



**CHEMISTRY**  
STAFFING

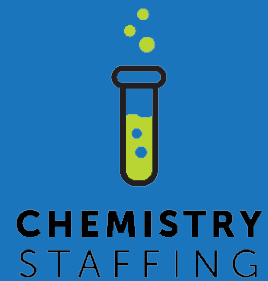
# **CHURCH & CANDIDATE PROFILE**

## **ASSOCIATE PASTOR OF OUTREACH**

Redeemer City Church  
Fitchburg, Wisconsin

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## POPULATION OF CITY

30,674

## POPULATION OF COUNTY

563,951

## COMMUNITY OVERVIEW

Fitchburg, Wisconsin is a vibrant and growing community located just south of Madison. Known for its beautiful parks, scenic trails, and thriving businesses, Fitchburg offers a perfect blend of natural beauty and urban convenience. Residents enjoy a high quality of life with excellent schools, diverse recreational opportunities. With its close proximity to Madison's cultural attractions and employment opportunities, Fitchburg continues to attract individuals and families looking for a welcoming and thriving place to call home.

## WHY PEOPLE LIKE LIVING HERE

Known for its picturesque landscapes and diverse community, Fitchburg offers a perfect blend of small-town charm and modern amenities. The city boasts numerous parks and green spaces, providing residents and visitors with ample opportunities for outdoor recreation. Fitchburg is also home to a thriving business sector, with a mix of local shops, restaurants, and larger commercial centers. Its close proximity to the state capital, Madison, allows residents to enjoy the cultural and educational offerings of a larger city while still enjoying the tranquility of suburban living. With a strong sense of community, excellent schools, and a wide range of housing options, Fitchburg has become an attractive destination for families, professionals, and nature enthusiasts alike. Additionally, it is just a few miles away from the University of Wisconsin, adding an energy and myriad opportunities for campus involvement.

## CHURCH HISTORY

Redeemer City Church (member of EFCA) is a growing member of the Acts 29 network of churches. Originally planted in 2014 from a sister church in our network, the church has grown from a small church plant of 17 core members meeting in a local elementary school to a self-sustaining congregation of over 60 members and around 100 weekly attenders that meet in our own building (opened in 2019). Led by core values of "Gospel, Community and Mission," Redeemer City seeks to declare and demonstrate the Gospel in the city.

## VISION, MISSION, VALUES

Redeemer City's mission is to seek to renew our city through the gospel.

Our vision is to see a gospel movement that reconciles people back to God and transforms them into a community that is sent out to love and serve the city. We hope to see our city experience spiritual, social, and cultural renewal through the demonstration and declaration of the gospel for the glory of God.

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Our core values can be summed up in three words: gospel, community, and mission. These are the fundamental convictions that drive, shape, and undergird the mission and vision of Redeemer City.

## Gospel

- The gospel literally means “news that brings joy.” The good news found in the Scriptures is that, through Christ, the power of God’s kingdom has entered history to renew the whole world. This renewing work of Jesus rescues us from our sin and changes us from the inside out into people who desire to live like Him.

## Community

- The gospel not only reconciles us back to God, it also reconciles us to one another into a new family. It is in the context of this new family that we learn and grow to love one another regardless of our differences, with the same love Christ has shown us.

## Mission

- The gospel not only welcomes us in but also sends us out. In John 20:21, Jesus says, “As the Father has sent me, so now I send you.” This means that we are called to participate with God in his mission. We seek to embody and proclaim the gospel winsomely both in the city of Madison as well as abroad through strategic partnerships in Guatemala and North Africa.

## AVERAGE WEEKEND ATTENDANCE

97

## OVERVIEW OF WEEKLY WORSHIP GATHERING

Each week, we seek to center around the good news of the Gospel. Our worship style can be best described as a blend of contemporary and traditional approaches, such as that used by Norton Hall Band or Worship Initiative. Our philosophy of worship is guided by a desire to select music that engages heart and mind, centering our congregation’s thoughts on the good news of God’s Word and the Gospel. During worship, we incorporate a time of confession and assurance, as well as celebrating the Lord’s supper. The preaching is expositional with a gospel-centered application. We believe that what both the non-believer and the Christian need is the gospel. For the non-christian, so they can know how they can receive God’s grace in Christ, and for the Christian so that he or she can live out of the Grace in Christ (Col 2:6-7).

