



**Redeemer Presbyterian Church East Side
Pastoral Residency Job Description 2019**

Position: Pastoral Resident

FLSA Status: Exempt

Band: 7R

Department: Community Group, East Side

Reports to: Senior Community Group Director, East Side

Hours worked: 40 Hours per week, work on Sundays

Start Date: September 2019

Position Summary

This role has the responsibility for pastoral oversight of 10+ Community Groups (Redeemer Community Group purpose: to grow as disciples of Jesus by cultivating our relationship with God and friendship with others), as well as shared pastoral oversight of the East Side congregation. This role also includes ministry learning opportunities through cohort development and engagement with the launch of the East Harlem site plant. This role is highly collaborative and team-oriented. Responsibilities include working with other pastors, CG Directors, and the Session on missional leader development, worship leading, community formation, study writing and curricula, and pastoral care issues; and maintaining visible presence at worship services and congregational events along with pastoral duties.

Job Description

Oversight of Community Group Health, Missional Leader Development, and Pastoral Care (25%)

- Build lay leader base of Christ-centered, outward-facing leader-coaches, group leaders and neighborhood leaders
- Recruit leader-coaches and equip them in shepherding and developing the leaders and groups they oversee
- Shepherd leaders and rising leaders in their spiritual formation and missional calling
- Ensure that groups are visited groups at least once a year for care, assessment, and resourcing
- Manage, provide feedback and reports on the health and growth of leaders and groups visited
- Strategize to develop systems for group care and multiplication
- Collaborate with other directors for overall community formation, public faith culture, and missional disciple-making
- Provide insight and expertise in development of content and execution of leader training meetings, also including retreats/conferences, and formation classes
- Teach cohorts and classes, develop teaching content and help write weekly studies
- Actively pursue and engage with non-religious people
- Responsible for the shared shepherding and spiritual oversight of the East Side congregation
- Maintain highly visible presence in worship services, coffee hours, and congregational events through worship leading (ordained leaders), prayers of the people, and scripture reading, etc.
- Collaborate with pastoral staff, elders and the counseling center on pastoral care issues for mutual support, input and direction
- Participate in the rotation of 'Pastor-on-Call' duties

Ministry Development (25%)

- Follow cohort reading schedule to grow in faith and ministry/leadership skills
- Identify and participate in outside resources for growth
- Rotate through ES and sister ministries to learn city ministry models and best practices

East Harlem Site (25%)

- Contribute and engage with the East Harlem plant as determined with site pastor
- Support initiatives to help build Formation callings and neighborhood engagement

Missional Disciple-making Project (25%)

- Work with ES Leadership Team to explore, learn, and lead the ES in new pathways for making missional disciples

Qualifications

Need to embrace Redeemer's vision of being a gospel-centered, city-positive and movement-minded church in New York City. Candidate should be aligned with the core theological principles of Redeemer and the Presbyterian Church of America including the Westminster Standards (Confession of Faith, the Larger and Shorter Catechisms).

Minimum four years of college and a theological degree from an accredited seminary or equivalent. Extensive ministry experience (four or more years), overseeing community formation strongly preferred. Must be a dependable, team player with ability to take initiative and demonstrate strong communication, problem-solving and decision-making skills. Previous leadership and counseling experience a plus. Work hours are generally flexible yet must be available for some evening and weekend meetings. Potential for leading a new church site within 2-4 years.

Skills & Experiences

Excellent organizational, communication and interpersonal skills. Must be able to manage multiple projects and to work collaboratively within the structure and framework of the Redeemer Community Group team.