

Job Description: Interim Pastoral Leader @ Life in Deep Ellum

Who we are

[Life in Deep Ellum](#) (LIDE) is a faith community and cultural center in the Deep Ellum neighborhood of Dallas, TX. We are a creedal community that draws on practices from a variety of Christian traditions and that holds to the Apostles' Creed as a unifying statement of faith along with our commitment to the authority of the Holy Bible, which serves as our sacred scripture.

We value respect, authenticity, relationships, diversity, unity, service, and the idea of unifying around primary Christian beliefs while welcoming diversity regarding theological matters of conscience.

The purpose of [Life in Deep Ellum](#) is to build relationships with people from all walks of life and to be good neighbors to those around us. We do that by serving great coffee and tea, showing inspiring art and being a safe place for people to explore the deeper questions about life, God, meaning and more.

Read more about [what we believe](#).

From 2008-2021, LIDE was led by a dynamic husband and wife pastoral team who built a beautiful community centered on the idea that "Nobody Fits. Everyone Belongs." Our pastors resigned at the beginning of 2021, and LIDE is seeking an interim pastoral leader who will help the community prepare for new leadership.

Position Overview

LIDE is seeking an interim pastoral leader to start in the spring of 2021. The interim pastoral leader is a salaried position that will report directly to LIDE's Board of Directors. We anticipate that the interim pastoral leader will serve between 6-10 months in the position.

The interim pastoral leader will be a good steward of LIDE's organizational culture and [core values](#).

S/he will support LIDE's staff, lay leaders, and community members through a period of healing and transition and help to prepare the community for new pastoral leadership. S/he will support and nurture our staff¹, helping them heal even as they carry out the operations of the organization. His or her responsibilities will include staff supervision and support; oversight of the operations of the faith community and cultural center; regular (approximately 2x month)

¹ LIDE currently has four full-time and one part-time staff.

preaching on Sundays; and assistance developing and implementing the search process for new pastoral leadership.

In addition, as LIDE is a diverse community of believers, any pastor would need to be able to minister with the understanding that members in our community hold differing opinions on secondary theological issues, including but not limited to human sexuality, divorce, and the role of women in leadership. Members within our body hold a range of opinions on these issues, and we do not limit participation in services, liturgies, sacraments, or leadership based on these differences of opinion.

Key Responsibilities

Support the community's healing

- Meet regularly with key leaders in the community, including small group leaders, ministry team leads, and volunteers, with a posture of listening and understanding.
- Support the staff and board in creating spaces of grieving and healing for the community.
- Provide a read out to the Board of Directors that helps us understand the key areas of healing and recovery that need to be addressed.

Support and nurture the staff

- Meet with and listen to each staff member and support their healing.
- Support each staff member as they lead and implement their portfolios of work.
- Support the staff as they work together to implement the vision and mission of LIDE.
- Develop an understanding of each staff member's strengths and opportunities for growth.
- Develop an understanding of staff team dynamics, including both strengths and opportunities for growth.
- Provide a read out to the Board of Directors that helps us understand key areas of healing that need to be addressed as well as key strengths and opportunities for growth.
- Attend weekly staff meetings.

Oversee the operations of the faith community and cultural center

- Provide oversight for finances and operations of the faith community and cultural center.
- Support all staff (cultural center director, operations director, Communications Director/Youth Pastor, Kids Pastor and Manager of Mokah Coffee and Tea), in carrying out their responsibilities.
- Ensure that the operations of the faith community and cultural center reflect LIDE's core values.
- Attend bi-weekly board meetings on Monday evenings and provide updates on the operations of the faith community and cultural center.
- Support the staff in organizing and leading monthly LG leader and ministry team lead meetings

Gathering Services (LIDE's Sunday Services)

- Support the cultural center director in developing the sermon series and preaching calendar, ensuring that teaching is unified and in alignment with the Apostle's Creed and LIDE's core values.
- Preach as needed (approximately twice/month) in the Gathering.

Support the search for new pastoral leadership

- Work with the board and staff to develop a process to listen deeply to the community and understand their desires, priorities, hopes, and fears to inform the search process for new leadership.
- Using input from the community listening process, work with the board and staff to develop a search process, including a search committee, to identify new leadership for LIDE.

Core Competencies

- Experience facilitating and creating space for healing within a faith community, particularly during a time of transition and/or trauma.
- Demonstrated leadership and relationship building skills.
- Experience participating in leadership transitions, preferably in a faith-based context.
- Experience developing sermon series and preaching.
- Team management and facilitation skills, including strong conflict resolution skills.
- Project management skills and experience with complex, multi-component programs, organizations, or initiatives, including a track record of change management.
- Strong financial management skills, including budgeting and cash flow management, particularly in a faith-based environment.

Requirements

- Professed believer in Jesus Christ and can affirm the Apostle's Creed.
- Bachelor's degree required; Master's degree or above preferred.
- 7+ years of relevant experience.
- Fluent in English.
- Familiarity with the Deep Ellum neighborhood preferred.
- Must be able to pass a comprehensive background check.

Compensation

Negotiable depending on experience. Please include salary requirements with your cover letter and resume.

For more information

Interested candidates should submit a summary of qualifications, resume, and cover letter to: bod@lifeindeepellum.com by April 30, 2021