

Redeemer Presbyterian Church
2111 Alexander Avenue
Austin, Texas 78722

Dear Applicant,

Thank you for your interest in Redeemer Presbyterian Church's pastoral search. As you prayerfully complete the materials attached, please know that we are also praying for you. Our fervent hope through this process is that God would bring the right men to Austin to join our team and help lead the church into the future God is already preparing for us.

After four years of faithful service, our current Associate Pastor, Bryce Waller, will be leaving this spring to pursue new ministry opportunities. A committee of the session was appointed to evaluate the church's needs and the potential for new pastoral hires. This Pastoral Search Committee has elected to search for two new Assistant Pastors as a way to expand the work of Redeemer while also covering those tasks left behind by Rev Waller's departure. Ideally, each pastor will be hired on as an Assistant Pastor with the plan to move to an Associate's position after one year of service.

Please spend time on the church's website (www.redeemerpres.org) to familiarize yourself with our community and worship. Review service bulletins, watch services, listen to sermons, read newsletters, look at pictures, etc. We believe the nature and mission of Redeemer are adequately represented on the materials available on the website.

There are several documents we have compiled to assist you with the application process:

- Church Profile (a summary of the information found on the website)
- Assistant Pastor Profile (an overview of the kind of pastor we are looking for)
- Job Description (a brief summary of the tasks and responsibilities expected)
- Application

Only complete applications will be considered. A complete application includes:

- Application
- Ministerial Data Form (available from the [PCA Administrative Committee](#))
- Links to two sermons

- At least two letters of reference: one pastoral/ ministry related and one academic (please note that we will contact your references)
- Optional: any papers, articles, or audio that you believe are representative of your skills, abilities, and/or approach to ministry

All materials can be submitted to the following email address:

pastoralsearch@redeemerpres.org. Applications will be reviewed on a rolling basis. For more information or questions, please contact us at pastoralsearch@redeemerpres.org or call 512-708-1232.

In Christ,

The Pastoral Search Committee:

TE Eric Landry, chairman

RE Landy Ligon

RE Barry McBee

RE Randy Scott

Church Profile
Redeemer Presbyterian Church
Austin, Texas

Mission and history

Since its inception, the mission of Redeemer Presbyterian Church has been consistent:

Redeemer Presbyterian Church exists in the power of Christ's gospel, as a community of Christ's kingdom, for the spread of Christ's glory.

Redeemer began worship services in October 1994, with Rev. Paul Hahn serving as senior pastor until 2003, when he accepted a call as senior pastor at Redeemer in Knoxville, Tennessee. Rev. David P. Cassidy served as senior pastor from June 2005 until April 2014, when he accepted a call as senior pastor for Christ Community Church in Franklin, Tennessee. The Lord provided Rev. Eric Landry to serve as senior pastor in June 2016. For a more in-depth history of the church, refer to our [25th Anniversary History of Redeemer](#).

Community and congregation

Austin is the capital city of Texas, the 11th most populous city in the U.S., and one of the fastest-growing big cities in the nation (2022 data reflect a city population of 1,028,000 and a greater metropolitan area of 2,176,000). It is home to over 50,000 students at the University of Texas, one of the nation's top ten public research universities. The technology sector is booming, with Austin hosting companies such as the home-grown Dell, Apple, Amazon, Google, Facebook (Meta), IBM and AMD, as well as being the headquarters of Tesla, Oracle and Whole Foods.

The Redeemer congregation of [more than 500] communing members reflects the diverse and far-flung community of Austin and the broader Central Texas region, attracting members from as far as 60 miles away from Fredericksburg to the west, Georgetown to the north, Elgin to the east, and San Marcos to the south. Members work in investments, technology, higher education, state government, and many other professions and occupations and span the entire income range. School-age members attend public, private, charter, and home schools.

Based on a commitment to be a center-city church, the campus is located about one mile east of the University of Texas in the thriving East Austin area. The surrounding neighborhood includes new office space, restaurants and breweries, University of Texas facilities (including the new Dell medical school), and a regional transit MetroRail stop three blocks away. Adjacent to our site is a 250-unit low income housing development and more than 1,500 condominium and apartment units are within walking distance to the church. Numerous homes are being renovated or removed for

new houses for young families. A magnet arts public elementary school and the region's largest hospice are only a few blocks away. Within a mile is the Mueller master-planned redevelopment of the city's former airport which houses 10,000 residents.

The church moved into our permanent facilities in early 2010, with a two-story, 15,000 square-foot administration building (Calvin Hall) and a single story, 7,000 square-foot multi-purpose building (Covenant Hall) where worship services are currently conducted. Plans have been developed for the construction of a new sanctuary described below and land exists for up to an additional two buildings.

