



## Redeemer West Side Job Description

**Position: Pastoral Resident**

**FLSA Status:** Exempt

**Band:** 7P

**Department:** West Side Pastoral Team

**Work Hours:** Full-time, including Sunday

**Date:** May 2019

**Reports to:** Associate Pastor

### Position Summary

Pastoral oversight of the neighborhood based mercy and justice initiatives of Redeemer West Side, pastoral oversight of 15+ Community Groups, and shared pastoral oversight of the West Side congregation. Highly collaborative with an experienced pastoral team. Responsibilities include working with Redeemer West Side's pastoral staff, Diaconate, and Session on leader development, worship leading, community formation, and pastoral care issues; and maintaining visible presence at worship services and congregational events; congregational pastoral duties.

### Job Description

#### **Team Lead for West Side Mercy and Justice Initiatives (50%)**

- Mobilize and care for a set of leaders serving our neighborhood and city in mercy and justice areas
- Coordinate and collaborate with Hope For New York to identify affiliates connected with Redeemer West Side for targeted engagement
- In collaboration with with Associate Pastor, develop and share a theological vision for neighborhood engagement among broader Redeemer West Side congregants
- Participate in and shepherd the West Side Neighborhood Advocate Cohort
- Work with Diaconate providing oversight and support for church-based mercy ministry

#### **Oversight of Community Group Health and Pastoral Care (40%)**

- Build lay leader base of Christ-centered, outward-facing community group leaders
- Recruit qualified leaders and equip them in basic shepherding skills.
- Personally shepherd leaders and rising leaders in their spiritual formation and missional callings
- Collaborate with pastoral staff for overall community formation, public faith culture, and missional disciple-making
- Assist developing leader training meetings, including retreats/conferences, and formation classes
- Teach cohorts and classes, develop teaching content as needed
- Participate with the pastoral team's shepherding and spiritual oversight of members
- Maintain highly visible presence in worship services, coffee hours, and congregational events through worship leading, prayers of the people, and scripture reading, etc.
- Participate in the rotation of "Pastor-on-Call" duties

#### **Ongoing Development in Residency Learning Cohort (10%)**

- Follow cohort reading schedule to grow in faith and ministry/leadership skills
- Identify and participate in outside resources for growth
- Actively pursue and engage with non-religious people to develop public faith skills and commitments

**Qualifications**

Alignment: 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).

Mercy and Justice: Passion for and experience with leading ministries of mercy and justice.

Training: Minimum four years of college and a theological degree from an accredited seminary or equivalent. Ordained or ordainable in the Presbyterian Church in America (PCA) required. Ministry experience and overseeing community formation strongly preferred. Previous leadership and counseling experience a plus.

Character: Must be a dependable, team player with ability to take initiative and demonstrate strong communication, problem-solving and decision-making skills. Work hours are generally flexible yet must be available for some evening and weekend meetings. Potential for leading a new church site within 4-6 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 pastoral staff team.