



**Redeemer**  
PRESBYTERIAN  
CHURCH

# Pastor Candidate Packet

# Welcome to Redeemer!

Redeemer Presbyterian Church is a healthy and established worshiping community in Central Texas that celebrates the gospel together, throws great parties and feasts together, and welcomes others in to encounter Jesus and his grace. Redeemer is not a community of people who have it all together, but a Gospel-centered place where it is okay to be in need of forgiveness and healing. We do not exist only for ourselves, but for those whom God has called us to love and serve and tell about the grace of Jesus. Redeemer intentionally creates space for people to belong before they believe.

We are looking for a new pastor because God has called our first pastor, David Rapp, and his family to establish a new church in the Denver area. We need someone who is able to communicate our beliefs and practices intelligibly to all kinds of people and to lead the church in welcoming people from various spiritual and cultural backgrounds, including those who are not yet Christians.

Redeemer has always been actively involved in church planting. God is growing us into an anchor church to continue as a sending church which supports church planting, RUF campus ministries, and other missions. We are also a sending church in that medical residents and army personnel often join our community for a period of time and then go out to live all over the world.

Our church has been in a numerical growth phase for several years now, and we expect it to continue to flourish. As we have grown, we have moved into a medium church size category and culture. We need a pastor eager to meet the challenges that must be negotiated as our staff and organizational complexity grow. We look forward to identifying and working with a pastor who resonates with our vision and is eager to lead the church as we grow into a multi-staff church with lots of volunteers and expand to two worship services. This packet is an invitation for you to explore our church community and get to know us.

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# Mission

**Redeemer Presbyterian Church is a missional community moved by the grace of the Redeemer, Jesus Christ, to worship and know God and to love and serve our neighbors in Temple and beyond.**

At Redeemer, we are a community — a close-knit family of faith — however, we do not exist only for ourselves, but for those whom God has called us to love and serve and to tell about the wondrous grace of God. We exist to be a blessing to our neighbors, the City of Temple, and the world.

*Fellowship is important to us. One way this is encouraged is in refreshments and conversation after Sunday morning worship.*





# Core Values

## **GOD'S GLORY**

God is at work for his own glory. His glory is our highest aim and our greatest good. God has been and will continue to be at work, building his church and his kingdom for his own glory. Our task is to participate in what he is doing.

## **GOD'S TRUTH | A PLACE SHAPED BY SCRIPTURE**

The Bible is the inspired and infallible Word of God and is our highest authority. We seek to be a Word-centered church, saturating our life in Scripture. God's Word shapes our theological identity. We make use of creeds and confessions which unite us with the church around the world and throughout the ages and which connect us to our Presbyterian and Reformed roots and covenantal understanding of Scripture.

## **GOSPEL-CENTERED LIFE**

The gospel of grace is what brings us into a relationship with God and what grows us to maturity in Christ. We aim to have ministries that will deepen our knowledge of God and our delight in his grace.

## **GOSPEL-CENTERED + SATURATED WORSHIP**

Worship is what we were created for. It is glorifying God for who he is and the redemption he has accomplished through Jesus. That is what is taking place in heaven right now and it is what the Church will do for all of eternity. For this reason, worship is at the center of all that we do. It is what everything else in the life of the church revolves around. Worship gives us a place to express the whole range of human emotions, but it is also primarily a formative experience where God actually shapes our hearts and desires to conform us into the image of his Son. Worship is where God gives us what we need most... himself. Worship pumps the gospel through the church body week after week, so that we are empowered to love and serve our neighbors and our city.

## **GOSPEL-CENTERED COMMUNITY | A PLACE IT'S OKAY TO NOT BE OKAY**

When God rescues people, he adopts them into his family, a new community called the Church. The Church is called to be the most loving and welcoming community on earth. In the midst of an individualistic culture, the Church is called to build real relationships and to love and serve

those around us. Redeemer is not a community of people who have it all together. We are people who know we need to be forgiven and healed. Whether you are convinced or skeptical, committed or still searching, burned out or bored... Redeemer welcomes you to explore our community and taste the grace and love of Jesus, the Redeemer. We believe that people of all ages are part of one community. Jesus welcomed little children and our children are just as much a part of the church as anyone else, so we have ministries to serve them and welcome their presence with us.

## **GOSPEL-DRIVEN MISSION | A PLACE TO BELONG BEFORE YOU BELIEVE**

We do not exist only for ourselves, but for those whom God has called us to love and serve and to tell about the wondrous grace of God. We exist to be a blessing to our neighbors, the City of Temple, and the world. We aim to be a missional church, warmly extending our welcome to seekers, skeptics, those who have been burned out by the church and the world, those who are bored, and the spiritually hungry. We are a church for the convinced and the unconvinced. We expect and desire to have new people with us from all walks of life, including those who do not yet believe. Because of this, we seek to communicate intelligibly and in a way that assumes their presence with us.

## **IMPORTANCE OF PEOPLE, PLACE, AND CULTURE**

Redeemer exists to be a blessing to the City of Temple. We desire to understand, engage the culture of our city and to love our community well. We seek to serve the people of our city in practical ways and to engage the city with a message of hope through various avenues. We long to see the redemption of Jesus extend to the hearts of sinners needing new life and flow out to transform families, business, culture and every sphere of life. We see the areas of need and brokenness as opportunities for us to support, sacrifice, and serve, rather than overlook, alienate, and condemn.

