

CHEMISTRY ✦ STAFFING

CHURCH & CANDIDATE PROFILE

We're hiring a

LEAD PASTOR

Redeemer Modesto · Modesto, California

● AT A GLANCE

A GOSPEL-CENTERED CHURCH LEARNING TO BE PRESENT DOWNTOWN



DENOMINATION

Non-denominational

WEEKLY ATTENDANCE

63

Plateaued or about the same

ANNUAL BUDGET

\$360,000

DEBT

\$0

CHURCH WEBSITE

<https://redeemermodesto.com/>

Redeemer Modesto is a nearly 20-year-old, Gospel-centered church with deep roots in downtown Modesto and a growing commitment to spiritual formation and apprenticeship to Jesus. After navigating a significant season of transition, the church is emerging with renewed clarity around their mission of becoming a family of Jesus followers who are secure in the Gospel, shaped by the way of Jesus, and sent for the good of the city and the world. We're seeking a Lead Pastor who can help us grow in that vision, not by changing who we are, but by helping us become more fully who God is calling us to be.

● LOCATION

IN THE HEART OF CALIFORNIA'S CENTRAL VALLEY



CITY POPULATION

220,592

2024 est.

COUNTY POPULATION

556,972

Stanislaus County, 2024 est.

Modesto is the county seat and largest city in Stanislaus County, located in California's Central Valley. It serves as a regional service center for a metro area of more than 550,000 people and is known for its agriculture-linked economy.

People often value Modesto for its lower cost of living compared to many Bay Area communities and for convenient access to jobs, shopping, and services in a regional hub. Its Central Valley location offers relatively easy access to outdoor recreation, including nearby agricultural countryside and regional parks, and is within reach of larger metro areas by highway.

● OUR STORY & TODAY

NEARLY TWENTY YEARS IN, FOR, AND WITH DOWNTOWN MODESTO

Redeemer Church was planted in downtown Modesto in June 2007 by Jim Applegate and a team of elders with a desire to establish a Gospel-centered church committed to loving and serving the city. Early on, Redeemer joined the Acts 29 church planting network and was deeply influenced by the Gospel-centered teaching and ministry philosophy of Tim Keller and John Piper.

Over the years, the church has met in four locations along H Street in downtown Modesto, developing deep roots and relationships within the community. From the beginning, Redeemer has had a heart to be in the city, for the city, and to form people who thoughtfully and faithfully engage downtown Modesto with the Gospel.

Like many churches, Redeemer has experienced seasons of growth and challenge. During the difficult years of COVID, the church went through a significant and painful split. In late 2022, founding pastor Jim Applegate transitioned out of the lead pastor role to become an executive pastor at a large church in the Bay Area. Pat Nagle, who was serving as Redeemer's worship pastor, accepted the role of interim pastor and soon afterward became lead pastor. Under Pat's leadership, Redeemer experienced meaningful health and healing, along with a renewed emphasis on prayer, spiritual formation, and apprenticeship to Jesus.

During these years, we increasingly drew from teachers such as Dallas Willard and John Mark Comer, incorporating material from Practicing the Way and Pete Scazzero's Emotionally Healthy Spirituality into our discipleship process. These influences have helped us think more intentionally about discipleship as not simply knowing what Jesus taught, but becoming people increasingly formed into His likeness.

Several years ago, Redeemer left the Acts 29 network as our elders grew in their conviction that women should be encouraged to use their gifts of teaching and preaching within the gathered church. More recently, our elders have been further defining our position regarding women serving in eldership. We are moving toward what we describe as a complementarian-without-hierarchy or Kingdom Partnership position, affirming the goodness and distinctiveness of women and men while creating space for qualified and gifted women to serve at every level of ministry and leadership, including as elders.

In early 2026, Pat and his family moved back to his hometown in Michigan, beginning another season of transition. During this time, our elders, staff, and congregation have worked together to provide leadership and continue clarifying who God is calling us to be. Rather than simply maintaining programs, we have seen this season as an opportunity to strengthen shared leadership, deepen our commitment to prayer and formation, and clarify our mission.

Today, Redeemer remains deeply committed to downtown Modesto and excited about the next chapter God is writing in our nearly 20-year story.

WHAT GUIDES US

VISION

A movement of people secure in God's love, shaped through apprenticeship to Jesus, and living as sent so the goodness of God is seen, felt, and experienced in our city and the world.

MISSION

Become a family of Jesus followers who are secure in the Gospel, shaped by the way of Jesus, and sent for the good of our city and the world.

