

Church of the Redeemer (PCA)

Church Profile for Worship Director Search

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Executive Summary

Church of the Redeemer ("Redeemer"—a Presbyterian Church in America) in Atlanta, Georgia is seeking candidates for the position of Worship Director. We are a young in-town church with an average Sunday attendance of 250.

Redeemer is a healthy, young church that is growing steadily in depth and numbers. We have two Sunday services with excellent, gospel-centered preaching. The liturgy is a fusion of historic and modern styles. We are program-light and relationship-heavy. Outsiders and new attendees often comment on the transparency and relational openness that exist here. Our session and diaconate are established. We are dedicated to the arts as reflection of God's character and a way of engaging our surrounding culture.

At Redeemer, we celebrate the arts because we celebrate a redemptive and creative God. We believe that God is restoring the beauty of His creation and that God empowers us to bring about that beauty. We are not bystanders in the act of worship, but are active participants. We therefore value worship, not only as a way to praise God, but also as a means to help restore a broken world. We seek a candidate who will lead us in worshipping God and creating beauty.

As a leader in our church candidates must demonstrate the pastoral qualifications of 1 Timothy 3 and Titus 1 and be aligned with Redeemer's existing mission to journey with Atlanta's de-churched population. The ideal candidate will also have many of the following attributes: gift of leadership, confidence to challenge the congregation into repentance and service, heart for outreach in local community and openness to the role of women in church leadership.

The departure of our current Worship Director is amicable, and he is remaining as member of our church community. We look forward to meeting his successor and pray with excitement about what God will do next in our fellowship.

Interested candidates should contact Nancy Davis at SearchCommittee@RedeemerAtlanta.org to be added to our list for consideration.

Mission and Values

Our Driving Force

Our driving force is the Gospel. All of the core values of our church are the outworking of the centrality of the gospel. The Gospel is the good news that God is making all things new. Every ministry of our church is a celebration and outworking of His redeeming and restoring work in Atlanta and the world beyond.

Our Vision Statement:

We exist to journey with the de-churched peoples of Atlanta to become a gospel-centered community.

“de-churched”—People who are interested in spirituality and its meaning. They would like a deeper connection with God, but for some reason they have felt ‘burned’ or are ‘disinterested’ in organized religion and/or ‘church.’ They may believe the church is made up of people whose culture, lifestyle or voting record is different from their own.

Our Core Values

As an outworking of the Gospel, we are:

- Grace-driven—God makes all things new by His grace. This is His power for change, redemption, healing and forgiveness and is all that is necessary for us being formed as a new community.
- Culturally engaged—Since we have been created in the image of a creative God, we also create. To be engaged in culture means we create and invite beauty (as opposed to negatively critiquing). We powerfully communicate the message of Christ to our culture as we engage in the arts and interact with the salient ideas of our day.
- Authenticity/emotional transparency—Because the triune God has loved us in our brokenness, we can live in courageous transparency and vulnerability, making the incarnation of Jesus our model for loving well.
- Relationally transformational—Because transformation happens only in relationship as we receive Christ and walk with Him, we will journey with all who will walk with us toward God and toward serving our city.
- Unity in diversity—The church is called to embrace people of diverse backgrounds with a Spirit-given unity. We acknowledge and embrace our particular personality as a church family that has unity in our diversity. This means that, though we may be very different from each other, in humility we will celebrate our diversity and learn from those with whom we differ, whether in culture, politics, theology or over crunchy vs. smooth peanut butter.
- Prayer engagement—Prayer engages the work of the Holy Spirit, the indispensable agent of any ministry. We are committed to developing lives of private and corporate prayer for our church, our city and the nations.

Congregation

The congregation at Church of the Redeemer is geographically diverse, but reflects the community of Atlanta's north side.

Who are we?

We are men, women and children. We are families and singles. We are conservative and liberal. Many have been Christians for a long time and others are just beginning the journey. We live in Atlanta, Alpharetta, Canton, Decatur, Dunwoody, Duluth, Lawrenceville, Marietta, Roswell, Sandy Springs, Smyrna and Woodstock, though we are seeing an increase in attendance from our nearer communities.

During 2009, our average attendance including children was 203 at the morning congregation, and 53 at our evening congregation. Our congregation is young and mobile with the majority of our members and regular attendees being present, on average, 3 out of 4 Sundays a month. On any given Sunday morning, we have approximately 20 out of our 30 0-3 year old children in the nursery and about 45 of our 60 children from 4 to 10 year old in Redeemer's Kids. We have approximately twelve middle-school aged children.

