



REDEEMER

PRESBYTERIAN CHURCH

Redeemer Kids Director Candidate Profile

Redeemer Presbyterian Church (PCA) grew out of a desire among Christians in urban Indianapolis for the gospel to impact all aspects of the city they loved. More than twenty-five years on, that's still our mission: to connect people to Jesus who's bringing wholeness to the city.

How does that mission happen? We tell it as a story through our core values.

Gospel Fountain

We're connected to Jesus through ***the transforming safety of the gospel***. Everything starts and flows from here: Jesus died for sinners. That frees us up to live as forgiven sons and daughters of our heavenly Father and be real about our sin, because our efforts haven't saved us, and our sin doesn't keep us away. The good news of God's grace to us is our primary identity: not well-balanced lives or family pedigree, not résumés or politics, not moral "togetherness." God's grace calls us to dare to be the broken people we are.

How do we know the gospel? Through ***the life-giving authority of Scripture***. The God who saves is a speaking God. We know who he is, who we are, and his saving work—not just for us but the whole creation—through Scripture. We gladly submit to him, without setting aside our intellectual integrity, and trust that we will find more life, freedom, meaning, and abiding peace in the Bible than if we were to depend on our own perspective.

Gospel Formation

How does the gospel take root and form us? First, through ***thoughtful, expectant worship***. We expect to experience God in the "thin place" between heaven and earth of worship. We sing, confess our sins, pray, listen to God's word, and celebrate our communion in Christ and with each other through the Lord's Supper. Redeemer's worship is open to sinners, the wounded and hurting, the excluded and poor, the moral trainwrecks—in other words, all of us: those in need of a Savior. Worship shapes and renews us in the gospel.

Second, the gospel forms in us through ***meaningful relationships in community***. Hanging out and having fun are wonderful, but we want a place where we know each other for who we really are and are loved in that place. We work to relate to each other not based on personal tastes, shared background, or career, but because we all have the same life-altering relationship with Jesus. We want to really be in each other's lives in order to speak the truth in love to each other so that we grow in the gospel.



Gospel Mission

How we live outwardly in the gospel starts with where God has placed us. Redeemer is an urban church—not by default, but by design. We encourage our people

- Not to withdraw like a turtle and despise the city
- Not to blend in like a chameleon and simply reflect the city
- Not to consume like a parasite and use the city
- But to serve the city and faithfully seek its wholeness

We love the city in the gospel through **creating beauty where we are**. God saves us from our mess in order to call us into what he is doing in his world. We bring everything we are (like our intellect, organization, creativity, spreadsheets, songs, education, mechanical ability, tender spirit) into every situation and look to the Lord for what he wants to bring there through us. That means our work, school, home, studio, dog walk route, and apartment complex all need our full attentiveness as to how we can be ambassadors of a heavenly kingdom here on earth.

We love the city in the gospel through **respectful evangelism** by inviting our neighbors to know Jesus, who is the answer to everything they are seeking in life. In the safety of the gospel, we are not paralyzed by fear or driven by a need to make our mark when we share the gospel. We are free to share with all respect and patience as we trust God to be at work to call people to himself. And we help plant churches in neighborhoods all over Indianapolis in order to see new communities of grace where people connect to Jesus

Gospel Circle

Maybe we would be tempted to see these values and think that if we can really live into them, then we will have arrived. But that is not God's heart for his children; it is not what he has made us for. We trust in him through **desperate dependence on Jesus**. We don't come to Jesus and get sorted out and then finally have the independent life we always wanted. Jesus isn't a tool for our happiness, but rather is himself our happiness and meaning. We seek God through prayer and rely on him—that is true maturity in the safety of the gospel. In our end is our beginning.





What Do We Need?

Over the years, the Lord has blessed Redeemer to grow into a church that 1000+ people call home. That growth also includes kids. We can serve over 200 kids per Sunday between our nursery, children's worship, and Sunday school ministries. We already have a great foundation built, but our current Redeemer Kids Director, Emily Pilkington, is moving into a new role at the church. We are looking for someone to take over the ministry and continue the great work that has been done.

Who is an ideal candidate?