## **PURSUIT OF EXCELLENCE**

We graciously strive for excellence in all we do by strategically and generously unleashing our time, talent, and resources.

# Our Story

## **A NEW COMMUNITY | 2008-2011**

God was at work in the Temple/Belton area long before this church existed. In 2008, David and Jennifer Rapp moved to Temple with their three children to work in conjunction with Redeemer Presbyterian Church in Waco and the Southwest Church Planting Network of the PCA to help establish a new church. A weekly Bible study with four families grew into a larger group who gathered in the Rapps' living room to dream and pray and embrace a vision for a new church. Out of this group came a core group and a launch team which worked to prepare for holding worship services. After a series of public vision meetings held at the Railroad Heritage Museum, and five preview worship services at the Cultural Activities Center (CAC), Redeemer's first public worship service took place on September 19, 2010 in Wendland Hall at the CAC. In March 2011, Redeemer received its first members and began worshipping in the auditorium of the CAC.

## **A GROWING COMMUNITY | 2011-2020**

God continued to gather a welcoming community of people who worshiped together, threw great parties and feasted together, and invited others into their lives. On September 20, 2015, Redeemer was organized as a particular congregation of the PCA with its own government by elders serving on the Session.

In 2018, Redeemer purchased the historic First Presbyterian Church building in downtown Temple. After extensive renovation construction in 2019, Redeemer was ready to move into its own building and welcome the community to join us for Easter 2020. Our attendance at the CAC had reached 190, and we expected we would need to move to two worship services in the new building almost immediately. Then the COVID-19 pandemic hit. Redeemer's last worship service at the

CAC had five people present to conduct our first livestream worship service before the CAC officially closed the next day. Providentially, we were able to move into the new building the next week and conduct livestream worship services for a few months before continuing with a very gradual return to normal in-person worship.

## **AN ESTABLISHED COMMUNITY | 2020-present**

In May 2021, Redeemer added more elders and our first deacons, eventually establishing a deacon team to be comprised of deacons, as well as men and women deacon assistants who are appointed by the Session to assist the deacons in caring for those who are in distress or need. In May 2021 we also celebrated a delayed but incredibly joyful building dedication service. In addition to officers, God has given Redeemer a wonderful and growing staff team who serve the church and lead us in mission.

With people coming for medical training and others serving in the military, over the years Redeemer has loved and been served by so many people who have been a part of our community and story and have been sent out to serve Christ in other churches around the country and the world.

**Through all of the joys and the challenges, God has continued to grow Redeemer, gathering people from various backgrounds and all ages to be a part of a gospel-centered community that does not exist only for itself, but for those who do not yet know Jesus.**





*We encourage and joyfully celebrate new members joining the mission of the church.*



# Our Church Life

Our congregation is primarily made up of families and married couples of all ages and backgrounds (90% of adults are married). We live in an area with a large turnover rate due to the medical and military communities, and the rhythm of life in our church reflects this. Each year, we expect to say goodbye to dear friends and also welcome many new families and individuals.

More than half our congregants do not have a Presbyterian heritage. Many of us were drawn to Redeemer because of the genuine community here. Our church family truly desires to be a welcoming people that understand our need for God and one another and lives that out by confessing sins to one another, bearing one another's burdens, and celebrating God's work in each other's lives.

Besides Sunday morning worship, the main way we encourage participation in the life of the church is in Community Groups. Community Groups meet 10-12 times per semester at homes around the area to share a meal, discuss Scripture, and pray together. Groups start fresh each semester to give everyone the opportunity to join in or switch groups and make new friends.

When it comes to other ministries, we are concerned with intentionality over plurality. We want to be respectful of our congregants' time and energy and invest in a few programs that will connect the people of Redeemer to Christ and to each other without overloading them with more "things" to fill their calendars.

Our men's ministry hosts a monthly Pub Night at various local venues as well as a highly-anticipated annual retreat. Our 2022 retreat was attended by 39 men, ranging in age from 18-70, who gathered at a Texas ranch for a weekend of delicious food, treasured worship and study, and other activities including shooting, paintball, fishing, and many outdoor and indoor games. Our men strongly value opportunities to fellowship and share strengths and weaknesses, bearing each other's burdens in community.

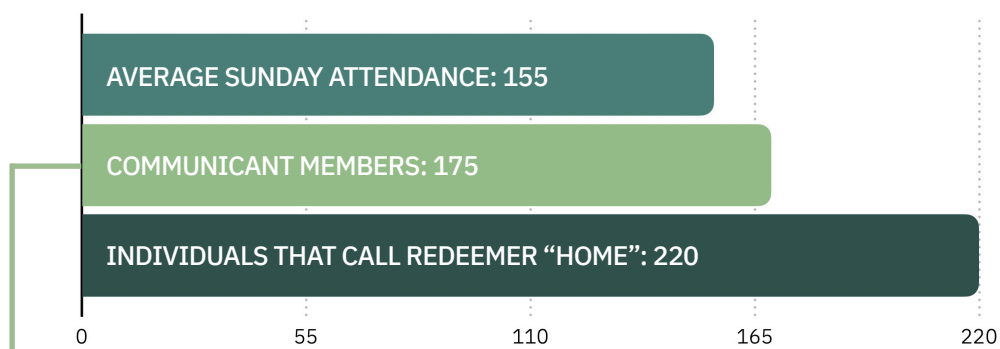
Our women's ministry has a regularly scheduled Fall and Spring Bible Study. We regularly have a women's study that meets Friday mornings and offers childcare. We usually have a few small groups of women. Women have made connections, deepened relationships and studied God's word together on a regular basis for several years and has become an anticipated event within our church. This summer we have offered a monthly book club for women to participate in. We have offered retreat days as of recently and hope to attend a retreat soon to help refresh, encourage and deepen our relationship among women and most importantly with Jesus.

