



REDEEMER

CHURCH, PCA

SENIOR PASTOR & CHURCH PROFILE MARCH 2023



Mailing Address:

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"Equipping the Saints for the Work of Ministry" Eph. 4:12

WE ARE a community of caring people who have discovered that true fulfillment in life is found in a loving relationship with Jesus Christ.

WE BELIEVE in the Triune God | In God the Father creator of heaven and earth | In Jesus Christ his only son our Lord | In the Holy Spirit who guides us, leads us into God's truth and gives us strength to follow Jesus.

WE WELCOME anyone who wants to participate in gospel centered worship with a community of believers who need the transforming grace of Jesus Christ.



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LETTER TO PROSPECTIVE CANDIDATES

Redeemer Church, PCA in Pinehurst, NC invites applications for its position of Senior Pastor. Please see the attached Pastor Profile which describes the type of candidate we are seeking. Also attached is our Church Profile to provide you with detailed information about our church and community. We also invite you to visit our website to learn more about us at <https://redeemerchurchpca.org>.

To Apply: Interested candidates are requested to send the following application materials, attached to a single email, to pastorsearch@redeemerchurchpca.org **NO LATER THAN April 30, 2023.**

- ☐ **Cover Letter** expressing your interest in serving at Redeemer
- ☐ **PCA Ministerial Data Form (MDF)** & Current Resume
- ☐ **Recent Sermons** – provide access to full length recordings of several sermons.
- ☐ **Order of Worship** from a recent Sunday morning worship service you've lead – please briefly explain the vital aspects of the order & why they are critical.
- ☐ **Responses to the following** – please describe in short paragraph form:
 - o Your view of the following five purposes of the church as they relate to Redeemer - their importance to our church body, the individual members, and visitors/non-believers.
 - 1) Worship & Prayer
 - 2) Discipleship
 - 3) Fellowship/Community
 - 4) Evangelism/Outreach
 - 5) Missions/Mercy
 - o The role of the Session to our church and the role of the pastor in that context
 - o Your perspective on the importance of a pastor's role in Presbytery
 - o Your experience in missions to the local community and the world
 - o Your perspective on bringing the Gospel to our unique community that can be best described as having a "small / rural / southern / recreational / retiree / military" feel & culture.

Acknowledging that our Lord Jesus is head of His church and is sovereign over the entire pastor search process, our church family is prayerfully seeking the Lord's provision and wisdom for our church family and for our new Senior Pastor. The Pastoral Search Committee (PSC) is committed to complete this process with due diligence, with respect for your confidentiality, and to keep you abreast of progress as it relates to you. The PSC respectfully requests that applications be received by **April 30, 2023.**

May God be glorified in His church,

The Redeemer Church PSC members

"And I will give you shepherds after my own heart, who will feed you with knowledge and understanding." (Jeremiah 3:15)

A PROFILE OF THE SENIOR PASTOR WE ARE PRAYING FOR

We seek a Senior Pastor who will work together with the Teaching & Ruling Elders of Redeemer Church to gather people to Christ and equip them for his service. We are praying specifically for a Senior Pastor with the following qualifications, characteristics, abilities, and strengths:



QUALIFICATIONS

❖ ORDAINED AND EXPERIENCED

➤ Our Minimum Requirements

- ✓ A PCA-ordained (or easily ordainable) Teaching Elder with demonstrated history of meeting Biblical Teaching Elder qualifications as stated in 1 Timothy 3:1-13 | Titus 1: 6-9 | 1 Peter 5: 1-4
- ✓ 10+ Years TOTAL Pastoral Experience*
- ✓ Successful service in Senior Pastor and/or Associate Pastor role
- ✓ Master of Divinity degree from an accredited seminary

**Note – Required Pastoral Experience may include time & experience serving in other Church-related organizational leadership roles, ministries, the mission field, faith-based non-profits, and/or professional Christian counseling*

➤ Our Desires & Preferences

- ☐ 3+ Years experience in a Senior Pastor role
 - ☐ 3+ Years experience in Associate Pastor role
 - ☐ 3+ Years experience in other Pastoral and/or Church Organizational Leader
- Roles to include any/or all the following:
- Assistant Pastor
 - Executive Pastor
 - Administrative Pastor
 - Youth/Student Pastor
 - Elder
 - Deacon
 - Missionary
 - Christian Educator
 - Christian Counselor

❖ **CHARACTER**

- Strong Biblical character with a reputation for integrity, purity, and humility
- Above reproach and not divisive or quarrelsome.