Worship services

Two identical in-person services are held on Sunday mornings at 8:45 & 11:15 am. [School of Discipleship](#) classes are held between services during the school year and during an abbreviated summer semester. Services are currently scheduled for 75 minutes each. Combined attendance for both services averages around 350, down from a pre-pandemic number approaching 500.

The worship services are sacramental, creedal, historical, and orthodox.. The historical liturgy emphasizes congregational hymns, singing, chanting and responsive reading of Psalms, private and corporate confession, Old and New Testament readings, and prayers by elders and deacons. Expository preaching follows a cycle of Old and New Testament books, supplemented by sermons tied to the lectionary and occasional topical series. Robust singing from our [hymnal](#), developed to connect the congregation to the church throughout the ages and ground our members in the doctrines of the church, is supported from the back by our excellent choir, with accompaniment on a small pipe organ.. Communion takes place every week in both services. Children are encouraged to attend the entire service, with families training them to do so. Ministers wear robes.

[Sunday evening](#) programming includes an adult study, children's choirs, and youth group meetings.

Special services (sometimes coupled with congregational feasts) are held consistent with the church calendar on Epiphany, Ash Wednesday, Maundy Thursday, Good Friday, Pentecost, All Saints, and Christmas Eve.

The church also owns a large 4,500-pipe Fisk organ used at Memorial Church in Harvard Yard from the 1960s until 2010, which is in storage pending construction of the new sanctuary.

Other church programs

About 60% of the congregation and some regular visitors currently participate in small groups.. Ancillary to those groups, we provide connection points targeted specifically towards men, women, young mothers, youth, and young adults. Our Pastor of Christian Discipleship, Marcus Serven, also leads a weekly theological study group and a monthly discussion group for young men. For family fun, we host dances at the church and go camping in the Hill Country. The men of the church meet regularly for “Smoke ‘N Choke” and monthly breakfasts.

Three Parish Shepherding Groups, organized geographically and led by elders, deacons and small group leaders, are in place to help the Session better fulfill its responsibility to oversee the spiritual welfare of our members.

To help minister to students at the University of Texas, Redeemer financially supports both Reformed University Fellowship and RUF International and provides office space in a house owned across the street from the church.

Our most recent ministry outreach spin-off, [Arts on Alexander](#), hosts more than 40 choral and instrumental performances with artists from the area and around the world to engage the wider culture in our community. These include two Festivals of Music involving the Redeemer choir in early December and near Holy Week that present classic choral works in keeping with the season. In conjunction with Arts on Alexander, the church also has begun to sponsor visual arts events on a regular basis.

Redeemer encourages members to be active and involved in [local and international missions](#). Internationally, the church has supported current and former church members serving as missionaries in Guatemala, Slovakia, Peru, and the Middle East. Our support priorities are currently in transition as several of our missionaries have returned to the U.S. and are considering what is next.

Recently, a number of refugee families have come to Austin and Redeemer from the Central African country of the Democratic Republic of the Congo. This has provided the church with the opportunity to meet diaconal needs, provide ESL classes, and learn about the ways other cultures worship, including by hosting occasional Sunday evening worship services for the wider Congolese community.

Redeemer financially supports several ministries and organizations in the community, including City School, a Charlotte Mason school organized by Redeemer families with the desire to promote a classical curriculum in the Augustinian “City of God” mode, which is home to several current Redeemer families and teachers; Hill House, the Christian study center at the University of Texas that grew out of the Probe Center Austin, started by one of our founding members; Side by Side Kids, which grew out of

the church's Community New Start program; and the Heart of Texas Pregnancy Resource Center, a nearby descendant of the original Austin Crisis Pregnancy Center that was started by some of our founding members.

Over the last 20 years, Redeemer has planted four churches, three of which are still in existence and one of which has given rise to a "granddaughter" church. Current church planting efforts are done in conjunction with other member churches of the South Texas Presbytery through the Reach South Texas church planting network.

Long-range plans

Recognizing the increasing challenges of traffic in Austin, the Session recently adopted a new strategic focus to draw members from areas closer to the church. This "20 minute" strategy is still taking shape, with the Session exploring various ideas for programs and facility use that could attract more congregants from nearby neighborhoods.

The Session is in the process of re-evaluating long-held plans for building a larger sanctuary at its current site. The plans incorporate historic Romanesque church architecture, adapted through building materials for the climate of central Texas. The sanctuary would incorporate a 4,500-pipe Fisk organ that is currently in storage. The goal is to build a permanent structure of lasting beauty and usefulness that can also support the church's emphasis on liturgy and music. Preliminary cost estimates exceed \$10 million, with seating for somewhere between 500 and 650.

