

SEEKING A SENIOR PASTOR

LEAD. REVITALIZE. GROW.

Our church is ready for a new season of revival and growth. We are praying for a visionary leader who will help us go *deeper* with God, reach *farther* into our community, and make waves for His Kingdom.

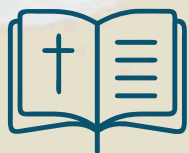
"Deep calls to deep in the roar of Your waterfalls..."

—PSALM 42:7



OUR CHURCH

- Dedicated members
- Strong sense of community
- Heart for worship and discipleship
- Positioned in a growing and thriving community with great potential



WHO WE'RE LOOKING FOR

- Preaches God's Word with clarity and passion
- Casts vision and inspires growth
- Builds relationships inside and outside the church
- A heart for people and outreach
- Leads with integrity, humility, and faith



THE OPPORTUNITY

"He turned the desert into pools of water and the parched ground into flowing springs."

—PSALM 107:35

You will have the opportunity to lead a church with a rich foundation into a future filled with renewed purpose and impact.



OUR VISION

"When you pass through the waters, I will be with you."

—ISAIAH 43:2

We believe God is not finished with us. Together, we can become a thriving church that reflects His hope and love.



JOIN US

If you feel called to lead a church ready to dive deeper and make an eternal impact, we invite you to prayerfully consider this opportunity.

Let's go deeper together.



Redeemer
Presbyterian Church
www.redeemervb.com

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WELCOME LETTER

On behalf of the Pastoral Search Committee and the congregation of Redeemer Presbyterian Church (PCA), thank you for prayerfully considering the call to serve as our next Senior Pastor. We believe that the search is a journey guided by the Holy Spirit, and we are grateful for your willingness to discern God's leading alongside us.

Redeemer is a warm, deeply relational family of faith in Virginia Beach. Through every season, God has been profoundly faithful. We are a congregation grounded in a love for sound doctrine, a dedication to a culture of authentic community, and a generous heart for our community.

As you read through this profile, you will find that we are standing at an extraordinary, historic crossroads. God has blessed us with a new property in a thriving area of Virginia Beach, and as we break ground on a permanent church building, we are also preparing to break ground on a new chapter of ministry.

We are ready for a season of spiritual revitalization and growth. We are actively praying for a visionary leader who will love us, shepherd us, and help us cast a bold vision for the future. Our desire is to dive deeper into God's Word, reach further into the growing Virginia Beach community, and winsomely engage the unchurched where they live, work, and play. We need a pastor who can preach the Gospel with clarity and passion, while helping us intentionally mobilize our spiritual gifts and foster a thriving culture of discipleship.

Please know that we are committed to a completely confidential, prayerful, and deliberate search process. As you review our history, ministries, and values in the pages ahead, we join you in praying that the Lord will grant you clear wisdom and peace.

May the Lord bless you and your family as you seek His will for your next season of ministry.

In Christ's Grace,
The Redeemer Family

VISION, MISSION & VALUES

OUR PURPOSE

To glorify God and enjoy Him forever.

OUR VISION

To make mature and equipped disciples used to transform their families, this community, and the world beyond.

OUR MISSION

- Winsomely engaging the unchurched where we live, work, and play.
- Attractively exposing the unchurched to God's Word and God's people.
- Sponsoring newcomers into church membership.
- Discipling members in life-on-life missional discipleship.

OUR DISTINCTIVES

- Redeemer is committed to being a Home that makes mature and equipped followers of Christ.
- Redeemer is committed to being a Mission that remains relevant to its culture.
- Redeemer is committed to being a Training Center that views its staff as equippers and its members as ministers.

OUR VALUES

- We practice **humility** by considering God and others more important than ourselves.
- We model **authenticity** by choosing to not hide behind masks, but rather to be real, open, and honest with one another as broken people in need of God's grace.
- We demonstrate **love** by reaching outside of our comfort zones to love indiscriminately, regardless of social, economic, or racial status.
- We exercise **faith** by attempting to live and minister in ways that are impossible save for the power of Jesus Christ.
- We embrace **truth** by rigorously seeking out and adhering to the promises and obligations of God's Word.

LOCATION

About Virginia Beach

Virginia Beach is located in the Southwestern corner of Virginia, where the Chesapeake Bay meets the Atlantic Ocean. Virginia Beach is the largest city in Virginia, with a population of roughly 450,000. The area has a bustling oceanfront tourism industry and is home to several military installations (thus, a large population of current and former service members).



