

REDEEMER EAST SIDE

Pastoral Search

OCTOBER 2021





TABLE OF CONTENTS

Aspirational Hope	4
Present Reality	5
Location and Attendance	10
Staff and Financials	11
Ministries	12
History	13
Hope for the Future	14
Pastor Profile	15
Application Process	17



INTRODUCTION

What an expectant moment in the life of the Redeemer East Side (RES) congregation as we enter into a new chapter. After the myriad challenges of the Covid-19 pandemic, RES has emerged with a renewed sense of calling to love and serve this city well. We trust in God's provision as we search for a new pastor and lay the foundations for the new ministry center. Amidst all the changes, RES remains steadfastly committed to the five fundamental pillars of the New Testament church: devotion to the Apostles' teaching, joyous worship, intimate fellowship, sacrificial service and relentless evangelism (Acts 2:42-47). RES endeavors to earn the reputation characterized by the fruits of the Spirit: love, joy, peace, patience, kindness, goodness, gentleness, faithfulness and self-control (Galatians 5). We seek to disciple (Matthew 28) and equip (Ephesians 4) our congregation to move into the world as the "fragrant aroma of Christ" (2 Corinthians 2). RES longs to see the name of Jesus made known around the world (Matthew 28).

How will this glorious vision be accomplished and how will God use RES? How will he use you?

VISION

Why do we exist?

Redeemer East Side exists to see Manhattan's East Side—and the entire city—renewed spiritually, socially and culturally through a movement of the gospel of Jesus Christ for the glory of God.

MISSION

What do we do?

We are building a **movement** of everyday New Yorkers who are transformed by the **gospel**, rooted in cross-cultural gospel **community**, and mobilized for Christ's **mission** where they live, work and love.

CORE
VALUES

The Gospel

Cross-cultural Gospel Community

Missional Callings

Gospel Movement

CORE VALUES

THE GOSPEL

The good news of Jesus Christ (Romans 1:16)

- The gospel is the unmerited gift of God in Jesus that brings both peace with God and one another across human divisions.
- The gospel changes lives through personal conversion and brings renewal through formative spiritual practices.

CROSS-CULTURAL GOSPEL COMMUNITY

The reconciling family of the Father (Ephesians 2:11-22)

- A counter-culture marked by the distinct holiness of those reconciled to God
- A community of cross-cultural love: solidarity, justice and forgiveness
- A community on mission with Jesus everywhere he sends us

MISSIONAL CALLINGS

The renewing mission of the Spirit (Jeremiah 29:4-7)

We form disciples of Jesus who bear witness to the gospel and seek:

- Cultural renewal through our work
- Flourishing in our relationships
- Mercy and justice in our neighborhoods

GOSPEL MOVEMENT

The dynamics of the Kingdom (Matthew 28)

- We mobilize disciples who can cross cultures and make more disciples.
- We plant churches that can cross cultures and plant more churches.



CONGREGATION FOCUS GROUPS

WHAT DO YOU THINK RES DOES WELL?

“ One of the things that drew me to Redeemer was the gospel-centered teaching. To me, this remains THE most important thing that we should do well. The gospel changes everything and all the other things flow from people changed by the gospel. We need to keep the main thing, the main thing. We should never water down the truth of the gospel.”