Our youth ministry, Redeemer Student Ministry (RSM), serves students in grades 6-12 and meets during the Sunday school hour and on Wednesday evenings. Gatherings include time for building friendships and for studying the Bible together as we seek to disciple students to love and obey God as well as love and serve others. We also participate in summer camps through Reformed Youth Ministries (RYM) and had 32 middle and high school students attend RYM camps in 2022.

We also have a thriving Children's Ministry that includes a nursery for infants and toddlers, Sunday School classes, and a children's worship program during the sermon for 4- and 5-year-olds called "Training in the Pews". The overarching goal of these programs is to saturate our children's hearts and minds with God's Word so that they see and adore Jesus as the hero of the Bible and trust in him as their Savior.

# By the Numbers

## MEMBERSHIP + ATTENDANCE



## BUDGET

2021  
**\$517,000**

2022  
**\$570,000**

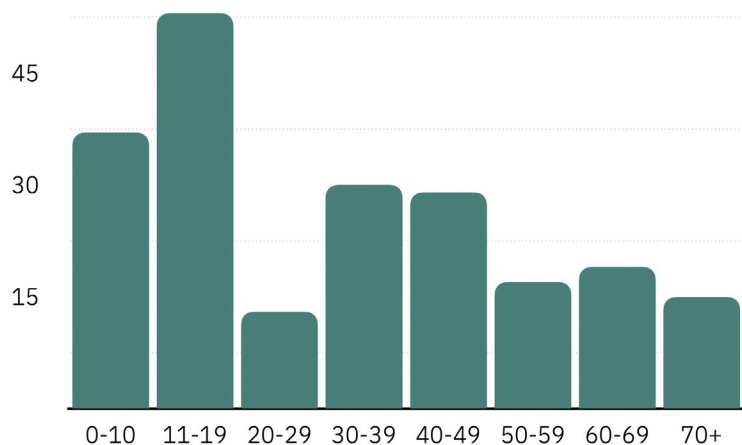
## GROWTH SINCE JANUARY 2021

**21** households received into membership (40 adults)

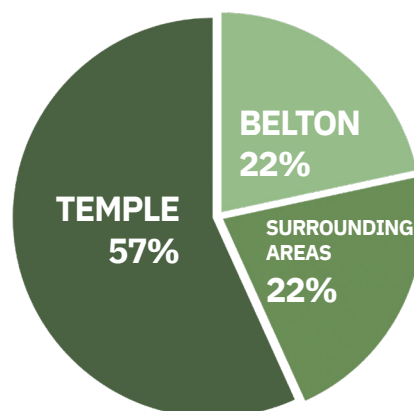
**7** covenant children received to the Lord's Supper

**9** baptisms

## LIFE STAGES



## GEOGRAPHIC DISTRIBUTION





*Children are an important part of our community. Above, children come forward with their families for prayer during the Lord's Supper. Below, children ages 4-5 are invited to spend the sermon in Training in the Pews, a children's worship program.*





# Ministry Partners

## LOCAL

**YOUNG LIFE** | Young Life is active in various high schools in our area and is making a difference in the lives of students by pursuing them with quality friendship to point them to Christ.

**FAMILY PROMISE** | Family Promise of East Bell County aims to help families experiencing homelessness to achieve sustainable independence through a community-based response.

**CHURCHES TOUCHING LIVES FOR CHRIST** | CTLC is an evangelical cooperative ministry of churches, individuals, businesses, and organizations working together to meet the food and clothing needs of individuals in order to introduce them to Christ. CTLC is currently supported by over 30 area churches and serves all rural areas within east Bell County.

**BRIDGE EAST TEMPLE** | Founded by Redeemer members, Bridge East Temple (The 411 House) is a nonprofit organization whose mission is to create a space of belonging that champions young leaders in East Temple and invites them to dream, discover, and change the world for the glory of God.

**HOPE PREGNANCY CENTER** | Hope Pregnancy Center Temple was established by local leaders in 1980 to meet the emotional, spiritual and practical needs of women experiencing unplanned pregnancies.

## REGIONAL

**NORTH TEXAS PRESBYTERY** | Redeemer is part of the North Texas Presbytery, a regional portion of the Presbyterian Church in America (PCA) that was formed in 1973 to be a denomination that is “Faithful to the Scriptures, True to the Reformed Faith, and Obedient to the Great Commission.”

**SOUTHWEST CHURCH PLANTING NETWORK** | The Southwest Church Planting Network is a cooperative work of 75 churches in Arizona, New Mexico, Oklahoma and Texas, with the aim of planting more PCA churches and starting RUF programs in our region.