❖ **LIFE, MARRIAGE & FAMILY**

- Lives a godly life according to Scripture in Gal. 5:13-26 | 1 Cor. 6:9-11 | Matt. 20:25-28 | Eph. 5:1-14
- Leads and loves his family as Christ leads and loves the church.

❖ **REFORMED**

- Unapologetically reformed - believes in the comprehensive Lordship of God over all of life: creation, providence, and salvation are all initiated and consummated by the Lord.
- Embraces & explains the tenets of our faith & theological beliefs in the creeds of the Reformed tradition of Protestantism, specifically:
 - ☐ The Apostles' Creed
 - ☐ The Nicene Creed
 - ☐ The Westminster Standards
 - ☐ The Heidelberg Catechism

❖ **COMMITTED TO THE PCA**

- Active participation in our presbytery and the General Assembly

SPIRITUAL CHARACTERISTICS / PASTORAL SKILLS & ABILITIES:

❖ **SPIRITUAL MATURITY**

- Deep love for God, his people, scripture, and the gospel, leading to a heart that is genuinely loving and humble.
- Transparent, authentic, seeks accountability, & continuing to grow deeper in his relationship with the Lord.
- Ability to lead the congregation in personal transformation and deeper spiritual maturity.
- Commitment to prayer as central to discerning God's will and building the Kingdom.
- Humbly relies on a deep prayer life for strength in the ministry.

❖ **PREACHING**

- Preaching that is Christ-centered, gospel-focused, grace-filled, well-crafted, well-delivered, and engaging.
- Preaching should normally be expository, letting God speak to his people from his Word.
- Preaching should cover the whole counsel of God and apply Biblical truth to life, leading to deeper obedience and faithfulness.
- Demonstrated ability to teach & preach the Gospel of Jesus Christ from all of Scripture, showing the relevance to those inside and outside the Body of Christ.



❖ SHEPHERDING

- Deep love and care for people both inside and outside the church leading to active discipleship, mentoring and growth in spiritual depth.
- Can engage others easily, warmly, and deeply.
- Demonstrated ability to disciple others within the Church to become thriving members of the Body of Christ.

❖ CALLING

- Called to understand and minister to the needs of our congregation in our unique setting & community.
- Displays sensitivity to the needs, challenges, & opportunities related to our congregants who serve in the military, their families, and serving a Military Community.

❖ RELATIONAL MATURITY

- Possesses a high level of emotional & social intelligence with the ability to connect with others and build healthy relationships.
- Joins, enhances, and contributes to our flourishing community.
- Has ability to manage conflict and seek reconciliation and healing when necessary.
- Promotes fellowship within the Church through different activities and outreach events.
- Demonstrated ability to walk with congregants through the joys and travails of life.
- Demonstrated cross-cultural skills & ability to gather and minister to those outside the Church.

❖ COLLABORATIVE

- Fosters healthy, fruitful relationships with existing leadership, including our session, staff, cadre of Military Chaplains, gifted lay leaders, active congregation, and the presbytery.
- Actively applies, nurtures, and prioritizes the biblical principal of plurality in leadership by working with the Elders together as a team, each bringing his own gifts & skills to the role of shepherding in ways that help Redeemer's flock flourish.

❖ VISIONARY

- Helps shape, cast, and carry forward our vision and mission.
- Strong communication skills to build buy-in, energy, and engagement.