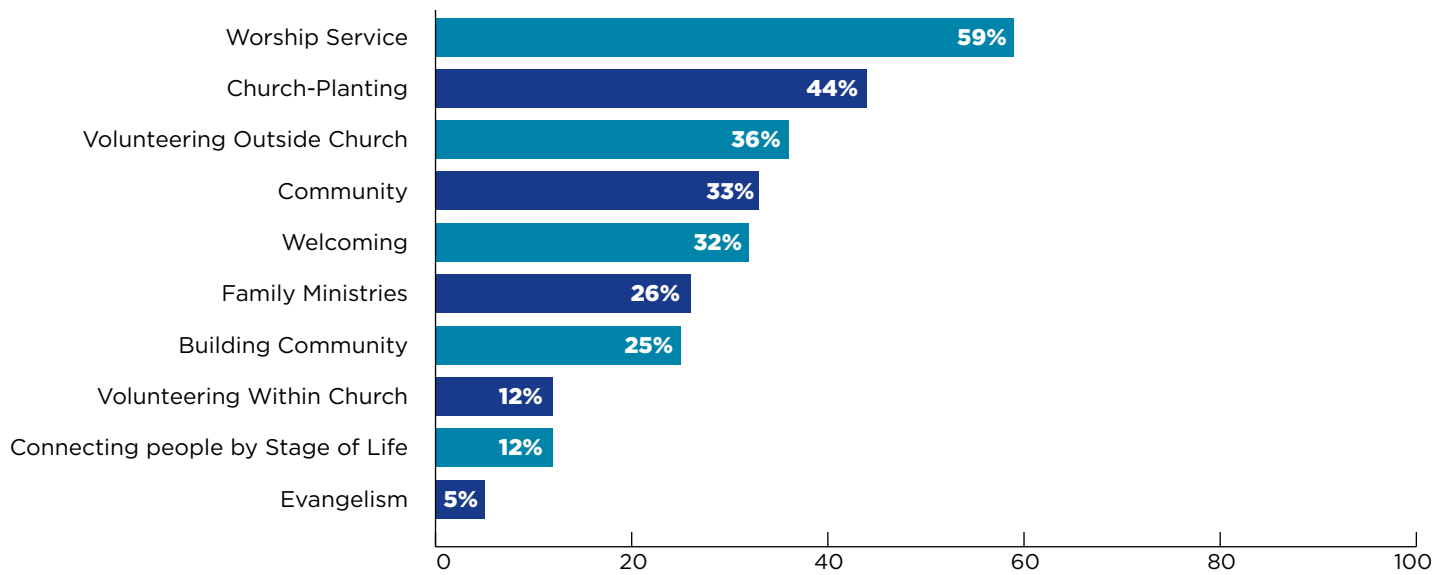
“ When I bring someone new, I feel confident they will hear a message filled with the gospel and will be able to relate to it either intellectually or culturally.”

“ I appreciate that at RES I’ve been able to build community specifically with people who are not my age or gender. That has deeply enriched my spiritual life.”