**REFORMED UNIVERSITY FELLOWSHIP (RUF): BAYLOR & UT TYLER** | The college ministry of the PCA, RUF reaches students for Christ and equips them to serve. Redeemer financially supports RUF at two of our regional universities, Baylor University and the University of Texas at Tyler.

**RUF INTERNATIONAL AT UT DALLAS** | RUF International aims to reach international students on college campuses for Christ. Redeemer financially supports RUF International at the University of Texas at Dallas.

**BENT TREE** | Bent Tree exists to remind pastors of their callings as followers of Jesus, pastors, husbands, fathers, brothers, children, and friends. The ministry provides rest, wisdom and fellowship through online communities, national gatherings and training events, pastoral coaching relationships, and counseling.

## GLOBAL

**JOHN AND KATHY CLOW** | Also members of Redeemer, the Clows serve with MTW (Mission to the World) in Honduras, where John is the team leader in La Ceiba and country coordinator.

**PASTORS DISCIPLESHIP NETWORK - UGANDA** | PDN was established in 2008 to train and equip pastors and their wives with critical ministry and life skills to help them lead and teach their congregations while fostering personal development in order to deepen the church and to advance the Gospel of Jesus Christ through healthy churches.

# Where We Live

Located alongside I-35 an hour north of Austin and 2 hours south of Dallas, Temple is in the heart of Texas. There has been growth of over 40% in the past two decades, although Temple maintains its small-town feel.

Temple, originally a railroad town, now has a very diverse economy with a strong emphasis on health care and education. More than a quarter of the jobs in Temple are provided by either Baylor Scott & White Health (BSWH) or the Central Texas Veterans Health Care System (CTVHCS). Both systems support robust postgraduate medical education, such that there are over 500 residents and fellows in various medical specialties being trained at any one time in Temple. US News and World Reports recently rated satisfaction of the residents in the residency training programs at BSWH in Temple second among all residency training systems in the U.S. BSWH/Scott & White Clinic has been the primary clinical teaching venue for the Texas A&M College of Medicine since its inaugural class in 1977. BSWH will become the second Baylor College of Medicine clinical campus beginning in the summer of 2023, ensuring and strengthening the commitment to medical education in this community. CTVHCS serves over 100,000 Veterans in the Central Texas region, including the largest number of Operation Enduring Freedom and Operation Iraqi Freedom Veterans anywhere.

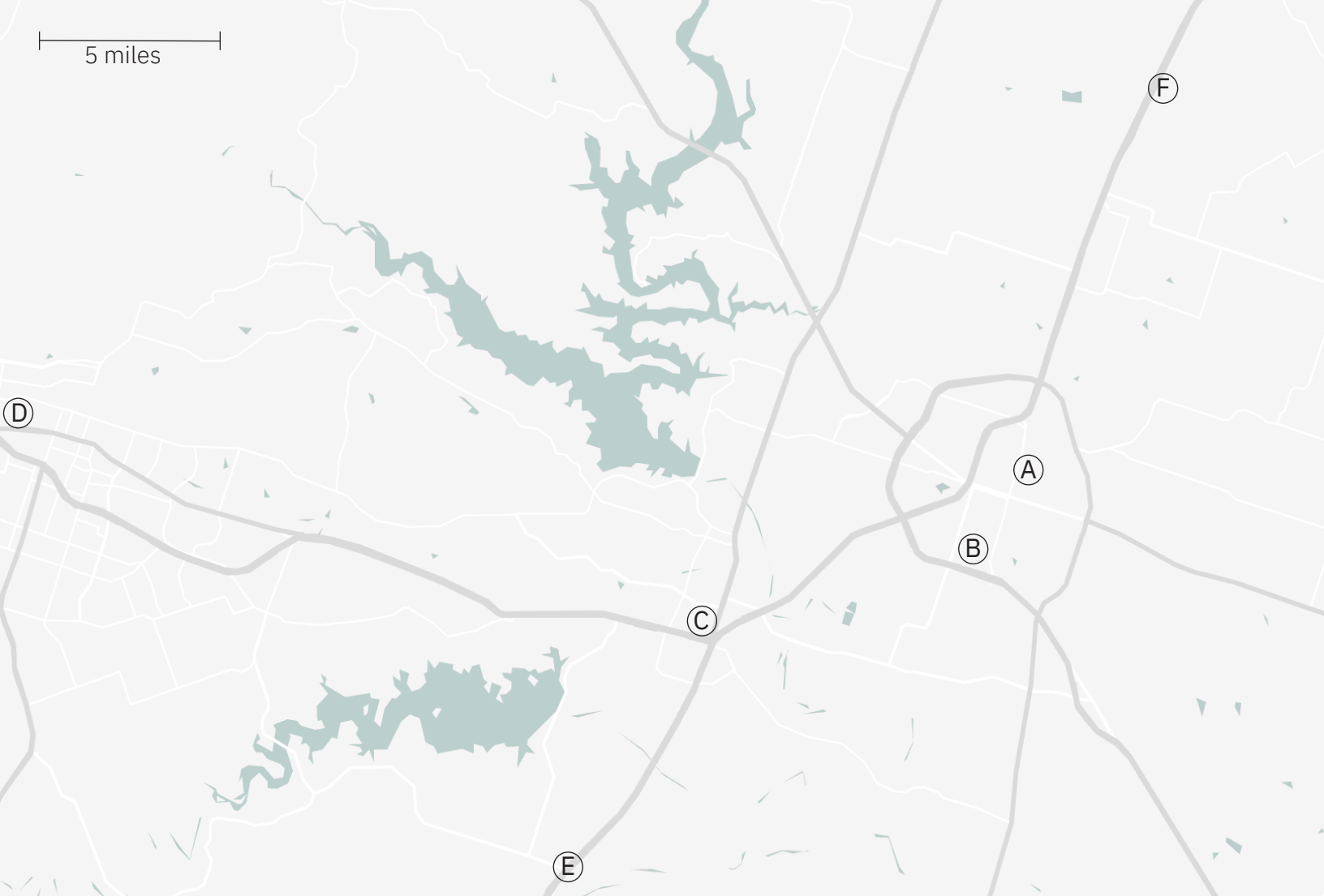
In addition to medical education, Temple is the site for Temple College, a community college serving 5000 students with a very diverse educational portfolio. In nearby Belton, the University of Mary Hardin Baylor (UMHB) is a private Christian university with approximately 3500 students annually. In addition to the many strong liberal arts academic programs at UMHB, UMHB is perennially nationally competitive in Division III football and is

