

Dear Candidate,

The elected pulpit committee of New City East Lake is seeking applicants for a Senior Pastor position. As a church, our ministry began in East Lake in 2008 as a worship site of New City Fellowship in Chattanooga, TN, and in 2016 our petition for particularization in the Presbyterian Church in America (PCA) was accepted by our local presbytery.

We confess boldly as a group that, “A man’s heart plans its way, but the Lord directs his steps,” and we will trust the Lord’s guidance throughout this transition.

In the following packet, we look forward to sharing with you our collected history, vision, and mission for sharing the gospel in the neighborhood of East Lake. We continue to pray as we always have as a church, that if the Lord does not go before us, we do not want to go. May the Lord be ever present in all that we do and in every step we take.

Thank you,

The Pastoral Search Committee

Bryan Holland	Jim Terney
Al Herweyer	Raquel Pantoja
Katelyn Newsome	Jose Ocando
Sarah Ward	

Who We Are

New City East Lake is a special place.

If you want to get the heartbeat of this congregation, you need to look no further than our name.

I. New City. Our mother church. Our DNA.

In the 60s, Chattanooga was like most southern towns – hot in the summers, conservative and Christian, and severed along racial lines. In 1968, New City Fellowship moved into the Glenwood neighborhood with a mission of radical racial reconciliation through Jesus. Ministry started with the underserved kids of Glenwood via a tutoring program, but soon entire black, white & Latino families from the neighborhood were calling this “new city” home.

The Gospel went out with power from the pulpit. Joyful, spirited, eclectic worship came to be expected – in English, Spanish, and sometimes Swahili. Ministries sprang up for every conceivable need in the community. Sometimes our reach exceed our grasp. But year by year and by the Spirit’s grace, our church family grew in wisdom and love.

II. East Lake. “O baby it’s the place for me.”

In 2008, a root went out from New City Fellowship and planted itself down the road in the East Lake neighborhood. 30 or so members set themselves to the task, with the leadership of Pastor Jim Pickett and the blessing of our mother church and presbytery. Members began moving into the neighborhood.

Caught between the heights of Lookout Mountain and Missionary Ridge, East Lake contains at least three primarily Spanish-speaking auto shops, its own schools through eighth grade, shocking crime statistics, the city’s most beautiful park, a large undocumented immigrant population, government housing projects, and Mr. Philly’s Pizza & Cheese Steak shop.

II. East Lake Continued

White, black, and Latino populations share East Lake's sidewalks and convenience stores (though the neighborhood only boasts 10,000 people, there is room for both a Big Daddy's and a Big Poppa's, neither of which takes cards). Southern courtesy and honest goodwill can shape interracial relations, but so can historic evils and mistrust. Walking down the street, you may be hollered at, shied away from, enjoined in conversation, or ignored.

You'll find our church in the middle of all that – where the neighborhood and the new city meet – at the corner of 37th & 12th.

III. Our Vision & Values

In keeping with our history and the call of Jesus, our vision is:

**To be a gospel-centered church
in the East Lake community,
representing God's kingdom
through reconciliation, justice and mercy,
as taught by our Lord Jesus Christ in the Scriptures.**

When it comes to racial reconciliation, we strive after these cross-cultural values:

1. To surface our unconscious cultural assumptions and majority privileges and yield them in love to others.
2. To affirm and endorse the assets in our community, especially the gifts and participation of minority cultures.
3. To accept as a body our call to the discomfort and tension in cross cultural ministry and our commitment to communicate and reconcile when it arises.
4. To promote diversity not as an end in itself but as an opportunity to demonstrate the love and unity of Jesus Christ through his Spirit.

III. Our Vision & Values Continued

Finally, in all our labor, we pursue the following church goals:

1. To be a gospel-centered church, anchored in the teaching of our Lord Jesus in the Scriptures
2. Producing joyful, cross-cultural, God-honoring worship
3. Producing disciples who know the Bible and its application to personal godliness, starting with our children
4. Producing an honest life of relationships within the church which visibly demonstrate to all the love of Jesus Christ
5. Producing servants of the kingdom of God who are instruments of reconciliation, mercy and justice in the community of East Lake and beyond
6. And by creating a healthy church model, to promote and plant like-minded congregations in our city and around the world.