## TELL US ABOUT YOUR FACILITY

Our facility is a former furniture building that was purchased in 2018 and completely renovated. Our worship area seats up to 200 people and we also have 4 classrooms, a kitchen, a large common area ideal for gathering and a multipurpose room.

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## OVERALL BUDGET (THIS FISCAL YEAR)

\$450k

## OVERALL LONG-TERM DEBT OF THE CHURCH

\$550k

## DENOMINATIONAL AFFILIATION AND/OR OTHER PARTNERSHIPS

Redeemer City is a part of the Evangelical Free Church of America, as well as a part of the Acts 29 Church Planting Network.

## GOVERNANCE & POLITY

We are an Elder Led Church.

## CURRENT PAID STAFFING LEVEL

- Full-time Lead Pastor
- Part-time Executive Assistant
- Part-time Children's Ministry Coordinator
- Part-time Audio / Tech Lead

## MAJOR MINISTRIES OF THE CHURCH

Redeemer City Church focuses on two key areas of ministry. Our Sunday gathering, and our City Groups (small groups). Our city Groups met weekly with qualified and trained leaders who seek to shepherd and lead their group to live out of their Gospel identities of Family, Servant, Sent one, and Learner to make disciples who make disciples.

## OUTREACH PROGRAMS OVERVIEW

Redeemer City Church is currently providing training in evangelism. We engage in intentional outreach to our neighborhood, seeking to listen and get to know our neighborhood's background and needs. We have recently begun several initiatives to meet this objective:

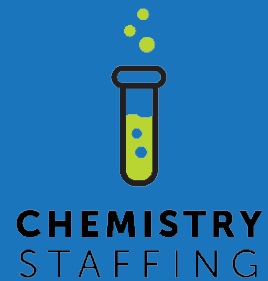
- A neighborhood survey that provides questions that allow for open doors to share the Gospel.
- Throwing a neighborhood party so that we can continue to build relationships with our neighborhood
- Partnering with two area schools where we seek to serve in tangible ways

## IN THE MOST GENERIC SENSE, HOW WOULD YOU DESCRIBE YOUR CHURCH THEOLOGICALLY?

Reformed - Evangelical

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## **PUBLISHED THEOLOGICAL STATEMENT**

### Article 1. God

- We believe in one God, Creator of all things, holy, infinitely perfect, and eternally existing in a loving unity of three equally divine Persons: the Father, the Son and the Holy Spirit. Having limitless knowledge and sovereign power, God has graciously purposed from eternity to redeem a people for Himself and to make all things new for His own glory.

### Article 2. The Bible

- We believe that God has spoken in the Scriptures, both Old and New Testaments, through the words of human authors. As the verbally inspired Word of God, the Bible is without error in the original writings, the complete revelation of His will for salvation, and the ultimate authority by which every realm of human knowledge and endeavor should be judged. Therefore, it is to be believed in all that it teaches, obeyed in all that it requires, and trusted in all that it promises.

### Article 3. The Human Condition

- We believe that God created Adam and Eve in His image, but they sinned when tempted by Satan. In union with Adam, human beings are sinners by nature and by choice, alienated from God, and under His wrath. Only through God's saving work in Jesus Christ can we be rescued, reconciled and renewed.

### Article 4. Jesus Christ

- We believe that Jesus Christ is God incarnate, fully God and fully man, one Person in two natures. Jesus—Israel's promised Messiah—was conceived through the Holy Spirit and born of the virgin Mary. He lived a sinless life, was crucified under Pontius Pilate, arose bodily from the dead, ascended into heaven and sits at the right hand of God the Father as our High Priest and Advocate.