Virginia Beach and its neighbor cities have several urban amenities, including theaters, museums, an aquarium, botanical gardens, and minor league sports teams. First Landing State Park, Back Bay National Wildlife Refuge, waterways, and other nature preserves offer opportunities for outdoor recreation. We also have a vibrant agricultural community in the southern part of the city.



Virginia Beach is regularly recognized as one of the top cities to raise a family (with top-rated schools), and is one of the most affordable beach towns in the country. We have easy access to several destination spots, including the North Carolina Outer Banks and the historic triangle (Williamsburg, Yorktown, and Jamestown).

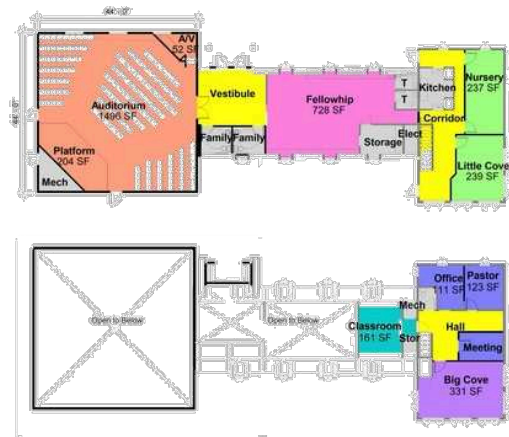


FACILITIES

In 2025, Redeemer purchased a beautiful, strategically located property within the thriving Northeast area of Virginia Beach. With the finances secured to complete Phase One of the building plans, we look forward to holding services at our new church within the next year. We currently meet on the premises of Spring Branch Community Church across the street from our future home and will remain here until construction is complete. On May 17, we were thrilled to be able to gather for an outdoor worship service and ground-breaking celebration at our new property. This is truly an exciting time of change and renewal for our church!

PHASE 1

We will be breaking ground on the Phase 1 renovations and addition this summer and anticipate completion by the end of the calendar year. We are hopeful Phase 2 can be completed in 5 years if we can be successful in doubling the size of our congregation.