the reigning national champion. Both Temple College and UMHB have nursing programs in affiliation with BSWH, and UMHB also trains physician assistants, social workers, marriage and family counselors, and doctoral physical therapy students. UMHB is considered #21 in the U.S. for educational value by U.S. News and World Report.

30 miles to the west of Temple sits Fort Hood, one of the largest US military installations in the world at 214,968 acres. Fort Hood is the only post in the United States capable of stationing and training two armored divisions and has a populations of 53,416 soldiers and civilian staff.

Temple and Belton are home to two sizeable lakes and many city parks – providing plenty of opportunities to get out and enjoy the more pleasant fall and spring months. Summers are hot, with average temperature highs in the 90s, and often in triple digits. Winters are generally mild, with only occasional freezing temperatures.

Temple and nearby Belton have a combined population approximating 110,000, but within a 35-mile radius there are over 450,000. In Temple, the population is mostly White (52%), Hispanic (29%), or Black (15%). In 2020, the median household income of Temple households was \$53,723. However, 13% of Temple families live in poverty. The cost of living in Temple is 13% lower than the national average. The median home price is now \$154,400, with a median rental cost of \$1023/month. About half of the people in Temple consider themselves as religious, with 18% being Baptist, 9% Catholic, 5% Methodist, <1% Presbyterian, 15% other Christian, and 3% other non-Christian. The only PCA churches in the immediate area are Redeemer (Temple) and Hill Country Church (Killeen).



(A) Downtown Temple, Redeemer's building (B) Baylor Scott & White Hospital (C) Downtown Belton, University of Mary Hardin-Baylor (D) Fort Hood (E) I-35 South to Austin (F) I-35 North to Waco and Dallas

Central Texas is known for its springtime wildflowers.



The historic Bell County courthouse located in downtown Belton. Both Temple and Belton have historic downtown areas that are being revitalized with the addition of local eateries and shop-





# Session + Deacon Team



## **PAUL HICKS, RULING ELDER**

Paul was raised in a pastor's home in California. He and his wife Susan were married in 1975. They raised their two children in Temple, where they have made their home the last 35 years. Paul completed his medical and graduate training at Baylor College of Medicine. Paul is now Clinical Professor of Psychiatry at the Texas A&M College of Medicine and Director of the Treatment-Resistant Depression Clinic for the Department of Psychiatry at Baylor Scott & White Health. Paul and Susan have been at Redeemer since 2017. Paul enjoys fly fishing, hiking, and family adventures.



## **HEATH ROBINSON, RULING ELDER**

Heath grew up all over Texas and graduated from Temple High School. He and his wife Courtney have been married for 24 years. Heath and Courtney both received MA degrees from RTS and served as missionaries with MTW for one year. They have three sons (20, 19, 16), and one daughter (10). The Robinsons have attended Redeemer since 2010. Heath has been involved in numerous ministry areas at Redeemer over the years, including leading a Community Group and volunteering with Redeemer Student Ministry. Heath has served as an elder since 2015. Vocationally, he leads a software development team.



## **DOUG SMITH, RULING ELDER**

Doug is a lifelong resident of Temple. He attended church regularly with his family, but was not converted until the age of 22. He attended Temple Bible Church, where he met his wife, Lisa. Not long after they were married, they were part of the Waco Redeemer Church plant in hopes that a Church would be planted in Temple. Doug was involved in leadership at Redeemer Waco and served as a Deacon. He and Lisa have been a part of Redeemer Temple since its beginning. They have been married for 26 years and have three children: Hailey (24), Calvin (22) and Reagan (21). He and Lisa have also started a company that sells homemade soy wax candles, jams, and salsa.



## **KEN SMITH, RULING ELDER**

Ken and his wife Becky have attended Redeemer since moving to Texas from Pennsylvania in 2015. Ken and Becky met at the church his father pastored and were married in 1982. They have six grown children, four of whom are married, and a growing number of grandchildren. Before moving to Texas, Ken served as President of Geneva College near Pittsburgh, PA. Before that, he was a professor of business at Syracuse University. For the past five years, Ken has been Dean of the McLane College of Business at UMHB.

