



Redeemer Presbyterian Church, East Side

Position: Senior Director of Spiritual Formation and Care

FLSA Status: Exempt

Band: 8P

Department: Redeemer East Side

Reports to: Executive Director, East Side

Hours worked: 40 Hours per week, work on Sundays

Date: October 18, 2022

Position Summary

This position furthers the vision and values of Redeemer East Side (ES) by empowering the Formation team to inspire, form and support disciples with the gospel of grace and send them out on holistic mission in their neighborhood, work and relationships. It includes pastoral leadership of the Formation team and pastoral care, with particular emphasis on fostering a movement of missional disciples through integration of Formation practices, community and callings throughout ES ministries and deepening a culture of care for congregants and staff. This position also furthers the vision and values of Redeemer East Side by leading the Diaconate to care for those in our community with practical needs and shape a culture of care, believing the gospel brings transformation. It contributes to the overall oversight of the ES as part of the leadership team.

Inspire and empower the Formation team to reach the East Side vision and mission (50%)

- Lead the Formation team toward the strategic intent: 100% of ESers will live out of God reorienting their lives and specifically calling them to the work of mission in their neighborhood, workplace and relationships.
- Strategize, plan and measure for Formation offerings that embody ES vision and values in collaboration with Community and Callings leaders
- Coach, manage, resource the Formation team to promote health and growth in their roles
- Ensure regular Formation team meetings to deliver effective operations as well as long term planning and active prayer by team members
- Direct proactive communication within and beyond Formation team to inform, inspire and empower lay leaders and other stakeholders to work toward the vision and values
- Motivate Formation team toward vision through appropriately budgeting and allocating resources
- Expose and engage 100% of ES church in the Practices of PEACE to spark a missional movement
- Ensure that Formation classes and cohorts are developed, taught and engaged in, including teaching classes
- Collaborate with other ES ministry areas and leaders to work toward all ESers activated as missional disciples
- Lead and delegate projects to ensure holistic spiritual formation and mission of ES



Redeemer Presbyterian Church, East Side

Inspire and empower the Diaconate to foster a culture of care (15%)

- Ensure the mission and scope of the Diaconate are executed with excellence
- Foster a healthy Diaconate culture
- Provide and coordinate pastoral care, encouragement, support to the deacons and deaconesses
- Oversee ongoing care work and advise on complex issues in conjunction with Redeemer Counseling Services
- Work with elders, deacons and deaconesses, and staff to recruit candidates
- Work with elders, Diaconate committee and staff to maintain East Side Mercy Fund finances
- Ensure initial and ongoing training for deacons and deaconesses
- Act as a liaison with the Session, attend Session monthly and interface with the Session on discipline cases

Contribute to East Side Leadership (15%)

- Contribute to oversight of ES church through the Leadership team
- Work closely with executive director to accomplish the mission of the East Side
- Build a healthy staff culture through spiritual and professional development of staff at meetings, trainings and individually as needed

Perform other pastoral responsibilities (20%)

- Develop spiritually and professionally as a pastoral leader
- Maintain highly visible presence in worship services, coffee hours and congregational events
- Lead pastoral care of the church
- Ensure development of pastoral staff
- Lead worship services
- Model the Practices of PEACE (ES specific spiritual practices)

Qualifications

Need to embrace Redeemer East Side's mission to build a "movement of everyday New Yorkers who are transformed by the gospel, rooted in cross-cultural gospel community, and mobilized for Christ's mission where they live, work, and love." The candidate should be aligned with the philosophy of ministry of Redeemer East Side and the core theological principles of the Presbyterian Church of America including the Westminster Standards (Confession of Faith, the Larger and Shorter Catechisms).

Minimum four years of college as well as extensive ministry experience (five or more years) in pastoral and discipleship ministry. A theological or counseling degree from an accredited seminary is beneficial, but not required. Must be a capable organizational and people leader. Must demonstrate strong communication, problem-solving, and decision-making skills, coupled with the ability to attract, equip, and mobilize lay leaders. Cross-cultural agility and competency are also highly desired. Work hours include some evening and weekend meetings.