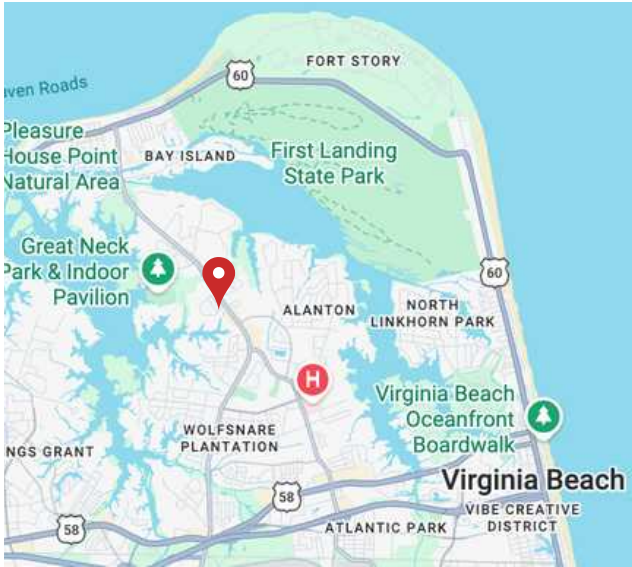


- Renovate Existing
- 1,936 SF New Construction
- 162 Auditorium Seats

PHASE 2



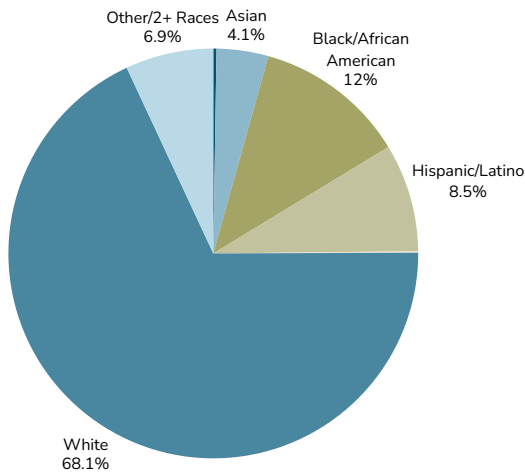
AREA DEMOGRAPHICS



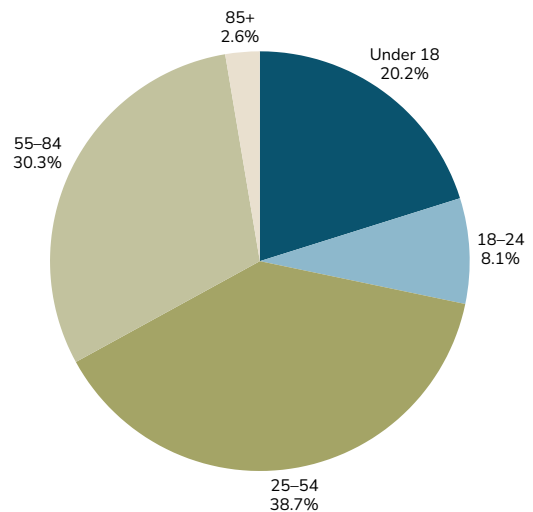
Our church will be situated in the northeast corner of Virginia Beach, which is the target focus when the church was initially planted back in 2006. Below is basic demographic information for two surrounding zip codes. More detailed information is available upon inquiry. We are currently renting out worship space across the street from the new property, which allows us to lay groundwork and establish connections in the community.

ZIP Code: 23454 (Population: 57,532)

Population by Race

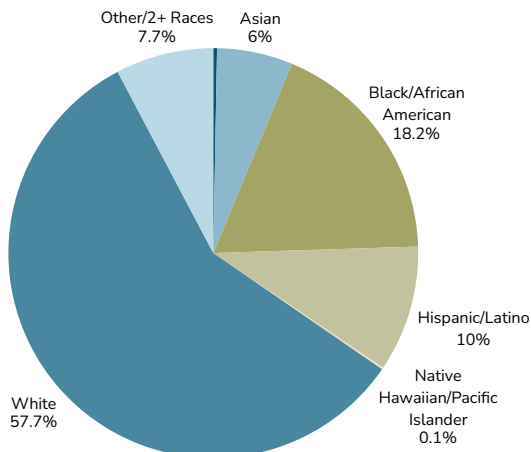


Population by Age

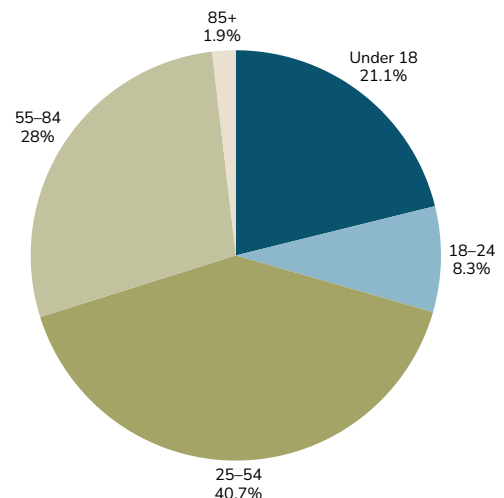


ZIP Code: 23452 (Population: 56,457)

Population by Race



Population by Age



PASTOR PROFILE

Our congregation is prayerfully seeking God's provision and guidance in calling a pastor to shepherd and lead our church. The following overview highlights the gifts, character, and strengths we desire in our next Senior Pastor:

QUALIFICATIONS

- Expository preaching of the Scriptures and faithfulness to Reformed theology; proclamation of the inerrant and authoritative Word of God
- Biblical character: spiritual maturity, integrity, humility, intelligence, purity, and leads a life of personal discipline and prayerful devotion to scripture
- Ordained in the PCA with pastoral experience and executive leadership skills

ATTRIBUTES

- A heart for shepherding and building a healthy, gospel-centered church culture through sound doctrine, faithful preaching, pastoral care, humility, and Christ-like leadership
- A strong commitment to investing in the congregation—individuals, couples, families, and children—through discipleship, leadership development, and expanded opportunities for spiritual growth beyond Sunday worship
- Proven leadership ability to unify, motivate, and equip the congregation for service according to their gifts, while fostering collaboration, clear communication, and care for the congregation and the community
- A vision for growing and strengthening the church within the Northern Virginia Beach community, which includes outreach to military families, cultivating fellowship, and helping Redeemer mature beyond a church-plant stage
- A mature, emotionally intelligent, and experienced leader who communicates effectively both from the pulpit and interpersonally, adapts to feedback, exercises sound judgment, embraces the challenges of revitalization, and demonstrates a personal walk with Christ

MINISTRIES

Children's and Youth Ministry: We provided nursery during the Sunday service for infants to age 4. Discipleship Cove is our Christian education program for children ages Pre-K through 5th grade. Currently there are two classes: a class for ages post-nursery through 1st grade (Little Cove); and a class for grades 2nd through 5th (Big Cove). We also have a youth group (YETI) for grades 6th through 12th that meets weekly for Bible studies, service opportunities, and social events.