Redeemer does not separate our two congregations by age and stage. The morning congregation has a heavier concentration of families with young children because this time works best for their schedules. Redeemer's Kids' classes are therefore offered in the morning. However, people of every age and stage can be found in both services. To build community, each member is encouraged to commit to be part of either the morning or evening congregation.

Church History

Church of the Redeemer, originally called Redeemer's House, was founded in 1997 by a church planting movement called Perimeter Ministries International. John and Shari Thomas had one 'non-negotiable' when they began the church planting process—that the gospel, the imputed righteousness of Jesus Christ, would permeate everything Redeemer did. They were convinced the gospel was sufficient for every need of every person in Atlanta, no matter how broken. John & Shari were also convinced that the last thing Atlanta needed was another 'regular church.' A good way to explain the history of Redeemer is to describe the personality and 'feel' at each of its locations.

In January 1997, John and Shari began holding informational meetings to recruit a core group. After meeting for several months over meals and bible studies, Redeemer held its first official worship service at Chamblee Middle School in August 1997. Redeemer's House was a diverse family worshipping together, and the life of the church emphasized the beauty of this close-knit organization. We worshipped on Sunday evening. Baptisms were often held at a lake house during church picnics, and a church-wide meal preceded the service each week. Ninety people attended Redeemer's first all-church retreat in February 1998.

In March 1998, evening worship services moved to the sanctuary of Cross and Crown Lutheran Church. Redeemer's first Passover meal took place on the floor of the sanctuary there. Events such as this, and the close-knit, family feel prompted people to bring more friends. The need arose for more pastoral staff, so in May 1998, Redeemer filled a part-time outreach position. This position was later changed to worship and liturgical leader. Our unofficial motto, "This ain't your daddy's church," helped draw in many who identified themselves as 'de-churched.' Those barefoot and in business suits were found kneeling together for communion, and at this time, there were actually more who identified themselves as non-Christians than Christians in our community. The evening worship crowd expanded and, in October 1999, a morning congregation was launched. In order to eliminate the common misconception that we were a recovery group or homeless shelter, we changed our name from Redeemer's House to Church of the Redeemer.

In 2000, Redeemer's worship services moved to the gym of Chamblee United Methodist Church. During April and May of 2001, the church elected its first two elders and was formally organized as Church of the Redeemer. A full-time worship director and part-time children's ministry director also joined the staff. Prostitutes, addicts and others who felt out of place in a "typical" church setting felt safe at Church of the Redeemer. A few of Redeemer's key ministries had their genesis in the 'gym years' including Redeemer's Kids, the Women's Ministry and Arts Ministry.

In December 2003, Redeemer moved to its present location, first renting from Northside Community Church. The members of the Redeemer community assumed leadership of a growing cadre of ministries, including those focused on visitors, missions and men, and Redeemer's first associate pastor was hired to assist John in pastoring and leading the growing church body, including development of the diaconate.

In 2005, Jason Giger joined the staff as worship director. In the spring of that same year, Northside Community Church generously offered to sell Redeemer the property and building for significantly less than market value. Church of the Redeemer stepped out in faith and initiated a capital campaign to fund the purchase and renovation of the property. During the capital campaign, God surprised even the most faithful—the aggressive target was to raise \$1.7million, and we did! In addition to the purchase of the property, Redeemer undertook a redesign and renovation of the worship area, including new floors, color palette, updated equipment and space for musicians and a host of other updates to make the space more distinctly characteristic of Redeemer. The building became Redeemer’s permanent home, and helped bring new life into the community of the church.

Preceding and fostered by this physical stability and permanence, our church family realized other transitions had and were happening. Many of those who came to Redeemer as de-churched, isolated, or wounded were becoming re-churched, connected and significantly healed. Many who came single were now married, had children, etc. Our commitment to meet people where they were and to reach out to the wounded and broken still remained strong, but now the re-churched were inviting the de-churched to join them in the crazy healing-journey of becoming a ‘new community.’

In 2007, after ten years of growth under the leadership of John and Shari Thomas, Redeemer found itself in a place of needing a senior pastor with different giftedness to continue its growth. Simultaneously, John and Shari began to feel God preparing them to be sent elsewhere. Thus began a year-long process that culminated in the hiring of our current senior pastor. In January 2008, Ewan Kennedy, his wife Heather, and their three boys came to Atlanta from Park City, Utah. John Thomas accepted a position at Redeemer’s (NYC) Church Planting Center as their director of global training.

