



**Associate Pastor Opportunity Profile**  
**Redemption Hill Church**  
Washington, D.C.  
May 2024

Redemption Hill Church, a thriving and Gospel-centered congregation in Washington D.C.'s Capitol Hill neighborhood, is seeking a passionate and experienced Associate Pastor to join their dynamic team. This individual will collaborate with existing leadership in fulfilling the church's mission and purpose.



**The Church's Story**

Motivated by a divine calling to establish a church in the heart of Washington, D.C., Pastor Bill Riedel, accompanied by his wife and three young children, embarked on a journey of unwavering faith. Arriving in the nation's capital in 2010, they were acquainted with only two individuals: his sister and her husband. Despite this modest outset, they commenced the endeavor of launching Redemption Hill Church from the confines of a rented living space. With a steadfast commitment to spreading the gospel, they nurtured the nascent ministry, diligently sowing seeds of faith and witnessing a burgeoning spiritual harvest. Rapid growth soon necessitated a relocation, and by August 2011, Redemption Hill Church (RHC) found a new home within the walls of the historic Ebenezer United Methodist Church building.

The church's vision and mission are encapsulated in the impactful dictum, "In DC as it is in heaven." The strategy to achieve this ambitious vision is embodied in their mission statement: *The Church is to glorify God through gospel-centered worship, gospel-shaped community, and gospel-driven mission.* At the heart of RHC lies not only a vibrant local ministry, but also a global commitment to investing in church planting efforts in capital cities around the world. To date, RHC has realized this vision through successful church plants in Belfast (2012 & 2018), Mexico City (2015) and Harrisburg, PA (2023).

**The Context**

Redemption Hill Church is affiliated with the Evangelical Free Church of America (<https://www.efca.org>). The EFCA mission is to "Glorify God by multiplying transformational churches among all people." The undertaking of this denomination dovetails tightly with the purpose of RHC. In addition to alignment with the EFCA, RHC also networks with the Acts 29 Network (<https://www.acts29.com>). As a church planting organization, they declare "We plant churches worldwide." More broadly, RHC was recently granted membership in the Evangelical Council on Financial Accountability (<https://www.ecfa.org>) in February 2024. Joining this organization requires the

highest standards of financial sophistication and carefulness. Given the city where RHC ministers, ECFA accreditation was a valuable strategic move.

Members self-identify as spiritually vital and find meaningfulness in their connection to the church. While the church is generally healthy and moving purposefully toward greater health, one pain point the church has experienced has been a series of unexpected transitions of key staff. This unfortunate reality has left some congregants unsure of the reasons and has thus impacted their trust level. Like many churches in America, residual effects from differences during the pandemic and the myriad of related social issues seems to linger in the minds of congregants. Even so, new momentum is growing, and this next Associate Pastor will play an important part in helping RHC return to transformational vitality.

Redemption Hill boasts a unique demographic. Ninety-eight percent of the congregation has a college degree or higher. Ninety-nine percent of the congregation falls below the age of 55 with 94% of congregants between the ages of 25 and 34 years old. Moreover, thirty percent (30%) of the congregation is single and 48% live within walking distance of the church. The congregation is made up of people from a diverse spectrum of political ideologies who are committed to the gospel of Jesus Christ and joining God in His good work in their city.

The church is staff-led, elder-governed and congregationally accountable. Lead Pastor Bill Riedel, a published author, speaker and ministry coach, provides direction for the church staff. Spiritual oversight is entrusted to a board of elders, a group of five men carefully selected by the congregation to meet stringent spiritual and leadership qualifications. These elders shepherd the church's mission on behalf of the congregation. In addition to the elders, a group of highly qualified women, known as the Titus 2 Team, fulfills a spiritual care and advisory role, particularly focusing on prayer. The chair of Titus 2 has a non-voting seat at the elder table, ensuring a woman's voice is represented in the church's leadership discussions.

The church worships weekly in two similar services at 9 a.m. and 5 p.m., with an online service accessible during the early service. The services feature contemporary music, weekly communion and an expository style message designed to correctly teach scripture while helping congregants understand their role in a post-Christian setting. The services are attended by around 250 people each week in all time slots. RHC is a theologically conservative church but holds an open hand on secondary and tertiary issues. The people are warm, welcoming and inviting to the regular influx of newcomers.