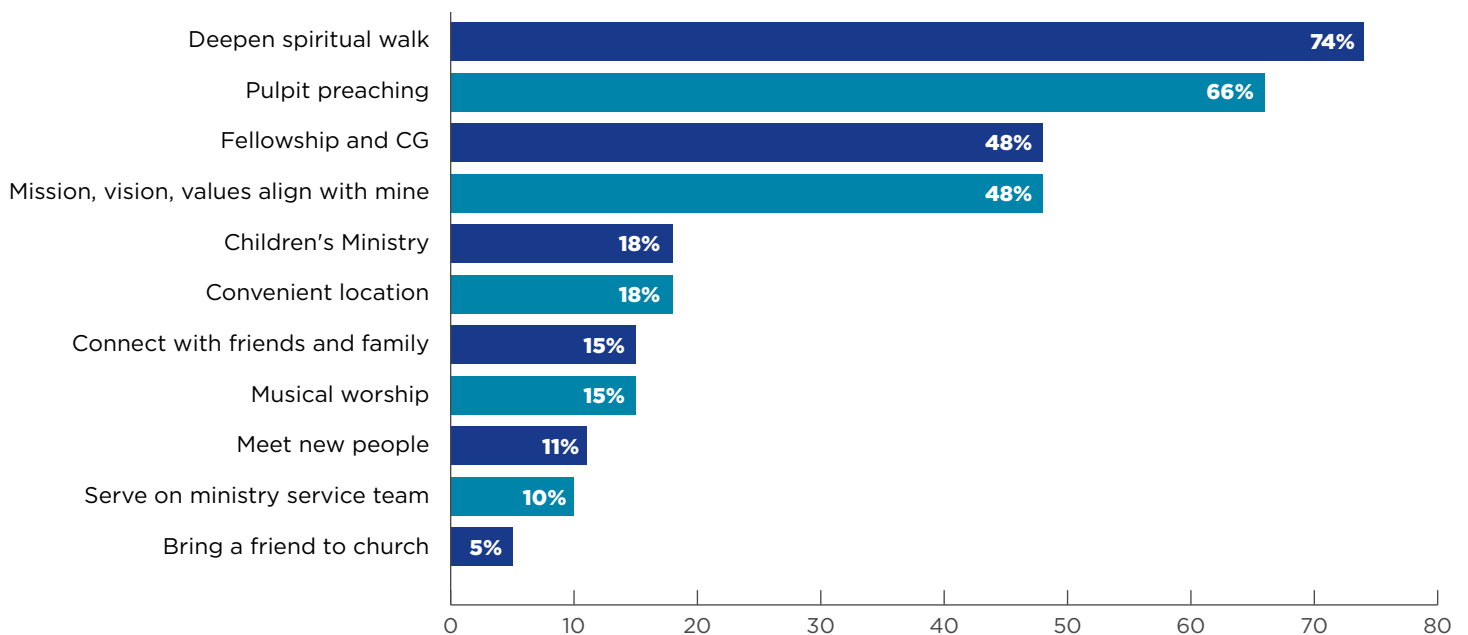
CONGREGATION SURVEY

WHAT ARE RES PRIORITIES?



CONGREGATION SURVEY

WHAT ARE YOUR PRIMARY REASONS FOR ATTENDING RES?



Source: PSC Congregational Survey August 2021, 407 responses. Respondents were allowed to choose multiple options.

COMMUNITY GROUPS (CGS)

We believe that authentic community in this city is possible through Jesus Christ. RES currently has approximately 60 CGs with over 670 members. Composed of 6 to 12 people, CGs meet in person or online. All groups are led by trained lay leaders from our congregation who receive continued oversight and support from pastoral staff. In addition to Bible study, prayer and fellowship, many groups also participate in monthly service projects and social events.



SUNDAY WORSHIP

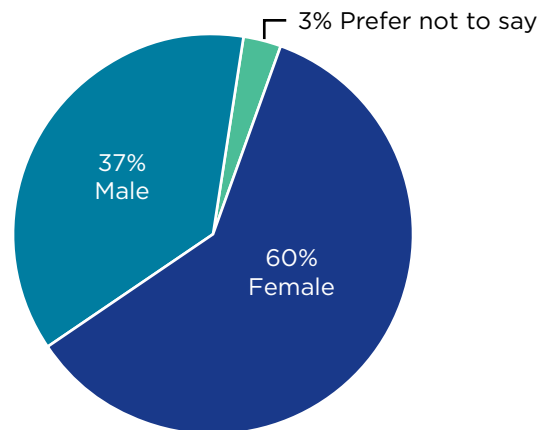
Our church currently offers one Sunday morning service both in person and streamed online via YouTube. The worship service is skillfully led by world-class musicians across a broad spectrum of musical genres. As a form of hospitality, RES endeavors to offer the same standard of excellence of other cultural institutions of New York to provide value to people visiting church for the first time.



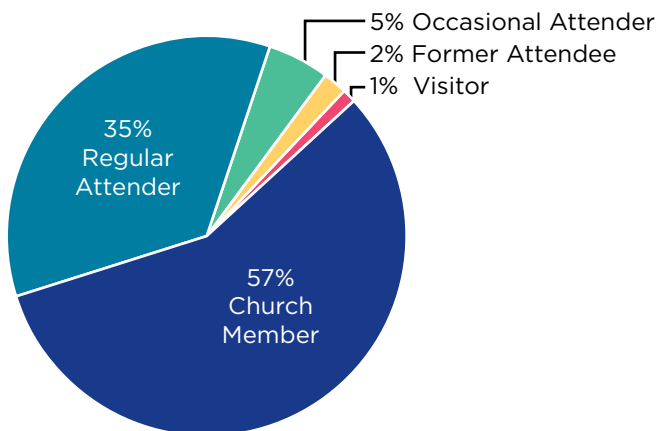
CONGREGATION DEMOGRAPHICS

- > 47% attending over 10 years
- > 70% attend church weekly
- ~19% adults ages 18-34
- ~67% adults ages 35-64
- 30% have children under the age of 18
- > 80% agree or strongly agree with RES vision