### **JOHN BRASHER, DEACON**

John grew up in Temple. In the summer of 1986, he went to Young Life's Frontier Ranch in Colorado and it was there that Christ changed his life and John started walking with the Lord. In 1995, John graduated from UMHB in Belton and moved to Denton, Texas to study with Tom Nelson at Denton Bible Church. In 1997, he was introduced to the PCA by a friend and since then has been a part of 3 PCA church plants (Norman, Oklahoma; Austin, Texas; and finally Redeemer in Temple). John met Jennifer and her then 4 year old son, Trevor, in 2004 and they were married in 2005. In 2011 they welcomed Elyse, who is now 10. John enjoys fishing and hunting.



### **MATT KINIRY, DEACON**

Matt grew up in Belton, Texas. He graduated from Texas A&M University in 2009 and received his M.S. in 2012 at Texas A&M University-Central Texas. He works as a licensed counselor at Baylor Scott & White. Matt and his wife Jenny have three children and have been at Redeemer since 2011. Matt enjoys playing and watching soccer and disc golf and spending time with his family.



### **KEENAN SWAIN, DEACON, BOOKKEEPER**

Keenan is originally from the Houston area and graduated from Texas Tech University with a degree in Business Management. Keenan and his wife, Kirsten, met while attending RUF at Texas Tech and a PCA church in Lubbock. The Swains have lived in Temple since 2007 and have been members of Redeemer since 2010. Keenan is currently a stay-at-home dad and teacher to their three energetic boys. He has been on staff as Redeemer's bookkeeper since 2018 and has served as a deacon since 2021. Keenan enjoys playing golf and spending time outdoors with his family.

# Staff



## **LIZ JOFFRION, ADMINISTRATOR, COMMUNICATIONS, + DESIGN**

Liz grew up in Ann Arbor, Michigan, and moved to Texas to attend Texas A&M University where she studied Spanish, Italian, and Linguistics. After a brief stint in marketing, she worked as a special education teacher for 3-5 year olds while her husband David was in veterinary school. They moved to Temple in 2016 shortly before their daughter was born. Liz now stays home with their three children and has worked for Redeemer since 2019. She enjoys reading and sewing in her free time.



## **ERIN ILLIAN, DIRECTOR OF NURSERY + CHILDREN'S MINISTRY, DIRECTOR OF CONNECTIONS + ENGAGEMENT**

Erin is a graduate of Baylor University, with a degree in Elementary Education. After staying home with her four children, she returned to the classroom for four years before accepting her current position at Redeemer in 2020. She and her husband, Josh, have been married for 20 years. Together, they enjoy traveling (often to Montana to see their oldest child) and cheering on both their children and their Baylor Bears in various sporting events. The Illians have been at Redeemer since 2014.



## **JENNY KINIRY, DIRECTOR OF WOMEN'S MINISTRY**

Jenny grew up in Naperville, Illinois and moved to Texas in high school. She graduated from Texas A&M University in 2008 and taught in elementary schools for five years before staying home with her first child. Jenny and her husband Matt have three children and have been at Redeemer since 2011. Jenny currently serves as the women's ministry director at Redeemer. Jenny enjoys reading, conversations, kayaking, and spending time with her family.



## **DAVID JOFFRION, DIRECTOR OF WORSHIP MUSIC**

A native Texan, David attended Texas A&M University for undergrad and veterinary school. He works at a large mixed animal clinic in Belton and enjoys building furniture and making music in his spare time. David has been involved in worship music since he was in high school. He started playing music at Redeemer when he and his wife Liz moved to Temple in 2016 and has been on staff since 2018. He and Liz have three young children: Annie, Thomas, and Benjamin.





### **BRIANNE WELCH, DIRECTOR OF YOUTH MINISTRY**

Brianne grew up in Dallas and relocated to Temple in 2019. She spent nine years working for the human rights organization International Justice Mission before going back to school to pursue a Master of Arts in Theological Studies from Westminster Theological Seminary in 2020. In her free time, she enjoys reading, cooking, and walks with her husband Chris. She began serving as the Director of Youth Ministry at Redeemer summer 2022.



### **ROB YOUNG, AUDIO/VISUAL COORDINATOR**

Born and raised in Holly, Michigan, Rob attended the University of Michigan receiving his B.S. in General Biology and commissioning into the US Navy via the NROTC Unit as a Surface Warfare (nuclear trained) Officer in 2001. He has served onboard 6 different ships over his 20+ year career. He is currently serving as the Executive Officer/Associate Professor of Naval Science for the NROTC Unit at the University of Texas at Austin and intends on retiring from the Navy in the fall of 2023. Rob has been a member of Redeemer since 2021 and took on the roll of A/V Coordinator in December 2021. Rob and his wife Joycelynn have 3 children. Rob enjoys baseball, golfing, and reading Star Wars books.



