

Redeemer Reformed Church Pastor's Job Description

Thank you so much for contemplating a call to serve Redeemer Reformed Church as its next pastor. In recognition of the fact that the Holy Spirit uses ordinary means in the process of calling believers to serve in Christ's church, we have prepared this document to give a concise overview of who we are as a congregation, providing information about our history, geographic location, demographics, confessional orientation, administrative and educational structure, liturgical commitments, and financial situation. Additionally, we have articulated a candidate profile and job description to offer a more specific conception of the kind of pastor we believe God is encouraging us to call as a shepherd. We would be happy to elaborate any of these details further in conversation as you prayerfully consider this possibility.

PURPOSE:

The Pastor is responsible to the church for proclaiming the gospel of Jesus Christ. "Shepherd the flock of God which is among you, serving as overseers, not by compulsion but willingly, not for dishonest gain but eagerly; nor as being lords over those entrusted to you, but being examples to the flock; and when the Chief Shepherd appears, you will receive the crown of glory that does not fade away." (I Peter 5:2-4).

List of duties and labors: (items marked with an asterisk (*) depend upon pastor's gifts, interest and workload).

TEACHING/MINISTRY OF WORD & SACRAMENT:

- Preach at each worship service (twice each Lord's Day), special service (Good Friday, Thanksgiving, etc.), funeral, and wedding
- Administer sacraments at worship services
- Prepare order of worship
 - Collaborate as necessary with Music Coordinator on selection of hymns
 - Coordinate with Secretary regarding information for bulletin
- Lead worship
- Catechism instruction of youth, and prepare them for confession of faith*
- Lead bible studies, such as ladies, congregation, and small groups; could include Adult or Youth Sunday School, and Youth Group*
- Conduct officer training classes
- Conduct membership classes for new members
- Conduct premarital counseling classes
- Mentor summer interns

PASTORAL VISITATION:

- Visit the sick and those hospitalized for various reasons (responsibility shared with elders)
- Visit shut ins and elderly (responsibility shared with elders)

- Visit members in need, whatever the need may be (responsibility shared with elders)
- Assist elders in shepherding and disciplining the flock

EVANGELISM:

- Encourage and help equip congregation for evangelism
- Follow up with visitors*
- Receive and follow up upon referrals: evangelism, counseling, etc.*
- Participate in RRC outreach efforts*
- Participate in VBS
- Engage in community involvement and service*

PRAYER:

- Encourage prayer by members
- Collate prayer list for weekly bulletin
- Pray regularly for church, members, efforts, etc.

ECCLESIASTICAL:

- Attend congregational meetings
- Attend consistory and spiritual council meetings, and provide report of work at meeting
- Attend classis and synod meetings (annual three day classis meeting in March, four day synod meeting in May), and fulfill duties on any synodical and/or classical committees
- Attend classis youth camp (four days in June or July)
- Attend continuing education class or conference annually or bi-annually*

WRITING:

- Periodic posts for website*
- Articles for publications (such as Reformed Herald)*
- Academic publications*
- Annual report to congregation

Congregation Demographics

Redeemer's families come from all over the Twin Cities metro area and beyond. The average drive time is 20-30 minutes, however, some drive more than an hour. We are mostly young to middle age families, but have a mix of younger singles and retirees as well. Most of our adult members are college educated and work in business or professional areas (including engineering, technology, law enforcement, education, sales and law).

Our members come from a variety of faith and family backgrounds. Many grew up in Reformed Christian homes, and we have more Dordt University graduates than any other institution. But we also have members who grew up Catholic, Lutheran, Baptist, Pentecostal or unchurched. Many of our members grew up in the Twin Cities or surrounding states, but we also have members who come from Canada, China, Scotland and Kenya. A growing number of our young adult members and families grew up in Redeemer and are now second generation families.

Families educate their children in a variety of ways, with some homeschooling, some attending Christian day schools, and some attending public schools. Our families and children get along well, regardless of the educational avenue families use.

Beliefs

As a Reformed and Protestant church we believe that Scripture alone is our only guide for faith and life. We believe we are saved from sin and eternal wrath, not through our own goodness, but by God's grace alone, through faith alone, in Christ's atonement alone, and all for God's glory alone. We hold to the inerrancy of the Bible. We confess and subscribe to the "Three Forms of Unity," the Heidelberg Catechism, Belgic Confession, and Canons of Dort, as faithful summaries of the truths in Scripture.

Leadership

Our congregation is led by our Consistory, made up of our pastor, three elders and four deacons. Our Consistory meets monthly, with the diaconate and spiritual council (pastor and elders) each meeting separately and then together as a full Consistory. Consistory members are elected by the congregation at our annual congregational meeting to three-year terms. Members may be re-nominated and serve consecutive terms. A considerable number of the men in our congregation have served on the Consistory, such that we presently have twelve men in our congregation who have previously served at Redeemer as an elder or deacon.

In addition to our Consistory, we have several committees that serve the church in various ways:

- Building & Property Committee – responsibility for church building and parsonage
- Christian Education Committee – responsibility for youth Sunday School & VBS
- Digital Media Committee – responsibility for Church Center platform, web site & service streaming
- Music & Accompanist Committee – responsibility for worship accompanists
- Youth Group Committee – responsibility for Youth Group

We have an annual congregational meeting, typically in early February, to elect elders and deacons, receive reports from our pastor and/or president of Consistory and the treasurer, and approve the budget for the new year. Since its beginning, voting members at Redeemer were the male communicant members who were married or 21 years or older. In 2022, after study and discussion by our Consistory as well as our members in its adult Sunday School Class, we voted to change our local church constitution to provide that voting members are communicant members 21 years or older.

Church Staff

We have two employees – our pastor and a part-time church secretary who is also a member of the congregation.

History

Redeemer began as a mission work of the Reformed Church of the United States in 1998 with a core group of eight families. After holding services for one year with Mid-America Reformed Seminary students filling the pulpit along with RCUS pastors from the RCUS churches in Garner, Iowa and Hamburg, Minnesota, Rev. Sawtelle was called and installed as pastor at Redeemer. A number of the initial families at Redeemer came from First Christian Reformed Church, a nearby church whose pastor had recently left for another charge prior to Redeemer's start. Several families who were part of our beginning remain active in our congregation. We currently have 45 families and 141 total members.

Our Website

Check out our website: <https://www.redeemerrcus.org/>

For more information, please contact searchcommittee@redeemerrcus.org