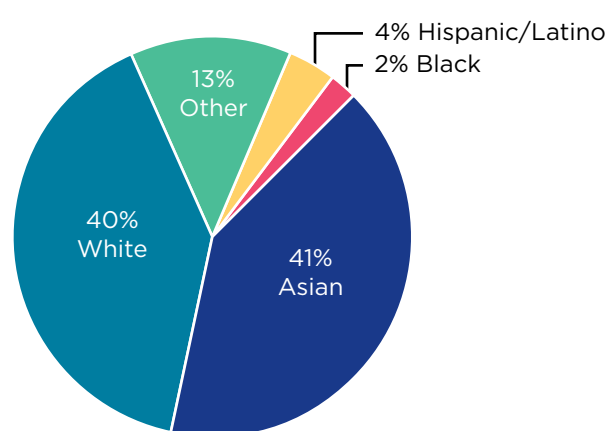
Gender



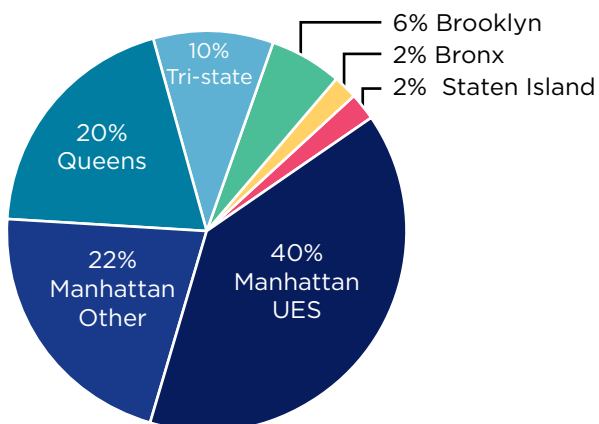
Attendees



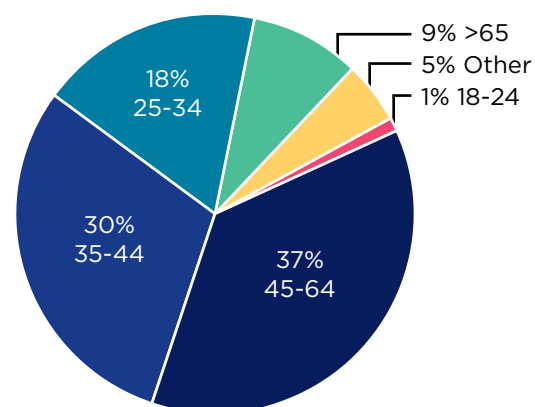
Ethnicity



Geographic Distribution



Age of Adults





RES currently meets at Temple Israel, located at 112 East 75th Street. This is a temporary location until the construction on a new property at 150 East 91st Street is complete. We have a shared vision with Temple Israel in serving the Upper East Side (UES) neighborhood and a commitment to preserving our faith traditions, which has created a positive working relationship with the leadership of Temple Israel. We are grateful for their continued flexibility and hospitality.

Congregants and visitors come from across New York City (NYC) including the East Side of Manhattan, Roosevelt Island and Queens.

Our new building will provide space for worship, teaching and community-building, and it positions us strategically to serve our neighbors well. We have incorporated dedicated public space on the ground level for the UES community. This new ministry center makes a visible commitment to our neighbors and communicates that we are not passing through: we are part of the future together.

1364

2019

1278

2020**

1076

2021**

1842

Active Congregants*

** Defined as fitting one or more of the following categories: members, registered CG attendees and leaders, volunteers, given at least once to Redeemer within the 365 days, and any attendees who registered for an event or class*

*** Estimated from both in-person attendance and YouTube analytics data*



Architectural renderings of new East Side Ministry Center at 150 E. 91st St.

STAFF AND LEADERS

RES currently has two ordained pastors on staff, Rev. Hector Sanchez and Rev. Rich McCaskill, and one interim lead preacher, Rev. Charlie Drew.