### Article 5. The Work of Christ

- We believe that Jesus Christ, as our representative and substitute, shed His blood on the cross as the perfect, allsufficient sacrifice for our sins. His atoning death and victorious resurrection constitute the only ground for salvation.

### Article 6. The Holy Spirit

- We believe that the Holy Spirit, in all that He does, glorifies the Lord Jesus Christ. He convicts the world of its guilt. He regenerates sinners, and in Him they are baptized into union with Christ and adopted as heirs in the family of God. He also indwells, illuminates, guides, equips and empowers believers for Christ-like living and service.

### Article 7. The Church

- We believe that the true church comprises all who have been justified by God's grace through faith alone in Christ alone. They are united by the Holy Spirit in the body of Christ, of which He is the Head. The true church is manifest in local churches, whose membership should be composed only of believers. The Lord Jesus mandated two ordinances, baptism and the Lord's Supper, which visibly and tangibly express the gospel. Though they are not the means of salvation, when celebrated by the church in genuine faith, these ordinances confirm and nourish the believer.

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## Article 8.Christian Living

- We believe that God's justifying grace must not be separated from His sanctifying power and purpose. God commands us to love Him supremely and others sacrificially, and to live out our faith with care for one another, compassion toward the poor and justice for the oppressed. With God's Word, the Spirit's power, and fervent prayer in Christ's name, we are to combat the spiritual forces of evil. In obedience to Christ's commission, we are to make disciples among all people, always bearing witness to the gospel in word and deed.

## Article 9.Christ's Return

- We believe in the personal, bodily and glorious return of our Lord Jesus Christ. The coming of Christ, at a time known only to God, demands constant expectancy and, as our blessed hope, motivates the believer to godly living, sacrificial service and energetic mission.

## Article 10.Response and Eternal Destiny

- We believe that God commands everyone everywhere to believe the gospel by turning to Him in repentance and receiving the Lord Jesus Christ. We believe that God will raise the dead bodily and judge the world, assigning the unbeliever to condemnation and eternal conscious punishment and the believer to eternal blessedness and joy with the Lord in the new heaven and the new earth, to the praise of His glorious grace. Amen.

## WHAT THEOLOGICAL HILLS WILL YOU DIE ON?

- Exclusivity of Christ- that there is no salvation outside of Christ (Acts 4:12)
- Inerrancy
- Human Sexuality (see below)
- Complimentarianism

## HOT-BUTTON SOCIAL/CULTURAL ISSUES FOR YOUR CHURCH

The Scriptures teach that marriage is between one man and one woman. All other forms of sexual intimacy, including all forms of lust and same-sex activity of any kind are sinful. (Rom 1:18-32, 1 Cor 6:9).

That said, we also believe that everyone stands in need of God's grace for sexual sin, and that sexual immorality is a pardonable sin through repentance and faith.

## BIGGEST CHURCH 'WINS' IN LAST 18 MONTHS?

The biggest church "wins" in the last 18 months is adding two new qualified Elders and two new Deacons to our leadership team. We have a growing culture of healthy leaders that are committed and moving the church forward toward its vision.

## BIGGEST OPPORTUNITY FOR YOUR CHURCH IN THE NEXT 12 MONTHS

The biggest opportunity in the next 12 months is outreach to our neighborhood in partnership with the Hispanic church that meets at our facility. We are in the midst of some intentional outreach in which members of both churches

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have been trained in evangelism and have gone out on a regular basis to do a survey which helps us to get to know the neighborhood better, while also opening doors to share the gospel. We are also planning a large neighborhood party so that we can get to know our neighbors and they can get to know us.

## **CHURCH'S BIGGEST CHALLENGE FOR THE FUTURE**

The biggest challenge is entering a season in which the dominant demographic in our church is young families. This is stretching for us, as the availability of many of our leaders is shrinking due to the great gift of children! Being able to navigate this with wisdom and faithfulness to our mission will be challenging.

