

 [avenue church nyc](https://avenuechurchnyc.org) is searching for an **Interim Pastor** [half-time/20-hours] to begin early in the second quarter of 2022.

**CORE VALUES:**

- ✦ We are an inclusive community, thriving on our diversity, committed to building up one another and the world - antiracist, feminist, and welcoming the stranger and immigrant, as well as friends from other religious backgrounds and nationalities, including people of all abilities and disabilities.
- ✦ [avenue church nyc](https://avenuechurchnyc.org) is a praying and joyful community, engaging our faith traditions with relentless works of inclusion and love!

**A Quick History Tour:**

**In 2022**, we continue our mission of actively serving God, our Yorkville neighbors and anyone else in need who asks, from our new home on Manhattan's Upper East Side.

Even with a new name - *avenue church nyc*, endowed by *Jan Hus Presbyterian Church* (purposefully branded *acnyc*) - our faith community continues the same dedication to mission we have lived by since our humble beginnings in the Summer of 1874: a prayer service for Czech immigrants in a borrowed church led by a visiting German minister whose command of the language was, at least "understandable."

By February 1877, we were strong enough to be welcomed as *Bohemian Brethren Presbyterian Church* into the Presbytery of New York City. Our successes in worship and multiple levels of outreach, initially geared to the immigrant Czech community but *always available to all who knocked on our door* led us, in May 1888, to open our first Sanctuary building at 351 East 74<sup>th</sup> Street. By July 1915, our congregation's response to the growing need for outreach led us, now known as Jan Hus Presbyterian Church, to build and open the Neighborhood House immediately next door.

**As we've done for the past 145 years**, we cherish our ability to use our voice and actions as advocates for social justice and human rights:

- ✦ Ground-breaking advocacy for LGBTQIA+ inclusivity from the *lead position* with *Presbyterian Welcome*
- ✦ A short-stay safe harbor as WWII approached for a number of refugees fleeing Hitler's annexation of the *Sudetenland - Czechoslovakia*.
- ✦ Our members working on-the-ground in El Salvador to better conditions for the refugees displaced by that country's Civil War.
- ✦ Providing comfort to tens of thousands of our city's most vulnerable people with a justice-centered welcome and assistance from our Project HOAP, the Homeless Outreach and Advocacy Program.
- ✦ Rebranded in 2018 as the [Urban Outreach Center of New York City](https://urbanoutreachcenter.org) and spun off as its own, stand-alone 501(c) 3 not-for-profit organization, the UOC remains strong, comforting anyone who asks, in whatever language they are most comfortable speaking. In 2021 alone, UOC served our food-insecure guests **more than one million meals**.

The journey to our new worship space on First Avenue began in 2019 with the purchase of a century-old factory building. However, COVID-19 pandemic-induced construction delays crushed our original timeline for converting what had once been an iron works, a lumber yard, an auto repair shop and, most recently, a supply hub for soccer players. An assortment of supply chain issues, along with a massive paperwork backlog, slowing to a slower-crawl the city government's notoriously lead-footed pace in processing many necessary permits pushed wider access to our new site late into the first quarter of 2021.

**Now, in 2022**, with our new home for worship and community becoming more familiar in the neighborhood, we seek to fulfill what we prayed for during the run up to the opening of our new

home: the cultivation of multiple levels of ministry that will embolden an even stronger Church to address the diverse needs of New York City!

But first, we find ourselves experiencing the full impact of the statement, “Life is what happens when you are busy making plans.”

In late-Summer 2021, our pastor since 2014 – the same our pastor who spearheaded our move to First Avenue - found it necessary to move from the manse she designed to Florida. After gamely attempting to navigate pastoring acnyc through a combination of video-conferences and airline commutes up and down the Eastern seaboard, the impact of COVID-19 on flight schedules plus other unforeseen circumstances ultimately drove her decision to voluntarily dissolve her call.

Thus, we find ourselves at the starting point of the pathway towards calling our 13<sup>th</sup> Installed Pastor.

Among our first steps: a search for a Half-Time Interim Pastor: [20 hours]

### **QUALIFICATIONS**

- ✦ Masters of Divinity [M.Div.] degree from an accredited seminary
- ✦ Ordained as a Minister of the Word and Sacrament (Teaching Elder) in the Presbyterian Church (USA)
- ✦ Minimum five years' experience in “big city, small church” ministry
  - Previous experience as an Interim Pastor preferable
- ✦ A joy and passion for worship and creative expressions of faith in many forms
- ✦ Flexibility, patience, compassion, energy, creativity and imagination
- ✦ Entrepreneurial instinct, experience and drive; a real self-starter familiar with leading diverse groups
  - Ability to work cooperatively and well with a range of personalities, experience and education levels
- ✦ Working knowledge of financial and accounting systems preferable
- ✦ Computer and Social Media proficient
- ✦ Conversant in Spanish helpful
- ✦ Must pass a background check

