



River NYC Church

Job Description: Associate Pastor

Details:

- Reports to Lead Pastor with additional oversight from the River board
- 30 hours per week; hybrid (remote and in-person)
 - Work schedule (days/times/locations) to be set in consultation with the Lead Pastor.
 - The River staff generally works Tuesday, Wednesday, Thursday, Friday, and Sunday.
 - Hours for this position will include Sunday mornings, some weekday evenings, occasional Saturdays, and up to two overnight trips for retreats/conferences.
- Compensation:
 - \$43,680-\$46,800 annual (housing allowance available)
 - The church adds a monthly \$750 stipend to help offset insurance needs
 - 403(b) plan available
 - 20 paid vacation days plus staff holidays
- 1-Year Commitment with potential option to extend with board approval
 - Start Date: Week of 8/2/26

Responsibilities:

- Tuesday to Friday:
 - Attend weekly 1:1 meeting with the Lead Pastor
 - Attend monthly staff meeting
 - Attend and support monthly Leadership Gatherings
 - Prepare to deliver a sermon and write the accompanying Resource of the Week post every 3-4 weeks
 - Lead the RiverYouth program (prepare curriculum and materials; recruit, train, support, and schedule volunteers; communicate with parents, etc.)
 - Meet with new and existing River community members for pastoral care
 - Lead a weekly LifeGroup, class, workshop, etc.
 - Manage operations for Summer Retreat and other special events (such as guest speaker/artist events, themed services, etc.)
 - Develop, launch, and oversee new River Cares program (develop guidelines and processes for offering benevolence care to River community members; cultivate community service and advocacy initiatives; etc.)
 - Manage newcomer outreach and data entry
 - Oversee and execute church communications (weekly email, program information, announcements prep, website updates, social media, etc.)
 - Misc. responsibilities (support Lead Pastor in long-term planning; support lay leaders as needed; weddings, funerals, and hospital visits as needed; support church operations as needed; etc.)

- Sunday:
 - Arrive early to assist with Sunday service preparation
 - Support Sunday service as needed (preaching, Youth Group leading, operations, etc.)
 - Support after-service programming as needed

Desired Qualities/Commitments:

- Demonstrates a commitment to the River’s mission to be a welcoming, inclusive church where members can strengthen their connections (to God, self, others, creation, and the world around us); can more deeply embody unconditional love; and can become more fully alive
- Aligns with the River’s theology, especially around approach to biblical interpretation, LGBTQIA+ affirmation, women in leadership positions, antiracism, and creation care
- Understands the post-evangelical church context and landscape; previous experience working in a post-evangelical church is a plus
- Interested in growing as a leader and in developing other leaders (please see “[River Leadership Aspirations](#)” document)
- Desires and has the ability to foster a positive and professional working dynamic with a diverse group of church members, church leaders, and staff members
- Intentionally builds relationships with and seeks to understand the needs of the congregation as a whole
- Committed to creating a positive church experience for our diverse congregation (many of whom are from marginalized backgrounds)
- Familiar with concepts such as church hurt and religious trauma, and is willing to learn about and practice trauma-informed approaches to pastoral care, preaching, group facilitation, etc.
- Experienced preacher with strong public speaking skills, a solid working knowledge of Biblical content and exegesis, and familiarity with church history; MDiv a plus
- Utilizes a thoughtful approach to recruiting, leading, supporting, and supervising unpaid volunteers and lay leaders
- Adaptive, open to feedback
- Strong relationship-building and consensus-building skills
- Proactive and detail-oriented
- Strong communication and organizational skills; previous experience developing programs and leading events is a plus
- Familiarity with Weebly, Google Docs/Sheets/Slides, Zoom, and FellowshipOne is a plus

About the River:

The River began in October 2004 with a group of 10 people who moved to New York City with an exciting vision to build a vibrant church in Lower Manhattan. Today, we are a community of approximately 150 members and have moved to a beautiful location in Midtown Manhattan. In-person attendees of the River come from all five boroughs of New York City, New Jersey, and Westchester County, though people from around the country (and the world!) regularly tune into

our services on YouTube Live. When people come to the River, we hope that they will feel refreshed, affirmed, and excited to be part of a community that is pursuing abundant life together.

At the River, we believe that church should be a place where people of all ages and backgrounds are:

- Truly and deeply welcomed
- Invited to be their authentic selves
- Seen, known, accepted, and celebrated as beloved
- Free from shame, fear, pressure, and manipulation
- Unafraid to ask questions or to voice doubts/disagreements
- Encouraged to engage their hearts/minds and express their thoughts/feelings
- Inspired to spread kindness, pursue justice, and deepen connections (to God, self, others, creation, and the world around us)

Our vision for a life-giving faith community is shaped by our convictions that:

- God is unconditional love (1 John 4:8)
- The practice of unconditional love is central to following the way of Jesus (John 13:34-35)
- Embracing unconditional love means recognizing the unearned, inherent dignity and worth of every person (Genesis 1:26-31)
- "All flourishing is mutual" (Robin Wall Kimmerer).

Practically speaking, this means that (among other things) we place no limitations on women in leadership, that we fully affirm LGBTQIA+ individuals and relationships, and that we are committed to the work of antiracism and creation care.

We look forward to hiring an Associate Pastor who gets what the River is all about and is excited to join in the work of spreading God's unconditional love!

How to Apply:

If interested, please email the following to board@rivernyc.org:

- Short video introducing yourself
- Updated resume
- List of at least four references with contact information and information about your relationship
- Preaching and curriculum samples if available