Executive Director Bruce Terrell leads the whole staff, oversees a staff Leadership Team — consisting of our two ordained pastors, Lyn Cook (Senior Director of Formation and Care), and Lindsey Schultz (Director of Children's Ministry) — and serves as moderator pro tempore of the Session.

The Formation Team (FT) is charged with pastoral care, CGs, and spiritual formation. FT members range from administrative coordinator to Justice Manager and Community Life director, as well as three pastoral interns.

The Children's Ministry Team is charged with serving our families with children and consists of four staff members dedicated to nursery/preschool and elementary children; two Youth Ministry managers for middle and high school students and young adults; as well as a number of part-time nursery staff.

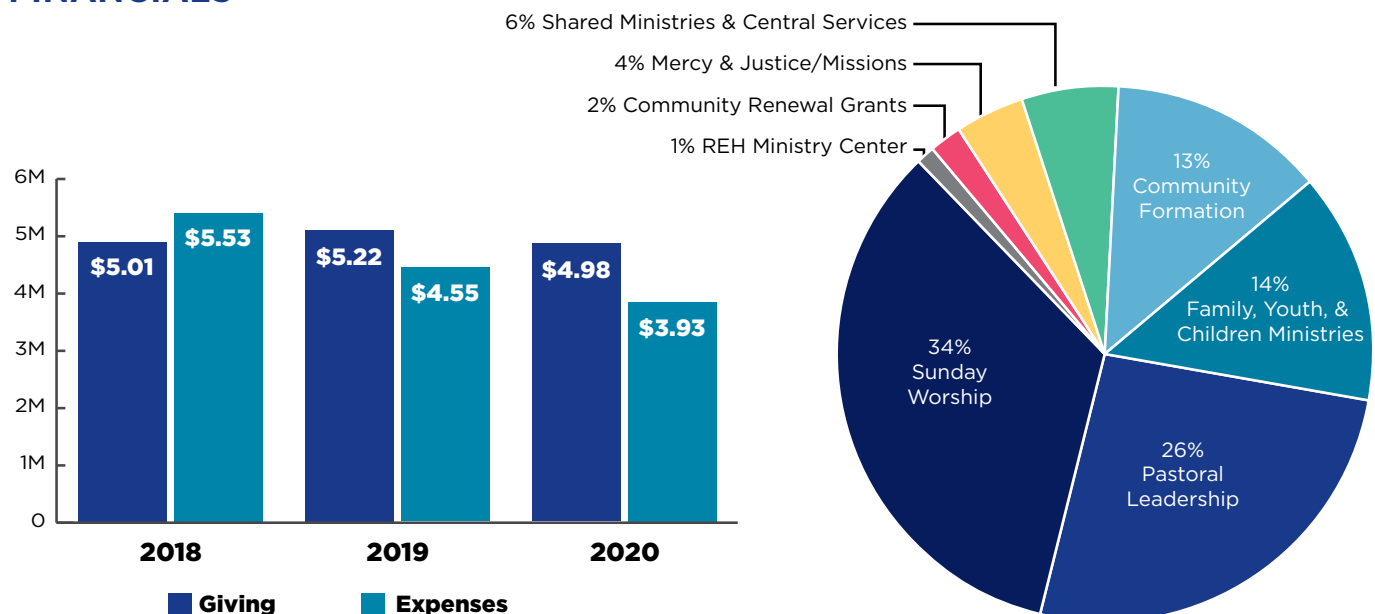
RES also employs: two music directors; a Sunday service director, operations manager, technical director, A/V specialists and other part-time workers on Sundays; a communications team for graphic design, photography, videography and web development, and a campaign coordinator.