Community Groups: Small group ministry that fosters deeper connection and accountability through Bible study, fellowship, and prayer.

Women's Ministries: The Redeemer Ladies hold periodic Bible studies, brunches, tapas nights, retreats, etc. We are a group of women who love the Lord and seek to grow together while seeking to share God's grace with the community. We also have three women's small groups that foster deeper intimacy and relationship.

Men's Ministries: The Redeemer men meet every other week for a time of Bible study. They also have periodic social events and an annual fall retreat.

Discipleship: Through a variety of means, we mentor church members to strengthen their relationship with the Lord and deepen their biblical knowledge.

Hospitality: Our hospitality team provides set-up and clean-up of refreshments to encourage fellowship after the service and create a welcoming environment for visitors.

Events: Our events ministry coordinates fun, engaging social gatherings throughout the year, such as potluck meals, beach days, pool parties, an annual chili cook-off, and a Christmas party. We love creating relaxed environments where long-time members and new visitors alike can connect, build meaningful friendships, and share life together.

MINISTRIES (CONTINUED)

Congregational Care Ministry: At Redeemer, we recognize that life's journey contains joys and challenges. The Care Team strives to provide a helping hand and a listening ear. Some examples of care are providing meals, recruiting manpower during a move, and supporting families as needed, when they welcome a child into their lives, when they experience a death of a loved one, or when a family member is deployed.

Redeemer is proud of the many members of our congregation who currently serve or have served in the military. Virginia Beach and the surrounding Hampton Roads area is home to thousands of military service men and women. Redeemer seeks to minister sensitively to the unique needs of military families who often navigate uncertain and challenging circumstances during long deployments of a spouse or loved one. We recognize the complexities of balancing family life as a single parent while a spouse serves away from home, often for many months at a time, and desire to provide encouragement, support, and community throughout those seasons.

Missions: Our missions ministry exists to reach those who are distant from God with the life-transforming message of the gospel of Jesus Christ. Redeemer currently supports missionaries in Japan and Europe, as well as RUF College Ministries. Redeemer also provides support to local ministries such as People in Need Ministries, Freekind, and Crisis Pregnancy Center, as well as international organizations such as The Voice of the Martyr. We also send a team every summer to minister to the Cherokee Nation in North Carolina.

Mercy and Justice: The Mercy and Justice team seeks to minister to the marginalized, forgotten, and oppressed in the local area. We are partnering with an area elementary school to regularly pack and deliver food for children to have over the weekend who may otherwise not have enough to eat. It has been a blessing to our congregation to contribute to this program helping families in need in Virginia Beach.

UNIQUE STRENGTHS

A Family of Faith

While our congregation may be small, we love the Lord and each other. One important thing Redeemer leadership has always taught is that if you have a problem with your brother, go talk to him about it. Don't gossip. This foundation has strengthened us into a group of people who truly love one another.

Mission Focused

Our congregation is very generous. Over the years, we've supported ministries in Japan, Michigan, Cherokee, and local organizations in Virginia Beach.

Commitment to Prayer

Prayer deepens our faith, informs our decisions, and unifies our congregation, especially in a time of change with a new building and finding a new pastor.

Faithfulness to God's Word

Redeemer is committed to teaching sound doctrine that enables its members to live out a life of faith authentically.

GROWTH OPPORTUNITIES

After 15 years, Redeemer has the opportunity to have a permanent home with the purchase of a new property and building. We will be able to plant roots and minister to the surrounding community. We are seeking a leader who can energize the congregation and lead us in this new phase of our ministry.

We have several members who currently serve in various capacities across different ministries. We need a leader who is adept at mobilizing spiritual gifts for ministry.