IV. Our Hope

From the beginning, we have put our hope together into Exodus 33:15:

“If your Presence does not go with us, do not send us up from here.”

We hang onto the Spirit for every breath this church takes. God alone establishes the work of our hands. Christ Jesus is the head of this Body, and will present us blameless. He is faithful and will surely do it!

Who We Are



The Congregation

150 Members
275+ Avg Sunday Attenders



Gender

55% Female
45% Male



Race

75% White
3% Black
15% Latino
7% Other



Adult members age

25% 18-22 yrs
38% 23-35 yrs
21% 35-55 yrs
16% 55+ yrs



Miscellaneous

16% Members that live in East Lake
30+ College students attend regularly
75+ Kids attend regularly

Job Description

Preaching of the Word

1. Preach in regular rotation
2. Collaborate with the Session on teaching and preaching schedules and themes
3. Gospel-centered, committed to helping the congregation develop a passion for the Bible and its application to life

Congregational Growth, Development, and Care through Community

1. Train, encourage and motivate leaders and lay members in order to build and grow a gospel-centered, missionally driven, community/culturally engaged congregation
2. Provide support, encouragement, training and care to leaders (Elders, Deacons, Small Group and other team leaders)
3. Train and mobilize leaders and lay members in evangelism and ministry initiatives
4. Develop strategies for seeing NCEL's congregation become a reflection of the East Lake Community
5. Counsel congregants as needed
6. Commit to understanding and spending significant time in the East Lake Neighborhood in order to better understand its distinctiveness as a context for ministry

General Pastoral

1. Drive major strategic initiatives including developing ordained leaders, lay leaders, families and prayer
2. Provide direction and support, in partnership with the Personnel Committee, for staff members and ministries
3. Oversee and help teach new membership classes
4. Provide pastoral care to members
5. Regularly seek relationships with non-believers

Qualifications

1. Embrace NCEL's vision and have a gospel-oriented heart for cross-cultural, multi-ethnic ministry in East Lake and greater Chattanooga
2. Proven experience in multi-ethnic, cross-cultural setting
3. 3-5 years of pastoral ministry experience
4. Candidate should be ordained or ordainable in the Presbyterian Church in America and be aligned with the core theological principles of NCEL, including its core ministry values
5. M. Div or equivalent from an accredited seminary
6. Strong preacher, communicator and relationship builder who can connect with believers and non-believers alike
7. Must be dependable, a team leader and self-starter with the ability to take initiative
8. Ability to mobilize and support staff, lay leaders and members in ministry and community care initiatives

Preferred

1. Bilingual (Spanish)

Skills and Experience

Excellent administrative, pastoral, communication and interpersonal skills in a cross cultural setting. Proficient in or willing to learn Google Suite, specifically, Gmail, Google Calendar, Drive, Docs, and Sheets. Ability to work collaboratively.

Questionnaire

On a separate, typed sheet, please respond to the questions below and submit it along with your resume and cover letter. Please keep in mind the committee is looking to get to know you, your heart and your communication style. In other words, please do not submit a treatise in response to any one question.

1. In 3-5 sentences, how would you outline your philosophy of ministry?
2. What interests you in pastoring a multi-cultural, multi-ethnic church in Chattanooga, TN?
3. What are some ways that you take care of yourself spiritually and what are some of your struggles in this area?
4. What is your life experience in working or living with people of diversity?
5. How do you balance personal life and ministry?
6. What do you consider your passion in ministry?
7. How do you view discipleship in the life of a church?
8. How do you balance ministry to those in the church with reaching out to the un-churched?
9. Assuming the congregation is made up of a diverse group of people, (racially, economically, educationally), how do you address cultural differences and choose sermon content that can meet everyone's needs?
10. What is your view of women in the church and where do you see their gifts utilized in ministry?

How to Apply

Please send the following to search@newcityeastlake.com

- Resume
- Cover Letter
- Typed Questionnaire Responses

Please use the following format to label all attachments:

FirstnameLastname_Resume

Examples:

- DavidSmith_Resume
- DavidSmith_CoverLetter
- DavidSmith_Questionnaire

Application Process

Review of applications will begin immediately and continue until the position is filled.

However, **the cutoff date for new applications is May 15th, 2019**. Applications submitted after this date will not be considered.

To learn more about New City East Lake, please visit www.newcityeastlake.com.