RES elders (13), deacons (3), and deaconesses (10) receive extensive theological examination and training. Pastoral Search Committee (11)



From left to right: Alex Chou (elder), Lyn Cook (Sr. Director of Formation and Care), Rev. Hector Sanchez (Assistant Pastor and Director of Justice and Cross-Cultural Community), Bruce Terrell (Executive Director), Rev. Abe Cho (Former Sr. Pastor)

FINANCIALS



TEACHING

Cultivate (Lay Leader Training)
 East Side Classes
 Children's Ministry Classes and Dive Deep
 Pastoral Internship, Pastoral Residency
 Center for Faith & Work*
 Race, Ethnicity and the Gospel
 Premarital Seminar* and Premarital Counseling
 Vacation Bible School
 Advent Discovery

FELLOWSHIP

CGs & Collectives
 East Side Play & Learn
 Reformed University Fellowship (RUF)*
 Gotham Fellowship*
 50+ Connections Group
 Coffee Hour
 Park Picnics
 East Side Women

MERCY & SERVICE

Diaconate
 Hope for New York*
 Food Pantry
 Redeemer Counseling Services*
 Mercy Fund
 Disaster Relief Fund
 Annual Easter Sacrificial Offering



WORSHIP

Sunday Services
 Special services: Good Friday, Easter
 Sunday, Lessons & Carols, Christmas Eve
 Children's Wonder Worship
 Virtual Noonday Prayer
 A/V Engineering Team
 Musicians Team
 Voices of Redeemer, Gospel Choir
 Communion Team
 Prayer Team
 Welcome, Usher and Registration Team

EVANGELISM

Redeemer City to City: Church Planting Center*
 Questioning Christianity (QC)
 Public Faith
 After-service Q&R
 Neighborhood Prayer Walks
 Information Hub



1989 Dr. Tim Keller began to meet with a small group of people in an UES apartment with a focused prayer for a new church in the heart of Manhattan which led to the founding of Redeemer.

1993 Redeemer moved to Hunter College Auditorium as the congregation outgrew previous meeting spaces, a clear sign of the need and desire for the gospel in NYC. Since that time, it has sought to be a movement of churches. While growing as a congregation, it has supported planting churches both in the Greater New York Area and in other global cities.

1996 Multiple sites of Redeemer were established with the intent of setting up distinct locations instead of becoming a single-location “mega-church.”

2010 Redeemer East Side (RES) installed its first lead pastor of the RES congregation, Rev. Leo Schuster, with the mission of forming RES into its own distinct congregation. He alternated preaching with Dr. Tim Keller. In 2014, Rev. Schuster resigned and launched a new church plant in Texas.

2015 Dr. Abe Cho, who had been long involved within the Redeemer network of churches, was installed as lead pastor of RES to assume responsibility for leading the RES congregation. Under his care, RES grew deep as a community — and he worked with the Session in 2020 to reshape the vision, mission, and values that would guide us as a church community.

2017 The ecclesiastical particularizing of RES formed it into an independent church of the Presbyterian Church in America (PCA), calling Dr. Abe Cho as senior pastor. (In November 2020, the church was particularized as a separate NY State church corporation.)

2019 Temple Israel became the meeting place for Sunday worship services when RES moved from Hunter College. Enabled by Rise Campaign funding and under RES oversight, Rev. Justin Adour, one of our assistant pastors, and about 20 congregants planted Redeemer East Harlem which will be particularized in December 2021.

2020 Born out of our commitment to church planting, Rev. Aaron Bjerke, one of our assistant pastors, along with several congregants were sent to plant a church in East Midtown, The Well, under the oversight of the Metro New York Presbytery. A new site for RES was purchased and the COVID-19 pandemic struck. The purchase of East 91st Street will allow RES to build a permanent home in the neighborhood for the congregation and better serve nearby neighbors. The global pandemic with the general shutdown of NYC required that RES move all activities online including worship and CGs.

2021 At the start of 2021, RES restarted limited in-person worship. The congregation received Dr. Abe Cho's resignation with gratitude for the years of his faithful ministry work and sent him with blessings toward his new, focused calling. The Pastoral Search Committee (PSC) was formed in June 2021.

“The goal has always been to see the gospel of Jesus Christ go forth in truth and power to every people group, ethnicity, culture, borough, etc. of the city. When the gospel goes forth it will always go all the way to the fringes and to every ethnicity. Why start with the UES? First, because our church lives there and we want to love our neighbors! Second because Paul not only sought to reach the marginalized but also the cultural centers of influence (Acts 16 and 17) Third, because in the relational and geographic context of RES, the neighborhoods of the UES are the beachhead to greater NYC, New York, and beyond.”