Like all churches we have known failure as well as success, we have things that we do well, areas for growth, things to celebrate and things to repent over. With our dogged and disarming commitment to radical honesty and self-evaluation, we do have to acknowledge that God has and is doing something powerful, beautiful, and deeply restorative at Church of the Redeemer.

We are currently enjoying notable growth and development in several areas, ministries, and demographics of our church—Men’s Ministry, Young Families, Children’s Ministry, Parishes, Community Groups, Leadership Development, Adults Without Kids (Adult Redeemer Connection, aka “ARC”), and our ability and practice of welcoming visitors and connecting them with our church family.

Other outreach and mission projects have included sending mission teams to Guatemala, service projects within the Sandy Springs/Dunwoody community, and most recently, a commitment to organizations working to fight child sex slavery in Atlanta. Through its growth, Redeemer remains committed not to offering ‘programs for programs’ sake,’ but seeking to further the Gospel in our community. As in those earliest days of Redeemer, our community seeks to be a safe place for believers and non-believers alike, for the barefoot and the business suit, knowing that the gospel is sufficient for every need of every person in Atlanta. Because of our belief in and our experience of God, we continue to be a risk-taking, engaging and freedom-celebrating family.

Worship Director Vacancy

Church of the Redeemer has enjoyed a significant season of stability and growth in our worship and arts ministry over the tenure of our most recent director of worship and arts, Jason Giger. We have grown in congregational participation in singing and made great strides in developing our vision for engaging more in the arts. During this season, which was also a period of growth and healing for him, Jason recovered his core passion and has elected to return to his 'first love' of teaching and mentoring individual students. Our church leadership fully supports Jason in this his new endeavor and very much validates this focus as a true expression of his giftedness. As we look to the future, we are excited to seek a gifted worship and arts leader who will build on this foundation and lead us forward into realizing the potential we have as a worshipping-missional congregation that champions the arts and beauty in Sandy Springs and throughout greater Atlanta.

Community Profile

Church of the Redeemer is located in the city of Sandy Springs, bordering the city of Atlanta, but has a broader geographical impact. While the Redeemer community includes members and visitors from within Sandy Springs and Atlanta, to as far away as Woodstock and Canton, the focus of its ministry efforts has always been in the communities immediately surrounding our current church building. These communities include the cities of Sandy Springs, Chamblee and Dunwoody.

Sandy Springs is a livable area close to the city of Atlanta. It is home to many parks and recreation areas, which attract many professionals and young families. Adjacent to Sandy Springs (incorporated into a city in 2005) and similar to it is the city of Dunwoody (incorporated into a city in 2008). Dunwoody is one of the wealthiest areas within metro Atlanta; it includes Perimeter Mall and many other shopping and business centers, as well as many large homes and highly-ranked schools. In contrast to these two areas, is the city of Chamblee. Known to be more ethnically, socially and economically diverse, Chamblee is home to people from approximately 18 different Latin countries and 12 different Asian/Pacific countries, and approximately 30 varied languages and dialects are spoken there. Sixty-six percent of Chamblee residents are foreign born.

All three areas are vibrant, with their own parks and recreation areas, shopping districts and lifestyles, but they are very different from each other. While the populations of Sandy Springs and Dunwoody are predominantly white, that of Chamblee is predominantly minority. While the average family income in Dunwoody is over \$100,000, it is less than half that in Chamblee, and 23% of that population lives below the poverty line.

Atlanta is the thirty-third largest city in the United States, and the 28-county Atlanta metropolitan area is the eighth largest such region in the United States, with more than five million residents. As with other major U.S. cities, many people of different faiths reside in the Atlanta area. There are over 1,000 places of worship within the city. There are a large number of protestant 'mega churches' in the area, especially in suburban areas. According to a 2006 report by the Atlanta Jewish Federation, over 15,000 Jews reside in Sandy Springs/Dunwoody, representing 17.8% of the population. The metropolitan area's Jewish community is estimated to include 120,000 individuals in 61,300 households, and places Atlanta's Jewish population as the 11th largest in the United States. There are thousands of Hindu families residing in metro Atlanta, giving Atlanta one of the highest concentrations of temples in the country. The BAPS Shri Swaminarayan Mandir Atlanta in adjacent Lilburn, Georgia is currently the largest Hindu temple in the world outside of India. Atlanta is also home to over 75,000 Muslims. The metro area has over 30 mosques, the largest being Masjid Al-Farooq downtown. Sandy Springs has a temple of The Church of Jesus Christ of Latter-day Saints.

