

Overview

Reality San Francisco is a community following Jesus, seeking renewal in our city. Birthed in 2010, this non-denominational church has grown and matured over the past decade and now gathers in a permanent location in the heart of the Mission District. With a regular average in-person attendance of 1,000+ at our Sunday services, we continue to hope for and witness God's movement in San Francisco as it is in heaven.

We are seeking a Connections Pastor to join our Formation Team who is a pastoral leader that will guide people from first connection into meaningful discipleship. This role will oversee assimilation, next steps, and connection environments, helping our church embody the hospitality of Jesus and move intentionally along the Spiritual Growth Pathway. The ideal candidate will bring strategic clarity, relational presence, and pastoral depth to support the spiritual formation of those new to Reality SF or new to faith in Jesus.

As the Connections Pastor, you'll provide both strategic direction and pastoral care, designing and leading initiatives like *Welcome to Reality*, *Alpha*, and other key spaces that help people take their first or next step in the life of faith. You'll help shape a culture of servanthood and hospitality, equipping our church to be a place where people are not only invited in but also rooted in Christ-centered relationships. Through collaborative systems and thoughtful follow-up, you'll ensure that Reality San Francisco embodies gospel hospitality.

The ideal candidate will bring a blend of strategic clarity, relational warmth, and spiritual depth. You're someone who can think in systems but also sit with someone in their questions. You're energized by seeing people move from the margins to the center of church life — discovering belonging, deepening in discipleship, and participating in the life and mission of Reality San Francisco.

Primary Responsibilities

Outreach & Community Connection (30%)

- Lead connection environments such as *Welcome to Reality*, *Eatups*, and *Alpha*, cultivating spaces that are warm, curious, and invitational.
- Serve as a pastoral and relational guide for newcomers, helping them identify and take their next step in community or formation.
- Champion a churchwide culture of hospitality and relational presence, equipping teams and leaders to reflect the welcome of Christ.
- Help shape and sustain environments that make spiritual exploration and belonging accessible to people across all backgrounds and levels of faith engagement.

Assimilation Pathways & Next Steps (35%)

Connections Pastor

Full Time



- Design and implement a clear and consistent assimilation pathway that helps people move from first-time connection to active participation.
- Coordinate and host milestone gatherings and follow-up experiences like Welcome to Reality, baptism courses, and newcomer integration spaces.
- Oversee systems such as The Card, email inquiries, and other front-facing channels to ensure timely, personalized, and thoughtful follow-up.
- Collaborate across ministries to integrate next steps into the broader Spiritual Growth Pathway, including groups, serving, and prayer.

Volunteer Leadership & Servanthood Culture (20%)

- Maintain a Sunday morning presence to personally connect newcomers and guests to next steps along the Spiritual Growth Pathway.
- Cultivate a culture of servant-hearted engagement by leading and overseeing volunteers who serve in newcomer and assimilation environments such as Welcome to Reality and Alpha.
- Recruit, train, and care for volunteer teams, ensuring each person is equipped to lead with warmth and clarity in relational and discipleship-focused spaces.
- Take responsibility for running and leading all connection events, courses, and spaces including logistics, volunteer coordination, and live facilitation to create welcoming environments.
- Provide ongoing coaching and development to volunteer leaders, helping them embody the values of presence, hospitality, and joyful service as they guide others into deeper engagement with Jesus and community.

Operational & Relational Support (15%)

- Lead planning and logistics for midweek and seasonal connection events
- Track and manage relevant budgets, resources, and supplies for newcomer integration and assimilation initiatives.
- Provide pastoral care through relational follow-ups and support of individuals taking steps into the community.
- Maintain organized communication systems and shared documents to support cross-departmental collaboration.

Qualifications

- Living within character qualifications of 1 Timothy 3v1-13
- 5 years + experience in similar field
- 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

Connections Pastor

Full Time



- 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
- Vision driven and action orientated - an inherent desire to achieve exceptional results

Preferred:

- Bachelor degree
- History of success with leading multiple cross-functional teams
- Experience with systems and database management
- History of successfully recruiting, equipping, and mobilizing lay ministry leaders
- Integrated and applied knowledge of spiritual formation
- Integrated and applied knowledge of race, diversity and equity
- Spanish-speaking ability is a plus, as it helps us better serve our diverse community

Compensation & Benefits

- Salary Range: \$75,000 - \$85,000 annually
- Medical & Dental: 100% employer-paid plan
- Paid Time Off
 - Vacation: 10+ days annually (accrues based on length of employment)
 - Sick Leave: 10 days annually
 - 14 Paid Holidays
- \$1,200/year Counseling Stipend
- \$40/month Cell Phone Allowance
- Laptop and essential software/resources provided
- Opportunities for spiritual and professional growth

Schedule & Working Relationships

- **Schedule:** Full Time, In-Person
 - **Monday – Thursday:** 9 AM – 5 PM
 - **Sunday:** Regular involvement on Sundays is expected as part of this role, though presence at all three services (9 AM, 11 AM, and 5 PM) is not required every week. Weekly Sunday participation will be based on service and event needs, with flexibility built in.
 - Occasional nights and weekends for special events
- **Reports To:** Associate Pastor
- **Collaborates Closely With:** Hospitality & Event Director, Operations Coordinator, and other ministry staff

Connections Pastor

Full Time



How to Apply

Please submit your resume and a cover letter outlining your interest and qualifications for this role to our Associate Pastor, Jessica Gracewski, at jessica@realitysf.com.