— DR. TIMOTHY KELLER, 2021



Founding Pastor Dr. Timothy Keller

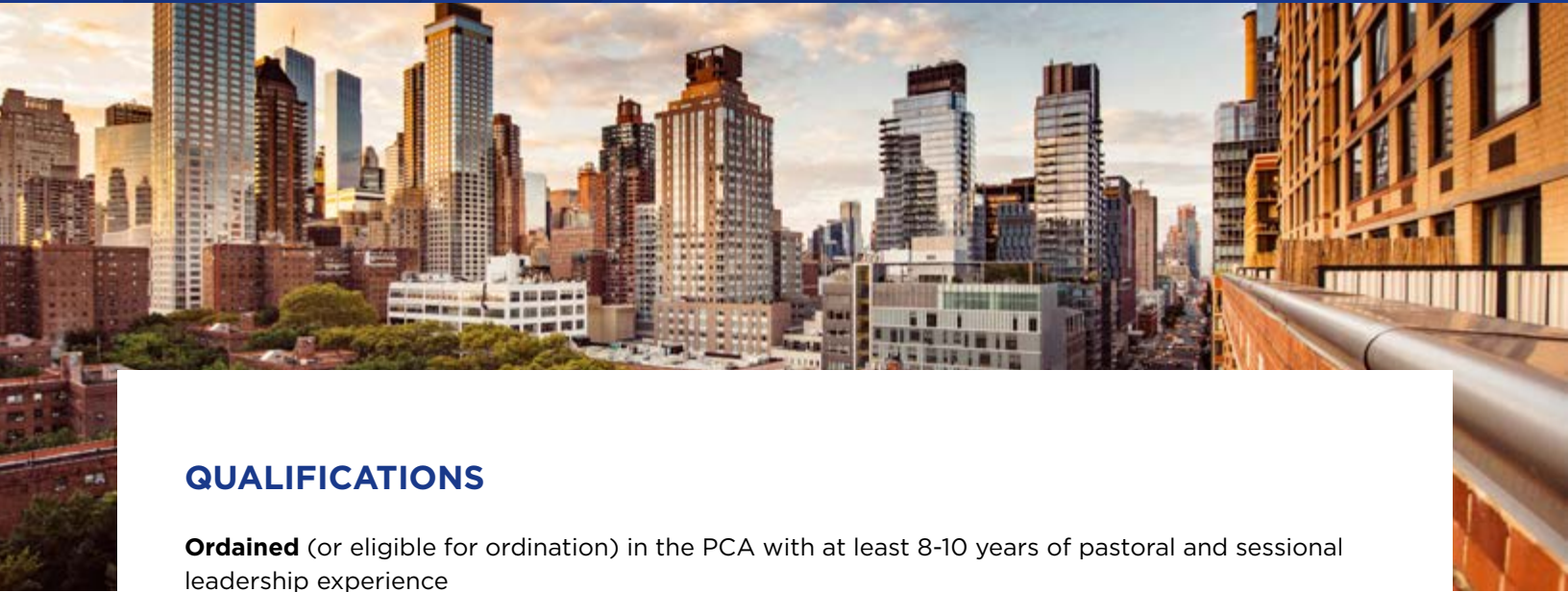


Bruce Terrell and Dr. Abe Cho

“The future Redeemer East Side is incredibly bright. This next chapter is going to be a chapter of incredible hope and of incredible possibility. We have already grown in tremendous ways as God’s community of cross-cultural love and I look forward to the fruit that will be borne from that. We are emerging from a pandemic with a renewed sense of calling to love and serve our city in Jesus’s name. To be able to come out of a pandemic and to then begin to build

a ministry center not only roots the congregation on the Upper East Side for generations to come, but conveys to our neighbors that Redeemer East Side is here to stay to seek the flourishing of all. And the kinds of ministry that can open up is incredible. There’s been so many good things that are going on even in the midst of this pandemic. It is a bright, new day and an exciting future.”