### **GARY RAPP, INTERIM FACILITIES MANAGER**

Gary was born and raised in Denver. He became a Christian and met his wife, Linda, when they were students at Princeton University, where Gary studied Geological Engineering. They were married in 1975 and have two children and seven grandchildren. During Gary's 40 year career in oil exploration, they lived in Denver (twice), Louisiana, and then Houston for 29 years. Gary and Linda retired to Temple from Houston in 2015 to be near family. Gary has served as interim facilities manager since the purchase of our building. Gary is also active in volunteer organizations including Rotary, Family Promise, East Temple Neighborhood Initiative and NAACP.



### **MICHAEL SPENCER, FACILITIES MANAGER**

Michael was born in Boston, MA and grew up in central Florida. He joined the Army in 2002 and has spent the last 20 years as a UH-60 Black Hawk pilot. Michael has been married to his lovely wife Sarah for almost 20 years and has 4 children: James, Eliza, Gabe, and Katie. Michael will retire from the Army in January of 2023 and is starting a woodworking and home improvement business here in Temple upon retirement. The Spencers enjoy hosting events and having an open home, playing games, and celebrating God's goodness.





*Above: Our children learn that there is no power without God's power! Below: a team of talented and passionate musicians lead us in singing a mix of rich hymns of the past and newer worship music each Sunday.*



# Pastor Profile

## WHO YOU SHOULD BE

- Mature and formed by the Gospel
- Convicted about a Gospel vision and confident in God's mission for you
- Personable and people-oriented
- Ready to admit faults and forgive others
- Hard-working and ready to delegate
- Open to everyone
- Possessing a shepherd's heart
- Discerning about creating offenses that are not the Gospel

## WHAT YOU SHOULD DO

### PREACH

#### PREACH THE WORD

Preach exegitically from a particular text with the goal of preaching the Whole Counsel of God

#### BE AUTHENTIC

Be personal and real in the pulpit and in person

#### AIM FOR THE HEART

Seek Gospel transformation of believers and seekers alike

#### CONTEXTUALIZE

Know your congregation and its context and apply the law and gospel to them in particular

#### ENGAGE THE CULTURE

Address the culture in a non-partisan manner

#### RECYCLE THE BEST

Bring "old truths" and "old ways" to new people over and over

### LEAD WORSHIP

#### CREATE A VISION

Thoughtfully select liturgical elements each week to lead people to a holy God become friend

#### SHAPE AFFECTIONS

Handle adeptly all aspects of the liturgy to shape the habits and affections of the congregation

#### CONTEXTUALIZE TRADITIONS

Adapt worship traditions to the local context (church calendar and formal liturgy)