❖ ENTERPRISING

- Demonstrated executive leadership with the ability to manage a small staff, think strategically, and evaluate, adapt and change ministry strategies as needed over time.
- Delegates to, empowers, coaches, and motivates others to implement ministry strategies



STRENGTHS THAT SET-UP OUR SENIOR PASTOR FOR SUCCESS

During our pastoral search process, Redeemer's congregants identified numerous God-given talents and strengths we believe our Senior Pastor should be hardwired to lead with when he is at his best. Based on the prayerful consideration of the input & reflections gained from our congregation, we seek a Senior Pastor who lives & leads with the following strengths, talents, gifts, knowledge, & affinities. (Listed in Redeemer's Order of Priority)

1

Preaching

2

Teaching

3

**Leadership
Training**

4

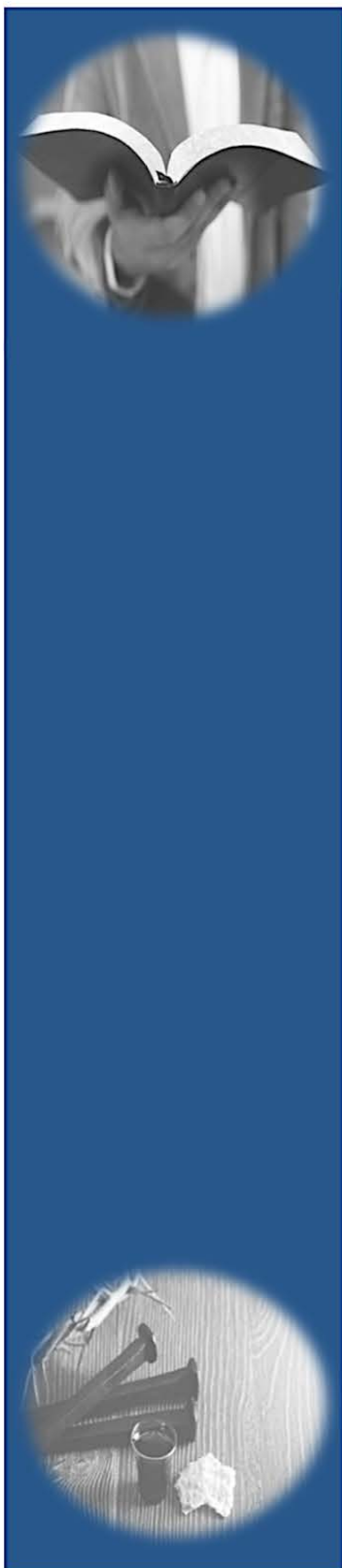
Discipleship

5

**Christian
Education**

6

**Church
Admin**



Our Senior Pastor's Responsibilities*

While the Senior Pastor's responsibilities are varied, we desire to call a man whose primary roles & responsibilities fall in five critical categories.

1 – LEADING WORSHIP / PREACHING & TEACHING THE WORD:

- a) Plan, organize, and lead the various worship services of the church.
- b) Preach and teach the Word of God as written in the Old and New Testaments
- c) Call the congregation to personal faith in Christ, to repentance, spiritual growth, service and evangelism through biblically grounded sermons and teaching.
- d) Preach the Gospel at weekly worship services, and/or, on the occasions as established by the Session.
- e) Provide leadership in seeing qualified persons to fill the pulpit and conduct services when the Pastor is absent.
- f) Encourage and help to equip congregational members who are called to ministries of preaching and teaching.
- g) Prepare congregants for membership in the church, including leading New Members classes.
- h) Organize Church Leadership Training, Discipleship, Christian Education with qualified facilitators & instructors from within the congregation.
- i) Oversee Redeemer's various ministries and ensure they are properly equipped.
- j) Train, disciple and equip congregants into key ministry positions.

2 – ADMINISTERING THE SACREMENTS:

- a) Administer the Sacraments in accordance with BCO.
- b) Work with the Session & other appropriate groups to ensure that the elements are prepared for Communion.

