

Associate Rector for Discipleship

Nature and Scope

The Associate Rector for Discipleship is a full-time position sharing – with the rector, other clergy, and staff – in the leadership of this church. She/he/they functions under the direct supervision of the Rector, leads the Program Team, participates in several staff teams to ensure coordination of all ministries, and is clergy liaison to all Education ministries. The Associate Rector for Discipleship is a pastor, prophet, teacher, and evangelist who works collegially with staff and parishioners to develop and implement offerings and programs that serve the overall mission of the church. The Associate Rector for Discipleship is expected to be a person of prayer with a commitment to their own spiritual well-being. They will function at an elevated level of personal and professional creativity, take initiative and responsibility in their area of ministry, and work closely with a staff that functions in a highly collaborative and mutually supportive manner.

Our Associate Rector for Discipleship will be responsible for:

- Implementing Becoming Beloved Community programming, including the creation of an ongoing Sacred Ground race and faith education series
- Creating and facilitating Baptism preparation curriculum
- Solidifying curriculum for adult confirmation/reception preparation
- Expanding Bible Study offerings
- Overseeing seasonal programs (Lenten Series, Retreats, etc.)
- Supervising the Minister for Children and Families and the Redeemer Pre School Director
- Regular participation and leadership in corporate worship, including weddings, funerals, and baptisms
- Engagement with larger Diocesan life and ministry

Life and ministry at Church of the Redeemer is dynamic. With a compelling vision, and strategically minded lay leadership - and, of course, in response to the changes in the world and society around us - we're moving forward with changes both small and large that are meant to lead us deeper into more intentional discipleship with Jesus. Church of the Redeemer is emerging from the pandemic in a place of strength, stability, hope, and excitement, and we are embracing this as a season of holy opportunity.

Redeemer's Vision Statement

We have a vision of a worshipping community that knows Jesus and grows in love. United in relationships of holy connection and communion. Growing with people of every age, race, gender, sexual orientation, socioeconomic situation, and political persuasion. Inspired by our understanding of why we are Christian, why we are Episcopalian, why Redeemer matters to us. Sent into the world, rooted and grounded in love, to serve all people with humility, compassion, and faithfulness.

Our Associate Rector for Discipleship will be:

- Gifted at communicating the Gospel of Jesus Christ with love, authenticity, and ingenuity to people within the Church and across the wider community

- Passionate about living into our Baptismal Covenant to serve Christ in all persons, loving our neighbor as ourselves, striving for justice and respecting the dignity of every human being
- Well versed in Scriptures, with a love for teaching the Bible through an Episcopal lens
- Able to join a staff of multiple clergy and laypersons dedicated to serving God, supporting one another, and facilitating the ministries at Church of the Redeemer
- Energetic, passionate, and collaborative
- Willing to help others at busy times
- Versatile, joyful, and flexible
- Respectful of different opinions
- A partner with both clergy and lay staff in advancing God's work
- Able to play well in a big room, part of a complex organization
- Competent with technological means of ministry
- A compelling communicator and excellent preacher
- Eager to be with our youngest, oldest, and everyone in between
- Able to see the big picture, develop plans, and attend to the details
- A person of prayer committed to intersectional, Christ-centered justice
- Nourish the bonds of relationship and community within and beyond our doors
- Develop and deepen our practices of prayer and discipleship
- Further our commitment to becoming an anti-racist church
- Develop a digital community among those who worship and participate with us online

It is essential that our Associate Rector for Discipleship:

- Love Jesus
- Be committed to self-care: have a spiritual director, be as devoted to emotional health as to physical health
- Have a contagious faith
- Make family/friends a priority
- Have a rich and nourishing spiritual life lived out in regular prayer, study, and meditation that grows with his/her/their friendship with God

Salary and Benefits Package

- \$65,000 – \$75,000 annual salary compensation (negotiable based upon experience)
- Housing allowance
- Health insurance subsidized by employer with vision insurance included
- 12 Weeks Family Leave for birth/adoption
- Dental insurance employee paid
- Life Insurance provided
- Short-term and long-term disability provided
- Defined contribution Pension Plan
- 4 weeks annual vacation
- Annual paid holidays include all U.S. federal holidays, as well as the week following Christmas and Easter
- Continuing education time and allowance

Church of the Redeemer is an Equal Opportunity Employer. Church of the Redeemer offers opportunities for employment based on merit, without regard to gender, race, marital status, color, age, sexual orientation, national origin, disability, or other attributes that are not job- or performance-related.

