

New City East Lake (NCEL)
Chattanooga, Tennessee

NCEL Mission: 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

New City East Lake (NCEL) was established in 2008 as a new worship site of New City Fellowship, Glenwood. The original New City Fellowship congregation was founded by Pastor Randy Nabors originally as a Sunday School in downtown Chattanooga in 1968 before becoming a particular church in 1976. New City East Lake purchased a former Methodist church building in East Lake in 2011, and NCEL was particularized in 2016 under Pastor Jim Pickett as a member congregation of the Tennessee Valley Presbytery of the Presbyterian Church in America. The current membership of NCEL is about 200 members with an annual budget of about \$600,000. Sunday worship is at 9:00 and 11:00 with average attendance each week of 310-350. New City East Lake is a member of the New City Network, an association of about 40 like-minded churches, founded in 2010 - <https://thenewcitynetwork.org>. More information about NCEL is available at www.newcityeastlake.com.

The session at New City East Lake has approved a co-pastoring model of church leadership, currently with 3 Associate Pastors sharing responsibilities and leadership. One of those Associates is stepping away from ministry, so the following job description is for a new Associate Pastor to join the pastoral team at NCEL. The pastoral team approach is unusual for PCA churches, but it has worked well for us. Each Associate Pastor has primary responsibility and leadership for certain aspects of the work and ministry, some tasks are shared, and there is regular conversation to ensure that everything is being responsibly covered by pastors, elders, staff, and other leaders through standing committees.

Pastoral Job Description

Preaching of the Word:

- ★ Collaborate with the pastoral team and session on teaching and preaching schedules and themes, and preach in regular rotation
- ★ Gospel-centered, committed to helping the congregation develop a passion for the Bible and its application to all of work, life, and family.

Congregational Growth, Development, and Care through community:

- ★ Equip, encourage, and support various leaders and members in order to build and grow a gospel-centered, missionally-driven, community and culturally-engaged congregation
- ★ Provide support, encouragement, training, and care to other leaders throughout the congregation in support of various ministry initiatives through the work of the following standing Session Committees: Congregational Care Committee, Missions Committee, Christian Education Committee, Building, Grounds, and Technology Committee, Latino Committee, Youth and Children Committee, Music and Arts Committee, and an Advisory Team
- ★ Train and mobilize leaders and members in evangelism
- ★ Develop strategies for helping NCEL become a reflection of the East Lake community
- ★ Provide counseling as needed

General Pastoral Responsibilities:

- ★ Lead major strategic initiatives
- ★ Help the pastoral team with new membership and new elder/deacon training classes
- ★ Along with the pastoral team, provide pastoral care to members
- ★ Seek relationships with neighbors and non-believers.

Qualifications:

- ★ Embrace NCEL's mission, and have a gospel-oriented heart for cross-cultural, multi-ethnic ministry in East Lake and the broader Chattanooga area
- ★ At least 3-5 years of experience in multi-ethnic, cross-cultural settings
- ★ At least 3-5 years of pastoral ministry experience
- ★ Ordained or ordainable in the PCA, and aligned with the core missional principles and values of NCEL
- ★ M.Div. or equivalent degree from an accredited seminary
- ★ Effective preacher and communicator
- ★ A dependable and effective team leader, strength in relationship building, and a supportive team member

Preferred:

- ★ Bilingual in Spanish and English
- ★ Willing to consider living in or nearby the East Lake community

Skills and Experience:

- ★ Proficient in Google Suite (Gmail, Google Calendar, Drive, Docs, Sheets)
- ★ Ability and desire to work collaboratively within a team environment

★ Commitment to understanding and growing in understanding and relationships in the East Lake community

Your **brief** responses to the following prompts should be typed and included along with your current resume and a **brief** cover letter to the email address listed below:

1. In 3-5 sentences, please outline your philosophy of multicultural ministry.
2. What interests you in pastoring a multicultural, multi-ethnic church in Chattanooga?
3. What are some ways that you take care of yourself spiritually and physically? Please list any current struggles in these areas.
4. Describe your life experience in working and/or living with people of diversity.
5. How do you balance personal life and ministry?
6. What do you consider your passions 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 unchurched?
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?
11. If married, describe your spouse's involvement with ministry along with her interest in possibly moving to Chattanooga.

Please keep in mind the committee is looking to get to know you, your heart and motivations, and your communication style. We are looking for **brief** responses to each of these 11 questions.

Interested candidates should send (1) a current resume, (2) a brief letter of interest, and (3) brief responses to these 11 questions to: search@newcityeastlake.com. Thank you for your interest.