



Redeemer Presbyterian Church

-Associate Reformed Presbyterian Church-

240 Grant St SE, Decatur, AL 35601



Associate Pastor

Dear Candidate,

Redeemer Presbyterian Church is seeking after an Associate Pastor, a man who loves Jesus, cares for his flock, seeks to be part of a young church's development, and is eager to take a significant leadership role within it. The opportunity is truly unique.

The man called to this position will be joining a young (2 years) church plant in the heart of the city of Decatur that already has 70 members. It is an opportunity to serve as a full-time Associate Pastor alongside a teaching pastor blessed with experience as well as exceptional gifts in preaching and leadership. He has been serving this role at Redeemer as a bi-vocational pastor (part-time). Normally, a church plant of our youth and size is not in a position to have two pastors on staff. In our case we are seizing the incredible opportunity to add to our strength with an Associate Pastor who would come on staff full time and work in collaboration with the bi-vocational teaching pastor.

The Associate Pastor, in strong collaboration with the teaching pastor, would be the daily "boots on the ground" leader, organizer, and encourager in this burgeoning church community. Though the teaching pastor would carry the responsibility to preach most regularly, there will be preaching opportunities for the Associate Pastor throughout the year. For the younger pastor seeking the joy, challenge, and goodness of church planting without the full weight of preaching upon them, Redeemer would be a great place to serve. For the more experienced pastor, Redeemer is a place ripe with opportunity to apply your God-given skills and gifts.

Our church has seen the hand of God move in remarkable ways over the past 2 years. It is a loving congregation that treasures the historic truths of the Christian gospel as a means of edification for the believer and hope for those who are lost. In the short time since our formation, God has added to our numbers, provided us with a church building, and built up a community that serves one another in love with their time, talent, and treasure. You will find in this packet evidence of a strong and growing church community in need of a Associate Pastor who will help us advance the mission of Jesus Christ.

Should you choose to join us along the path to find God's man for Redeemer, please know our search committee will be praying for you as well as the church. Our heart's desire is that the Lord will provide the discernment and clarity necessary to this process. In the end, we pray that everyone will have great cause to rejoice and celebrate God's great providence, faithfulness and care.

Below is a self-analysis prepared by our search committee which provides a good snapshot of our young church – a church that has been exceedingly blessed and cared for by our Lord.

Sincerely,

The Pastoral Search Committee

Michael Vinson, Elder
Wes Martin, Elder
Steve Hall, Elder

Heidi Zalusky, Member
Mitch Summerlin, Member
Dale Cook, Member

Our Church

History

By God's leading, Redeemer Presbyterian Church began with a small group of believers discussing the idea of establishing a Christ-centered and Bible-believing church in the Decatur, AL area. Sensing there was a place for a distinctly Reformed church that embraces God-glorifying worship from a more historic, traditional approach.

In God's amazing providence, almost immediately upon discussing this idea in earnest, a vacant church became available for purchase. Through a series of conversations, inspections and much prayer, an agreement was reached for purchase in August of 2021.

Redeemer originally had been in discussion with a well-loved and familiar pastor to lead the church. However, the Lord, through His sovereignty closed those doors. Though disappointed, the group continued worshipping together and trusting the work of the Lord for guidance which included moving toward denominational affiliation with the Associate Reformed Presbyterian Church.

Redeemer did not have to wait long for God to provide the leadership needed. Prosperity ARP in Taft, TN agreed to sponsor Redeemer as a mission church. The session of Prosperity was appointed by the TN/AL Presbytery as the provisional session and provided necessary and important support for our young church.

Even as this relationship was being established, in ways only the Lord could ordain, Rev. Nathan Eldridge was introduced to leaders within Redeemer Presbyterian Church. In seemingly no time at all, God grew a relationship between Rev. Eldridge and Redeemer resulting in his commitment to preach and teach on a weekly basis. Rev. Nathan Eldridge was approved by TN/AL Presbytery as the stated supply and has served the congregation over the past year.

The provision of God has been miraculous and awe-inspiring. The church was only months into its development and it was already in a church building filled with a myriad of donations including a piano, communion table, hymnals, tables, chairs, and other necessary items. All glory to God for His abundant blessings!

By August of 2022, Redeemer Presbyterian Church had 70 communicant members. God had raised up men from the congregation to serve as elders and deacons. These men were dutifully nominated, trained, and elected. Upon being ordained and installed, these men are now shepherding this flock of believers.

Redeemer petitioned the TN/AL Presbytery at the 2022 Fall Stated Meeting to become a particularized church. This was approved unanimously by the court.

The Lord has generously provided funds through many sources and the church building was paid off in September 2022.