VALUES

Secure in the Gospel (identity)

Shaped by the Way of Jesus (discipleship)

Shaped by Prayer (spirit-led)

Shaped by Community (family)

Sent for the Good of our City and the World (calling)

Sent into Cultural Engagement (integrity)

● MINISTRY & IMPACT

SENT INTO THE CITY, SHAPED BY COMMUNITY

We want to equip and encourage our people to become a faithful presence throughout Modesto, building genuine relationships and demonstrating the love and goodness of Jesus in tangible ways.

Redeemer's ministry centers around becoming a family of Jesus followers secure in the Gospel, shaped by the way of Jesus, and sent for the good of our city and the world. Our ministries reflect this mission, from children and youth to worship, discipleship, and outreach.

Gospel Kids (children through fifth grade) provides age-appropriate classes and environments on Sunday mornings where kids can learn about Jesus, experience community, and begin developing their own faith.

Youth Ministry meets on Tuesday evenings and includes occasional special events, trips, and activities throughout the year. It is currently led by a committed team of volunteers who invest relationally in middle and high school students.

Worship Ministry includes three rotating worship teams that lead our Sunday gatherings. We value simplicity, participation, theological depth, and creating space for people to genuinely encounter and respond to God.

Community Groups & Discipleship have historically been an important part of Redeemer. Alongside traditional groups, we have increasingly offered focused discipleship and formation opportunities, including Practicing the Way courses and Emotionally Healthy Spirituality courses.

Women's & Men's Ministries provide a variety of opportunities for connection, discipleship, and community, including occasional morning and evening Bible studies, teaching gatherings, retreats, and other relational events throughout the year.

Hospitality Team is entirely volunteer-led and includes everything from signage and setup to baristas, greeters, communion preparation, and security. These teams work together to create a warm and welcoming environment.

Local & Global Missions: Redeemer has a long-standing commitment to being a church that is "in the city, for the city," and we financially support and partner with a number of local nonprofits and ministries throughout Modesto. Globally, we provide ongoing support to two mission partners.

During recent years, our capacity for organized outreach has been limited. Rather than maintaining programs simply for the sake of having them, we are looking for sustainable ways to reengage this part of our mission and help our people see themselves as sent into their neighborhoods, workplaces, schools, and community.

We continue to have particularly strong connections with World Relief, Love Modesto, and Play-Ability Camps, each of which has leadership connections to members of our congregation. These relationships provide natural opportunities for our church to volunteer and serve alongside people already doing meaningful work in our community.

Going forward, we see local mission and outreach as an area with significant potential for renewed energy and growth. Our desire is not simply to create more church programs, but to increasingly equip our people to live as sent people throughout Modesto.

● THEOLOGICAL CONVICTIONS

GOSPEL-CENTERED, ROOTED IN HISTORIC ORTHODOXY

Redeemer would probably be best described as a moderate evangelical church. We hold to historic, orthodox Christian theology and a high view of Scripture while seeking to thoughtfully and meaningfully engage the community and culture around us.

Our roots are strongly Gospel-centered, with significant early influence from teachers such as Tim Keller and John Piper. In recent years, we have also been increasingly shaped by Dallas Willard and John Mark Comer, particularly in spiritual formation, apprenticeship to Jesus, and the practices of the Christian life. We are also becoming more contemplative, seeking to recover the depth and richness of the historic Christian tradition and the wisdom of the early Church.

Theologically, we desire to hold conviction together with humility and grace. We take Scripture seriously without being unnecessarily rigid, make room for thoughtful questions and theological dialogue, and seek to remain centered on Jesus and the historic Christian faith. While our roots are traditionally evangelical, we are comfortable learning from a variety of Christian traditions.

Salvation: Redeemer welcomes people from both Reformed and Arminian perspectives, though our roots lean Reformed, particularly through our early involvement with Acts 29. We understand salvation primarily as a work of God's grace rather than something we accomplish, earn, or maintain through our own effort. While these Reformed roots remain part of our theological foundation, they have become less of a dogmatic emphasis in recent years.

Spiritual Gifts: Redeemer would probably be described as open but not heavily charismatic. We believe the Holy Spirit is alive and active today and continues to give gifts for building up the Church. We are open to gifts such as tongues, though they are not typically practiced publicly in our Sunday gatherings or heavily emphasized. More broadly, we seek to remain open to the Spirit's work and leading while practicing spiritual gifts with biblical wisdom, humility, and a focus on building up the body of Christ.