**As Redeemer's sole pastor for 6-12 months after accepting our call, the qualified applicant will be expected to successfully perform the above duties in partnership with the session, our cadre of Military Chaplains, our small staff, and volunteers in the church.*

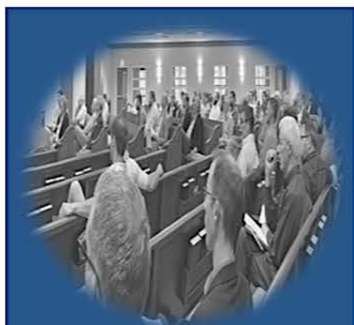


3 – PASTORAL SHEPHERDING:

- a) Foster a church culture that increasingly embodies Christ's example of servant leadership to all congregational leaders and the congregation as a whole.
- b) Study in order to prepare for improvement in preaching, counseling, teaching, and administration.
- c) Counsel families and individuals of the church, and refer people to professional counselors when needed.
- d) Commit to support, encourage, enable, delegate, and empower others in their participation in mission.
- e) Lead and equip members in outreach to the community.
- f) Officiate at weddings and provide the couple with pre-marital counseling.
- g) Officiate at services for the deceased and to insure an appropriate witness to the resurrection worship service.

4 – CHURCH ADMINISTRATION:

- a) The Session
 - i. Serve as Moderator of the Session
 - ii. Develop & strengthen the organization of the Session.
 - iii. As a teaching elder, work with ruling elders to set the vision, strategy and execution of Redeemer's ministry.
 - iv. Partner with church leadership to communicate vision and direction; and to support, enable, and delegate the empowered implementation of church priorities to the respective ministry leaders
- b) The Staff
 - i. Guide the spiritual development of the staff and the leadership.
 - ii. Serve as senior member of the staff and as head of staff, supervising and coordinating all work of other members of the staff.
 - iii. Recommend appropriate modification to, and changes in, staff job descriptions to the Session.
 - iv. Make temporary changes in staff duties and responsibilities as necessary to ensure proper functioning of the church, reporting such actions to the Session for their advice and counsel.
- c) The Church - Encourage members of the church to support the work of Redeemer.



5 – CONNECTING US TO OUR PRESBYTERY:

- a) Ensure a healthy connection with and participation in the Central Carolina Presbytery.
- b) Participate in the meetings/duties/ministry of the Presbytery.
- c) Pledge to uphold the constitutional standards of the PCA and actively pursue those ideals.
- d) As the Session & time allows, serve in such capacities as the Presbytery may request or direct.
- e) Ensure that the Session receives appropriate reports on the activities of Presbytery at each stated meeting (of Presbytery) or more often as deemed necessary..

Central Carolina Presbytery - one of 88 regional divisions of the Presbyterian Church in America, a conservative, reformed, Bible teaching denomination. There are 23 local churches in our presbytery, which includes 12 counties of piedmont North Carolina.

