



# CITY CHURCH

S A N F R A N C I S C O

**Position:** Pastor for Community Life

**FLSA status:** Exempt

**Commitment:** Full-Time

**Reports to:** Senior Pastor

**Compensation:** \$90,000

**To Apply:** Send Resume or CV to [office@citychurchsf.org](mailto:office@citychurchsf.org)

At City Church San Francisco, we aspire to be an inclusive community that follows Jesus with our heads, our hearts, and our hands. Guided by our Core Beliefs, we pursue this with a commitment to anti-racist values as we seek to introduce or reintroduce people to God and welcome folks right where they are, inclusive of age, race, marital status, sexual orientation, gender identity, and stage of belief; to offer something good and joyful to the world that promotes God's vision of wholeness of life for all.

## **POSITION OVERVIEW**

The Pastor for Community Life has an internal and external mission. Internally, they will facilitate opportunities for our community to build relationships and serve/care for one other. Externally, they will facilitate opportunities for our congregation to serve our city in ways that are guided by key relationships and partnerships, informed by a critical analysis of community change, and articulated by theological commitments that align with the Reformed Tradition. Areas of responsibility include:

## **LGBTQIA MINISTRIES**

- 1) Dedicated and distinct pastoral care and spaces of support for LGBTQIA congregants that offers pathways for reconciling Christian faith sexual orientation/gender identity.
- 2) Support opportunities for LGBTQIA community members to cultivate a faithful, critical, and authentic understanding of what it means to follow Jesus.
- 3) In collaboration with the Pastor of Discipleship: working with LGBTQIA congregants and leaders to develop feedback loops that ensure alignment and effectiveness of discipleship and spiritual growth pathways.

## **DEACON BOARD**

- 1) Designing, launching, and cultivating a robust Deacon Board that:
  - Facilitates a network of mutual aid and care across the community that supports community members in times of spiritual and material need (ie, meals ministry, deacon fund).
- 2) Coordinate with relevant persons and networks of care to ensure that pastoral care needs are being met:
  - Meeting with congregants, praying for/with them
  - Shepherding people along their faith journeys
  - Providing presence during crisis
  - Visiting the sick
  - Providing spiritual and emotional care

## **COMMUNITY LIFE**

- 1) Recruit, train, coordinate and support teams which facilitate congregational life: greeting, hospitality, follow up teams
- 2) Develop and ensure the facilitation of follow up processes for newcomers
- 3) Partner with the Pastor of Discipleship to:
  - Create opportunities for praxis of faith formation through service and justice opportunities
  - Ensure networks of care are attended to, in coordination with Affinity and Community Groups
- 4) In partnership with leaders, plan and carry out opportunities for fellowship and connection

## **CITY ENGAGEMENT**

- 1) In partnership with the Senior Pastor and with guidance from the Elder Board: determining a strategy for city engagement that reflects the priorities and resources of the church in relationship with needs of the city
- 2) Build sustained partnerships with key service and justice organizations in the city to understand the organizational landscape of the city and identify opportunities for faithful impact
- 3) Identify, recruit, and train lay leaders for leading ongoing service and justice opportunities
- 4) In partnership with the Pastor of Discipleship: teach and assist congregants in making connections between issues of the city and faith, providing pathways for service, engagement, and contribution to the common good

## **WORSHIP LEADERSHIP**

- 1) Occasional preaching (4-6x per year)
- 2) Liturgical leadership (2x monthly)
- 3) Oversees and facilitates processes that develop a culture of hospitality and belonging: greeting, hospitality, follow up teams
- 4) Leads planning and coordination for “Service” and “Fellowship” Sundays with key partners

## **CORE COMPETENCIES**

- 1) A natural connector of people
- 2) Has a deep love for ministry in an urban context and enthusiasm for building networks for shared power and change for the common good
- 3) Passion for, and experience in, creating community and opportunities for people to serve
- 4) Passion for, and experience with, providing pastoral care, shepherding, and guidance for LGBTQIA-identified persons as they reconcile faith with identity.
- 5) Can offer a Jesus-centered articulation of their sense of vocational call and commitment to LGBTQIA+ inclusion, anti-racist practices, and social justice

## **QUALIFICATIONS**

### **Education and Experience**

- At least 3 years working in faith-based community leadership, with oversight of volunteer groups
- Leadership development and systems organization for mobilizing people around shared goals
- Has experience with approaches for community organizing and an understanding of powerbuilding for change
- Theologically trained (M.Div. preferred)
- Ordination preferred

### **Skills and Qualifications**

- Strong communication skills
- Can speak with critical understanding and robust theological confidence to assist and teach the congregation to draw connections between issues of community care, social justice, and following Jesus
- Community builder with a compassionate heart
- Collaborative working style
- Organized and detail-oriented

- Resourceful

### **TO APPLY**

Submit the following materials to [office@citychurchsf.org](mailto:office@citychurchsf.org) :

- 1) Resume, CV, or Ministerial Information Form
- 2) Cover letter (in letter or video format) that includes responses to the following:
  - Describe your sense of call to ministry.
  - In what ways does your sense of vocational call intersect with the role of *Pastor for Congregational Care* at City Church SF?
  - How does your experience intersect with the “Core Competencies” listed above?