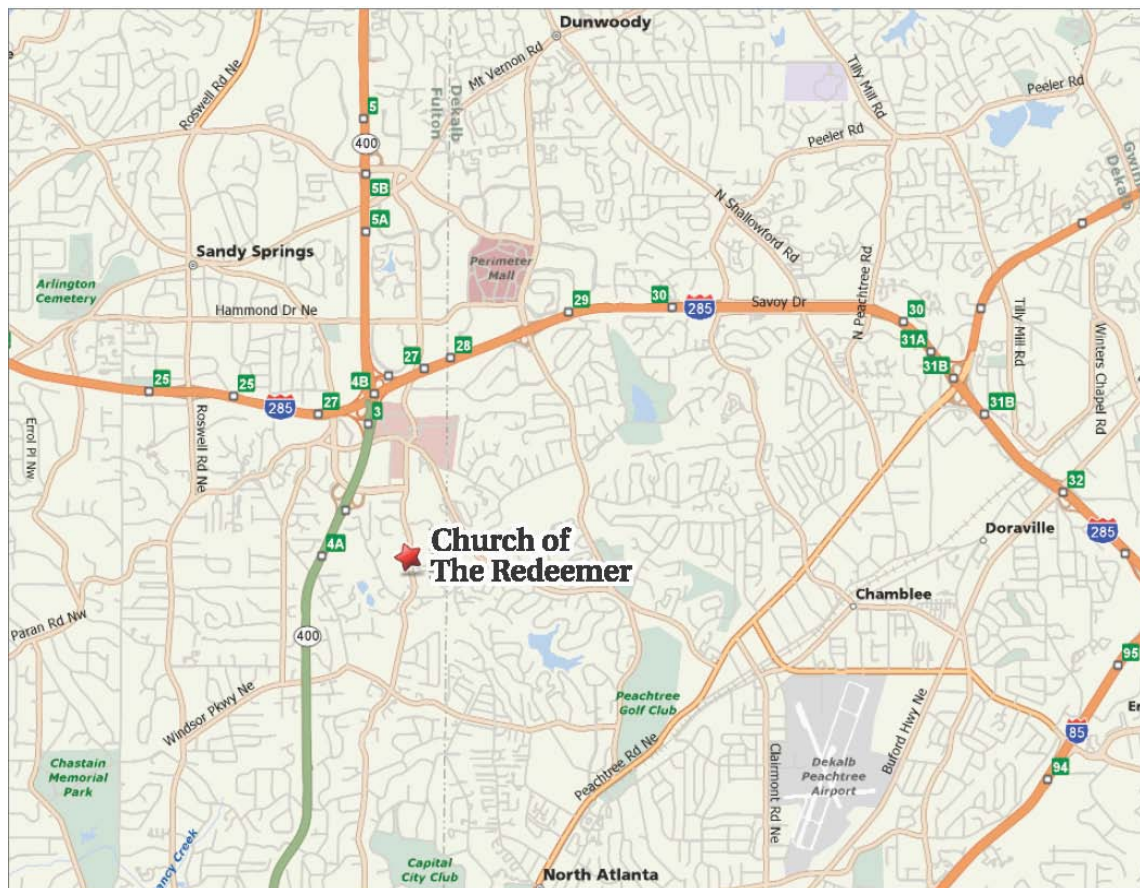
Church of the Redeemer has a tremendous opportunity to minister to the needs of these vastly different populations and to make them all feel welcome within our body.

	Atlanta	Sandy Springs	Dunwoody	Chamblee
Population	537,958	82,674	39,583	11,202
Households (with married couples)	25%*	40%*	58%*	46%*
Households (with children under 18)	22%*	21%*	25.0%	34%*
Median Age	32*	33*	38*	28*
Median Household Income	\$51,482	\$116,406	\$82,838	\$51,484
Population in Poverty	22.7%	7.7%	3.6%	23%
White	38.4%	78%	79.2%	24%
African American	55.8%	12%	7.9%	3.7%
Hispanic (of any race)	4.9%	12%	4.2%	56%
Asian	1.9%	4%	8.4%	3%

Notes:

Data assembled from a variety of sources, most from 2008 ACS or community estimates.

