



FREE METHODIST WORLD MINISTRIES CENTER JOB DESCRIPTION

Director of Spiritual Formation - Remote / Full-Time (Grant-Funded/Travel Required)

Reports to: Executive Director, Free Methodist Theological Connection

Tentative Start Date: Early September 2026

Salary: \$70,000 annually (For the initial fiscal year, funding reflects a September start date with a prorated salary allocation).

As a Christian nonprofit global ministry, the Free Methodist Church – USA is seeking a strategic leader to serve as the Director of Spiritual Formation for the Free Methodist Theological Connection, a transformative initiative dedicated to reshaping the future of pastoral leadership through collaborative theological education, accessible mentoring, and spiritual formation. **The Director of Spiritual Formation will manage Pillar 3 of the grant focused on strengthening the spiritual health, relational competencies, and ongoing formation of pastoral leaders across the Free Methodist Church.** Funding for this grant is made possible through the Lilly Endowment, Inc. Pathways for Tomorrow Large-Scale Collaborative Grant Initiative awarded to Northeastern Seminary at Roberts Wesleyan University in collaboration with the Free Methodist Church – USA.

About the Free Methodist Theological Connection: <https://www.nes.edu/about/grants/free-methodist-theological-connection/>

Position Summary

The Director of Spiritual Formation will collaborate closely with the ED of the Theological Connection, ED of Leadership Development, the Connection Council, FM conferences, AFMEI schools and various denominational staff to advance a comprehensive approach to pastoral formation that aligns with the FMC vision and mission and equips leaders for healthy, effective, and lifelong ministry. This role will lead the development of experiential education opportunities, establish a mentoring program, integrate spiritual formation resources into the FM credentialing process, and design formative experiences in partnership with conferences, AFMEI schools, ministry leaders and denominational leadership. This role will also oversee and coordinate a network of spiritual directors. and serve as a non-voting member of the Connection Council (CC).

Key Responsibilities

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Spiritual Formation Leadership

- Provide vision, leadership, and oversight for all initiatives related to Pillar 3 of the Pathways for Tomorrow, Lilly Endowment, grant
- Develop and implement strategies that strengthen spiritual formation and relational competencies among pastoral leaders.
- Serve as the primary resource for conferences, schools, and ministry partners in matters of spiritual formation.

Mentoring Initiatives

- Establish and oversee a national mentoring program for pastors and ministry leaders.
- Develop adaptable mentoring models that can be implemented across conferences and ministry contexts.
- Recruit, equip, and train mentors through comprehensive training resources and ongoing support.
- Collaborate in the development of an online mentoring portal that provides resources, assessments, training materials, and evaluation tools.
- Oversee and coordinate a network of spiritual directors.

Credentialing and Formation Pathways

- Lead initiatives that integrate spiritual formation into pastoral development
- Work collaboratively with conferences to strengthen formation processes connected to credentialing and leadership development.
- Support the integration of mentoring and spiritual formation within existing educational pathways.

Retreats and Formative Experiences

- Partner with conferences and educational institutions to establish regional and national spiritual formation retreats.
- Assist AFMEI schools in developing and strengthening their own formative experiences for students and ministry leaders.
- Promote sustainable models of spiritual formation that can be adapted across a variety of ministry settings.

Collaboration and Organizational Leadership

- Serve as a member of the Connection Council, contributing to strategic planning and organizational leadership.
- Collaborate with the Executive Director, Executive Director of Leadership Development, denominational staff and other partners to ensure alignment across all formation initiatives.
- Foster strong relationships with conferences, educational institutions, ministry partners and the denomination.

Qualifications

- Active member in good standing of the **Free Methodist Church**.
- Demonstrated commitment to Christian spiritual formation and pastoral leadership development.
- Experience in mentoring, coaching, discipleship, or spiritual direction.
- Experience developing and leading ministry programs or educational initiatives.
- Strong organizational, relational, and communication skills.
- Ability to build collaborative partnerships across conferences, churches, and educational institutions.
- Willingness to travel for meetings, retreats, conferences, and training events.

Preferred Qualifications

- Graduate theological education or equivalent ministry preparation.
- Experience serving in pastoral ministry within the Free Methodist Church.
- Familiarity with credentialing processes and pastoral education.
- Experience facilitating retreats, leadership development, or spiritual formation programs.
- Certification or advanced training in spiritual direction, spiritual formation, leadership development or related disciplines.

Core Competencies

- Spiritual maturity and Christ-centered leadership
- Vision casting and strategic thinking
- Relationship building and collaboration
- Mentoring and leadership development
- Organizational and project management
- Effective communication and facilitation
- Adaptability and innovation

Interested individuals should submit a letter of interest, statement of faith, resume, and complete an online application <https://www.cognitoforms.com/FMCUSA1/EmploymentApplicationFreeMethodistWMC>. . **The first review of the applications will be Monday, July 27, 2026, with the final deadline of accepting applications being Monday, August 3, 2026.**