## **TITLE OF POSITION YOU ARE HIRING**

Associate Pastor of Outreach

## **CATEGORY OF HIRE**

Associate Pastor

## **FULL TIME POSITION?**

Yes

## **OVERALL DESCRIPTION OF THIS POSITION**

The primary responsibilities of the associate pastor of outreach will be to help equip the members of Redeemer City to live on mission in their daily lives and oversee ministries and opportunities that will enable us to engage our city that both embody and declare the Gospel.

## **REPORTING RELATIONSHIP**

This position will report to the Lead Pastor.

## **GOALS AND EXPECTATIONS**

- In the first year, this individual would be intentional about getting to know the city of Fitchburg and Madison and the community of Redeemer City Church.
- They would begin to identify ways that members of Redeemer City could grow in living out the gospel and key ways to develop them in order to faithfully embody and declare the gospel to the city.
- They would begin to oversee current avenues of outreach and network in building relationships in the community while beginning to dream and think about other opportunities that could arise.

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## **DO YOU HAVE A JOB DESCRIPTION FOR THIS ROLE?**

- Provide ongoing training and equipping to help members of Redeemer City grow in embodying a missional lifestyle that lives and disciples among lost people.
- Provide oversight for existing and new outreach opportunities and events in the community that both demonstrate and declare the gospel.
- Preach 12-15 times per year.
- Assist in other pastoral responsibilities as directed by the Lead Pastor (counseling, visitation, discipleship of church members, officiation).

## **EDUCATIONAL PREFERENCES**

BA or BS degree OR working towards degree in Ministry

## **AGE VS. EXPERIENCE**

Younger and moldable / teachable.

## **WHAT SKILLS ARE YOU LOOKING FOR SPECIFICALLY?**

- Previous experience in evangelism or outreach ministry (Paid or Volunteer)
- Ability to train / disciple both formally and informally

## **EQUIPPER OR DOER?**

Equipper

## **ATTRACTIONAL VS. MISSIONAL**

Missional

## **BUDGET AREA SUPERVISION**

Currently, this individual would oversee the Outreach and School Partnerships budgets, approximately \$1000.

## **PERSONAL CHARACTERISTICS DESIRED**

Honest, Trustworthy, Teachable / Coachable, Sense of humor

## **URGENCY**

Ideally by the fall of 2024

## **OTHER "MUST HAVE" SKILLS**

Ability to work well with others, particularly in a team environment.



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## **OTHER "NICE TO HAVE" SKILLS**

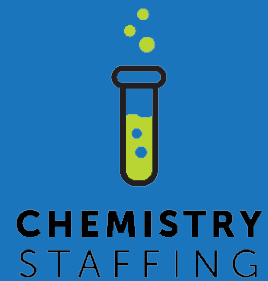
Some experience in teaching / preaching. Bi-Lingual in Spanish / English.

## **FINALLY...**

This Associate Pastor would be both an equipper and a catalyst for mission who comes alongside and helps equip the members of Redeemer City to live every day on mission.

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## Public Job Posting

### Redeemer City Church

### Associate Pastor of Outreach

### Fitchburg, Wisconsin

Redeemer City Church of Fitchburg, Wisconsin, has a vision of renewing their city through the Gospel, and they are seeking to hire an Associate Pastor of Outreach to join them. The primary responsibilities of the Associate Pastor of Outreach will be to equip the members of Redeemer City to live on mission in their daily lives. This person would oversee ministries and opportunities that enable the church to engage their city in ways that both embody and declare the Gospel.

### What you'll be doing:

- Providing ongoing training and equipping to help members of Redeemer City grow in embodying a missional lifestyle that lives and disciples among lost people
- Providing oversight for existing and new outreach opportunities and events in the community that both demonstrate and declare the gospel
- Preaching 12-15 times per year
- Assisting in other pastoral responsibilities as directed by the Lead Pastor (counseling, visitation, discipleship of church members, officiation)

### Skills you need to have:

- Previous experience in evangelism or outreach ministry (Paid or Volunteer)
- Ability to train / disciple both formally and informally
- Trustworthy
- Teachable / Coachable

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