



THE RIVERSIDE CHURCH
IN THE CITY OF NEW YORK

Senior Minister Job Description

The Riverside Church in the City of New York is in search of the next senior minister of our interdenominational, interracial, and international church that gathers together as a welcoming and affirming congregation. Riverside envisions our senior minister as a servant leader who will guide the congregation into the future to which God is calling us. We seek a senior minister whose ministry practices embody pastoral care and progressive theology, grounded in a deep spiritual foundation and marked by a substantiated commitment to social justice. This minister must be able to communicate across cultures and diverse theological convictions, and guide the church when conflict threatens our relationships with one another. Sustained by a mature relationship with God, the new senior minister will be able to energize and collaboratively shape the congregation's vision of discipleship that welcomes all into fellowship.

We seek a senior minister with demonstrated experience in leading a large, self-governing congregation that is actively committed to social justice. Our senior minister will be collaborative in style and will promote a culture of respect, openness, and love between church members, staff, visitors, and neighbors. Leadership qualities will include skills in pastoral care, active listening, team-building and empowering others, and a firm commitment to institutional accountability and transparency. We seek a minister who is imaginative in embracing traditional and contemporary forms of worship and in shaping and endowing the positive changes this congregation seeks. The new senior minister will be a person of integrity who is comfortable setting boundaries when necessary.

RESPONSIBILITIES

The senior minister will be expected to lead effectively within a framework of congregational and covenantal polity and to cultivate gifts of lay leadership. The senior minister is head of staff and is accountable to the congregation through the church council. This collaborative approach establishes the context for the following responsibilities expected of the senior minister:

1. To interpret the gospel of Jesus Christ in Riverside's tradition of prophetic preaching from a progressive pulpit, and to nurture a worship of God that expresses the congregation's belief that God loves all people and teaches us through the Holy Spirit to love one another in our diversity through grace, justice, and mercy.
2. To minister with pastoral care and to nurture the congregation's spiritual development and communal care of all God's creation.
3. To provide faithful and loving leadership to lay leaders, clergy, a paid staff of about 200, and a large number of lay volunteers.
4. To work closely with clergy, staff, chief operating officer, lay leaders, and members to grow the church and develop program priorities in children, youth, and family ministries; Christian education and faith formation; digital ministry; membership care and parish life; mission and social justice ministries; social services and outreach; and worship and music.
5. To promote responsible stewardship, including enhanced annual giving, and to lead the financial and institutional development of the church in keeping with its mission.
6. To work with clergy and lay leaders to use new media to articulate a public voice for The Riverside Church in the city, nation, and world.
7. To serve as an *ex officio* member, without vote, on all committees and commissions of the church.



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QUALIFICATIONS

1. Master of Divinity degree from an accredited school of theology is required; Doctor of Philosophy or Doctor of Ministry degree is not required but preferred.
2. Certified ordination by and current good standing in a recognized denomination are required.
3. Minimum of 10 years of pastoral ministry is required and experience in a multicultural setting is expected. Demonstrated calm presence and wise counsel amidst conflict are also required. A love for city living and an appreciation of a multicultural environment are highly desirable.
4. Demonstrated excellence in preaching and leading worship are required. Strong history of theological study, reflection, and writing is required.
5. Demonstrated achievement in the stewardship of the spiritual and material gifts of the church is required. This includes program, financial, and human resources management experience in a large, diverse, urban congregation. Fund-raising experience is desirable.
6. History of social service and social justice engagement is required; community organizing skills are preferred.
7. Established practices of self-care, self-discipline, self-reflection, and spiritual reflection are expected.