Women in Leadership: Redeemer would probably be best described as Egalitarian (Soft), though neither traditional complementarian nor egalitarian labels fully capture our position. Historically, Redeemer has been complementarian, but over time our elders grew in their conviction that women should be encouraged to use their gifts of teaching and preaching within the gathered church. We are now moving toward what might be described as a complementarian-without-hierarchy position or Kingdom Partnership, affirming the goodness and distinctiveness of women and men while allowing qualified and gifted women to serve at every level of ministry and leadership, including as elders. We approach this with a high view of Scripture, theological humility, and a desire for both women and men to fully use the gifts God has given them.

Theological Non-Negotiables: Our theological non-negotiables are rooted in the historic Christian faith, the authority of Scripture, the Gospel of grace, and our identity in Christ. Salvation is a gift of God's grace through Jesus Christ, not something we earn, achieve, or maintain through religious performance. Likewise, our worth and acceptance are not found in accomplishments, success, possessions, or the approval of others. Our identity is received: we are loved and accepted in Christ, and from that secure identity we learn to live with and for Jesus.

We are also leaning deeply into spiritual formation and practices. Prayer, Scripture, Sabbath, solitude, community, and communion are important means through which the Holy Spirit forms us into the likeness of Jesus. These practices do not earn God's favor; they help us become increasingly receptive and responsive to the grace we have already received.

For more, see our full statement: <https://redeemermodesto.com/gospel>

● THE CHURCH

A VINTAGE SPACE THAT HOLDS OUR STORY WELL

CAMPUSES / WEEKEND SERVICES

1/1

GOVERNANCE

Elder-led

We currently rent a Seventh-day Adventist church building. Their congregation meets on Saturdays, which gives us use of the facility throughout the day on Sundays as well as access for various ministries and gatherings throughout the week. Our church offices are located in the building full-time, so while we share the facility, it very much functions as our church home throughout the week.

It is an older, fairly traditional church building with a lot of character, including stained glass in the sanctuary, rows of pews, a spacious foyer, and a smaller chapel where we serve coffee and people gather before and after the service. There is also a large courtyard in front of the building that we have been able to use for meals, gatherings, and other community events.

Although the building has a vintage and traditional feel, it is equipped with current technology, including two large screens, a sound booth, and ProPresenter. Our worship teams set up most of their sound equipment each week, while the drum kit remains on the stage.

Interestingly, the older, more traditional character of the space has become something we appreciate. The stained glass, pews, chapel, and overall simplicity of the sanctuary lend themselves well to our growing emphasis on a more contemplative and formational approach to worship. Rather than feeling like we need to create a highly produced environment, the space allows us to embrace simplicity, prayer, communion, Scripture, and other spiritual practices as meaningful parts of our gathered worship.

● **WORSHIP STYLE**

AUTHENTIC, CONTEMPLATIVE, THEOLOGICALLY RICH

WORSHIP STYLE

Blended

Contemporary with traditional hymns

We currently have three worship teams that rotate, with each team generally leading about once a month. The makeup of the teams varies. Sometimes it is fairly simple, with a leader on guitar and one or two additional vocalists. Other weeks we may have additional guitars, bass, keyboard, and occasionally drums. We value authenticity and participation over creating a highly produced worship experience.

Song choices vary somewhat depending on the worship leader, but overall our music is contemporary with some traditional and reimagined hymns mixed in. We tend to gravitate toward songs that are theologically rich and God-focused rather than primarily centered on self-improvement or personal experience.

Stylistically, we probably land somewhere in the world of John Mark McMillan, Citizens, and Josh Garrels, along with a variety of contemporary worship music and older hymns. The exact sound may change from week to week, but our goal is to create space for the congregation to genuinely worship God together rather than simply watch a worship team perform.

● THE POSITION

PREACHING, VISION, AND SPIRITUAL LEADERSHIP

The Lead Pastor is primarily responsible for preaching and vision, as well as providing spiritual oversight and direction to the congregation and staff members. The pastor preaches and provides vision in a way that equips the saints to do the work of ministry, serving as a champion of the church's mission statement and values. In cooperation with the Elders, the Lead Pastor will have primary leadership of all church ministries as a member of the Eldership, leading in submission to the plurality of Elders.

We also recognize the importance of the Lead Pastor having meaningful relationships and support outside of Redeemer. As we explore affiliation with a broader church network, one of our priorities is finding a network that can provide pastoral support, encouragement, accountability, and opportunities such as a pastors' cohort. We want our Lead Pastor to have a healthy community of peers where they can continue to grow, receive encouragement and wisdom, and have a safe place to openly process the unique challenges and pressures of pastoral leadership.