Assistant Pastor Profile
Redeemer Presbyterian Church
Austin, Texas

None of us have all the talents we need to fulfill our calling; hence we must rely on God's grace and the power and comfort of the Holy Spirit. Nor can any of us fulfill our calling alone; hence the need for every joint to work properly so that the body builds itself up in love.

Yet to guide those who may apply for the Assistant Pastor positions at Redeemer Presbyterian Church, we provide this profile to help inform candidates of what we hope to find in the one who is called to this church, to the extent God in His grace may provide.

Theology. The Assistant Pastor should be committed to Reformed theology and the PCA's Confessions and Catechisms. Candidates should be ordained by, or committed to obtain ordination within, the Presbyterian Church in America.

Worship. The Assistant Pastor should have a deep appreciation for and personal commitment to historical liturgical worship. Such worship is not passive, but corporate and participatory, and has a logical structure that points toward communion with Christ. Music at Redeemer focuses on timeless elements like those found in the traditional hymnody and classical music of the church. Everything in the Sunday morning services — preaching, prayer, music, hospitality, and décor — reflects excellence, deep thought, and careful preparation.

Preaching. Although preaching is not the primary responsibility of the Assistant Pastor, he must believe expository preaching is key to leading sinners to repentance and believers to sanctification. When he preaches, theological and intellectual rigor, passion and humor, and the ability to challenge people to apply the word of God in their daily lives should mark his sermons. Sermons should consistently point to the fulfillment of all Scripture in Christ and the New Covenant. The current worship service and Sunday morning schedule are programmed around a 20 to 22 minute sermon.

Shepherding. The Assistant Pastor must have a shepherd's heart to seek the lost, to minister to the hurting, and to discipline rebels when needed. Between the two open pastoral positions, we hope to see new believers added to the church, young professionals and seniors given special attention, dramatic improvements made to our existing Shepherding Program, and pastoral counseling (particularly to men) offered.

Personal. It is the church's strong preference for the Assistant Pastor to live near the church in Central/East Austin. If married, we desire the pastor's wife (and children, if

applicable) to participate in the life of the church community. Hospitality – both as a general spirit as well as a specific practice – will be essential to his successful ministry. The Assistant Pastor should be able to demonstrate and testify to his ongoing need for the work of Jesus on his behalf, looking to Christ in personal study and prayer, and leading from a place of humility.

Job Descriptions
Redeemer Presbyterian Church
Austin, Texas

Redeemer Presbyterian Church in Austin, Texas is hoping to add two new pastoral positions to our team by Summer 2022.

Assistant Pastor 1 helps lead the church in its outward facing ministry. This Assistant Pastor will:

- Regularly contact and interact with visitors and manage visitor assimilation
- Provide instruction to new members through the quarterly “Intro to Redeemer” class and direct new members into places of community and service in the church
- Develop and oversee local outreach ministry initiatives to help Redeemer connect with believers and unbelievers in Central and East Austin
- Shepherd the young adults group
- Liaison with deacons to develop and lead mercy ministry opportunities
- Serve on the world missions committee

Assistant Pastor 2 helps lead the church in its inward facing ministry. This Assistant Pastor will:

- Improve the existing shepherding program
- Oversee parish shepherding teams and act as convener of these teams
- Provide pastoral counseling on an as needed basis
- Chair the session Accountability Committee, which was formed to assist the session with church discipline issues
- Develop initiatives for seniors/empty nesters to engage them in fellowship and service

In addition to the specific duties listed above, there are several common pastoral responsibilities:

- Regular time for study and prayer
- Teach in our School of Discipleship (Sunday school) as needed
- Lead a small group
- Preach 6-10 times peryear
- Lead liturgy on a nearly weekly basis
- Other duties as requested

- If the candidate is not yet ordained, time in the schedule will also be set aside for preparation for the ordination examinations

Other specific functions and responsibilities will be assigned, in conjunction with the senior pastor and session, as the gifts of the pastors are identified and developed to meet the needs of the congregation.

Please keep application
strictly confidential

**Application for Assistant Pastor Position
Redeemer Presbyterian Church
Austin, Texas**

Position Desired ___ Position 1 ___ Position 2 ___ Either

Name _____

Address _____

Phone _____

Email _____

Hometown(s) _____

College (degrees/date) _____

Other education _____

Seminary _____

Wife (name/occupation) _____

Married (date/place) _____

Children (names/ages) _____

Hobbies, special interests, anything we should know about you _____

Brief history of ministry (church/position/duties) _____

Reasons for seeking this position _____

Ministerial gifts and strengths _____

Differences (if any) from Redeemer's philosophy of ministry and worship _____
