



College Wesleyan Church

Making more and better disciples who transform the community and resource the Church.

Position title	Pastor of Ministry Development	Date Reviewed	6/1/2026
Position description	Full Time		
Position supervisor	Executive Pastor		

Job Purpose

CWC exists to make more and better disciples who transform the community and resource the church. To this end, the Pastor of Ministry Development will work closely with and under the supervision of the Executive Pastor to lead CWC's efforts to develop future ministers and strengthen pastors and ministry leaders, particularly within the greater Wesleyan Church. This role focuses primarily on ministry development beyond CWC's employed staff structure.

Duties and responsibilities

The Pastor of Ministry Development will cultivate pathways through which pastors and ministry leaders are formed, sustained, restored, and sent. This person will oversee existing and future ministry development initiatives—including Pastoral Residencies, Cohorts, Becoming Spiritual Directors, Ministerial Students, and other formation environments—while building upon CWC's rich heritage of developing leaders for the broader church. The Pastor of Ministry Development will also serve as CWC's primary point of contact for Ministerial Students and non-staff appointed ministers connected to the church, providing guidance, support, required reporting, and alignment with denominational expectations and local church life.

Responsibilities Include:

- Provide vision, leadership, and operational oversight for all ministry development initiatives at CWC, partnering closely with the Executive Pastor to shape and advance CWC's long-term ministry development strategy
- Cultivate strong relationships with district leaders, pastors, churches, and ministry partners in ways that strengthen collaboration, trust, and responsiveness to the evolving needs of the church
- Design and implement pathways for:
 - Discerning a call to ministry
 - Forming emerging leaders
 - Restoring pastors seeking re-entry into ministry
 - Sustaining pastors in long-term ministry with an emphasis on health and sustainability
- Provide guidance regarding credentialing and denominational processes
- Serve as the primary point of contact for Ministerial Students and non-staff appointed ministers at CWC by:
 - Offering relational support, mentoring, and regular check-ins
 - Helping integrate these individuals into the life and ministry of the church
 - Coordinating with district leadership as needed
- Recruit, equip, and shepherd volunteers to serve as mentors, coaches, teachers, and support leaders within ministry development initiatives
- Create environments—including cohorts, retreats, mentoring relationships, and hands-on ministry opportunities—that foster theological depth, spiritual formation, and practical ministry skill
- Provide coaching, mentoring, and spiritual guidance to participants within ministry development pathways
- Develop systems for assessing, tracking, and supporting participants as they discern calling and readiness for ministry
- Provide leadership and oversight for CWC's Becoming Spiritual Directors ministry, ensuring alignment with the church's broader ministry development vision
- Develop and maintain an alumni network that fosters ongoing connection, encouragement, and pastoral support among those shaped through CWC's ministry development initiatives
- Collaborate with church leadership to identify and cultivate potential future ministers within the CWC congregation
- Serve as a liaison and trusted partner to churches seeking pastoral candidates, helping discern and recommend individuals when appropriate for placement

- Align ministry development initiatives with the broader mission, values, and strategic priorities of CWC
- Other duties as assigned, including participation in Pastoral Care responsibilities (i.e., Pastor of the Day assignments, on-call pastor assignments, host pastor duties, etc.)

Preferred Leadership Characteristics

- Demonstrates initiative, follow-through, and organizational leadership with the ability to move vision into execution
- Highly relational and effective at building trust across networks of pastors, churches, and ministry leaders
- Proven ability to mobilize people, generate momentum, and lead ministry initiatives to completion
- Strong communication, collaboration, and leadership capacity in both strategic and relational settings
- Ability to strengthen and expand existing ministry development efforts while cultivating new opportunities for future impact

Basic personal responsibilities

- Maintain a vital and growing personal walk with the Lord through committed Bible study, prayer, and meditation
- Maintain proper priorities in the home and demonstrate spiritual leadership within the community
- Develop personal evangelism opportunities within and outside the church
- Practice faithful stewardship of personal financial resources
- Uphold all CWC Staff Conduct and Lifestyle documentation

Working conditions

Special working conditions include irregular hours occasionally extending beyond 40 hours per week, occasional evening, early morning, and weekend work. Regular presence in the CWC office (including staff meeting and other all-church events) expected.

Physical requirements

Nature of work is primarily sedentary.