<http://www.ccpca.net>



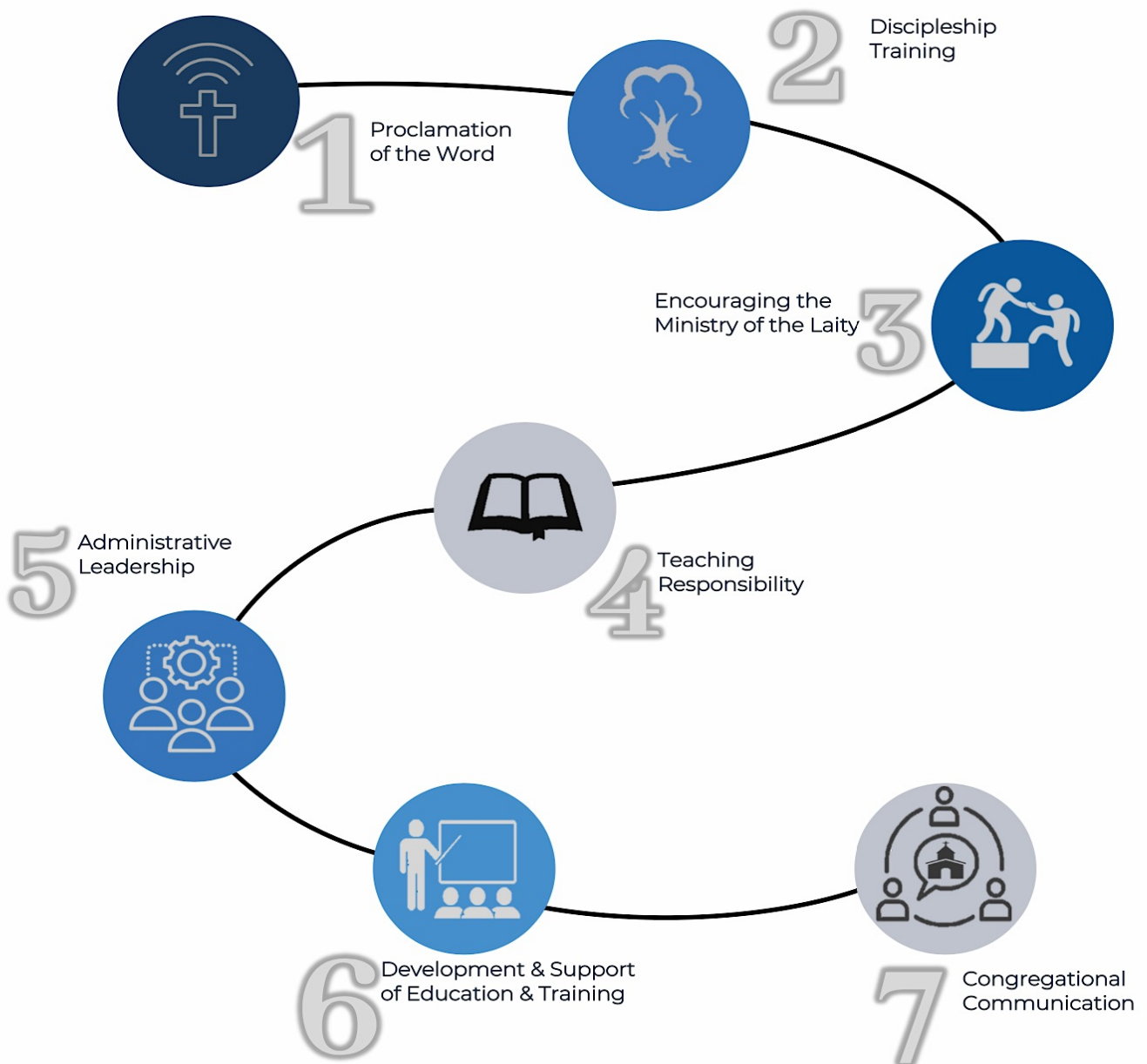
A QUICK NOTE ON COMPENSATION:

The Senior Pastor's compensation package includes salary, housing allowance, benefits, and ministerial expense reimbursement.

The total amount of the compensation package will be negotiable, and consideration will be given to the cost-of-living in the Pinehurst / Moore County, NC / Sandhills region and surrounding communities.

OUR PASTORAL PRIORITIES:

As part of our search process, we collected views from our congregation through multiple means, including a churchwide survey, emails, listening sessions, and over a dozen workshops. The insight we gained from these engagements & in-reach enabled us to prioritize the following areas, efforts & activities. We desire to grow in these priority areas & place the most value & emphasis for our Senior Pastor's immediate focus. (Listed in Redeemer's Order of Priority)



A PROFILE OF OUR CHURCH & COMMUNITY

AN OVERVIEW: Redeemer Church is a 130-member church in Pinehurst, North Carolina located in the heart of the greater Moore County/"Sandhills" region. We are part of the Presbyterian Church in America. We embrace the Bible's truths: the deity of Christ, the virgin birth, Christ's substitutionary atonement, his resurrection, and his second coming.

