



REDEMPTION
CHURCH

January 9, 2025

Pastoral Residency

General Position Description

- Length of residency: Two years
- Education requirements: Recent seminary graduate (M.Div. degree) or on track to pursuing a seminary degree
- Primary focus: Senior pastoral leadership in an urban and multi-ethnic church context

Scope of Ministry

Beyond a particular emphasis on Christian discipleship, the Resident will participate in leading and supporting community engagement as well as congregational care, and observe local church governance. There will be intentional time for reflection and study on the practice of ministry as a part of the residency, as well as periodic collaboration and learning in a Pastoral Residency cohort.

Regular areas of ministry

Corporate Worship

- Attend requisite staff meetings in planning Sunday Services
- Occasional opportunities to preach in Sunday Services
- Regular attendance in Sunday Services

Christian Education

- Collaborate with the Lead Pastor and Associate Pastor in developing and administering our Christian adult education programs
- Collaborate with the Lead Pastor and Associate Pastor for leadership with membership classes, retreats, men's and women's ministries, and potential student ministries.

Church Governance

- Attend relevant staff and team meetings
- Attend Board meetings and Lay Lead Team meetings upon request

Community Engagement

- Explore and initiate new city partnerships (including schools, and opportunities for growing the church's student ministries)
- Maintain and grow relationships with current city partnerships

Congregational Care

- Exhibit a growing passion for discipling and developing spiritually healthy individuals (youth and adult)
- Collaborate and lead alongside the Lead Pastor and Associate pastor to shepherd, pray for, and visit members of the church

General Administration

- Be a participant observer in occasional planning groups of paid and volunteer staff
- Assist in various activities/tasks/projects as determined by the Pastoral and staff team
- Ability to work collaboratively with Redemption Church staff and volunteers
- Aid in efforts to assimilate newcomers into the body of the church—including meeting and corresponding with newcomers
- Commitment to living in San Francisco and assisting in building up community
- Resident will ideally be a flexible, entrepreneurial, self-starter

Description of the Residency Learning Development Program

At the start of the residency, the Lead Pastor/Residency Coordinator will work with the Resident to design a meaningful plan of learning and reflection to accompany the practice of ministry. (As opportunity arises, the Residency Coordinator participates in an online cohort of other Pastoral Resident coordinators through Made to Flourish)

A combination of reflective conversations with the pastoral team as well as doing practical ministry in various fields will be accomplished using theological inquiry and practical discernment for ministry. (As opportunity arises, the Resident will participate in an online cohort with other Pastoral Residents through Made to Flourish) Working collaboratively with and leading alongside the pastoral team will provide a breadth of exposure to and leadership in a wide spectrum of practice in ministry for the Pastoral Resident. (Other members of the staff and leadership will coordinate with the Residency Coordinator and Resident to provide practical discernment and spiritual reflection in each field of ministry)

The Residency Learning Development Program is meant to be an immersive learning experience where the Resident will receive hands-on opportunities to do pastoral ministry in a vibrant, multi-ethnic, urban church context. Moreover, the Resident will have a chance to work and learn alongside a seasoned pastoral staff in discerning this person's call to vocational ministry.

Description of Redemption Church in San Francisco

Redemption Church SF is a growing community of Christ followers in the heart of the city. We are Jesus-Centered, and committed to teaching and living out the Scriptures. This necessitates that we strive to be the kind of church that is committed to gospel

diversity, justice, transformational community, and discipleship. Our prayer is to see the church and unchurched (and also de-churched), educated and uneducated, wealthy and poor, and skeptic and secularist formed by a life *in* and *with* Jesus.

Every local church has its unique struggles and context to wrestle with, and Redemption Church is no different. In a city like San Francisco that is known for its wealth, innovation, and intellect, Redemption Church longs to show this city that where human effort comes up short in satisfying and solving the longings of every human heart, Jesus never does. The church is the place where we find truth, healing, a sense of belonging, transformation, and hope to sustain us in the joys and struggles of this current life. We long to be that kind of church and do that kind of ministry in the heart of the city where God has placed us.

We have two services on Sundays at 9AM and 11AM. We currently live stream our worship services for people who wish to join us in worship remotely. We celebrate in worship with a vibrant and diverse music ministry.

Application requirements:

- Cover letter
- Resume

Submission and Contact Information

- Submit to Nate@redemptionsf.com

Classification: Full-time

Salary: Commensurate with experience