



PASTOR OF SMALL GROUPS AND EMERGING ADULTS

Our Community

The River is a growing church in San Jose, CA affiliated with the Evangelical Covenant Church (ECC) denomination. We are an increasingly diverse community – different in age and cultural background, unified by our quest to know the fullness of life that Jesus promised and to make his goodness tangible in our community and to the world around us.

The Challenge

The challenge for this position is to leverage the spiritual formation structures in the church to create and build effective Small Groups that integrate spiritual and missional formation in people as well as provide pastoral leadership to our Young Adult community. This role will involve collaboratively working with the Pastoral staff team to creatively innovate or adapt formation structures such as small groups, mission groups, workshops/classes, the Young Adult ministry, and recruit and train leaders in order to sustain and expand the reach and impact of these ministries.

Qualities for this Role

- **A kingdom vision:** This position requires someone whose spiritual formation is centered around a holistic biblical vision of the **gospel of the kingdom**. This position requires a well rounded and integrated kingdom theology, as well as vision of the interdependence of justice, reconciliation, contemplation, community, pastoral care and church unity in what makes for an effective local church ministry.
- **A pastoral heart:** This position requires someone with a heart and sense for people, with a nuanced understanding and experience of how spiritual transformation actually happens in real people. This position requires the ability to listen with humility and a hunger for learning, especially in regards to engaging with **emerging generations** and **Silicon Valley culture**.
- **A strategic mind:** This position requires the ability to take theological ideas and spiritual goals and **creatively develop pragmatic ways to activate** them into the everyday lives of people. Keen awareness of the concerns of our world, curiosity and desire for innovation, skill and joy in collaboration with others and with the Spirit are crucial to being effective in this role.

Areas of Ministry

- **Small Group Ministry:** This position will lead the spiritual formation staff and team towards an effective vision of small groups. This includes recruiting, developing and organizing leaders and groups, overseeing coaches, collaborating on curating and creating resources and curriculum for small groups, and effectively welcoming people into meaningful community.
- **Young/Emerging Adults:** This position will work with lay leaders to curate and innovate events, gatherings, and community spaces that meet the needs and help integrate young and emerging adults into the River community and spiritual formation ministries. This effort will have **significant overlap** with the Small Group Ministry in the **integration and leveraging of small groups** as the centering place of spiritual and missional formation of Young/Emerging

Adults. This role will also function strategically as a point person for connecting and pastoring Young Adults in the community.

- **Leadership Development:** This position will be crucial in recruiting and developing leaders to scale and grow the ministry, as well as encourage and cultivate the spiritual growth and capacity of our community.
- **Mission:** In partnership and collaboration with the Lead and Executive Pastors, this position will integrate missional formation as a core value of the small group and young adult ministries. This may include catalyzing justice events and programs to connect River adults into local ministry partners and creating or adapting structural changes into the curriculum of Small Group and the programming of the Young Adult Ministries.

Key Competencies / Experiences

- **Community Development-** Is able to create and coach groups that are welcoming, hospitable and meaningful relationally and spiritually.
- **Volunteer Recruitment and Training:** Identifies, attracts and retains key leaders and volunteers. Provides relevant and meaningful training as well as relational, pastoral support to leaders. Able to manage and grow a team of 30+ small group leaders.
- **Teamwork** - Balances team and individual responsibilities; Exhibits objectivity and openness to others' views; Gives and welcomes feedback; Contributes to building a positive culture. Is willing to perform duties as directed by the supervisor.
- **Visionary Leadership** - Displays passion and optimism; Inspires respect and trust; Mobilizes others to fulfill the Church's vision and mission statement.
- **Change Management** - Demonstrates an ability to develop workable implementation plans; Communicates changes effectively; Builds commitment and overcomes resistance; Prepares and supports those affected by change.
- **Planning/Organizing** - Prioritizes and plans work activities; Plans for additional resources; Sets goals and objectives; and meaningful metrics; Develops realistic action plans.

Qualifications

- A Bachelor's Degree is required, seminary training is preferred.
- 5-10+ years experience with leading, training, and developing small group communities and leaders of small group communities.
- 5+ years experience and understanding of the cultural and spiritual dynamics and needs of emerging generations.
- Demonstrated ability to work collaboratively as a team player and develop healthy, fun relationships with co-workers and lay leaders.
- Committed faith and belief in God's work through the local church.
- Flexibility to work some evenings (1-2 per week) and some weekends as well as regular Sundays at worship gatherings.

Compensation

- The River offers a full range of benefits including vacation, sick days, 403b program, health insurance along with salary commensurate with experience and qualifications.

To Apply

- Please send a resume with your contact info to steve@the-river.org. You are welcome but not required to also submit any sermon / teaching samples or references.