— DR. ABE CHO, 2021



QUALIFICATIONS

Ordained (or eligible for ordination) in the PCA with at least 8-10 years of pastoral and sessional leadership experience

Gospel-centered preaching in a method that communicates boldly and humbly to a diverse audience, including Christians and non-Christians

Strong Biblical character: consistently exhibiting spiritual maturity, integrity, purity and humility; prayerful dependence on God and a life above reproach

Ministry & Vision Fit: understands and embraces RES's DNA commitments of gospel centrality, church planting, cultural renewal, mercy and justice, cross-cultural community and missional discipleship

PREFERRED QUALIFICATIONS

Meaningful and effective ministry tenure in NYC (or urban center equivalent) for at least 10 years; have a heart for urban ministry and an acute awareness of both the unique challenges and opportunities that urban ministry affords

Exhibits visionary servant-leadership and be motivated to participate in the greater movement of churches in our city and world

- Strategic & Entrepreneurial Thinker: action-oriented yet reflective, and a self-starter
- Visionary: motivates, clarifies values, inspires to a specific future
- Collegial: works towards common goals and manages conflict well
- Aligner: unites people around a common vision
- Team Builder: develops, supports and empowers others
- Winsomely Evangelistic: personally engages with non-Christians and inspires others to do the same

PRAYER FOR NEW SENIOR PASTOR

The following is a prayer that reflects the heartfelt aspirations of the RES congregation for our new senior pastor, as informed by the congregational survey and focus groups in fall 2021. We humbly submit these requests before the Lord and rest in his provision and grace, for we know the Spirit intercedes to ask of him what we do not know to ask for ourselves.

Father, may our new pastor be a man whose orthodoxy flows out of his relationship with his Heavenly Father, Jesus the Son and the Holy Spirit; may he understand that a vibrant and healthy relationship is only derived through the practice of spiritual disciplines tied to faith, confession and repentance.

Lord, may our new pastor be a man who exhibits spiritual wisdom, understanding and discernment. May he be a winsome Biblical expositor who longs to effectively communicate the “whole counsel of God” to the saved and the unsaved; that through his giftedness, RES will be known as a place where honest questions are met with honest responses; that he may be culturally competent to convey the relevancy of the gospel to an often transient and skeptical audience.

Holy Spirit, may he be a man who burns to see your mercy and justice realized in NYC; a man who listens, unifies and genuinely values all races, all classes, all ages of individuals; a man who personally demonstrates how to love across difference; and a man who is committed to forming disciples who engage in their missional callings where they live, work and love. May he be eager to establish RES as a multi-generational, multi-racial congregation that honors your image bearers, where all feel loved, seen, welcomed and heard.

Father, may our new pastor be a model for the Sessional and Diaconate leadership, ministerial staff, program leadership and congregation. May his love of Christ, commitment to the Great Commission and Great Commandment, personal accountability, and love and appreciation for others foster unity and solidarity throughout the leadership and congregation.

Lord, may his leadership be characterized by humility, curiosity, innovation, faithfulness and friendship. And may he wholeheartedly labor to see a movement of the gospel rise up from the UES and spread throughout our beloved city and beyond, to the glory and praise of your holy name alone.

Amen.

“After this I looked, and behold, a great multitude that no one could number, from every nation, from all tribes and peoples and languages, standing before the throne and before the Lamb, clothed in white robes, with palm branches in their hands, and crying out with a loud voice, “Salvation belongs to our God who sits on the throne, and to the Lamb!” — Revelation 7:9-10

APPLICATION PROCESS

To apply or recommend a candidate, please contact one of the following:

Rev. J. Edward (Ed) Norton of McGowan Global Institute (MGI)
ed@mcgowanglobal.com (901) 461-8206

The Pastoral Search Committee of RES
respastoralsearch@redeemer.com

You may also submit your nominations directly using the link to this form:
eastside.redeemer.com/pastornomination

To learn more, visit eastside.redeemer.com/psc and contact
respastoralsearch@redeemer.com for questions or comments.