

## Thank you for your Interest in Journey Imperfect Faith Community

Journey Imperfect Faith Community is known for its welcoming, inclusive, and affirming nature, including individuals wounded by or excluded from traditional faith spaces, such as LGBTQ+ individuals, people of color, and those facing socioeconomic challenges. Members value its strong sense of community, its openness to questioning and discussion, and its reflection on different faith traditions.



### ***Mission***

- Guided by Love because God is Love.
- Open, accepting, diverse.
- Community-driven: Journeyers do the work; staff helps.
- Serving: Both inside the faith community and outside it.

### ***Vision***

Regardless of where each of us is in life, we seek to be a radically inclusive community. We work to remain open, messy, un-slick, and vulnerable, yet as encouraging and safe as we can be.



7500 Woodrow Ave, Austin, TX 78757

<https://www.journeyifc.com/>

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## COMPENSATION

### Monthly Compensation for Full-Time Lead Pastor- Open Position

Salary (including SECA Reimbursement): \$2,771.31

Housing Allowance: \$984.00

Medical Allowance: \$300.00

Total: \$4,055.31

## PASTORAL JOB DESCRIPTION

### 1. Worship & Spiritual Leadership

- Prepare message for Sunday Gatherings
- Present weekly Sunday morning message
- Participate in Soul Team meetings discussions of ideas for series, scripture, and themes
- Create worship elements and liturgical materials
- Plan community events accordingly, such as Ash Wednesday and Advent
- In coordination with Mind Team, participate in a 9:30 Sunday morning discussion group
- Maintain the weekly prayer list

### 2. Pastoral Care & Congregational Life

- Provide pastoral care as needed (one-on-one meetings, hospital visits, memorials, weddings, sacraments, etc.)
- Follow up weekly with new visitors and anyone requesting contact via Sunday sign-in
- Support Journeymen through life transitions and spiritual needs
- Plan and lead occasional retreats

### 3. Staff & Leadership Support

- Support, supervise, and develop staff
- Hire and fire staff (in partnership with the Bones Team)
- Sit in on Ministry Team meetings and support team leadership
- Support the various ministries of Journey and help coordinate events and gatherings

### 4. Community Engagement & Public Witness

- Connect and partner with other churches and organizations for events and programs
  - (e.g., grief group in partnership with Mind Team)
- Participate in public witness and community events (Pride, marches, rallies)
- Support participation in Pride Festival (Strength Team)
- Support planning for Service Sunday (Strength Team)

## 5. Governance, Finance & Institutional Leadership

- Help create the annual budget (with the Bones Team) and ensure submission to the Virtual Church Secretary
- Assist with bylaw review and updates
- Run Shepherd elections and coordinate voting communications with assist from admin and outgoing Shepherds
- Serve as liaison between Bones Team, Strength Team, and other ministry teams

## 6. Communications & Digital Presence (Much of this you should be able to hand off to willing volunteers or admin)

- Record, edit, and post weekly video content to YouTube, website, and Facebook
- Manage online accounts and social media platforms (Facebook, Instagram, YouTube, etc.)
- Manage and maintain the Journey website (with support from Wade Estes and the Bones Team)
- Write and send the weekly newsletter via MailerLite (including graphic creation when needed)
- Create graphics and visual materials as needed
- Design t-shirts and branded materials

## 7. Administration & Operations (Some of this you should be able to hand off to willing volunteers or admin)

- Answer phone calls and email messages to the pastor
- Manage Journey calendars (special events, leasing, and website calendars)
- Manage online file storage and digital organization
- Manage Journey accounts, passwords, and admin access
- Send receipts and documentation to Virtual Church Secretary
- Assist with Strength Team funding requests and payments
- Review finance reports from Virtual Church Secretary and prepare a monthly Bones report
- Assist with signing authority oversight and writing checks as needed
- Help with bill payments (transitioning to admin staff)
- Manage Gmail admin account and email groups (transitioning to admin staff)
- Manage keys, alarm system, and key agreements (transitioning to admin staff)

## 8. Facilities & Property Oversight

- Support facilities maintenance (in partnership with the Bones Team)
- Maintain A/V equipment and troubleshoot issues (in partnership with the Bones Team)
- Assist with property care (including watering plants and maintaining the labyrinth, alongside volunteers)
- Update outdoor letter board signage (a few times per month)
- Coordinate and supervise leasing management (transitioning to admin staff)

## HISTORY OF JOURNEY IFC

In summer 2004, Rick Diamond had been an associate pastor at a large church in Austin for three years. He and his wife, Leslie, left that church and wondered what God had in mind. Some members of that church approached them and said, “Please stay in Austin and start a new church. The Northwest YMCA is open. Let’s meet there.” And so, in July 2004, Journey Imperfect Faith Community began.

Journeymen met on Sunday mornings at the Northwest YMCA in Austin for two and a half years. Over time, some of the original folks left, but new folks came, and Journey continued to grow. These Journeymen created the bedrock of the organization, which included: a 10% set aside for those in need; and teams to run Journey-based on the scripture to love God with all your heart, soul, mind and, strength.