### **Ecclesiastical Duties:**

- ✦ Preach at Sunday service at least three times a month
- ✦ Ensure faithful worship and education and, guided by the Session, the right administering of the sacraments
- ✦ Moderate Session
- ✦ Counsel, encourage, educate and support the *Mission Review '22* team as acnyc identifies our “Next-Gen” Mission path(s)
- ✦ Resource polity, ecclesiastical and theological questions
- ✦ Collaborate with team(s) to develop engaging, creative, scripturally- and thematically-meaningful worship
- ✦ Visit members at home, in hospital or special care facilities, as necessary or called upon
- ✦ Officiate weddings and lead funerals and memorial services as requested
- ✦ Continually imagine and strategize new worship and education experiences that support our values and mission and extend the body of Christ
- ✦ Establish and maintain a culture of trust, mutual respect, joy, faithful worship and mission-forward ministry
- ✦ Establish/maintain relationships with congregations/worshiping communities using our space(s): *This shall be a house of prayer for all people.* (Isaiah 57:6)
- ✦ Correspond with members and visitors; maintain communication with prospective members.

- ✦ Help Session strategize/build program(s) to encourage visitor engagement and transition into full, voting membership
- ✦ Ensure maintenance of Membership and Church Management software
- ✦ Represent acnyc in the Presbytery with acnyc ruling elder commissioner

**Presbytery of New York City  
2022 Minimum Minister Compensation**

	20 Hours	3/4 Time	Full Time
Weekly Hours	20.00	26.25	35.00
<b>Salary, Housing &amp; Utilities</b>			
Cash Salary	27,958	36,695	48,926
Housing & Utilities	17,486	22,950	30,600
Total Cash Salary, Housing & Utilities	45,444	59,645	79,526
<b>Social Security Offset:</b>			
Social Security (6.20%)	2,818	3,698	4,931
Medicare (1.45%)	659	865	1,153
Total Social Security Offset	3,477	4,563	6,084
<b>Board of Pensions Dues:</b>			
Medical (25%) - Minimum Salary \$44,000	11,361	14,911	19,882
Pension (11%)	4,999	6,561	8,748
Death & Disability (1%)	454	596	795
Total Board of Pensions Dues	16,814	22,068	29,425
Transportation	1,368	1,796	2,394
Vacation	1 Month	1 Month	1 Month
Study Leave (2 weeks plus expenses)	1,000	1,000	1,000
<b>Total 2021 Minimum Compensation</b>	<b>68,103</b>	<b>89,072</b>	<b>118,429</b>

**Administrative Duties:**

- ✦ Oversee the Creative Director (Music Director) and other Staff
- ✦ Establish/maintain a team of trust, mutually respectful, joyful, faithful and mission-forward staff
- ✦ Organize annual sexual misconduct, Red Cross and other necessary trainings for leaders and staff
- ✦ Oversee building administration and operations
- ✦ Work with the Session to identify, secure and manage space use partners, tenants and contractors
- ✦ Work with the Treasurer and Session to create a budget and actively engage in responsible financial operations
- ✦ Help guide a culture of sound financial stewardship. Pursue funding from denomination and foundations

*The minimum remuneration for Pulpit Supply is \$250.00 for preaching and participation in one worship service. Additional worship services whether the same or another language require additional remuneration negotiated by the preacher and the session. Sessions should consider the experience, skill and effectiveness of the preacher.*

*A Moderator's remuneration is between \$250.00 and \$300.00 per session or congregational meeting. If the Moderator performs other duties such as pulpit supply, funerals, weddings, counseling, visitation, etc., she or he should be compensated separately from the compensation for moderating.*

**TERMS:** As set forth by the Presbytery of NY City

**Digital applications only to: [hr@avenuechurchnyc.org](mailto:hr@avenuechurchnyc.org)**

**Please include:**

- ✦ **Your résumé and cover letter, combined as a continuous file, describing in 500 words less what you can bring to acnyc as our Interim Pastor**
- ✦ **A sermon you delivered during 2021, recorded as an .mp3 file or audio link, or as an .mp4 file or a video link**

**Application window closes March 25, 2022 ✦ No Phone Calls**

**Equal Opportunity Employment Statement:**

- ✦ Our congregation firmly believes in Equal Opportunity as a fundamental principle. *Bohemian Brethren Presbyterian Church, d/b/a avenue church nyc*, is an Equal Opportunity Employer.
- ✦ Employment is based upon personal capabilities and qualifications without discrimination, welcoming all people regardless of race, color, creed, religion, gender, gender identity and expression, sexual orientation, age, national origin, nationality, ancestry, marital status, disability, atypical cellular or blood trait, military status, and any other category protected by federal, state or local law.



**A justice-forward movement for worship, wholeness and hospitality.**

@AvenueChurchNYC Endowed by Jan Hus Presbyterian Church