

First Lutheran Church
Position Description
DIRECTOR OF SPIRITUAL FORMATION

First Lutheran Church is a congregation of the ELCA. With a membership of 2000, the congregation has served the mission of God in Cedar Rapids for over 150 years. Under the formative leadership for 18 years of a trained Spiritual Director, First Lutheran developed a ministry of spiritual formation centered around spiritual direction, deepening of spiritual practice, conversation, and deep listening. Six members of the congregation have completed Spiritual Director training with the Franciscan Spirituality Center in la Crosse, Wisconsin. The congregation now looks to the next chapter of spiritual formation in partnership with a trusted leader. This is a part time position of 24 hours a week.

Description of the Position:

Ministry Purpose. The Director of Spiritual Formation designs and leads opportunities for members and friends of First Lutheran Church to grow spiritually. Through teaching, modeling and companioning, the Director mentors people in spiritual practices. As a spiritual guide and deep listener, the Director assists people in their journey of faith. This ministry leads people inward to prayer and contemplation and draws them outward in service to the community and world.

Scope of Engagement. The ministry deepens people's connection to God and others. The main focus will be engaging and connecting with people through small groups and short retreats. The position may grow to a full-time position, which could then include one-on-one spiritual direction.

Breadth of Connection. The Director invites and inspires people of all ages to participate. The Director's openness and accessible language invites broad participation. The Director is adept at working with people as they are: some seek more accessible, short-term opportunities and others desire in-depth, longer commitments.

Vision for Integration. The Director helps weave spiritual practices and contemplation into the fabric of church life. The ministry helps people grow in regular spiritual practices and integrate spirituality in their day-to-day life. The Director inspires people no matter where they are on the action – contemplation spectrum.

Scope of Responsibilities:

- + Provide spiritual formation experiences for people of all ages and stages of spiritual life.
- + Inspire and engage broad participation by designing and leading a variety of small groups, classes, and retreats on spiritual formation topics.
- + Educate congregation on the importance of prayer and regular spiritual disciplines.
- + Oversee and support the work of the proposed Center for Spiritual Direction at First Lutheran Church.
- + Work collaboratively with staff and congregation leaders and participate in weekly staff meetings.
- + Communicate regularly about spiritual formation events to the congregation.
- + Maintain personal spiritual well-being by participating regularly in individual spiritual direction.

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Qualifications and Abilities

Education and Experience:

- + Spiritual Direction training is preferred, or
- + Spiritual formation training, pastoral training or training and experience in a care-giving ministry, such as Stephen Ministry.
- + Experience facilitating spiritual formation and prayer
- + Experience facilitating groups or leading retreats
- + Experience training and entrusting volunteers with leadership roles
- + First Lutheran Church will pay for Spiritual Direction training if the person has not completed training.

Spiritual Gifts and Abilities:

- + Spiritual gifts of discernment, wisdom, encouragement, and affirmation
- + Strong personal commitment to growth and engagement in regular spiritual practices and prayer
- + Excellent communication skills, asking questions and listening deeply
- + Mentor others with humility and authenticity
- + Inclusive and open to others' experiences and understandings, creating a safe space for questions and exploration
- + Organized with the ability to plan and carry out retreats, classes, and events.
- + Flexible and willing to respond to the needs of staff and congregation
- + Trustworthy and maintains confidentiality
- + Conducts oneself with professionalism and sets appropriate boundaries

Instructions for Application: Interested applicants are invited to submit a cover letter, and resume of experience and training to First Lutheran by mail or email to

Pr. Steven Knudson, Senior Pastor
stevek@firstlutherancr.org

First Lutheran Church
1000 3rd Ave SE
Cedar Rapids, Iowa 52403.

If you would like to find out more about the position, you are invited to contact Pr. Steven Knudson at 319-365-1494.