

# COMMUNITY PASTOR

## JOB DESCRIPTION



### OVERVIEW

Reality SF is a church community located in San Francisco, California, that is committed to following Jesus and seeking renewal in our city. We are committed to doing this by being with Jesus, becoming like Jesus, and doing what Jesus did. We are in search of an experienced Community Pastor to lead and shepherd our congregation, playing a vital role within our pastoral team, with a special focus on our community's discipleship and formation.

### ROLE SUMMARY

The Community Pastor will be responsible for directing focus, energy, and resources towards advancing the mission and vision of Reality SF through the ways we practice and embody community. Reporting to the Associate Pastor, this role collaborates with the Community & Formation team to create and cultivate clear pathways for individuals to integrate into Community at Reality SF and grow in spiritual maturity as followers of Jesus. Working alongside the team, the Community Pastor will lead, coach, develop, and pastor key aspects of the spiritual growth pathway pertaining to community and formation. Moreover, this role will contribute to curating content for training, courses, and development.

### QUALIFICATIONS

- Love for Jesus and His Church
- Love for ministry in an urban context and for San Francisco
- Agreement with the statement of faith and theology of Reality SF
- Character and lifestyle of a deacon as described in 1 Timothy 3:8-13
- An understanding and appreciation of the Bible, Biblical theology, and historic Christian traditions
- Bachelor's Degree
- 5+ years experience in a similar field

### SPECIFIC DUTIES & RESPONSIBILITIES

#### Leadership and Vision

- Develop, plan, and implement Reality SF communities ecosystems with the Associate Pastor

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- Develop, grow, and integrate the assimilation of people into Reality SF Community
- Lead, equip, coach, and provide a system of pastoral care for Reality SF Community leaders
- Create, maintain, and implement a leadership pipeline of development for Community leaders

### **Coaching & Development**

- Align, maintain, and create curriculum for community spaces and leadership development
- Promote and direct high cross-functional team communication
- Teach leadership development courses, cohorts, and equipping sessions
- Responsible for creating and maintaining a system of pastoral care for Community Leaders

### **Teaching and Content Creation**

- Develop, teach, and collaborate in the integration of new believers and newcomers
- Develop, teach, and guide courses related to community and formation (Intro to Community, Welcome to Reality)
- Develop curriculum and content (training, equipping sessions, group content, etc.)

### **We're excited about you because:**

- **You believe that you do not just have a soul, but you are a soul.** You lead and embody a trajectory of growth and maturity with Jesus with a deep care for emotional health, and spiritual growth and invite others along in their discipleship to Jesus.
- **You serve and lead from a place of intimacy with Christ.** You lead with a desire to be sensitive to the Holy Spirit in the complex situations and environments or congregants you are serving.
- **You keep a posture of service at the center.** You embody humility and continually empower others through servant leadership. You exhibit a commitment to integrity, confidentiality, and interconnectedness to those you serve.

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- **You are empowered by the Holy Spirit, and you strive for operational excellence.** You are highly organized and care about the details. You have the ability to track and manage complex processes, and a desire to manage multiple programs, people, and pathways for development.
- **You are equally comfortable operating at 10,000 feet and 1 foot.** You do not hesitate to get in the weeds and operate at the lowest level of detail, but you are just as comfortable thinking long-term and inspiring a team. No job is beneath you.
- **You have outstanding communication skills.** You are a clear and concise communicator who targets multiple audiences effectively through your strong written and verbal communication and presentation skills.

## KNOWLEDGE AND SKILLS

- Strong analytical and problem-solving skills
- Able to influence, coach, and drive impact through effective working relationships
- Must have demonstrated effective multitasking and project management skills
- Experience working on a team with ambiguity and evolving responsibilities
- Project management skills across multiple disciplines and stakeholders driving projects from conception to implementation
- Must be able to work hours specific to the events as needed
- Experience successfully leading, recruiting, and developing a team of volunteers
- Can teach well and have excellent interpersonal and communication skills
- Being vision-driven and action-orientated. Having an inherent desire to achieve exceptional results

### Preferred:

- Coaching Certification
- Proven pastoral experience
- History of success with leading multiple cross-functional teams
- Experience with systems and database management

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- History of successfully recruiting, equipping, and mobilizing lay ministry leaders
- Integrated and applied knowledge of spiritual formation
- Master's in theology or Biblical training equivalent
- Integrated and applied knowledge of race, diversity, and equity

### **Commitment to Diversity and Inclusion**

At Reality San Francisco, we are a community following Jesus, seeking renewal in our city. We are blessed in the fact that we reflect the reality of Jesus' multi-ethnic church. As His church, we are called to be a light to the world, to be a witness of reconciliation (both racial and other forms), and to demonstrate, in word and deed, what a community of people looks like with Christ at the center. This task before us is vital and, Christ-willing, will have massive implications in our city and world as a prophetic witness of Christ's rule.

At Reality SF, we are committed to providing equal employment opportunities and promoting a culture that values diversity. We encourage applications from candidates of all backgrounds and experiences. We believe that a diverse and inclusive workforce enhances our creativity, innovation, and success. We welcome you to join our team!

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### **Status**

Full-time

### **Reports to**

Associate Pastor

### **Salary Range**

\$80-\$100K annually DOE

### **Benefits**

Medical

Dental

Life Insurance

Paid Leave

### **Works with**

Teaching & Vision Pastor

Associate Pastor

Executive Pastor

Community & Formation Ministry

All staff ministry leaders & pastors