching, and volunteer engagement
 - Coaching, training, and mentoring Pastoral Residents to grow in their abilities to lead, shepherd, and spiritually form congregants
 - Providing opportunities for growth in understanding and knowledge of pastoral counseling, care structures, and life celebrations (weddings, funerals, baptisms, etc.)
5. *PREACHING & TEACHING: Delivering gospel-oriented, Biblical truth in innovative and inspiring ways*
- Serving on the rotational teaching team for the church, preaching 3-4 times per year
 - Faithfully studying and preparing sermons to fully develop ideas and present them in ways that are accessible to a wide audience
 - Taking appropriate time for personal spiritual development and reflection to complement teaching
 - Participating on a team to develop content and timelines for sermons series and formation opportunities
 - Contributing as needed with Worship and Communication Teams to plan, build, and execute compelling worship experiences, imagining creative elements to point people to deeper experiences of God
6. *ORGANIZATIONAL LEADERSHIP: Investing in direct reports professionally and personally*
- Providing leadership, direction, and support for staff to complete their responsibilities
 - Investing in each person's development, challenging them to grow and encouraging them toward opportunities to stretch them
 - Regularly evaluating team member performance in informal conversation and formal evaluations, coaching team members where improvements are necessary
7. *OTHER DUTIES:*
- Participating fully as part of the Lake Forest Staff team, prioritizing all staff gatherings and engaging in team and church-wide events and activities as necessary
 - Attending Westlake Elder Commission meetings as necessary
 - Participating as a member of regional presbytery and General Assembly where appropriate
 - Preparing annual budgets and stewarding resources/financial obligations for respective ministry area
 - Fulfilling other responsibilities as assigned

A Place You'll Love Calling Home

- Ministry isn't just about where you serve—it's about where you live. Denver, NC sits along the shores of Lake Norman, one of the Southeast's most beautiful lakes. Whether your ideal Saturday is on the water, hiking mountain trails, cheering on the Panthers in Charlotte, or grilling with neighbors, you'll find an incredible balance of ministry, family, and recreation here. It's a rapidly

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growing community full of young families, making it an exciting place to help people discover and follow Jesus.

POSITION DETAILS

<i>Primary Leader:</i>	Executive Director	<i>FLSA Status:</i>	Salaried, exempt
<i>Job Band:</i>	Band 1	<i>Position Status:</i>	Full-time
<i>Regular Hours:</i>	Sun - Thurs regular hours Other times as needed		

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