Interested candidates should send a cover letter, resume, and recording or text of a sermon given in the last six months to the Rev. Philip DeVaul, Rector, Episcopal Church of the Redeemer, philip@redeemer-cincy.org or 2944 Erie Ave, Cincinnati, OH 45208. We will review all materials as they arrive and respond to all applicants. No phone calls, please.

Learn More About Us

Church of the Redeemer is a large, multi-staff church with an engaged and active congregation, an average Sunday attendance of 250 in person and 125 online, and annual operating budget of \$2 million. We operate a nursery school for 65 children. Principal worship on Sunday is celebrated with all ages in four services in a variety of liturgical styles. Lively, participatory, innovative, musically rich, and diverse with a balance of traditional and new, worship is at the heart of our common life in Christ. We are committed to becoming an anti-racist church, operating a zero-waste campus, and partnering with others to end family homelessness in the City of Cincinnati. Many households have been - and continue to be - drawn to Church of the Redeemer's vibrant ministries with and for children, youth, and their families. Across all ages, participation in small groups is increasingly the norm as we seek to equip one another to practice faith in our daily lives.

We are a civically minded community. We love Cincinnati – a unique, lively, creative, wonderful city - and believe we are called to minister to our neighborhood in real and practical ways in order to embody Christ's love in the world around us.

We are a church with a history of strong, Christ-centered educational programming aimed at deepening our relationship with God. We are four years into an intentional commitment to the Becoming Beloved Community initiative that is meant to shape every aspect of our community. We are being called to deepen our participation in the work of racial justice, healing, and reconciliation. Redeemer loves Bible Study! We currently have two long-running Bible studies that occur during weekdays and are looking to start a new evening Bible Study in the Spring. We have robust formation offerings, from book studies to Sunday Education for all ages. It is normal for us to have several series of intensive weeknight classes each program year. We see our programming as existing for the purpose of discipleship and community building. Relationships are at the heart of the Church of the Redeemer. The friendships and ministry partnerships we build and nurture here are our lifeblood. We experience worship as transformative and essential to our identity. We believe in laughing a lot, thinking a lot, agreeing, when possible, but always loving and seeking Christ in one another. Learn more here: <https://www.redeemer-cincy.org/>

The Diocese of Southern Ohio is made up of 71 churches with more than 18,000 members in Cincinnati, Columbus, Dayton, and in farm towns, county seats and suburban centers across the southern half the state. We are currently a diocese in transition. We are in the midst of a search for our next Bishop. We've done a lot of work to get to that point, and there is considerable energy and excitement surrounding that search, and the next chapter of our shared life. We are, of course, also in transition as

our many faith communities continue to navigate the effects of the COVID-19 pandemic. And we are also seeing a generational shift in leadership in our diocese, as a larger number of younger clergy have come to serve in the last few years. We have had congregations that have shut down, and communities that have been planted or revitalized. It is a momentous and hopeful time to do God's work in Southern Ohio. Learn more here: <https://episcopaliansinconnection.org/>

Cincinnati, located in the southwest corner of the state on the Ohio River, has been building and brewing their own way since they started in 1788. A region fueled by dreamers, doers, innovators and makers, Cincinnati glitters with a view and vibe unmistakably its own. Here, east meets west, north meets south, old meets new and reinvention reigns. The greater metropolitan area is raw, real, and full of heart, buttoned-up and tatted-up, rich in tradition and alive in the times. A vibrant mix of cultures and contrasts, Cincinnatians come together across bridges, regions and backgrounds to create a community we are all proud to call home. Learn more here: <https://www.cincinnatiexperience.com/>