CHURCH HISTORY

Church of the Redeemer began in 2006, planted from Trinity Presbyterian, meeting in each other's homes. Redeemer's mission at its founding was to minister to the communities in North Virginia Beach, a mission we continue to live out today. Pastor Cron Gibson moved to Virginia Beach with his family from New York to serve as our pastor for Redeemer's first five years, and after a short phase of congregating in members' homes, we began to meet at Trantwood Elementary. Pastor Carlos Rodriguez took up the mantle in 2011, bringing along his wife, Leigh Ellen, and four children, Mark, Will, Daniel, and Maria.

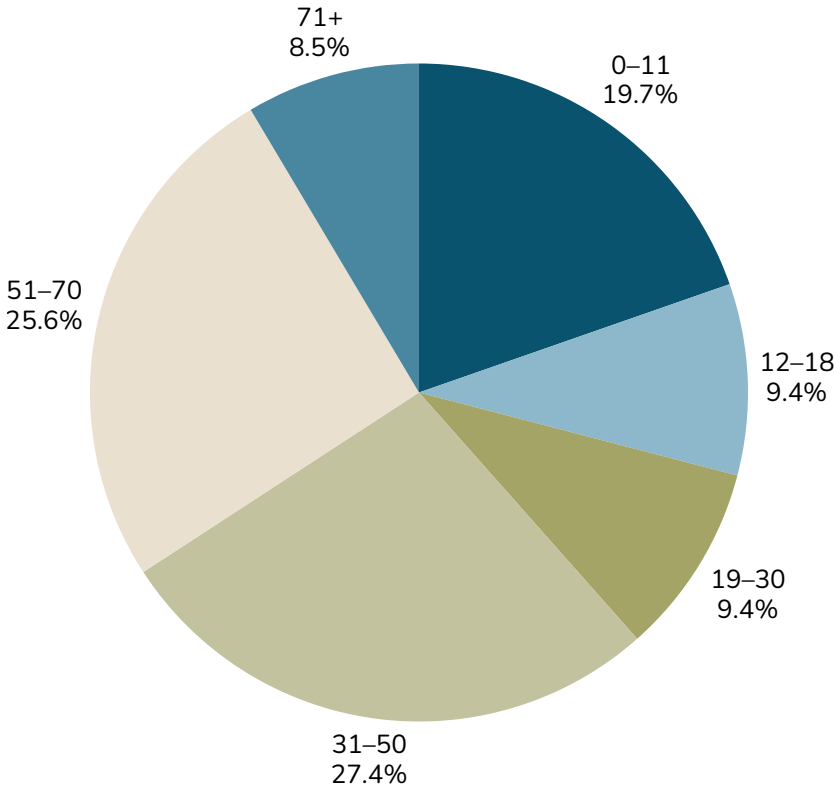
In the early years, Redeemer engaged in outreach opportunities such as People In Need (PIN) ministries and Stop Hunger Now. We began supporting missionary work in Chiba Japan, the Walk for Life, Crisis Pregnancy Center, and women in our congregation that journeyed to the Amazon mission field.

The Lord also walked us through some really difficult times. On May 30, 2014, Mark Rodriguez went to be with the Lord, and in God's mercy and providence, He used this tragedy to share the gospel with countless. Redeemer hosts a December Longest Night service for anyone processing through loss during the Christmas season.