As this congregation moves forward, the pastoral search committee enters into this process with great eagerness. God has done wonderous things in the midst of his people at Redeemer. We have every reason and evidence to believe He will provide the man of His own choosing for the next exciting chapter of Redeemer's ministry.

Grace abounds and is exemplified by the Lord's work at Redeemer Presbyterian Church.

Setting

Decatur, AL is in beautiful north Alabama along the Tennessee River, Decatur is a family friendly community of more than 57,000 residents located 25 minutes from Huntsville, the largest city in the state and within a day's trip to major hub cities in the south and southeast. Rated as one of the nation's fastest growing areas and lowest costs of living, Decatur is rich with opportunity and blessed with a high quality of life. Decatur boasts an award-winning museum of natural science, theater venues for concerts and plays/musicals, fun restaurants and shops, and much more. Along with public schools, there are also Christian school options for all ages.

The church has a church membership of 70 representing a wide range of ages. The church is located in a lovely historic part of town near the river where revitalization and growth is underway. It is a warm and welcoming community that is characterized by a genuine love for one another and an incredible eagerness and willingness to see the church community thrive. The church has been faithfully served by Rev. Nathan Eldridge since its beginning. Serving along side Rev. Eldridge has been a 5-man Session, a 4-man Diaconate, and a wonderful army of volunteers that supports every area of church ministry.

Christ-Centered, God-Glorifying Worship

At Redeemer Presbyterian Church we seek to worship in a Christ-centered and God-glorifying manner. We regard the worship service as a sacred meeting with God. It is not a performance; it is not self-serving. Our only focus in worship is God Himself. Biblical preaching, heartfelt prayers and confessions, joyous praise, and the sacraments frame our worship. We prefer a more traditional style of worship characterized by the following elements:

Biblical Preaching - Messages that are faithful in their exposition and application to life, rich in gospel content, Christ-centered in focus, and earnest in their call for all to live redeemed lives marked by humility, faithfulness, love, and joy.

Heartfelt Prayers and Confessions – We have the privilege to commune with our Father in heaven, who has welcomed us to approach Him with our needs, our petitions, and our praises. We confess our sins and receive our Lord's forgiveness as promised in Scripture. We confess our faith through creeds and Scripture as way to clarify and affirm our convictions, proclaim the basis for our fellowship together, and as a witness to the outside world.

Joyous Praise - Together we raise our voices in song, praising our God and proclaiming His truth. We have primarily sung traditional hymns that have edified the church for many centuries. Whether traditional or more recent hymns and songs, we seek after those which are rich in their lyrics and theology, glorifying to God in their content. Musical accompaniment is currently accomplished by piano. It is the preference of the church leadership to have music accompanied in an acoustical manner that is becoming of a joyously reverential church worship context without drawing undue attention to the musicians.

Sacraments - The sacraments observed are baptism and the Lord's Supper (communion), instituted by Christ, as means of grace within the covenant community. They are visible signs and seals of something internal and invisible and the means by which God strengthens, comforts, and grows us through the power of the Holy Spirit. The Lord's Supper is observed weekly.

Community Life

Redeemer Presbyterian Church is a loving community of believers eager to serve and be with one another. On Sunday RPC provides Sunday School classes for multiple age ranges (children, youth, adult). A time of fellowship precedes the worship service. Every Wednesday a dinner is served followed by Bible studies for both children, youth and adults. The Women of Redeemer have begun and faithfully kept up with a weekly Bible study. Once a month RPC hosts a church luncheon to foster growth in love and care for one another as well as to welcome guests in a special way. Approximately, once a month a women's event and a separate men's event is planned.

Looking to the Future

God has raised up and sustained Redeemer Presbyterian Church in miraculous ways. His abundant blessing and kindness has been evident in the young life of our church. We all praise God for His goodness and grace! No one would have imagined we are in the position we find ourselves today. We have a beautiful church building fully paid off, an experienced and gifted bivocational pastor, strong and consistent giving, a church community eager to serve, church programs willingly led by church leaders and congregants, and a regular Sunday attendance of 72/week on average. With expectant faith, we look to the future to be used of God with even greater impact. In adding to our leadership capacity through the hiring of an Associate Pastor, Redeemer hopes to find greater capacity to implement, promote and sustain God-glorifying worship, Christian education for all ages, community outreach, missions-minded initiatives, and systems/structures for continued organizational health.

Financial Health

By God's grace and provision, RPC is in a healthy financial position.

Our annual budget for 2022 was \$237,303. Monthly giving has been very stable averaging \$19,775 per month.

Our operating expenses in 2022 were well below our revenue, and our expenses for 2023 are projected to fall below our 2023 revenue as well.