Over time, Journeymen felt that God might be leading them to move into a space of their own. They could meet during the week for activities and classes, and offer space to other nonprofit organizations. Thus, they moved into a warehouse on Industrial Terrace and renovated it. On Christmas Eve, 2006, Journey held its first community gathering in the Warehouse.

The Great Recession of 2010 was a challenge. Journeymen did some soul-searching and felt that God was telling them it was time to move. In the summer of 2011, we moved to Beverly Hall, part of the Rawson-Saunders School. We stayed there for just under four years, making new friends and partnering with The Sanctuary, the church across the parking lot.

In 2013, Journey undertook a multi-month discernment process called “Journey Dreams.” What were the dreams God was giving us about what to do next in our efforts to share what Journey is about with the world around us? After lots of prayer, sharing, and listening, we felt God leading us to buy a building. We found a lovely church in the Crestview neighborhood, built in 1953, where we could not only gather but also share our message and gifts.

During the 2020 pandemic, Journey, like most of the world, moved to virtual gatherings. Jacob Naron was hired as an intern. He and Rick Diamond provided Sunday services and pastoral care during trying times.

Rick Diamond retired in 2021. Journey held another weeks-long discernment period to decide whether to continue as a church or disband. At the end of this discernment period, we felt God leading us to hire Jacob as our new pastor.

In 2026, Jacob and his wife have decided to move to a new place to live and serve. Journey looks a lot different than it did in the beginning. There are new community members, and we are now much smaller — but we remain a

close-knit family environment. Journey is now searching for a new person to join us in offering our love and service to our community and the community at large.



## **THEOLOGY**

### **What does Journey IFC teach?**

This question is backwards, actually. We come to learn from each other. We listen to each other. We sit, think, and pray together. Sure, there will usually be a “talk” that offers perspective, but we’re pretty interactive. We give feedback, offer insights, and stretch each other.

We read from and study the Bible. We tend not to read it as a literal telling of history or a book that was dictated by God to people. Instead, we see it as a gift from hundreds of peoples’ experiences of God over thousands of years. They wrapped that gift in their own culture and traditions. They found something of immense value in their lives and went to a lot of effort to pass it on to us. So we accept that gift and try to unwrap it so we can get the actual gift—the pearl of great price they were trying to pass to us.

We like digging into the Bible and other spiritual resources, and asking questions. It enriches our faith to think about the background of many traditions — Christian and non-Christian. We respect our fathers and mothers in the faith. We respect other people’s beliefs and traditions. We believe that there’s plenty of

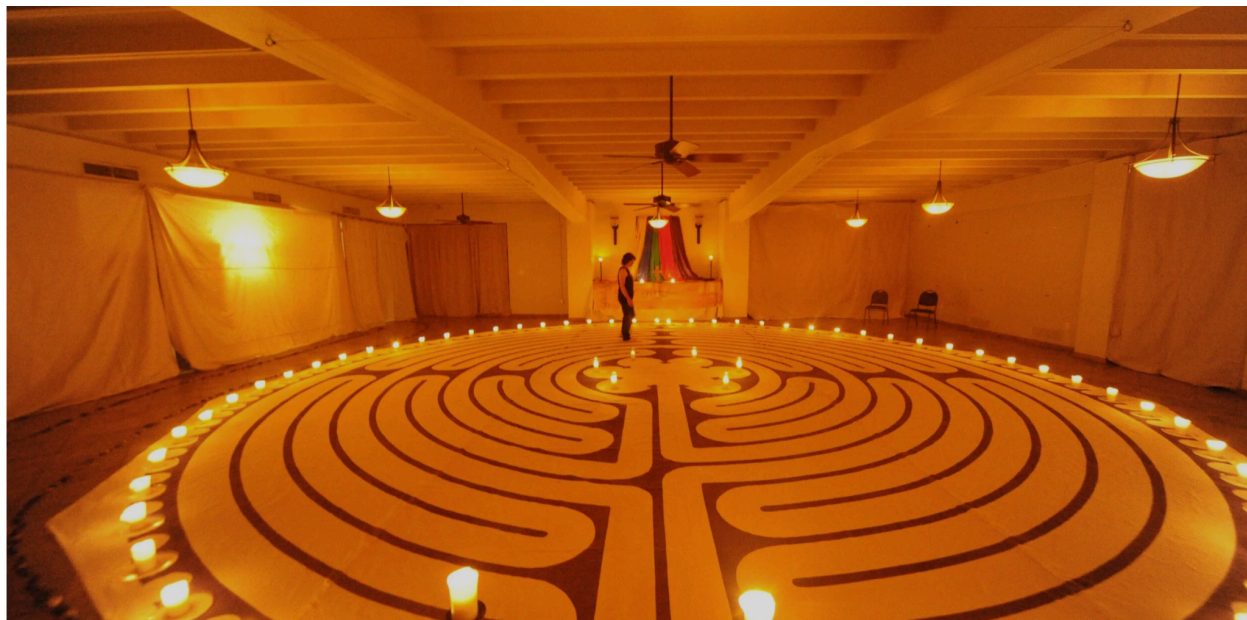
room for people of all backgrounds to experience and think about life and God and what is important.