* indicates 2000 Census Bureau



Worship and Arts

At Redeemer, we celebrate the arts because we celebrate a redemptive and creative God. We believe that God is restoring the beauty of His creation and that God empowers us to bring about that beauty. The pursuit of beauty is not a mere ‘extra’ or marketing ploy. Rather, God has given us a role to play. We are not mere bystanders in the act of worship, but are active participants. It is a fundamental principle of Christianity that God created all of us to create. We therefore choose to create rather than criticize. We value worship and the arts not only as a way to praise God on Sunday, but as a means to restore a broken world.

Worship

Our worship is not performance-driven; yet we also believe that God desires excellence. Our artists are professionals and amateurs. Their goal is to lead the entire church to actually participate in singing, not to escape this broken world, but that we might meet God in our joy and in our pain. The truth of the Gospel is joyous and weighty, and our music aims to communicate both truths. Over the past few years we have realized that our post-modern cynicism has shown up in absence of joy and celebration in our worship music. While we probably won’t ever be described as a ‘happy-clappy’ congregation, we want to continue to be led into joy and exuberance in our worship music while maintaining the validity of lament and mourning.

Having many artists, Redeemer is sensitive to the quality of its music. Even so, our aesthetic is not rigid. We believe it is important to engage in many styles of worship. We aim to present worship in a style that is both reflective and empowering to members and visitors. We believe that a high quality musical aesthetic leads to ‘outsiders’ feeling embraced and welcomed.

It is difficult to describe the musical flavor of our worship because it changes from week to week. Our music is varied and eclectic. Although we do sing contemporary Christian worship songs, someone who is accustomed to a contemporary Christian worship service would not feel that we have one. On any given Sunday, the presentation will vary from bluegrass to classical, from acoustic to amplified rock, from accompanied to *a capella*. The instrumental support may be as spare as a solo piano or guitar or as full as a rock band. Some Sundays are devoted to singing the classic songs of Protestant hymnody in *a capella* four-part harmony.

Overall, our music might be described as progressive and slightly rough/alternative. It has a deliberate layered and nuanced presentation. On any given Sunday you might have some combination of bagpipes, hammer-dulcimer, electric guitar, acoustic guitar, piano, drums, and/or organ weaving their sounds over and under each other during the introduction, verse, chorus and/or a musical interlude of a particular song.

Visitors to our church often comment on the high quality of our worship music in relationship to the size of the church. They are also struck that we achieve this quality while

avoiding the ‘performance’ dynamic that is more noticeable in many contemporary churches. They often use words like, artistic, thoughtful, deliberate, honest, engaging and beautiful.

Most of the songs we sing fall into one of the following categories. They are listed in order of most-often to less-often but part of our repertoire.

- Indelible Grace songs, especially the first three CD’s (i.e. ancient hymns with rich lyrics set to more modern music, with a slight folk/blue-grass feel)
- RUF Hymnbook, especially those re-written by Greg Thompson
- Hymns & Songs arranged by Chris Minor
- Contemporary Praise Songs, Hillsong, etc.
- Ancient hymns set to the original melody

There is a symbiotic relationship between the breadth of our musical styles and the number of talented professional and amateur musicians who participate in the worship. Our singers and instrumentalists enjoy working with each other and are comfortable being drawn together in different combinations to suit the desired feel for the service at hand. Their experience is enhanced by excellent technical support from a dedicated sound team and by the many aesthetic and performance amenities on the stage. The hardwood flooring of the stage is softened by scattered oriental rugs. Rows of covered channels provide easy access to audio jacks and power outlets while reducing the amount of cable clutter. Custom hand-crafted lighting adds to the beauty of the stage. But for all of this, the preeminence of the spoken word is maintained, with liturgists and pastors standing on an area that projects toward the congregation from the front of the stage. This allows speakers to address the congregation without being visually absorbed into the band behind them.

Arts

Church of the Redeemer feels called to minister to its congregation and the greater community through the arts, and does so through the ministry of Muéo—Academy, Gallery, and Studio. Our Muéo ministry has made a great beginning and we are eager to see the following vision more fully realized. Muéo has been recognized, two years in a row, as an Arts Advocate by and at the Atlanta Arts Festival.

Hosted at and sponsored by Redeemer, The Muéo Academy seeks to become a community of independent fine arts instructors from around the Atlanta area dedicated to nurturing the arts in our city. The Academy’s goal is to provide quality fine arts instruction by skillfully affirming and challenging students through the discovery, understanding and growth of their unique talents. The Muéo Academy desires to be more than just a place where students can learn a musical instrument or take a drawing class. The goal of Muéo is for it to be a safe place where students can be nurtured and find guidance in developing their imagination and creativity.