OUR CHURCH

❖ OUR STORY

➤ Origin Story

- Humble Beginnings & a reflection of who we are — our origins, our demographic, our life today, and our vision for the future.
- Redeemer began in 2015 with a handful of families meeting in local homes.
- The original "founders" sought reformed theology & gracefilled community.
- We were founded by the Central Carolina Presbytery as a church plant in 2016.

➤ A Firm Foundation In Our 1st Decade

- In 2020, Redeemer Church – Pinehurst was formally established as a particular church in the Central Carolina Presbytery of the PCA.
- In just 7 short years, God has grown our congregation from a handful of believers to hundreds of faithful worshippers.
- Today we exist to worship, love, and glorify God by becoming and developing disciples of Jesus who make a difference - in our community & the world.

❖ WHAT WE BELIEVE

➤ We do not exist for ourselves, but for the glory of God.

- We believe the Bible speaks with great clarity on all things necessary for God's glory and our salvation, faith, and life.
- We are a community of believers committed to:
 - Grace-filled worship
 - Sharing the love shown to us in Christ in our fellowship & care for one another
 - Intentional discipleship & growth in the Word
 - Missions locally & throughout the world

"We exist to glorify & enjoy God by making disciples who make a difference in the Sandhills – through grace-filled worship, community, & missions."

❖ OUR CONGREGATION

- **Our Broader Congregation ~ 320 individuals** *(Including 230 communicants)*
 - Generational diversity representing every age and stage of life
 - Women & girls: 115
 - Men & boys: 115
 - Non-Communicant Children & Infants: 90
 - Members: 130
- **Our Staff ~ 8 people & Growing**
 - Full-Time
 - Church Administrator (Mrs. Rose)
 - Senior Pastor (*Vacant/TBD – Call in Spring/Summer 2023*)
 - Associate Pastor (*TBD – Plan to Call in 6-12 months after Sr Pastor on-boards*)
 - Part-Time
 - Worship & Music Leader (Mrs. Royer)
 - Volunteer Military Chaplains (Teaching Elders): 4
- **Our Nursery, Childrens/Youth Ministries ~ 135**
 - These ministries currently engage 40+ young & growing families.
 - Nursery (0-K4): 30 infants and young children
 - Children (K5-5th): 60 children
 - Middle School Youth: 25
 - High School Youth: 20
- **Our Facilities ~ Leasing Now & Planning a Permanent Home ~ 18-36 Months**
 - Leasing Local Country Club Hall for Sunday Worship Services
 - Leasing Church Office / Storage & Meeting Space
 - Session has chartered a standing Building Planning Team
 - Team is focused on studying & evaluating Redeemer's needs & options in the community
 - Team's ultimate goal = inform the Session's understanding & decisions leading to a future Building Program & Capital Fund-Raising Campaign
- **Other Key Congregational Characteristics**
 - Early on, we were composed of members raised in the PCA, including many people moving to the area for military service or retirement.
 - However, over the past 3 years, we have increasingly seen new members come to the church from other evangelical churches who are drawn to reformed theology & community from other protestant denominations + new believers.
 - Members' vocations are characteristic of the region – military families/federal government, retirees, farmers, young professionals, health care, info technology, education (teachers/administrators/homeschoolers), local ministries/non-profits & other charities, raising families, service industries, and local businesses.

“And they devoted themselves to the apostles’ teaching and the fellowship, to the breaking of bread and the prayers.” (Acts 2:42)

OUR COMMUNITY - MOORE COUNTY, NC & THE SANDHILLS

❖ LOCATION <https://www.moorealive.com/live-in-moore/location>

- Located on the eastern seaboard, halfway between New York and Miami, Moore County sits just south of one of the fastest growing metropolitan areas in the United States—Raleigh-Durham, NC.
- This location offers residents & businesses the best of both rural living and urban access - just an hour from world-class research universities, an international airport, bustling downtowns and dynamic business parks filled with some of the world's most innovative companies.