At the core of the church's outreach lies its vital small group initiative, known as Community Groups. While Sunday worship remains pivotal for spiritual development, the church leaders emphasize that "being the church" extends beyond the confines of a specific day or location. They stress the importance of gathering in homes throughout the week to maintain a sense of community and shared faith. Currently, around 350 individuals actively engage in these Community Groups on a weekly basis. A key focus for the incoming Associate Pastor is to enhance and broaden the influence of these groups, recognizing their significance in nurturing deeper connections and spiritual growth within the congregation.

The church is guided by a dedicated team of individuals who wholeheartedly embrace the mission of the church and are devoted to furthering the cause of Christ globally. Alongside the Lead Pastor, the full-time staff comprises Devin Watson, serving as the Music Director and Mary Ann Hollander, assuming the role of Director of Operations. Jess Mitchell operates as the Director of Communications on a three-quarters time basis, while Tatum Foote leads the Kids Ministry as Director on a part-time schedule.

RHC has introduced a strategic initiative known as Dwell (<https://www.dwell.redemptionhilldc.org/>), aimed at achieving two main objectives: promoting deeper involvement and spiritual connection among members, and raising \$4 million. Half of the funds raised through Dwell will be allocated to support ministry and mission endeavors, while the other half will be earmarked for the establishment of a permanent facility to facilitate the church's ongoing ministry efforts.

### **The Opportunity**

Redemption Hill Church stands at a pivotal moment, experiencing the unique privilege of being a launchpad for the gospel in Washington D.C. The incoming Associate Pastor has the opportunity to substantively contribute to the church's community impact. This is a ripe season for a passionate leader to join the team and make a significant difference in the lives of others.

The Associate Pastor will especially play a pivotal role in pastoral care, discipleship, and equipping members of the church, cultivating leadership and spiritual gift discovery to empower passionate and skilled people ready to contribute to the church's mission and join God in His good work in DC and the metro area. He will be a leader of leaders, seeing the greater opportunity that comes by caring for, investing in, and equipping others to lead the way. The dynamic pace of Washington, D.C. and the mobile nature of the population necessitates a strong focus on team development. The next Associate Pastor will play a key role in fostering effective ministry teams and cultivating a deep bench of talent. Strategic planning and intentional leadership are key to effectively developing and maintaining healthy and energetic teams.

RHC's ministry flows primarily through Community Groups. The Associate Pastor will work with the Lead Pastor and staff team to ensure that Community Groups are thriving, while also exploring opportunities to develop ministry opportunities to make an impact for people at every age and stage of life through existing ministries and by developing ministries in the years ahead.

RHC prioritizes a strong teaching ministry, offering the Associate Pastor a unique platform to inspire missional engagement and personal growth within the congregation. His primary teaching ministry will be expressed in Bible Studies, classes, and seminars, equipping others to teach as well. When given the opportunity to preach, his sermons will skillfully weave biblical truths into messages that are both convicting and compassionate. This person will bring an exegetical approach, ensuring a thorough exploration of scripture's richness. This pastor possesses the ability to approach theological discussions with thoughtfulness, careful research and deep contextualization, all delivered with a spirit of compassion and approachability.

Redemption Hill is eager to welcome this key staff person into the continuous work of developing a church that looks like heaven. The incoming pastor should acknowledge that while striving for multiculturalism, it's important not to tokenize or commodify diversity, but rather to genuinely embrace and celebrate the richness of different cultures. The incoming pastor will address the challenges of diversity in a compassionate and thoughtful manner, seeking to be a student of culture while not capitulating to the worst of the cultural conversations.

### **The Candidate**

The new pastor will exemplify a passionate pursuit of knowing Jesus Christ more deeply and a fervent desire to share the love of Christ with others. He will embody a genuine pastoral presence, prioritizing connection with those drawn to RHC. He will be known as a person who cares deeply for people, valuing the unique stories and backgrounds of congregants.

This Associate Pastor will be a person of upstanding character and undeniable spiritual conviction. He will take the time to build trust with those whom he serves. He will prefer a team approach to ministry in which each person feels valued, important and celebrated. He is eager to listen to others and invite

their input. His depth of experience will enable him to easily understand organizational dynamics and the subtle distinctions so often present in church life.

RHC seeks a person who can maximize existing resources (people, facilities, finances) to advance the mission. He will be someone who welcomes new people, helps them get connected, disciples them into a deeper walk with Jesus, and then activates them for ministry. The new pastor is able to build and strengthen what already exists while noticing opportunities to find new ways to meet real needs in the community. He possesses both spiritual insight and strategic acumen, capable of discerning the significance of the present moment while maintaining a clear vision for the future needs.