The Muéo Gallery is an 800 square foot fine art gallery housed in Redeemer’s sanctuary foyer. The Muéo Gallery is dedicated to the discovery, celebration and support of Atlanta area artists. Not only for local artists to display and sell their work, the Muéo Gallery is a place where anyone, at no cost, can experience and learn about the art being created in and

around Atlanta, and it is an area where the congregation may enter into worship before the actual service begins.

The Muéo Studio seeks to be a place for artists in need of a place to create. The Studio maintains regular open hours throughout the week for local artists to work. Private studio time can also be scheduled by artists. The Studio also hosts monthly Arts Nights when anyone, artist or ‘non-artist’, can gather to work on a group art project while meeting new people; art material and refreshments are provided for a small fee to cover costs. Additionally, the Studio serves as a classroom and workshop space for visual arts classes with The Muéo Academy.

Outside the church, Redeemer supports other non-profit organizations that celebrate art and beauty. Redeemer is host to the Atlanta Cello Project, where cello players meet other cellists and play cello ensemble music. Redeemer is also a champion, sponsor and host for Fringe Atlanta (www.FringeAtlanta.org), a highly acclaimed concert series that combines chamber music, DJ, short film and original musician documentaries. Fringe’s hugely popular concerts bring sell-out crowds into our church and have won the praise of professional music critics in Atlanta, the state of Georgia, and beyond. Fringe’s founders are members of Redeemer.

In worship and the arts Redeemer strives to embrace, celebrate, and champion the arts inside and outside the church. We believe that in doing so; we powerfully communicate the message of Christ and the truth of God’s beauty to our community.

Role of Women in the Church

Since our beginning, Redeemer has prayerfully examined the role of women in church leadership. We have been acutely aware of and involved in the discussion within the PCA and our larger evangelical culture regarding these questions. While we are committed to following scriptural guidance on this issue, we also view it as a justice issue and have not created artificial rules around scripture where it may be considered ambiguous. Redeemer waited several years to call a diaconate while other churches and organizations in the PCA explored these questions. Our position has been validated and accepted by our Presbytery, the Metro Atlanta Presbytery (PCA).

Our position can be summarized as follows:

- We recognize two divisions of service in the church: Service that is restricted to an ordained elder, and service that is not.
- We believe that only men are eligible to serve as ordained elders according to Scripture.
- We therefore conclude that any service not restricted to ordained male elders is equally able to be performed by either men or women, according to their giftedness, not their gender.

Practically, this has meant that Redeemer has both male and female liturgists, deacons, ministry leaders and teachers of both children and adults.

Redeemer Ministries

Parish Gatherings

The purpose of Parish Gatherings is to provide a place where people who live in the same part of Atlanta can connect with one another. We believe that human beings are created in the image of a Triune God (a 'we' not an 'I'). As a result, we believe that each one of us is meant to live in close relationship with others. We were not designed to live alone. We need one another to experience the fullness of our humanity and the fullness of our divinity. Parish Gatherings are quarterly get-togethers where we can connect with other people who live close to us. They are not an end in themselves; rather, they are a means to the end of getting to know people with whom you will hopefully go on to develop closer relationships.

We have divided the Atlanta area into several geographic sections, or parishes. Four to six times a year, Redeemer leaders who live in each parish will invite others who live in the same parish to a social gathering. These parishes allow people to connect with others who live close to them.

Community Groups

The Community Groups ministry is our primary community-building endeavor. Our goal is for the community groups address the increasing isolation and individualism that is wracking American culture and that the groups become a truly redemptive community in which people's lives are transformed. Our community groups are designed to be places in which we can engage in true community through a process of caring, spiritual transformation and service. As we journey together in our lives with God, we learn what it means to live in loving unity with God and others.

It is only as we intentionally choose to rest our hearts in the work of Christ that we begin to understand and experience the life of the Holy Spirit, both as individuals and as a community. When we walk together, we encourage each other toward a gospel-centered life and experience the joy of true spiritual friendship.

We have approximately 60% of our church in community groups.

School of Discipleship

School of Discipleship (SOD) exists to equip people to grow in the knowledge of the truth that leads to godliness (Titus 1:1). Held on Sundays, Redeemer offers classes on various subjects, which are open to all interested adults in the church. Currently we offer four six-week classes each year. These classes are taught by church staff and lay people to provide discipleship and leadership development for our church. Over the past few years the church has offered classes on the Lord's Prayer, evangelism, basic bible study, marriage, church

history, understanding your spiritual gifts, leading a small group and Gospel for Dummies (Tim Keller's study of Galatians). We have also offered the Crown Financial Study and are a certified location to offer Financial Peace University.