We own the church and have no outstanding debt.

Demographics

When was the church particularized?	September 2022
Total Membership:	70
Average Sunday Attendance:	72

Membership Breakdown

Female Members:	31
Female Non-Communicant Members	7
Male Members	28
Male Non-Communicant Members	4

Leadership & Staff

Elders

Identified, nominated, trained and elected by the congregation, the following men serve as elders carrying out the responsibility of shepherding the flock both individually and corporately.

They meet monthly as the Session of RPC.

- Rev. Nathan Eldridge, Pastor/Moderator
- Patrick Pettus, Clerk
- Michael Vinson
- Arthur Orr
- Wes Martin
- Steve Hall

Deacons

The Diaconate is made up of ordained men nominated, trained, and elected by the congregation to meet the needs of its members and community at large. Along with managing the property and stewarding the church's resources, the deacons work is one of service, sympathy, and mercy to those in need.

- Geoff Davies, Chairman
- Larry Cathey
- Pat Zalusky
- Cameron Sheeler

Music

Susan Hall, Pianist

Worship Order of Service

Welcome/Announcements
Prelude
Call to Worship
Prayer of Invocation
Hymn
Reading of God's Word
Public Confession of Sin
Silent Confession of Sin
Promise of Pardoning Grace
Hymn
Affirmation of Faith
Gloria Patri
Offering
Psalter Reading
Prayer of Intercession & the Lord's Prayer
Scripture Reading
Sermon
Hymn of Response (a couple of verses)
Celebration of the Lord's Supper
Hymn of Response (remaining verses)
Benediction
Doxology

- If you would like to see our services, feel free to go to our YouTube channel at <https://www.youtube.com/@redeemerpresbyterianchurch5897>

Portrait of an Associate Pastor at RPC

- 1) Loving Shepherd of the Flock – Our pastor should be warm, winsome, and welcoming as he builds relationships with the congregation. He should have a heart to meet and encourage members in their homes and in care facilities.
- 2) Ambassador for the Church – Our pastor should be involved in the greater Decatur community strategically and intentionally meeting people sharing the Gospel and inviting them to church as well as guiding the congregation in these activities, too.
- 3) Leader of People – As a leader of others, our pastor would exhibit godly integrity, humble self-awareness, faith-filled courage, selfless respect, discerning empathy, and heart-felt gratitude.
- 4) Man of Vision – Our pastor would prayerfully, wisely, and cooperatively work with leadership to discern, communicate, and follow the Lord's leading in growing the effectiveness and impact of Redeemer's ministry.
- 5) Skilled Teacher of God's Word – When called upon, our associate pastor should place high priority on prayerful and studied preaching and teaching communicated in an understandable, engaging, and applicable manner.

God has raised up a community of believers at Redeemer Presbyterian Church that have set their minds to worship the Lord faithfully and rightly; to love God above all else; to love others genuinely and deeply; to see our Lord's Kingdom furthered and glory magnified in and through His people. May the Lord guide us to the man of His choosing and continue to richly bless His Kingdom work at Redeemer Presbyterian Church.

The Candidate must:

- Be ordained or able to be ordained in the Associate Reformed Presbyterian Church.
- Formal education and/or training from a seminary equipping him to be a sound expositor of the God's Word.
- Possess pastoral ministry experience or demonstrate strong evidence of potential to serve in this position excellently.
- Demonstrate past success or knowledgeable/actionable understanding of ways to advance the mission and effectiveness of the local church.
- Possess organizational skills, effective communication methodologies and skills, and capacity to implement initiatives and programs successfully.
- Demonstrate a strong desire and excitement about taking on the variety of responsibilities that come with a burgeoning church.

Compensation

The compensation for this position is competitive giving consideration to experience and educational background. As a full-time associate pastor, these benefits will be provided by the church:

- Health, Dental, and Vision insurance: RPC will pay 100% of the premiums for family coverage in the ARPC insurance group plans.
- A \$50,000 Life, Long-Term Disability, and Accidental Death & Dismemberment premium will be paid annually.
- Retirement: RPC will contribute 12% of your salary into the ARPC (403b) plan managed by RBI.
- Four weeks of vacation (maximum of two weeks consecutive)
- One week of study leave
- Full costs associated with attendance at presbytery and Synod meetings upon annual pre-approval by the Session.
- A one-time benefit of \$10,000 towards moving costs to come to Decatur, AL.

How to Apply

- 1) Cover letter – introduce yourself and your interest in the position
- 2) Resume – documenting your ministry experience and educational background
- 3) Links to sermons – video is preferred, if possible

Submit by emailing your information to Michael Vinson, Search Committee Chair,
at admin@rpcdecatur.org