



*By God's grace and all for His glory, Redeemer Presbyterian Church exists to worship God's greatness, grow in Gospel freedom and extend God's Kingdom in San Antonio and beyond.*

## Senior Pastor Profile

The congregation of Redeemer Presbyterian Church in San Antonio, Texas, seeks a Senior Pastor to lead true and vibrant worship and to develop and pursue the strategic ministry vision of Redeemer. He will lead Redeemer as an anchor church, committed to equipping our congregation, leadership and ministry leaders from across the region to carry the Gospel into San Antonio, South Texas, Latin America and the world for the glory of God.

## Traits

- **Visionary Leader** – Redeemer seeks a Senior Pastor to set the ongoing strategic vision for Redeemer's ministry and to lead the staff and congregation in the pursuit of that vision.
- **Strong and Inspiring Gospel-Centered Preacher and Teacher** – Redeemer's Senior Pastor serves as its primary preacher and must be a strong communicator able to lead the church in true and vibrant worship and consistently deliver grace-filled sermons that point believers to Christ and call unbelievers into new life in him.
- **Mission-Focused** – Redeemer's senior pastor must be passionate about leading outward-facing efforts to reach people for Christ, welcoming the spiritually hungry, the unchurched, the wounded, skeptics and spiritual wanderers with the Gospel of grace.
- **Culturally Engaged** - The Senior Pastor will lead Redeemer in engaging the city of San Antonio and its culture with openness, warmth, and wisdom, seeking to love, transform and renew the city.
- **Spiritually Mature** - As the senior spiritual leader of Redeemer, our Senior Pastor must himself be humbly growing and continually renewed in Christ through commitment to personal prayer and devotion.
- **High Emotional Intelligence** – In his personal life and professional relationships, Redeemer's Senior Pastor must demonstrate self-awareness, compassion, honesty, strong interpersonal skills, repentance, respect for others, self-control and humility.
- **Collaborative Leadership Style** – The Senior Pastor must be able to work well with the Session, key staff members and ministry teams, shaping and supervising their efforts while encouraging new ideas and initiatives. He should have a heart for investing in and developing vocational and lay ministry leaders.

## Commitments

- **Committed to Biblical Truth** – At Redeemer, Scripture is held in high esteem as God’s holy and inerrant word. Our Senior Pastor must be gifted in teaching Scripture clearly, winsomely and fully in an increasingly pluralistic urban culture.
- **Committed to Kingdom Work** – Redeemer is and seeks to be an anchor church, equipping ministries and ministry leaders in and far beyond San Antonio. That vision is a core part of our identity, but the path forward will be chosen step by step as God leads. Our Senior Pastor must have the courage to try new things, lead boldly and exercise wisdom in taking strategic steps.
- **Committed to Cross-Cultural Ministry:** Redeemer is situated in a richly multicultural city and desires for our congregation to reflect that diversity more and more as we grow. Our senior leader must value this commitment, lead the congregation toward it, and be equipped to pastor an increasingly multicultural congregation with openness, awareness and enthusiasm for the beauty that different cultures bring to the Gospel.
- **Committed to Leading a Culture of Shepherding** – The Senior Pastor at Redeemer leads and equips members of the pastoral and ministry staff, Session, Diaconate and lay leaders in the work of shepherding the congregation, fostering deep relationships so that we are able to care well for one another’s needs even in a large congregation.
- **Committed to Intentionality and Excellence** – Redeemer has a highly-intentional ministry culture that strives for excellence in all things, whether large or small, not for our glory, but to bring glory to God and draw others into his presence. While the details may change with time, Redeemer’s senior pastor sets the tone for this pursuit of excellence.
- **Committed to Urban Ministry**—With a deep commitment to be “in the city, for the city” Redeemer is purposely and strategically located in the growing urban core of San Antonio. Redeemer’s senior pastor leads us to engage the city—its beauty and ugliness—for the transformation of the city and for the glory of Christ.

## Qualifications

### Required

- Minimum of five years as an ordained Teaching Elder in the Presbyterian Church in America.
- Master of Divinity Degree.
- Committed husband.

### Preferred

- Ten years as an ordained Teaching Elder in the PCA.
- Senior Pastor experience.
- Ministerial leadership in a growing church of 250 or more.
- Demonstrated fiscal stewardship.
- Experience in multi-generational and cross-cultural urban ministry.

## Process

Redeemer has engaged the services of McGowan Global Institute to guide us in this process. Applicants may register their interest with MGI here: <https://www.mcgowanglobal.com/pastor-registration/>. Candidates may contact Chuck Frost of McGowan Global Institute with questions - [chuck@mcgowanglobal.com](mailto:chuck@mcgowanglobal.com).

Redeemer's Pulpit Committee hopes to begin entertaining applications in June 2021.