Leadership Community Ministry (LCM)

On the second Monday of each month during the academic year, our elders, deacons, small group leaders and ministry leaders gather for a meal, prayer and specific and deliberate communication from and with our leadership. This is the only time in our church life where we know we are speaking exclusively to a group of Christians. Following our large group time, our various ministry teams meet together. This is when we train and equip the church for the work of ministry.

Redeemer's Kids

We have the privilege of caring for the cutest members of the Redeemer family. We provide a safe and nurturing environment where children experience the love and care of the covenant body. Our ministry vision is to partner with parents to equip our youngest congregants to be connected in a gospel-centered community and our community at large.

- Nursery—We have a welcoming and secure nursery for children from birth to four years old during corporate worship.
- Redeemer's Kids—Children four years old through the fifth grade participate in the first part of corporate worship and are then dismissed to Redeemer's Kids for age-appropriate classes.
- Community-building events—Throughout the year we have various fun activities to get to know each other and to contribute to the community around us.

On a typical Sunday, Redeemer has approximately 20 children in the nursery and 45 in Redeemer's Kids.

Redeemer Youth

While the majority of our children are of elementary school age, we do seek to care for and disciple our growing number of middle and high school children. We anticipate making a shift and hiring a full-time elementary/middle school director (and part-time nursery coordinator) by January 2011. Our Youth Ministry is lay led and seeks to connect our youth through quarterly social activities and seeks to develop a context where our youth know:

- Connection to the wider body of the church
- Identification with their peers
- Introduction to service and the 'larger story'

Women at Redeemer

We desire to equip women to more fully display the image of God, manifesting it in all aspects of their lives. From Redeemer's inception, we have enjoyed a powerful and ground-breaking Women's Ministry. Our mission is to equip women to live out the gospel of Jesus Christ by providing venues for community, gospel discipleship, evangelism and service. We offer an annual retreat, a book-club, meals team and two women's community groups.

Men's Ministry

We are very excited about our growing men's ministry (even though we have been more than a little skeptical about how Christian 'Men's Ministry' has looked and felt in the past twenty or so years). The goal of our Men's Ministry is to empower and equip men to engage with strength and love in order to provide an opportunity for life and growth in all their spheres of influence. Since having our first ever men's retreat in February 2009, we have seen an unusual work of God among our men. We have over 30 men involved in our Men's Wellspring ministry (attending retreats and participating in weekly meetings) and have seen 50-70 men attend the first three of our quarterly men's movie nights. We have had several other successful large and small social activities including camping trips.

Adult Redeemer Connections

Adult Redeemer Connections (ARC) has the goal of encouraging adults at Redeemer, regardless of age and stage of life, to connect and enjoy some of the best activities Atlanta has to offer. Fun activities either planned or being considered include trips to the High Museum, sporting events, tours of historic Atlanta landmarks, hikes in the North Georgia mountains and game nights.

Visitors

The visitor team welcomes visitors, members and regular attendees at the morning and evening worship services. This team exists to welcome visitors, answer their questions about the church and to help them find ways to plug into Redeemer's community. This is a lay-led team under the supervision of a deacon with 15-20 of volunteers who rotate serving each Sunday. We also have special events to help make our visitors feel welcome, including Meet the Staff Desserts, Find Out More About Redeemer luncheons, and an in-depth Inquirer's Seminar.

Missions

Missions are a lay-led ministry. Redeemer currently approaches missions through partnerships with the following organizations:

- Hope for Guatemala—Birthed by our church and extending hope to the poor in Guatemala City
- Successful Business Principles (SBC)—Expanding the Gospel in Guatemala through a mission to that country’s leading businessmen and women, to help create a more robust economy and foster safety and justice within the work environment
- RUF at GA Tech—Al LaCour (international) and Aaron Jeffery
- Parakleo—In service to PCA church planting wives

Mercy

Our Mercy Ministry includes financial support and participation in:

- Providing for congregants who have financial difficulty (including personal, financial and career counseling)
- Freedom Cry Atlanta—Equipping members of our congregation to engage in their spheres of influence to help fight, and eventually end, child sex slavery in Atlanta
- Community Action Center—Serving the community in the Sandy Springs area
- Samaritan's Purse—Operations Christmas Child annual shoe box gift campaign
- Living Water for Girls & Angela's House—Rehabilitation centers for girls rescued from child sex slavery

Council of Elders

Our Council of Elders meets each Monday night:

- 1st Monday—Prayer
- 2nd Monday—LCM
- 3rd Monday—Business Meeting
- 4th Monday—Fellowship including a meal with inactive elders and their wives

Given the growth of our church, we are currently revisiting the role and structure of our Council of Elders.