The RHC congregation seeks a leader who embodies both stability and flexibility, someone who is appropriately adaptable in a fluid environment. They desire someone who approaches life from a deep well of faith and personal maturity, a steady presence who can serve as a spiritual anchor for the community. This individual will be a reliable and creative leader, dependable in getting tasks accomplished.

Redemption Hill Church seeks someone who is firmly grounded in conservative theology, particularly Reformed soteriology with a covenantal viewpoint. He will walk gently with others and maintain gracious dialogue on secondary matters. Situated in Washington, D.C., church members unavoidably engage in the public square. Even so, RHC maintains a stance of political neutrality, valuing respect for all attendees while upholding biblical ethical standards. The incoming pastor will draw on the Augustinian Two-Kingdoms perspective which provides a valuable framework for engaging with the diverse cultural landscape within Washington. This perspective encourages believers to be actively involved in the affairs of earthly kingdoms while recognizing the ultimate authority of Christ's Kingdom. This pastor will need to be able to engage in informed discussions on a range of topics including racial injustice, critical race theory, abortion, war, ethics, feminism, sexual ethics and the LGBTQ+ community, and the wide gamut of tough societal topics. He will recognize he has been called to be a servant of the church but not a political pundit. An example of this posture can be found in the [2023 EFCA Statement of Denials and Affirmations](#).

### **The Location**

Washington, D.C. presents a plethora of vibrant and enriching opportunities. Its bustling pace necessitates a mindful equilibrium between ministry commitments and personal well-being. Despite the challenges posed by its high cost of living and fast-paced environment, Washington consistently ranks among the top desirable cities in the U.S. to reside. Beyond its political renown, it offers the charm of four distinct seasons, a thriving cultural landscape, professional sports franchises and ample outdoor pursuits, all contributing to its high quality of life. As a global metropolis, the city welcomes a diverse tapestry of individuals from across the nation and around the globe, enriching its cultural fabric.

**Preferred Candidate Qualifications** – These descriptions represent preferred experience:

- Clear alignment with the core beliefs of Redemption Hill Church ([redemptionhilldc.org](http://redemptionhilldc.org)).
- Credentialed and/or ordained in the EFCA or willing to attain credentialing.
- No less than five years of full-time Associate Pastor experience in a multi-staff setting with regular preaching opportunities in a church or campus context of >300 attendees. This will include preaching, planning, collaborating, equipping, overseeing and developing unpaid volunteers. Equivalent work or ministry experience will be considered. Marketplace experience in addition to ministry experience is a plus.
- Master of Divinity or equivalent theological master's degree is preferred, with a master's degree required.
- Meets the Biblical qualifications as outlined in Titus 1:5-9, 1 Tim. 3:1-7, 1 Peter 5:1-4.

- Exceptional Bible-based preaching, teaching and communication skills. A genuine love and passion for the Lord, the Gospel and people.
- Inspiring leader who empowers others and leads with a shepherd's heart.
- Demonstration of a mature faith and wisdom.
- If married, will lead his family into connection in community and commitment to the church.

## **INQUIRY PROCESS**

If this position is of interest and you believe you meet the qualifications, you are invited to submit the following information for consideration:

1. Your resume or CV (in Word doc format only)
2. Results of any personality or strengths assessments you have taken in the past three years (StrengthsFinder, DiSC, Enneagram, Myers-Briggs, etc.).
3. At least three links to video of you teaching/preaching. Please direct us to specific messages (dates and context) that you feel best represent your communication talent.
4. Five references, including one supervisor or overseer (could be a board member); two or three staff associates, at least one from someone you have supervised; and one or two personal references. NOTE: These references will be contacted later in the process and only with your prior approval.
5. Written responses to the following questions (in Word doc format only). We believe one can learn only so much from a resume. Your responses will help us gain a more complete picture of you and your leadership.
  - 1) Describe your life in Jesus Christ by sharing how you came to faith and how this faith led you into vocational ministry. Please tell us about your personal, daily walk with the Lord.
  - 2) What attracts you to the opportunity at Redemption Hill Church?
  - 3) What are two or three of your core strengths? Please share one or two examples of situations in a church you were leading to move the ministry forward.
  - 4) Describe your personal approach to apologetics, especially as it relates to a post-Christian world.
  - 5) Outline your experiences leading small groups. Detail two or three of your core convictions about small group ministry.
  - 6) What key factors should be present in your next ministry for you to be optimized?

Please submit your information to:

Greta Barthelemy  
 NL Moore & Associates  
 greta@nlmoore.com  
 952-210-7414