First-Year Goals & Expectations

In the first year, we would love to see a pastor who invests deeply in relationships and builds up the congregation around a sense of shared mission. We have a church body that authentically wants to follow Jesus, grow together, and serve our community, and we are hungry for a leader who can help us recognize, prioritize, and act on the opportunities God places before us.

At the same time, we want our new Lead Pastor to have the freedom to come alongside us before feeling pressure to change us. We hope they will take time to listen, learn our story, understand our culture, build trust, and genuinely become part of the Redeemer family.

Our hope is that God is preparing someone who resonates with the direction God has already been leading Redeemer and can help bring greater clarity, energy, and focus to it. Over time, we would love to see that develop into renewed momentum and excitement as we move forward together, slowly and thoughtfully, but with a growing sense that God is doing something new. In some ways, we see the next season as an opportunity for a replanting of Redeemer, honoring the best of who we have been while helping us become more fully the church God is calling us to be in this next chapter.

- Preach / Teach / Personal Growth (~12.5 hours/week): Preach and teach a maximum of 45 times per year; spend focused time of at least 8 hours a week in study for sermons or teaching; engage in a minimum of two conferences or classes each year for personal growth
- Vision / Administration (~10 hours/week): Focused prayer and thinking for the development of the church body; strategic planning and implementation; maintain comprehensive knowledge of church systems, including finances and operations; take one day per month and one three-day period per year for reflection, thinking, and prayer
- Mentorship / Leadership (~10 hours/week): Lead, develop, and manage staff and volunteer leaders; work with staff, volunteer leaders, and all necessary persons to prepare for worship services
- Counseling / Shepherding (~5 hours/week): Plan regular times to pray for church, congregation, individuals, ministries, and global partners; officiate weddings

● THE CANDIDATE

A VISIONARY SHEPHERD WHO LEADS FROM WHO THEY ARE

We are looking for someone who can unite our church around a shared mission while remaining deeply rooted in our identity in the Gospel. We need a leader who can help bring greater clarity to our mission and vision, communicate that vision in a compelling way, and build healthy momentum toward becoming a church that is increasingly sent into our neighborhoods, city, and world.

In many ways, we are looking for a unique combination: a driven, visionary leader with a shepherd's heart. Someone who can see where we are going, inspire people to move toward it, develop and equip other leaders, and turn ideas into action, while remaining relational, approachable, spiritually grounded, and genuinely attentive to people.

Authenticity is also very important to us. We are looking for someone who is genuine and transparent in their preaching, teaching, relationships, and overall leadership style. We are less interested in a highly polished personality and more interested in someone who leads out of who they genuinely are and what God is doing in their own life. Someone who can lead with conviction without being controlling, create momentum without getting ahead of the congregation, and help us move forward together as a family.

We would also value someone who is easy-going, personable, and relational, while being deeply serious about Jesus and the Gospel. A generous spirit, a good sense of humor, humility, self-awareness, and a genuine curiosity about others would all fit Redeemer well. Ultimately, we want someone who truly enjoys people, listens well, builds trust naturally, and makes others feel known and valued.

- Sound, orthodox biblical interpretation
- Self-starter
- Collaborative teammate
- Authentic and self-aware leader
- Relationally and emotionally mature
- Able to equip and develop others
- Personally committed to being formed into the likeness of Jesus

● THE TEAM

WHO YOU'LL SERVE ALONGSIDE



The Lead Pastor will work closely with the Elder Board, providing spiritual leadership and direction for the church in collaboration with the other elders. The Lead Pastor will also lead, develop, and manage staff and volunteer leaders across all ministry areas, including children, youth, worship, community groups, hospitality, and local and global missions.

We also recognize the importance of the Lead Pastor having meaningful relationships and support outside of Redeemer. As we explore affiliation with a broader church network, one of our priorities is finding a network that can provide pastoral support, encouragement, accountability, and opportunities such as a pastors' cohort.

 NON-STARTERS

WHERE WE DRAW HARD LINES

For a pastoral candidate, we would look for someone who shares our core convictions, holds a high view of Scripture, affirms historic Christian orthodoxy, and understands discipleship as becoming increasingly secure in God's love, shaped into the likeness of Jesus, and sent by the power of the Spirit to participate in God's work in the world.

Our theological non-negotiables are rooted in the historic Christian faith, the authority of Scripture, the Gospel of grace, and our identity in Christ. We believe salvation is a gift of God's grace through Jesus Christ, not something we earn, achieve, or maintain through religious performance or good works. This understanding of grace deeply shapes how we think about identity and discipleship.

