



# REDEEMER

## PRESBYTERIAN CHURCH

1505 N DELAWARE ST | STE 200 | INDIANAPOLIS, IN 46202

## PASTOR OF FORMATION

*Job Profile*

### Redeemer

#### ***Mission + Values***

Redeemer connects people to Jesus who is bringing wholeness to the city. We move forward in this mission by promoting these core values:

- Transforming safety of the gospel
- Life-giving authority of Scripture
- Thoughtful, expectant worship
- Meaningful relationships in community
- Creating beauty where we are
- Respectful evangelism
- Desperate dependence on Jesus

### Your

#### ***Role***

The Pastor of Formation leads how we are being formed in brokenness toward wholeness in Christ. He oversees the big picture for what holistic formation looks like and how it happens in Redeemer. That means developing and shepherding an approach to formation for everyone from birth into adulthood as we are connected to Jesus through the gospel.

### Your

#### ***Team***

This position reports to the lead pastor.

This position supervises the Spiritual Formation staff, including Community Groups director, Next Generation pastor and staff, and Adult Ministries staff and volunteers.

### Your

#### ***Goals + Expectations***

Love, embody, and promote Redeemer's core values

Create and lead a clear vision and plan for formation in the gospel for the whole church

Foster a culture of leadership development so that leaders are well formed in the gospel to use their influence in all spheres of life, including as part of future church plants

Promote a vision for how we create beauty in every dimension of where we are

Play a key role in the leadership of Redeemer, working closely with the lead pastor

## Primary

### ***Responsibilities + Tasks***

- Develop and supervise Spiritual Formation staff (5 people) so that they are growing in their connection to Jesus and doing ministry that connects people to Jesus
- Design, oversee, recruit, and create content for a leadership formation process for leaders at all levels (including officers) and across the church's ministries
- Oversee and teach in adult ministries, including Sunday classes and the possible development of men's ministry
- Build a ministry for the intentional formation of people in their work to help them integrate their Christian faith with what they do vocationally
- Serve as a pastor helping to preach monthly, lead the worship service, disciple, participate in a community group, lead Christianity Explored, and give pastoral care

## Candidate

### ***Profile***

- You are repenting and believing in Jesus as a way of life
- You have a growing grasp of the gospel of the kingdom in your own life and in the social fabric of urban Indianapolis
- You prioritize living in and leading well from your marriage or your singleness, whichever God has called you into
- You are an ordained PCA teaching elder or eligible for ordination in or transfer to the PCA
- You have served in pastoral ministry for at least five years
- You are emotionally intelligent: self-aware, able to connect well with people, and handle conflict maturely in a biblically wise way
- You preach with a focus on the gospel and an orientation to the human condition
- You have a proven track record of developing staff and lay leaders, equipping them for life and ministry
- You have demonstrated ability to lead large teams of staff and volunteers and keep those teams aligned with mission and values
- You have both a strong work ethic and a healthy practice of Sabbath rest
- You like to create and build new structures
- You collaborate well, winsomely articulating your position, so that you are able both to persuade and be persuaded
- You have a commitment to improvement and growth

## Your

### ***Schedule***

- You will typically work Sunday–Thursday, aiming for no more than two nights a week—about 45–50 hours a week. When you need to work on Friday or Saturday, you would switch days (e.g., take Thursday off when presbytery meets on Friday).
- You will participate in or lead weekly staff prayer, spiritual formation team meetings, pastoral meetings, session meetings, and leadership retreats.
- You and the lead pastor will meet one to one at least bi-weekly.

## Your ***Compensation***

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

- Health insurance: Redeemer will pay 100% of the premium for family coverage on our group plan.
- Dental Insurance: Redeemer will pay 100% of the premium for family coverage on our group plan.
- 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 study leave

## About ***Redeemer Presbyterian Church***

Redeemer Presbyterian Church grew from a desire among urban Christians of Indianapolis for the gospel to impact all aspects of the community they loved. A home Bible study began dreaming and praying about a downtown church in 1996, with the first worship service held in 1999. Shortly afterward, Redeemer became the first tenant in the previously vacant former First Presbyterian building.

In 2001, Redeemer purchased the First Presbyterian building and called Jason Dorsey, who would become the church's first pastor once it particularized in 2003. That same year saw the founding of the Harrison Center as a supporting organization which advances our mission of wholeness in the city. Redeemer and the Harrison Center share space, with the latter home to over 30 artists, five galleries with new shows each month, and numerous events, including PreEnact Indy, which re-imagines a local neighborhood as equitable, vibrant, and just.

Charles Anderson was called as the lead pastor in 2017, and now, with over 600 people worshipping each week across two services, and with a daughter congregation in the Fountain Square neighborhood, Redeemer wants to continue to believe the gospel in both its depth and breadth and so to trust God to change us and the city through it. Our heart is to equip and release our members to seek the wholeness of Indy and to see new communities of grace planted across its neighborhoods.

## How to ***Apply***

Please send a CV, including links to sermons, and cover letter to [pastorsearch@redeemindy.org](mailto:pastorsearch@redeemindy.org) preferably no later than August 1.

We will respond to acknowledge your submission within 48 hours.