❖ OUR TOWNS, VILLAGES & MUNICIPALITIES <https://www.moorealive.com/live-in-moore/our-communities>

- Moore County is home to 12 incorporated communities, several of which are home to fewer than 5,000 residents.

Town of Aberdeen
Town of Cameron
Town of Carthage
Foxfire Village
Town of Pinebluff
Village of Pinehurst

Town of Robbins
Seven Lakes
Town of Southern Pines
Town of Taylortown
Town of Vass
Village of Whispering Pines

❖ OUR MAJOR INDUSTRIES <https://www.moorealive.com/discover-opportunities/major-industries>

Healthcare
Manufacturing
Technology

Hospitality
Military

❖ A SUPPORT BASE FOR OUR MILITARY FAMILIES

- Moore County's outstanding quality of life and proximity to Fort Bragg, the nation's largest US Army base, combine to make our area a magnet for military families.
- Most civilians never experience the unique hardships these military families face. To handle these challenges, vital support systems comprised of friends, neighbors, small groups and church families are relied upon to maintain a sense of normal.

NEXT STEPS

Thank you for your interest. We invite you to take these three simple next steps outlined below.

Our hope is that you prayerfully consider applying for this position, and/or, share this with a candidate who you know will be a blessing to our congregation.



PRAY

Before applying, please confirm your intent through a season of prayer about this opportunity.

We're intentionally praying with you & for you via our prayer strategy. (see page 18)



PREPARE

Please prepare & submit your application *no later than* April 30th, 2023.

Aligned with our *Letter to Prospective Candidates* (see page 18), please ensure your complete application includes the following:

- ✓ Cover Letter
- ✓ Ministerial Data Form (MDF)
- ✓ Recent Sermons
- ✓ Order of Worship
- ✓ Your Responses to Discussion Topics



PAUSE

We will confirm receipt of your materials within 24-hrs of receipt.

Please be patient with us as we do a quality initial review of each candidate's file.

Once our review is complete, we will reach out with an update.

For transparency, we've included an outline of the process we'll follow. (see page 19)

**Please email
your application to**

pastorsearch@redeemerchurchpca.org

PASTOR SEARCH PRAYER GUIDE

PLEASE PRAY WITH US. During the next few months, we will be spending time each day reading scripture and praying specifically for our future Senior Pastor & our church.

- ❖ We will be following this prayer guide along two (2) focused prayer efforts
 - 1) **Palm Sunday Day of Prayer (April 2nd)** – A single day of focused prayer for Our Future Senior Pastor + Our Search Team + Our Church non-stop over a 12-hr period.
 - 2) **Weekly Prayer Prompt** - Praying over one Scripture & Prayer Prompt for a week/7-days in a row each week for 12 weeks beginning Sunday, March 19th
- ❖ **How It Works** - Please join us in prayer in the following ways:

Palm Sunday Day of Prayer – Sunday, April 2nd, 2023:

- ☐ *Be part of our "Day of Prayer". We will be praying from 6am-6pm.*
- ☐ *Please choose a 30 minute time slot (or multiple!) to pray for our church & the search process for our next senior pastor.*

Pray for Our Next Pastor

- Pray for him to have a clear sense of God's call.
- Pray for God to increase his love and passion for the Word.
- Pray for God to be preparing him to lead and shepherd our flock, and for his family as they will be moving into a time of transition.