- You are repenting and believing in Jesus as a way of life
- You have a passion for teaching kids and seeing young people grow in the gospel
- You collaborate well, aren't territorial or jealous, and winsomely articulate your position, so that you are able both to persuade and be persuaded
- You are aligned and in agreement with Redeemer's core beliefs and values: <https://www.redeem-indy.org/what-we-believe>
- You are emotionally intelligent: self-aware, able to connect well with people, and handle conflict maturely in a biblically wise way
- You prioritize living in and leading well from your marriage or your singleness, whichever God has called you into
- You have a commitment to improvement and growth
- You are a Redeemer member or are willing to become one
- You are able to identify and recruit volunteers
- You have administrative gifts that allow you to lead and equip over 100 volunteers
- You have experience leading teams and supervising others

Your Team

- This role reports to the Director of Groups & Formation
- The position supervises the PT Redeemer Kids Coordinator and the PT Nursery & Childcare Coordinator
- This role is part of the Formation Team

Your Schedule

- You will typically work Sunday-Thursday
- You will participate in weekly staff meetings
- You will meet one-on-one with the Director of Groups and Formation regularly
- You will meet one-to-one regularly with both the Redeemer Kids Coordinator and the Nursery & Childcare Coordinator
- You will meet monthly with the Redeemer Kids staff team

Your Compensation

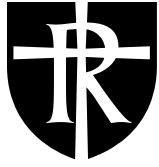
The salary for this position is competitive and generous, and will consider experience and education. As a full-time Redeemer ministry staff member, you are eligible for these benefits:

- Health and dental insurance: Redeemer will pay 100% of the premiums for family coverage on our group plans.
- Health Savings Account (HSA): Redeemer will match your contributions 1-1 to an HSA up to the allowable legal limit.
- Retirement (403b): Redeemer will match contributions to the PCA 403b plan 2-1. (For every \$1 you contribute, we will contribute \$2.) Redeemer's contribution is capped at 8% of your salary.
- 4 weeks of vacation
- 1 week of leave for study or professional development

To apply, please send your cover letter and resume to Ben Reed (ben@redeemindy.org) by April 21st, 2026.

- Cover Letter
- Resume

We will respond to acknowledge your submission within 48 hours.



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Job Title: **Redeemer Kids Director**
Reports to: **Director of Groups & Formation**
Hours/Week: **FT salaried (hours 40–47 as set out in employee handbook)**
Direct Reports: **Redeemer Kids Coordinator, Nursery & Childcare Coordinator**

Job Summary: ***This position provides leadership and oversight for the Redeemer Kids ministry (birth through 5th grade) and their families. This role leads the ministry ensuring it aligns with Redeemer’s mission and values.***

1. Redeemer Kids Ministry Oversight (90%)

- Execute Redeemer Kids vision and curriculum scope and sequences for formation of children birth through 5th grade in line with the larger Formation Ministry vision and philosophy of ministry.
- Oversee the Nursery & Childcare Coordinator and the Redeemer Kids Coordinator.
- Oversee family discipleship efforts in concert with the Formation Team including Discovering Redeemer for Kids and Students/communicant process, Kids Club, Easter Egg Hunt, and other family ministry events.
- Send monthly parent communication, sharing curriculum information and ways parents can follow up and disciple their children at home.
- Assist the Nursery & Childcare Coordinator and the Redeemer Kids Coordinator with volunteer recruitment, ensuring each classroom space has the recommended number of volunteers.
- Train Redeemer Kids volunteers and staff on relevant safe child policies, curriculum, and teaching techniques.
- Ensure Redeemer Kids classrooms provide support and accommodations for children and families impacted by disability.
- Work with the Director of Operations to ensure that all safe child policies are up to date and enforced.
- Work with the Redeemer staff to ensure the Redeemer Kids ministry is well integrated with our other ministries. Oversee childcare requests from other ministries, delegating accordingly.
- Be available to teach, oversee, and build relationships with volunteers, kids, and parents during the Sunday School hour and one service each Sunday.
- Ensure classroom spaces and supplies are organized, welcoming, and safe for children.
- Provide administrative oversight, assist the Nursery & Childcare Coordinator, and lead the Preschool classroom on Wednesday morning childcare, teaching a lesson and leading the childcare team in this space during the school year.

2. Formation Team (10%)

- Collaborate with the Director of Groups & Formation and Formation team as needed.
- Collaborate with the Co-Directors of Redeemer Students for Discovering Redeemer for Kids and other ministry initiatives as needed.

Expected Outcomes for Redeemer

- Redeemer Kids are connected to one another and to Jesus and Redeemer parents are supported in engaging their children in their faith.

Regular Commitments

- Attend all staff meetings
- Regular meetings with RK Coordinator and Nursery & Childcare Coordinator individually and monthly as a team.
- One-on-One meetings with the Director of Groups & Formation
- This role has Sunday morning responsibilities

Helpful Characteristics

- Significant life and ministry experience preferred
- Collaborative, not territorial or jealous
- Biblically literate
- Spirit of discernment
- Problem-solver
- Able to train and lead others
- Administratively competent