

Redeemer Presbyterian Church
2111 Alexander Avenue
Austin, Texas 78722

March 13, 2023

Dear Applicant,

Thank you for your interest in Redeemer Presbyterian Church's youth director search. As you prayerfully complete the materials attached, please know that we are also praying for you, as the Lord directs your steps in life and ministry.

This position represents a change in direction for our youth ministries at Redeemer. For the last nine years, one of our members has served as youth director while working full time in education. Our session now believes that more time and resources need to be devoted to this important ministry.

Our Session has developed this position with the hope that it will be mutually beneficial, both to our congregation and you as you grow in your ministerial calling. We hope you will sense a fresh start with us as you will have freedom to develop a ministry in conjunction with our existing rhythms at Redeemer. You will be well supported by pastoral staff and by emerging volunteers as you lead and develop an effective ministry. We hope you can begin, continue, and/or complete seminary education in conjunction with these responsibilities so that within the coming years you will be prepared for ordination and ministry in the PCA.

Before you apply, please spend time on our church's website (www.redeemerpres.org) to familiarize yourself with our community and worship. We believe the nature and mission of Redeemer are adequately represented in the materials available on our website.

There are several documents we have compiled to assist you with the application process:

- Job description (a brief summary of the tasks and responsibilities expected)
- Youth Director profile (an overview of the kind of candidate we are looking for)
- Church & city profile (a summary of our church, city, and ministries)

Please complete an application for us, and include a copy of your resume with personal and professional references. Here is a checklist of materials for you to provide us:

- Completed application
- Copy of your resume with reference contacts
- Ministerial Data Form from the [PCA Administrative Committee](#) (if available)
- Links to two sermons or teaching samples (if available)

All materials can be submitted to our Assistant Pastor, Jon Herr, who is serving as the chair of our search committee. His email address is jherr@redeemerpres.org. Applications will be reviewed on a rolling basis. Jon will be in contact with you once he receives your information and is happy to address any questions you may have.

May the Lord direct you as you discern his calling upon you in this season of life!

In Christ,
The Youth Director Search Committee:
TE Jon Herr, chair
TE Danny Morgan
RE Randy Scott
Redeemer member Kate Ray
Redeemer member Karim Ly

**Part-time Youth Director
Redeemer Presbyterian Church**

Job Description

To direct Redeemer's youth ministry for middle school through high school students. Lead and shepherd students that they might be committed to Christ and his Word. Develop a team of volunteers to assist in ministry. Partner closely with parents and the broader church community to incorporate the students into the life of the church.

Specific Responsibilities

- Build and maintain a thriving youth ministry including:
 - Leading a robust teaching ministry on Sundays
 - Sunday morning: youth School of Discipleship classes (Sunday School)
 - Sunday evening: youth group meeting (informal, time for prayer, study, and fun)
 - Create and implement curriculum, ministry activities, and events
 - Oversee regular communication to parents and volunteers
 - Lead trips and local service initiatives
- Maintaining ministry contact with students outside church activities and events, including attending students' home and school activities
- Develop existing volunteers, recruit, and train new volunteers
- Collaborate with pastoral staff in counseling families with youth
- Participate in church life beyond the youth group

Requirements

Demonstrated youth ministry experience strongly preferred. Bachelor's degree required. Strong preference for a man who wishes to work part-time while also attending seminary remotely.

Compensation

This is a part-time position with an expected 25 hours per week given to ministry and 15 to school. The salary will be \$40,000 per year (plus \$4,800 auto allowance and a discretionary fund). Up to \$5,000 in moving expenses will be provided.

Search Committee

TE Jon Herr (chair), TE Daniel Morgan, RE Randy Scott, Mr. Karim Ly (youth parent), Mrs. Kate Ray (former youth group member).

Youth Director Profile
Redeemer Presbyterian Church
Austin, Texas

We hope this guide will assist those who may apply for the Youth Director position at Redeemer Presbyterian Church, to discern our hopes for the candidate beyond those provided in a traditional job description. Our Pastors and Elders see this position as a great opportunity for a young man entering into or beginning distance education in seminary. If those dynamics don't quite fit you, but you sense this position and our church may be a fit for you, we encourage you to apply.

Character. The Youth Director should strive to be a godly man growing into the characteristics described in 1 Timothy 3, Titus 1, and 1 Peter 5. He should recognize his own continual need for Christ, and seek to direct our teens through his example of Christlikeness. The Youth Director should be able to demonstrate and testify to his ongoing need for the work of Jesus on his behalf, looking to Christ in personal study and prayer, leading from a place of humility and with hospitably welcoming and engaging others in a Christ-like manner.

Theology. The Youth Director should be committed to Reformed theology and the Westminster Confession of Faith and Catechisms. We hope following seminary he would desire to pursue ordination in the Presbyterian Church in America.

Worship. At Redeemer our worship is deeply committed to historic liturgical worship. While our style of worship may not be our candidate's preferred model for ministry, we hope he will appreciate it and encourage regular engagement in worship by our youth. We hope our candidate would seek to incorporate music in ministry at whatever level they are able.

Preaching, Teaching, and the Word of God. Although teaching youth, not preaching, will be the primary responsibility of the Youth Director, he should believe expository preaching and teaching is key to leading sinners to repentance and believers in sanctification. When he teaches teens, theological faithfulness to Scripture, passion and humor, and the ability to engage, challenge, and encourage our teens to apply the word of God in their daily lives should mark his teaching style.

Shepherding. The Youth Director must have a shepherd's heart to seek the lost and to love our teens. He should seek to build relationships with our teens and work with the diverse family cultures at Redeemer. Sunday evening ministry should aim to be a fun, engaging, and attractive ministry for youth. Teaching and discussion should strive to be applicable, creative and engaging.