Pray for Members of Our Search Committee

- *Please pray for our team by-name: Ed B. | Stepahnie C. | Drew D | Marian G. | Jeremy H. | Per J. | Jamie M. | Karenanne P. | Bob R. | Phil R. | Jennifer W.*
- *Pray for wisdom, unity, patience & diligence for each individual of the committee.*

Pray for Our Church

- *Pray for patience and perseverance as we await the next senior pastor.*
- *Pray for the Lord to prepare our hearts for the next pastor.*
- *Pray for our church to continue to place a high priority on the Word of God, the glory of Christ, and a love for His church.*

Weekly Prayer Prompts & Focus: *Please join us in praying over these focused Scriptures & Prayer Prompts each day for the next 12-weeks. The Search Team will pray daily for 30-mins between 12:00-12:30 PM. Join us, or pick your own 30-min time slot (or more!).*

- ☐ **Week #1 (March 19) | Colossians 3:12-17** - Above all, pray that God's will would be done through the entire process of finding a new pastor for our church. Pray that the Holy Spirit will give everyone involved in this process wisdom and peace. Pray that God will show us whom He is calling to our church.
- ☐ **Week #2 (March 26) | 1 Timothy 3:1-7 | Titus 1:5-9 | 1 Peter 5: 1-4** - Pray our next pastor is a man who exhibits Christ-like character in everything he does - both publicly and privately. Pray that he shepherds the church in a biblical and Christ-exalting manner. Pray for his walk with Christ and that his character, abilities, how he shepherds the flock, and how he leads his family are marked with biblical character & are all above reproach.
- ☐ **Week #3 (April 2) | Timothy 4:1-5** - Pray that God would increase our next pastor's passion for preaching the Word of God.
- ☐ **Week #4 (April 9) | Philippians 1:3-11** - Pray that God would give our next pastor a love for our church and the strength to leave his current position.
- ☐ **Week #5 (April 16) | Colossians 1:9-12** - Pray for our next pastor's family. Of course, the new pastor may or may not have children. Pray that God, who knows who they are, would strengthen and guide the new pastor's family as they are led toward ministry at our church.
- ☐ **Week #6 (April 23) | Romans 12:9-13** - Pray that God would prepare our pastor to better shepherd our flock through the trials and blessings he is currently experiencing.
- ☐ **Week #7 (April 30) | Romans 12:1-2** - Pray for our future pastor and his family to have absolute certainty in their sense of calling to our church. He must know God's direction.
- ☐ **Week #8 (May 7) | 2 Corinthians 12:9-10** - Pray for God's strength and guidance in the pastor's former church. Pray that those with whom he is currently ministering would trust God's plan for his servant in leading him to a new location of ministry.
- ☐ **Week #9 (May 14) | Proverbs 29:18** - Pray that our new pastor will have a clear vision for how to minister to the people of our church and the surrounding community.
- ☐ **Week #10 (May 21) | Luke 12:22-31** - Pray that our new pastor and his family will be able to smoothly transition to our church. This would include the needs of his wife and children in making new friends. Also involved would be physical needs such as housing that must be settled upon moving to a new area.
- ☐ **Week #11 (May 28) | Psalm 133** - Pray that the new pastor would be able to work effectively with the leaders and other church staff that are already serving our church.
- ☐ **Week #12 (June 4) | Joshua 1:8-9** - Pray that God would protect our new pastor's heart as he prepares to leave his current ministry and move to a new call. Pray that the stresses of moving, meeting new people, maintaining relationships etc. would not interfere with his need to continually develop his personal relationship with God.

Our Pastoral Search Process

A Framework to Help Guide our Efforts to Find the Pastor We've Been Praying For



We are right here... 

SENIOR PASTOR & CHURCH PROFILE

(March 2023)

ABOVE REPROACH
SOBER - MIND ED
NOT VIOLE NT
HOSPIT ABLE
SELF - CONTROLLED
NOT QUARRELSOME
ABLE TO TEACH
NOT A NEW CONVERT
THOUGHT WELL OF BY OUTSIDERS
HUSBAND OF ONE WIFE
RESPECT ABLE
NOT ADDICTED TO WINE
MANAGES HOUSEHOLD WELL
NOT A LOVER OF MONEY

**Please submit
your application to
pastorsearch@redeemerchurchpca.org**