Active elders are below. Short personal profiles are available upon request.

Ewan Kennedy * Terrell McCollum * Steve Randolph * Adam Young

Diaconate

The diaconate is made up of lay men and women who perform acts of service for our church. Each deacon has specific responsibilities of church business administration, mercy or leadership of particular ministries.

Deacons and their area of service are below. Short personal profiles are available upon request.

Building Facilities and Maintenance

Russ Ott * Oliver Sale * Kristen Ware

Prayer

Paul Miller

Finance Team

Stan Helm * Andrew Helms *
David Jones * David Malone *
Laurie Miller

Personnel

Linda McEntire * Pat Pickren

Grounds

Mark Glazer

Setup

Jim Moran

Worship Director Search Committee

Redeemer has five lay people serving on our worship director search committee. The group is a mix of men and women, married and single, ranging in age from 30s to 50s. The group has a diverse mix of individuals with varied experience in business, music and arts.

Short personal profiles are available upon request.

Nancy Davis * Julia Mattern * Duncan Maysilles * Nikola Reyes * Jeff Weaver

Staff

Names and brief bios for Redeemer's staff are included below. More detailed information and job descriptions are available upon request.

Ewan Kennedy, Senior Pastor

Ewan was born and raised in Scotland, and worked in construction design and management before moving to the United States and becoming a pastor. Having grown up in a post-Christian country with a personally mixed relationship to the church, Ewan has a lot of sympathy for those who are skeptical of or have been burned by the church and organized religion. He began his ministry career as a pastoral counselor in a church plant and continues to be passionate about those areas and ministry dynamics. He will do almost anything for an espresso and chocolate.

Ewan and his wife Heather have three sons: Calvin (13), Cooper (9) and Cannon (7).

Adam Young, Assistant Pastor

Adam grew up in Connecticut and worked in New York trading stocks in the financial markets before he moved to Atlanta in 2000. Adam is interested in transforming hearts, reconciling relationships and pointing out people's glory. He enjoys non-fiction (and carefully vetted works of fiction) and hearing Glen Phillips wherever he's playing in Atlanta, especially at Eddie's Attic. For rest, Adam enjoys windsurfing and playing.

Adam and his wife Caroline have a daughter, Hope (2).

Marla Randolph, Executive Assistant to the Pastor / Ministry Director

Although Marla grew up in Dalton, Georgia she has lived up and down the east coast, from Massachusetts to Orlando, working as a high school teacher, a church staff member (Women's Ministry) and pioneering an internship program for a college. Among Marla's interests is a deep passion for mercy ministry. Some of her earliest memories include seeing

her parents and grandmother care for people in need. She enjoys reading, entertaining, cooking, eating ice cream, watching movies, playing word games (especially Scrabble) and playing with fireworks.

Marla and her husband Steve have two adult children, Katie and John.

Heather Kennedy, Interim Children’s Ministry Director

Heather grew up in Nashville and Switzerland and has worked with children all across the United States—Virginia, Illinois and Utah as a teacher (K-6th and high school) and church nursery coordinator. Heather has served in children’s ministry at three other churches and also directed a children’s worship program. A lifelong fan, Heather enjoys rooting for the St. Louis Cardinals. Heather has been serving as our Interim Children’s Ministry Coordinator and will begin Nursing School in 2011.

Heather is married to Pastor Ewan and they have three sons: Calvin (13), Cooper (9) and Cannon (7).

Financial Status

Redeemer's General Fund covers the general operating expenses of the church, including mortgage payments for the property that was purchased in June 2005. Stepping out in faith to purchase this property, we celebrate that God continues to grow our church to provide for our mortgage payments out of our tithes and offerings. We have approximately:

- \$200,000 in savings
- \$170,000 in our Capital Fund
- \$40,000 in our Mercy Fund
- \$30,000 in our Missions Fund

Redeemer runs on a fiscal ministry and financial year that begins January 1 and ends December 31. The General Fund budget for the current fiscal year is based on projected tithes and offerings of \$815,000.

As a reminder: Candidates interested in the Director of Worship and the Arts position should contact Nancy Davis at SearchCommittee@RedeemerAtlanta.org.