



Executive Pastor Gifting Profile

Context and Purpose of the Role

The River Church Community is a growing church in San Jose, CA. We currently average 300 adults, 100 children, and 40 youth in attendance on Sunday morning. Our membership is multi-racial and skews towards professional backgrounds. Our annual budget is \$1.3M; our staff team is comprised of 6 FTEs distributed over 11 individuals. We are in the process of affiliating with the Evangelical Covenant denomination.

We are creating the new position of Executive Pastor because we are at a pivotal moment in our life as a church. We know who we are, our body feels healthy, and we are growing. We thus feel ready to enter the next chapter of God's desires for us. What brought us to this place of readiness is a collective gift mix (of our Senior Pastor, staff, and key lay leaders) that is highly pastoral, collaborative, and personally authentic. We recognize that our current leadership gift mix now needs to be supplemented with several additional ingredients, embodied in this new position.

To identify this new leader, we have created the following profile of the leadership gifts being sought. Please note that this profile conveys who this person is in terms of core gifting, not what this person will do in terms of specific organizational responsibilities (the latter is available in a [separate job responsibilities document](#)).

Key Gifting Requirements of the Executive Pastor (in rough order of priority)

1. Architect

We envision this leader regularly serving as the ministry equivalent of a skilled building architect: someone who can translate pre-existing vision, values, and instincts into very specific blueprints of action. This person must be temperamentally wired to develop such blueprints via humble listening, thoughtful analysis, and patient collaboration. The Executive Pastor will be expected to inject this gifting as needed into all areas of the church, with a strategic priority on adult spiritual formation.

2. Manager

Extending the building analogy, the Executive Pastor will also play the role of a "General Contractor:" ensuring that the right systems, resources, and people are in place for the blueprint to be achieved. This person must have the ability to manage varied teams (both staff and lay) towards successful implementation. The Executive Pastor must also be gifted in direct personal supervision (especially for all of the staff members). A passion for high quality execution and constant improvement of processes should characterize this individual.

3. Entrepreneur

Building out the church's work in adult spiritual formation will require injecting entrepreneurial energy. Given our expected staff capacity, the Executive Pastor will be expected to grow our adult focused ministries via inspiration, recruitment, equipping, and pastoral care of key leaders.

4. Sage

We value an Executive Pastor who can partner helpfully with the Senior Pastor in the exercise of discernment and wisdom for the congregation. The Executive Pastor should possess theological acumen, an open spirit, and the kind of thoughtfulness that is congruent with the Senior Pastor and our core values.

5. Curator

The River Church Community is nourished by a variety of streams in terms of theology, spirituality, liturgy, pastoral psychology, and other kinds of resources. Cultivation of that diversity while maintaining quality (i.e. ensuring orthodoxy, core values, cultural fit, etc.) requires careful curation. The Executive Pastor will support staff and lay leaders when they need resources (i.e. Bible study guides, books, training, etc.), to identify content gaps proactively in our church body, and to step in sensitively when necessary. The Executive Pastor is of course not expected to be a subject matter expert on all topics, but the individual must be adept at learning, evaluating, and editing new material.

6. Teacher

The Executive Pastor will teach in a variety of contexts, including preaching in the Sunday morning rotation approximately 12x a year.

Qualifications

- BA/BS degree
- Theological and pastoral training (MA or MDiv is preferred, but we are open to other ways of demonstrating this)
- Minimum of 7 years in a high level ministry leadership role of a church (we prefer a background in formal pastoral roles, but we are open to other forms of church ministry leadership)
- Agreement with, and active support for, the statement of faith, values, and mission of The River Church Community (<http://bit.ly/RiverPurpose>)
- Willing to pursue licensing or ordination in the Evangelical Covenant Church (<http://bit.ly/RiverLicensing>)
- Currently living or willing to relocate within a 20 mile radius of the church location (<http://bit.ly/RiverLocation>). Assistance with relocation costs will be considered.
- Demonstrated relational skill in cross-cultural contexts
- Capacity to navigate and minister in a church culture of Silicon Valley professionals

Salary and Benefits

Salary will range from \$80-95k depending on qualifications. Full benefits are included.

Application process

Please submit a detailed cover letter and a full CV to jobs@the-river.org. Both documents should be combined as one PDF document with the file titled "River EP APPLICANT NAME." Requests for more information can be sent to the above email address, although we cannot guarantee responses to all inquiries.