

From: Buffalo Church
PO Box 176
Helena, MT 59624

Start Date: TBD
Job Classification: Full Time (Salary)

Overview

The Spiritual Formation Pastor advances our mission by cultivating a multiplying discipleship culture, developing volunteer leaders, and guiding people along a clear Spiritual Pathway—from first engagement to fully formed disciples and leaders. This role blends teaching, leadership development, pastoral care, and systems-building.

Key Outcomes (12–18 Months)

1. **Volunteer Leadership Pipeline:** Documented pathway for recruiting, training, and coaching volunteers into leadership roles; 20% growth in volunteer leaders and reduced single-point-of-failure roles.
2. **Church-Wide Discipleship Pathway:** A simple Spiritual Pathway with clear next steps and increased participation at each stage.
3. **Healthy Groups:** Groups, classes, and workshops engaging 60–70% of adults with an apprentice-leader model in place.
4. **Pastoral Care System:** Scalable care structure using staff and lay leaders for visitation, crisis response, ceremonies, benevolence, and short-term counseling with a referral network.
5. **Teaching & Culture:** Regular, effective teaching that reinforces discipleship and strengthens church culture.

Primary Responsibilities

1. Leadership Development (30%)

- Build and maintain a leadership pipeline for recruiting, onboarding, training, and coaching.
- Provide core leadership trainings.
- Coach ministry leaders to increase clarity, capacity, and care.
- Partner with ministry directors on processes, team rhythms, and role clarity.

2. Discipleship & Spiritual Pathways (35%)

- Lead and maintain the church's Spiritual Pathway (language, milestones, next steps, metrics).
- Oversee groups/classes strategy, including leader development and multiplication.
- Promote core spiritual practices through classes, mentorships, and cohorts.
- Support membership/partnership processes and baptism strategy.

3. Teaching & Equipping (15%)

- Preach/teach in weekend services as part of a rotation.
- Lead equipping environments (membership, foundations, leadership, spiritual practices).
- Contribute to sermon planning and group discussion resources.

4. Pastoral Care & Counseling (15%)

- Provide short-term pastoral counseling with appropriate referrals.
- Lead care pathways including benevolence, prayer ministry, and support/recovery groups.
- Coordinate visitations and officiate weddings, funerals, and dedications.

5. General Pastoral Duties (5%)

- Participate in staff prayer, planning, and leadership meetings.
- Support church-wide events and seasonal initiatives.

Qualifications

- Follower of Jesus Christ with evidence of spiritual maturity and alignment with 1 Tim 3/Titus 1.
- Bachelor's degree required or equivalent ministry experience.
- 5+ years of ministry experience including leadership development and discipleship systems (300+ attendance).

- Skills: systems building, communication, relational leadership, volunteer development, pastoral counseling, emotional intelligence, collaboration.
- Ordained or willing to pursue ordination.
- Background check required.
- Models the standards and expectations of Buffalo Church leadership.

Personal Commitments & Values

- Practices servant leadership, humility, and team-first collaboration.
- Maintains healthy spiritual rhythms (Scripture, prayer, Sabbath).
- Frequent Desk Audits to model best practices and healthy work habits.
- Promotes unity, diversity, peacemaking, and healthy church culture.
- Honors confidentiality and maintains professional ethics.

Schedule & Expectations

- 40–50 hours/week including weekends and some evenings.
- Typical rhythm: Sun–Thu, occasional Saturdays with flexibility and availability for urgent pastoral needs.
- High visibility on Sundays for shepherding, teaching, and volunteer engagement.

Metrics & Evaluation

- Growth in volunteer leaders and leadership tiers.
- Participation and progression along the Spiritual Pathway.
- Group engagement and strength of leader/apprentice pipeline.
- Pastoral care responsiveness and effectiveness.
- Teaching clarity, effectiveness, and alignment.

Compensation & Benefits

- Salary based on experience and local benchmarks.
- Health, retirement, PTO, and professional development opportunities (as available).
- Budget for training, coaching, and denominational/association events.

How to Apply

Send your résumé, a 1–2 page ministry philosophy (focused on discipleship and leadership development), and two teaching/preaching links to employment@buffalo.church

Classification: Full-Time — Salary, Non-Exempt **Hours:** Up to 50/week

Reports To: Lead Pastor (Todd Nicholson) **Supervises:** SF Support Staff & Volunteer Team Leads