



## Redeemer LSQ Job Description

**POSITION:** Assistant/Associate Pastor

**FLSA:** Exempt

**Band:** 8P

**Department:** Redeemer Lincoln Square

**Report to:** Site Pastor, LSQ

**Date:** Nov. 1, 2020

**Work Hours:** Full-time

The Redeemer LSQ Associate Pastor will oversee the congregational growth and care of the Lincoln Square congregation, focusing primarily on developing and mentoring lay leaders and volunteers, connecting new and non-believers and providing pastoral encouragement, support, and resources for new lay ministry initiatives. The LSQ Assistant/Associate Pastor will also oversee the LSQ Diaconate, including caring for deacons and deaconesses, providing pastoral support and expertise for mercy cases, and overseeing the Diaconate finances alongside the LSQ Managing Director.

The Lincoln Square congregation is three years old and therefore, the Assistant/Associate Pastor position will largely emphasize new growth, outreach and mobilizing laypeople, but also includes a component of pastoral care, community formation and leadership in worship. This position envisions a highly collaborative, dynamic, team-based approach to ministry within the Lincoln Square staff team, across congregations and between staff and volunteers.

The core skills required for success include strong kingly and priestly gifts, excellent time management, effective communication skills, sound reasoning and judgement, pastoral leadership, and innovation. **The Assistant/Associate Pastor supports the LSQ pastor, so they must be aligned with the vision of Redeemer LSQ and be willing to support, encourage, and “be for” the pastor of LSQ by speaking the truth with grace.** Candidates must not be looking to plant a church in the next 3-5 years.

As a member of the Redeemer LSQ team and as a pastor who will be caring for those hurting in our community, it is expected that the Assistant/Associate Pastor would also exhibit humility, excellent active listening skills, compassion and empathy, trust, integrity, and maturity.

### Responsibilities

- Preach as necessary
- Worship lead
- Provide pastoral care and counseling to congregants
- Teach courses, membership or provide leader trainings as necessary
- Understands the LSQ vision and assist the Lincoln Square Pastor in major strategic initiatives and vision-casting for the staff
- Advise and support Lincoln Square Pastor
- Help develop a “cradle to grave” discipleship plan to train, encourage and motivate congregants
- Provide support, encouragement, training, and care to leaders throughout the congregation,

particularly to support lay ministry initiatives

- Stimulate evangelistic mindset amongst congregants by encouraging the development of a culture of inviting and gathering
- Develop and execute integration initiatives to increase commitment to Redeemer Lincoln Square
- Regularly seek relationship with non-believers
- Oversees the LSQ Diaconate by providing support, care, expertise and financial oversight.

## SKILLS

- Priestly gifts: demonstrates the ability to walk with and care for individuals in a wide variety of circumstances and backgrounds.
- Kingly gifts: strong ability to execute and build systems
- Management skills: Offers direct reports the necessary support, encouragement and feedback for their thriving and growth
- Self Management: Must be a dependable, team player and entrepreneurial self-starter with the ability to take initiative
- Judgment/Decision Making: Uses sound judgment to make quick and thoughtful decisions
- Resourcefulness: Knows where to look to find accurate information in a timely manner
- Stress Management: Maintains a level head under stress
- Active Listening

## EXPERIENCE

- Candidate should be ordained in the Presbyterian Church of America and be aligned with the core theological principles of Redeemer, including its core ministry values.
- Minimum 4 years of college and a theological degree from an accredited seminary or equivalent.
- Minimum of 15 years of full-time ministry, with at least 7 of those years working full-time with adults and in an urban context.
- Previous experience in multi-ethnic environments strongly preferred.
- Flexible during times of change
- Team player able to interact with teammates and supervisors
- Enjoys extensive people interaction and pastoring
- Teachable and desires to continue to learn and grow
- Possess excellent interpersonal skills
- Very strong work ethic with a passion for excellence

## CULTURE

- Vulnerability and directness – our team is a community as well as a business, so a willingness to share openly is important, as well as to be direct in feedback for the betterment of the organization and team members.
- Spiritual Disciplines – Healthy rhythms in their walk with Jesus
- Flexibility – adaptable and not a “challenger” desiring to get their own way
- Respect for teammates
- Trust and honesty – has integrity in their work and can be trusted with confidential matters.
- Humor and built-in fun – Not being too serious, but enjoying that we are called to this work together.
- Staff collaboration and participation – being a team player and acknowledging we are better when we work together.
- Value and respect for sabbath – works hard, but also respects sabbath weekly