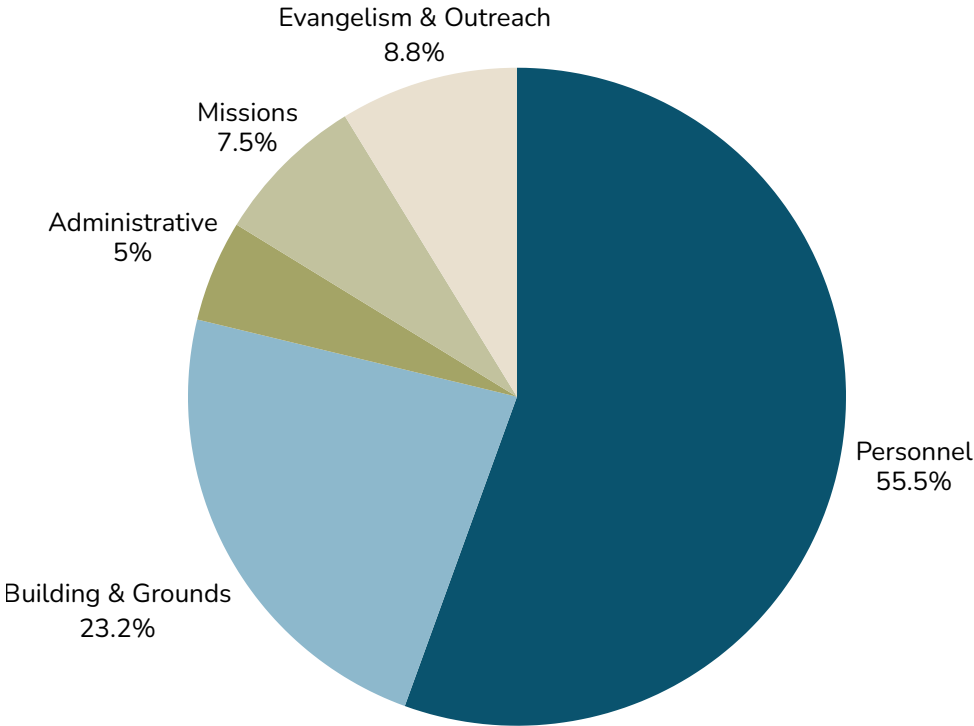
Church of the Redeemer moved to Lynnhaven Presbyterian Church's building June 2015 and became Redeemer Presbyterian Church. Redeemer was particularized and we elected our first elders. We remained at Lynnhaven for ten years.

On July 27, 2025, Redeemer Presbyterian worshiped on the Lord's day from Spring Branch's church building for the first time. On September 2, 2025, we purchased the property Redeemer Presbyterian will call home. Now as we look towards this wonderful new provision of property that the Lord has provided, we thank Him for all the ways He has equipped us to love and care for each other and our community. We also close out this phase with a bittersweet farewell to our pastor of 15 years, Carlos Rodriguez who is moving on to his own next chapter, preaching his last sermon on May 17, 2026.

CHURCH DEMOGRAPHICS



FINANCES



REDEEMER IN ACTION



REDEEMER IN ACTION



May 17 Groundbreaking Worship Service and Ceremony at our new property!

STAFF AND LEADERSHIP

ELDERS

Ken Dodl • Craig Rohde

WOMEN'S MINISTRY LEADER & SESSION LIAISON

Veronica St. Claire

STAFF & LEADERSHIP

Office Administrator: Charlynn Bowsher

Worship Leader: Ivo Sitterding

Men's Ministry: Ron Rhodes

Nursery: Laurie Sitterding

DiscipleShip Cove (pre-K through 5th grade): Adam & Sarah Pitzen

Youth Ministry (Middle & High School): Carolyn Weems

Cherokee Missions: Betty Domanski

Hospitality: Ben Hoke

Mercy & Justice Ministry: Leigh Ellen Rodriguez

Prayer Ministry: Laurie Sitterding

Bookkeeper: Elizabeth Moen

PASTORAL SEARCH COMMITTEE

The Pastoral Search Committee consists of eight members elected by the congregation of Redeemer Presbyterian Church: Craig Rohde (chair/ruling elder), Ken Dodl (vice chair/ruling elder), Charlynn Bowsher (secretary), Julie Hindman, Paul Kavanek, Vicky Manning, Sarah Pitzen, and Ivo Sitterding.

HOW TO APPLY

OUR INITIAL QUESTIONS

We want to get to know you, your heart, and your life with Christ. Please respond in no more than a paragraph or two to each of the following:

- Describe your spiritual journey.
- Tell us about a failure in your pastoral ministry and what you learned from it.
- What aspects of serving the church energize you? What drains you?
- What are the greatest dangers to the peace and purity of the local church?
- How do you interpret the Regulative Principle of Worship for liturgy?
- Would you describe yourself as broadly evangelical, middle of the road, or classically confessional?
- What exceptions, if any, do you have to the Westminster Standards?
- Are you on social media? In what context?

OUR APPLICATION REQUIREMENTS

Please send your materials to office@redeemervb.com. You will be contacted with next steps, which may include requests for additional information or scheduling conversations.

- Cover Letter and Resume
- Completed, typed-out responses to the questionnaire above

Please use the following format to label all attachments:

- JohnSmith_CoverLetter
- JohnSmith_Resume
- JohnSmith_Questionnaire