Denies historic orthodoxy**Low view of Scripture****Salvation by works****Performance-based identity****Unwilling to equip others****Controlling leadership**

● GREAT CANDIDATES

THE KIND OF LEADER WHO WILL THRIVE HERE

The right candidate will resonate with the direction God has already been leading Redeemer and help bring greater clarity, energy, and focus to it. They will take time to listen, learn our story, understand our culture, build trust, and genuinely become part of the Redeemer family before feeling pressure to change us.

Over time, we would love to see that develop into renewed momentum and excitement as we move forward together, slowly and thoughtfully, but with a growing sense that God is doing something new. In some ways, we see the next season as an opportunity for a replanting of Redeemer, honoring the best of who we have been while helping us become more fully the church God is calling us to be in this next chapter.

Visionary yet relational

Authentic & self-aware

Driven shepherd

Equipper of others

Gospel-centered

Committed to formation

Missional mindset

Easy-going personality

Good sense of humor

Humble & curious

● THE PACKAGE

HOW WE'LL CARE FOR YOU AND YOUR FAMILY

Redeemer is committed to caring well for our Lead Pastor and their family. The annual salary range for this position is **\$75,000–\$85,000**.

As part of the annual review process, the Eldership commits to examining the budget, including the salary of the Lead Pastor. Should the budget allow, the Eldership commits to increasing the salary of the Lead Pastor as reasonable each year (typically between 3% and 8%).

- Health insurance (family plan)
- Dental and vision insurance
- Paid time off
- 401(k) or retirement planning

● PUBLIC JOB POSTING

LEAD PASTOR - REDEEMER MODESTO

Redeemer Modesto is seeking a Lead Pastor who can unite our church around a shared mission while remaining deeply rooted in our identity in the Gospel. We need a leader who can help bring greater clarity to our mission and vision, communicate that vision in a compelling way, and build healthy momentum toward becoming a church that is increasingly sent into our neighborhoods, city, and world.

About Redeemer Modesto

Redeemer Church is a Gospel-centered, non-denominational church located in downtown Modesto, California. Planted in 2007, we are a church deeply committed to loving and serving our city and becoming a family of Jesus followers who are secure in the Gospel, shaped by the way of Jesus, and sent for the good of our city and the world.

Our weekly attendance is approximately 63, and we operate with an annual budget of \$360,000 and no debt. We hold to historic, orthodox Christian theology and maintain a high view of Scripture, while thoughtfully and meaningfully engaging the community and culture around us. Our roots are strongly Gospel-centered, with significant early influence from teachers such as Tim Keller and John Piper. In more recent years, we have been increasingly shaped by voices such as Dallas Willard and John Mark Comer, particularly in the areas of spiritual formation, apprenticeship to Jesus, and the practices of the Christian life. After navigating a significant season of transition, Redeemer is emerging with renewed clarity around mission and vision. We are excited about the next chapter God is writing in our nearly 20-year story and are seeking a Lead Pastor who can help us grow in that vision, not by changing who we are, but by helping us become more fully who God is calling us to be.

Position Overview

The Lead Pastor is primarily responsible for preaching and vision, as well as providing spiritual oversight and direction to the congregation and staff members. The pastor preaches and provides vision in a way that equips the saints to do the work of ministry, serving as a champion of the church's mission statement and values. In cooperation with the Elders, the Lead Pastor will have primary leadership of all church ministries as a member of the Eldership, leading in submission to the plurality of Elders.

We are seeking a Lead Pastor who is grounded in sound, orthodox biblical interpretation and personally committed to being formed into the likeness of Jesus. The ideal candidate will be an authentic, self-aware, and emotionally mature leader who takes initiative while thriving in a collaborative environment. He or she will be deeply relational, able to build trust across the congregation, and passionate about equipping and developing others for ministry. If you are a thoughtful, spiritually grounded leader who desires to lead alongside others and help a church grow in its apprenticeship to Jesus, we invite you to prayerfully consider joining Redeemer in its next chapter.

- Preach and teach regularly, providing biblically grounded and compelling leadership from the pulpit
- Provide spiritual vision and strategic direction for the church
- Lead, develop, and empower staff, elders, and volunteer leaders
- Shepherd the congregation through prayer, pastoral care, counseling, and significant life events
- Provide oversight of church ministries, operations, and organizational health
- Cultivate relationships with local pastors, ministries, and community partners
- Model a healthy rhythm of spiritual formation, ongoing learning, Sabbath, and rest

Redeemer Modesto asks that interested candidates work directly with Chemistry Staffing at this time. Please do not contact the church directly. Thank you!

[APPLY NOW](#)