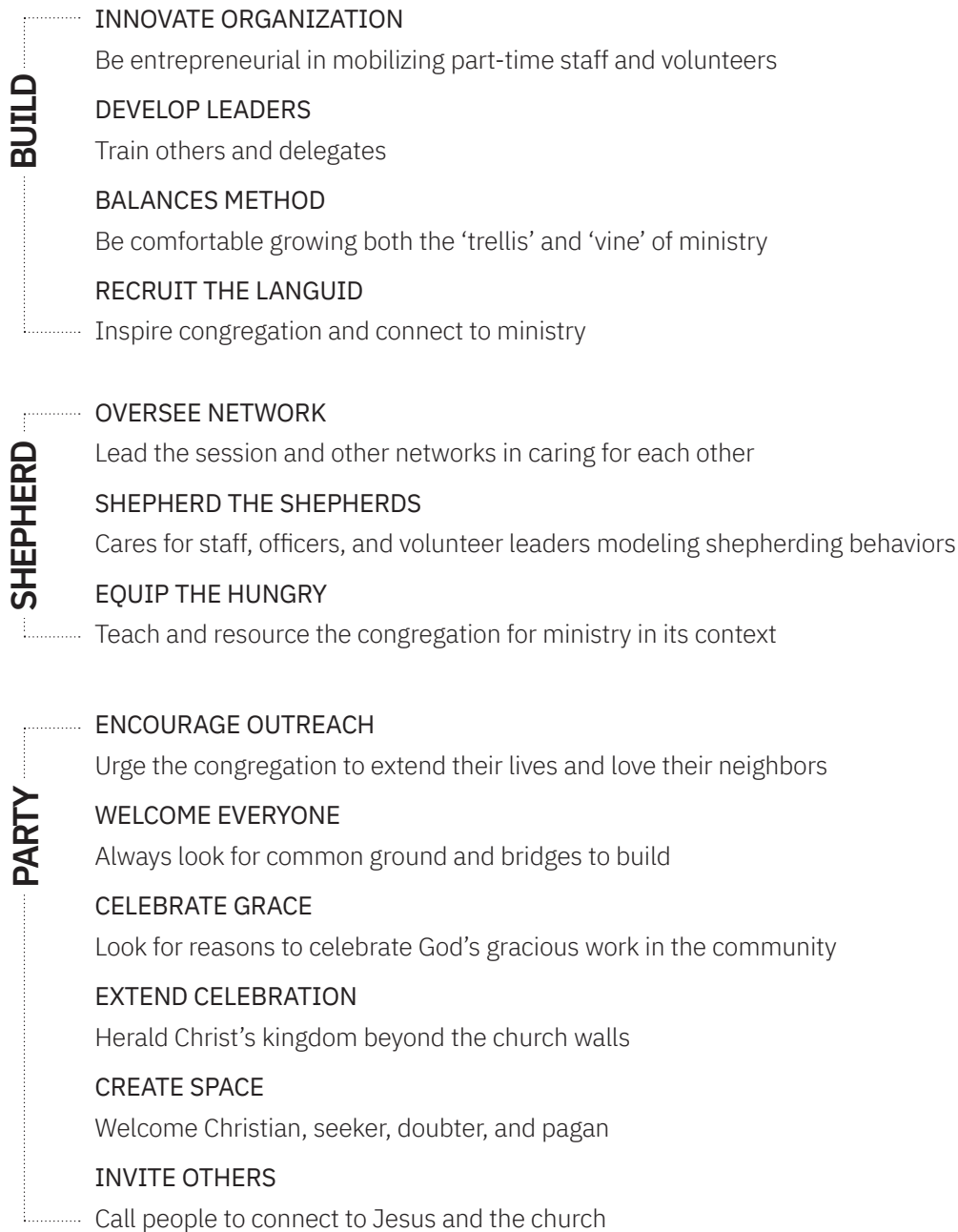
#### CONDESCEND TO THE UNINITIATED

Improvise on elements of the liturgy in the moment to teach newcomers

#### COLLABORATE WITH OTHERS

Work with the director of worship music to make the service accessible and meaningful





## OUR COMMITMENT TO YOU

- Time and resources for personal and professional development
- Sabbatical to rest and recharge
- Remuneration to know you're provided for
- Time and space to lead your family well
- Prayer and support for ministry and family
- Partnership in ministry from the staff, session, and volunteers

# Pastoral Search Committee



## **JANET GOAD**

Janet grew up in Toledo, Ohio. She and her husband Richard have been married since 2019 and between them, they have four grown children. The Goads have attended Redeemer since 2019. Janet works as an actuary for USAA. She has enjoyed being involved in mentoring and hospitality ministries at Redeemer. She and Richard live in the historic district, enjoy walking to church, and thrive on feeding friends.

## **MICHAEL NORMAN**

Michael grew up in Temple. He and his wife Brittany, who led the church renovation project for the building we are now in, have five children ranging in age from 23 to 11. They live close to Redeemer in the historic district. The Normans were part of the launch team for Redeemer, then attended another church for a few years before returning to Redeemer in 2018. For many years, they have hosted a community group in their home as well as provided the host location for RSM meetings. The Normans love to travel and interact with people from different cultures and backgrounds. Vocationally, Michael is a business person and lawyer.



## **LISA SMITH**

Lisa is originally from Kansas but has lived in Texas for more than half of her life. She and Doug have been married for 26 years and have three grown children. They began praying for a reformed church in Temple in 1998 and over the years have seen God answer those prayers through the planting of Redeemer Waco and then Redeemer Temple. Lisa has been involved in many ministry areas over the years, including nursery and children's ministry, community groups, hospitality/fellowship, communion, and prayer. She is the business owner of an Administrative & Answering Service, working mainly with Alzheimer's/Dementia communities and their families.



## **SARAH SPENCER**

Sarah grew up in Malabar, Florida, and has been married to her high school sweetheart Michael for 20 years. Sarah is a homemaker and homeschooling mom to their four children. The Spencers enjoy hosting friends, family, and neighbors; they also love cooking (and eating) good food, swimming, making music, and reading good books. They have been at Redeemer for three years. In that time, they have hosted a community group at their home, and Sarah has been involved with children's ministry and RSM. She also regularly sings with the worship team.



## **TIM STEPHENS**

Tim is a Temple native. He graduated from Abilene Christian University and lived in Abilene for 15 years before returning home to the area. Tim works in venue management and is the Executive Director of the Bell County Expo Center. He and his wife Beverly have been married for 38 years. They have two grown and married children and four grandchildren. Tim and Beverly began attending Redeemer in May 2021. He has previously been involved in youth ministry, missions, deacon team, and building expansion committees and looks forward to serving at Redeemer.

**ADDITIONAL MEMBERS** | DAVID JOFFRION (*see staff bio*), HEATH ROBINSON (*see elder bio*)

# To Express Interest

## QUESTIONNAIRE

- Briefly describe your spiritual journey.
- Do you think you (and your family, if married with children) would be a good cultural fit in central TX? What concerns do you have about living in this area?
- What is your administrative experience leading a growing church?
- What part of serving the church energizes you? What do you love most about pastoring? What part of serving the church drains you?
- What is the greatest danger to the peace and purity of the local church?
- How would you evaluate the current health of the PCA as a whole?
- What books have most influenced your preaching, pastorate, and personal life?

## APPLICATION REQUIREMENTS

Please send your materials to [janet.goad@redeemerprestemple.org](mailto:janet.goad@redeemerprestemple.org) and you will be contacted with next steps which may include requests for additional information or scheduling conversations.

- Cover Letter
- Resume
- PCA Ministerial Data Form
- Completed, typed out responses to the questionnaire

Please use the following format to label all attachments:

- JohnSmith\_CoverLetter
- JohnSmith\_Resume
- JohnSmith\_MDF
- JohnSmith\_Questionnaire

We are looking to begin receiving applications from candidates beginning August 1. We will receive and process applications on a rolling basis until the position is filled.

Thank you for your interest in Redeemer. We look forward to hearing your story and exploring God's plans for you and your possible relationship with our church family.