



Redeemer Presbyterian Church, East Side

Position: Executive Director (or Executive Pastor)

FLSA Status: Exempt

Band: Band 10

Department: Redeemer East Side

Reports to: Senior Pastor

Direct Reports: All senior directors (5-7 people)

Date: January 2025

Position Summary

The Executive Director or Pastor serves as the chief operational leader of Redeemer East Side (RES), directly supporting the Senior Pastor to achieve the church's vision, mission, and values. The Executive Director oversees staff leadership, strategic planning, operational excellence, and resource management across all ministry functions (including worship, spiritual formation, children/youth ministry, generosity, and building management). This role fosters collaboration with the Session, other Redeemer churches and ministries, Presbytery, and other key stakeholders, ensuring alignment and progress toward organizational goals.

Key Responsibilities

Strategic Leadership

- Partner with the Senior Pastor to develop and refresh the annual strategic plan in alignment with RES's mission and goals.
- Inspire and guide staff to achieve objectives and key results through effective coaching, team collaboration, and performance accountability.
- Cultivate a culture of collaboration, excellence, and continuous improvement within the organization
- With the Senior Pastor, work with the wider Redeemer Network to see a movement of the gospel in NY, and to do shared events and ministry initiatives, where appropriate

Operational and Financial Management

- Oversee day-to-day operations, effectively managing resources (staff, financial, and physical), programs, and projects.



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- Lead the budgeting process, ensuring financial accountability and sustainability in partnership with Redeemer central services financial team.
- Manage staff performance, including hiring, development, and, when necessary, departures to maintain a high-performing, mission-focused team.
- Ensure excellence in HR policy and practices with the staff team.
- Design and execute a comprehensive generosity strategy to support the annual budget and ministry reserves as well as any capital campaigns.

Ministry and Facility Oversight

- Ensure streamlined processes for worship planning and execution, prioritizing high-quality experiences (Director of Worship reports to you).
- Provide guidance and resources for the spiritual formation and the children and youth ministry teams to enhance impact and efficiency. (Director of Children's and Youth Ministry reports to you; Director of Spiritual Formation reports to you)
- Oversee building management and rentals, ensuring smooth operations and maximizing rental revenue. (Director of Building Events and Operations reports to you)
- Oversee the work of church communications to ensure clear and impactful messaging with the congregation and target demographic. (Director of Comm reports to you).
- Collaborate with Redeemer City to City (CTC) to ensure fair and effective sharing of building resources and expenses.

Qualifications

Education and Experience

- Bachelor's degree required, MBA/M.Div/D.Min or equivalent preferred
- 10+ years of leadership experience in church management or a comparable field.
- Demonstrated success in strategic planning, financial and operations management, and stakeholder engagement.
- Unapologetic alignment with the theological convictions of the PCA.
- Ordination or potential for ordination as a Teaching Elder or Ruling Elder in the PCA preferred, but not required.

Skills and Competencies

- Exceptional leadership and team-building abilities, with a proven capacity to inspire and mobilize diverse teams.
- Unique capacity for supervising, developing, and encouraging pastors and ministry leaders.
- Capable of handling large amounts of responsibility while remaining comfortable operating out of the spotlight.



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- Strong communication and interpersonal skills to build relationships with stakeholders at all levels.
- Strategic mindset with innovative problem-solving capabilities.
- Financial and operational acumen, including budgeting and resource management.
- Experience managing complex facilities shared by multiple organizations.
- Alignment with Redeemer's mission and values within the PCA framework.
- Deep love for the Gospel and a vibrant relationship with Jesus Christ.
- If married, a thriving marriage and a spouse supportive of your ministry.
- A special heart for ministering in the city .

Compensation and Benefits

RES offers a competitive salary commensurate with experience as well as a generous benefits package. The salary range for this role is \$150,000-\$180,000. Full time positions are eligible for company-paid medical, dental, and vision coverage, in addition to company-paid life insurance, AD&D insurance, short-term disability, and long-term disability.