### **What does Journey IFC believe about Jesus?**

Our beliefs about the person and purpose of Jesus are wide-ranging. Some of us are more traditional in our sense of Jesus— that he was fully divine and fully human, that his death was a sacrifice which paid for the sins of the world, etc. Others see Jesus as a deeply spirit-filled prophet whose greatest gift was his life, teachings, and example. Some Journeyers are agnostic. And some are atheists. And some don't really have a specific belief about Jesus other than their desire to know more about him, and what he taught about God and ethics and love, and why he did the work he chose to do.

What is super important, though, is that we not become absorbed in ourselves, but that we follow Jesus in paying attention to those among us and around us who are hurting, in need, or being beaten down. We meet together so we can be renewed and energized to go out and be present and give real, immediate help to a hurting world. If we're not doing that, it really doesn't matter what we say we believe about Jesus, does it?

Journey lets people find their way. We don't get in between people and God. We won't try to force either you or God (or Jesus, for that matter) into a box. We are here to offer perspectives, resources, and above all, encouragement. We trust God's Spirit to meet folks where we are and do the work to heal us and restore us and give us great, abundant joy.



## STRUCTURE

Journey IFC is governed by a board of directors, called Shepherds. Most of the work is done by five teams, named after the scripture in Mark 12:30, 'love the Lord your God with all your heart, strength, mind, and soul.' The teams are named after the words, and they nominate the Shepherds.

The Heart Team provides internal care for the JourneyIFC community. They host annual gatherings, including the Journey anniversary picnic, our Trunk-or-Treat Halloween extravaganza, Cookies and Cocoa for Valentine's Day, and a special event each month.

The Soul Team, along with the pastor, designs and develops the themes for our Sunday gatherings. They also design special events as they choose, usually around Advent or Easter.

The Mind Team determines which book we will read and discuss during the 9:30 to 10:30 hour. They are also in charge of the children's and teen classes.

The Strength Team decides how our 10% set-aside is allocated. Early in our organization's creation, Journeyers decided that we would set aside 10% of our income for community. Even during periods of low donations to JourneyIFC, we continue to give 10% of donations to our General fund to organizations in the world that help people, such as Freedhearts. Also, some funds are given to individuals in the outside community who need financial assistance.

The Bones Team was set up to be responsible for administrative tasks that didn't fit within the above structure, such as, finance, building maintenance, communication, and HR/staff. It turned out that these tasks didn't fit into our scriptural structure.

Our Shepherds are our board of directors. Each team nominates a Shepherd, and we have one Shepherd-at-Large who represents the community as a whole. The faith community elects all Shepherds.

At the monthly Shepherds' meeting, each Shepherd has one vote. The staff also has one vote, bringing the total to seven. It is JourneyIFC's philosophy that we do not have a 3-4 vote. We strive for unanimous decisions. If a vote is split, we take time to pray about the issue and then vote again. Our motto is: When in doubt, defer to love.



## **ASPIRATIONS**

Journey IFC hopes to grow and continue to provide a safe, accepting and affirming place for the community. However, growth is not our main focus. We would like to be a place that families, young people, and anyone in search of a home would find welcoming. We are always working to make sure we are able to give back to others in need and would like to continue this in the future.

Primarily, Journey IFC works to be a place of acceptance, love and support. We make space for one another and our differences. While there have been changes over the years, the core of what “Journey” means to the community has never wavered — we walk with one another throughout the journey of life. Emotional and spiritual support are paramount to who Journey IFC is, no matter where people come from or what they believe. Journey IFC has always been, and wants to continue being a family. We hope that our next pastor will help keep our core values strong, ensure our voices are heard, and provide a pillar of strong support for the community.



## HOW TO APPLY

Please use the email [searchcommittee@journeyifc.com](mailto:searchcommittee@journeyifc.com) to submit the following:

What to Include:

a. Resumé

- Contact information
  - Full name
  - Address
  - Phone
  - Email
- Ministry Experience (if applicable)
  - Church name(s)
  - congregation size
  - main responsibilities.
- Education and Training
  - MDiv preferred
  - College degree and graduation year

- Seminary and graduation year
- Relevant continuing education
- Core Skills and Strengths
  - Preaching style
  - Theological orientation
- Pastoral care experience
- Community outreach
- Digital ministry or hybrid worship experience

b. Ministry Statement

- Please submit a brief statement (1-2 paragraphs) describing your call to ministry and how you see your gifts aligning with the needs at Journey Imperfect Faith Community

c. Reference Letters

- Three reference letters from individuals who are familiar with your pastoral abilities.
- This should include their contact information and their experience with your pastoral care. These individuals should be able to speak to your theology, leadership, worship style, outreach, social justice activity, preaching, ability to work with the community, pastoral care, and administrative ability. Other relevant topics may also be addressed.
- If any of your references would like to speak with Journey directly, they may email our [searchcommittee@journeyifc.com](mailto:searchcommittee@journeyifc.com), and we will follow up with them.

Thank you for applying for the Pastor Position at Journey Imperfect Faith Community!