Professional. We hope our Youth Director will initially use the 25 hours of ministry primarily for preparing for Sunday evening and Sunday morning ministries, building relationships with the teens and their families. As he grows into our church body, we hope he will increase and build other youth events, connection opportunities, and trips (missions, retreats, etc.). Additionally, he will meet with pastors for personal and professional enrichment, and serve as a member of the Christian Education Committee representing Youth interests (meets quarterly).

While we recognize that each applicants will be in his own unique situation, we envision this position lasting 3-5 years. This will enable the Youth Director to complete his education, gain valuable experience in ministry, take the opening steps through the ordination process, and be prepared to enter a different ministry call after a fruitful season of ministry at Redeemer.

Personal. We are working to secure housing in one of the apartment units currently being built adjacent to Redeemer's property (set for completion July 2023). We hope this will assist our candidate in maximizing his income. If married, we desire his wife (and children, if applicable) to participate in the life of our church community.

Church Profile
Redeemer Presbyterian Church
Austin, Texas

Mission and history

Since its inception, the mission of Redeemer Presbyterian Church has been consistent:

Redeemer Presbyterian Church exists in the power of Christ's gospel, as a community of Christ's kingdom, for the spread of Christ's glory.

Redeemer began worship services in October 1994. The church moved into our permanent facilities in early 2010, with a two-story, 15,000 square-foot administration building (Calvin Hall) and a single story, 7,000 square-foot multi-purpose building (Covenant Hall) where worship services are currently conducted. Plans have been developed for the construction of a new, larger sanctuary of historic Romanesque architecture, housing a 4,500-pipe Fisk organ, with seating for between 500 and 650. Land exists for up to an additional two buildings. For a more in-depth history of the church, refer to our 25th Anniversary History of Redeemer.

Community and congregation

Austin is the capital city of Texas, the 11th most populous city in the U.S. It is home to over 50,000 students at the University of Texas, one of the nation's top public research universities. The technology sector is booming, with Austin hosting companies such as the home-grown Dell, Apple, Amazon, Google, Facebook (Meta), IBM, Samsung, and AMD, as well as being the headquarters of Tesla, Oracle, and Whole Foods.

The Redeemer congregation of approximately 500 members reflects the diverse and far-flung community of Austin and the broader Central Texas region, attracting members from as far as 60 miles away from Fredericksburg to the west, Georgetown to the north, Elgin to the east, and San Marcos to the south.

Worship services

Two identical services are held on Sunday mornings at 8:45 & 11:15 am. School of Discipleship classes are held between services during the school year and during an abbreviated summer semester. Services are currently scheduled for 75 minutes each. Combined attendance for both services averages around 400.

The worship services are sacramental, creedal, historical, and orthodox. The historical liturgy emphasizes congregational hymns, singing, chanting and responsive reading of Psalms, private and corporate confession, Old and New Testament readings, and prayers by elders and deacons. Expository preaching follows a cycle of Old and New Testament books, supplemented by sermons tied to the lectionary and occasional topical series. Robust singing from our hymnal, developed to connect the congregation to the

church throughout the ages and ground our members in the doctrines of the church, is supported from the back by our excellent choir, with accompaniment on a small pipe organ. Communion takes place every week in both services. Children are encouraged to attend the entire service, with families training them to do so. Ministers wear robes.

Sunday evening programming includes an adult study, children's choirs, and youth group meetings.

Other church programs

About 70% of the congregation and some regular visitors currently participate in small groups. Ancillary to those groups, we provide connection points targeted specifically towards men, women, young mothers, youth, and young adults. Our Pastor of Christian Discipleship, Marcus Serven, also leads a weekly theological study group and a monthly discussion group for young men.

Three Parish Shepherding Teams, organized geographically and led by elders, deacons and small group leaders, are in place to help the Session better fulfill its responsibility to oversee the spiritual welfare of our members.

To help minister to students at the University of Texas, Redeemer financially supports both Reformed University Fellowship and RUF International and provides office space in a house owned across the street from the church.

Redeemer encourages members to be active and involved in local and international missions. Internationally, the church has supported current and former church members serving as missionaries in Honduras, Slovakia, Peru, and the Middle East. Our support priorities are currently in transition as several of our missionaries have returned to the U.S. and are considering what is next.

Redeemer financially supports several ministries and organizations in the community, including City School, a Charlotte Mason school organized by Redeemer families; Hill House, the Christian study center at the University of Texas, started by one of our founding members; Side by Side Kids, which grew out of the church's Community New Start program; and the Heart of Texas Pregnancy Resource Center, which grew from a Crisis Pregnancy Center started by some of our founding members.

Over the last 20 years, Redeemer has planted four churches, three of which are still in existence and one of which has given rise to a "granddaughter" church. Current church planting efforts are done in conjunction with other member churches of the South Texas Presbytery through the Reach South Texas church planting network.

**Application for Youth Director Position
Redeemer Presbyterian Church
Austin, Texas**

Name _____

Address _____

Phone _____

Email _____

Hometown(s) _____

College (degrees/date) _____

Other education _____

Seminary _____

Wife (name/occupation) _____

Married (date/place) _____

Children (names/ages) _____

Hobbies, special interests, anything we should know about you _____

Brief history of ministry (church/position/duties) _____

Reasons for seeking this position _____

Ministerial gifts and strengths _____

Differences (if any) from Redeemer's philosophy of ministry and worship _____

Differences (if any) to Westminster Confession of Faith and Catechisms _____
