

**Church Leadership Connection**  
The Call System for the Presbyterian Church (U.S.A.)

**Mif #: 10661.AB0**

**Ministry General Information**

<b>Ministry Number</b>	10661
<b>Ministry Name</b>	El Redentor Presbyterian Church
<b>Mailing Address</b>	6971 Red Bug Lake Road Oviedo, FL 32762
<b>Phone</b>	407.359.0082
<b>Fax</b>	
<b>E-Mail</b>	office@elRedentor.net
<b>WWW Address</b>	www.elRedentor.net
<b>Ministry Size</b>	401 - 650 members
<b>Ethnic Composition</b>	
	Black or African American (African Native, Caribbean) 1%
	Hispanic Latino/Latina, Spanish 98%
	White 1%
<b>Average Worship Attendance</b>	300
<b>Church School Attendance</b>	120
<b>Curriculum</b>	PC(USA) Spanish Resources; PC(USA) Growing in Grace & Gratitude; Past Pastor's Self-Published Handbooks; Group.com, etc
<b>Certified as eligible for participation in the Seminary Debt Assistance Program</b>	False
<b>Yoked</b>	False
<b>Presbytery</b>	CENTRAL FLORIDA PRESBYTERY
<b>Synod</b>	SYNOD OF SOUTH ATLANTIC
<b>Community Type</b>	Suburban
Ten-year trend statistics of this church/organization <a href="#">Show Statistics</a>	
<b>Information about the position</b>	
<b>Position:</b>	Pastor (for a designated term)
<b>Experience Required:</b>	5 to 10 Years
<b>Specific Title:</b>	Designated Pastor
<b>Employment Status:</b>	Full-time
<b>Language Requirements:</b>	
	English
	Spanish
<b>Other Language:</b>	
<b>Statement of Faith Required:</b>	True
<b>Clergy Couples:</b>	

## Church Leadership Connection

### The Call System for the Presbyterian Church (U.S.A.)

<b>Training/Certificate Requirements:</b>	Clinical Pastoral Education Training
<b>Other Training:</b>	
<b>Brief Church Mission Statement:</b>	<p>Our mission statement is to reach UP (exalt God), reach IN (edify believers), and reach OUT (evangelize unbelievers). Our motto is: <i>"No matter who you are or where you are from, you are always welcome."</i>® Our branding in the community is that we are the perfect church for "iNperfect" people. We are a joyful and loving church that strives to be led by the Spirit by obeying Christ, conforming to Scriptures, being guided by the <i>Book of Confessions</i>, and abiding by the <i>Book of Order</i> for the Glory of God.</p>
<b>What is the congregation's or organization's vision for ministry:</b>	<p>Our vision is to create and sustain a loving, respectful community of imperfect persons—from diverse nationalities and denominations—with the aim of gathering together as a family to <i>worship</i> the triune God, <i>study</i> the Scriptures from Reformed/Latino worldviews, and <i>help</i> one another—regardless of color, creed, culture, condition, and circumstance. Although we have lost some members due to denominational issues, we live out Christ's hope for the world by remaining healthy, peaceful, and united. Because of our mission self-study, we want a pastor (1) who is proactive, pastoral, and professional with a high dose of good humor and an elevated standard of excellence; (2) who is compassionate (likeable) and competent (capable) in collaborating with people of different biblical and cultural viewpoints; (3) who is unflappable, non-anxious, and not easily irritated; and (4) who loves the Presbyterian Church (USA) and takes seriously its Constitution and ordination vows. Following the Session's overall vision for the church (but without being micromanaged by the Session), key lay leaders help direct the church's educational, liturgical, and missional outreach to the children, youth, seniors, homeless, undocumented, and other persons in need beyond the four walls of our buildings.</p>
<b>How do you feel called to reach out to address the emerging needs of your community or constituency:</b>	<p>To address the community's emerging needs, we seek a visionary and organized strategist, who can (1) articulate the church's inclusive mission; (2) challenge and equip our lay leaders for greater ministry; (3) listen, learn, laugh; and (3) empower Hispanics to become stronger Presbyterian Christians. Our church is the first and largest Spanish-language congregation in our Presbytery with 4.32 acres; 7 employees (pastor, office manager, janitor, musician, accountant, and youth co-directors); and 60+ volunteer leaders (who follow the 5-fold ministries of P.E.S.C.A.). Among our ministries, we sponsor a Boy Scouts troop and nest a Korean Presbyterian church (without any charge). After undergoing an in-depth mission self-study (which included various congregational questionnaires and retreats), our church is driven to continue to promote local and global mission endeavors. The areas identified that need revitalization are our children, youth, and marketing strategies. Besides thoroughly remodeling the property, upgrading our digital signage, and revamping our video production ministry, we will be mailing massive promotional literature to over 25,000 Hispanic surnames in a 10-mile radius. We have designed an efficient system for the pastoral/administrative office; professional accounting practices and child protection policies; bilingual worship resources; consistent membership training; and delegated authority and virtual messaging among multiple teams/small groups.</p>
<b>How will this position help you to reach your vision and mission goals:</b>	<p>The Designated Pastor position is an installed pastoral relationship with a shorter search process and the option at the end of the term (2-4 years) to either end the relationship or call the Designated Pastor to become the Pastor. Our 401-member church is self-sustaining, self-propagating, and self-governing. We worship with ardor and order. We have launched several new Hispanic churches. With the proceeds of a Presbytery-dissolved church, we have grown exponentially in finance by managing free of debt and investing in mission expansion nearly \$1 million that will ensure our solvency for future generations. We are seeking a pastor who will (1) biblically educate parishioners to continue to tithe toward the Operating Fund; (2) motivate them to give offerings for targeted missional opportunities; (3) expand staff and maintain modest property renovations, while remaining debt-free; (4) initiate a mass marketing and social media campaign; and (5) act prudently as a fiduciary by adhering to the Investment Policy Statement (IPS), so that the Investment Funds may perpetually generate equity/income growth and avoid depletion of principal. For the past 15 years, the church has never been in the red. Even through the Great Recession, every year we have had a balanced budget. The only outstanding debt was a PILP mortgage, which was paid-off four years ahead of time. We also oversee the Reserve, Capital, Building, and Benevolence Funds by mail, offering plate, online, and kiosk giving.</p>
<b>Provide a description of the characteristics needed by the person who is open to being called to this congregation and or organization:</b>	

## Church Leadership Connection

### The Call System for the Presbyterian Church (U.S.A.)

Because of the mission self-study, we have identified three essential characteristics: (1) *Excellent Communication* (as an expository preacher, biblical teacher, pastoral counselor, financial manager, council moderator, denominational leader, and community activist); (2) *Deep and Wide Knowledge* (of Bible content, Reformed theology, Presbyterian governance, ecclesial administration, supervisory management, relational evangelism, world events, and Latino/a cultures); and (3) *Solid Interpersonal Relationships* (friendly, ethical, bridge-builder, innovator, spiritual maturity, confident/confidant, and profound love for people). As Head of Staff and ex officio of all church ministries, he/she is expected to regularly train all lay leaders and answer calls within 24 hours (either personally or via office staff). We also are looking for a leader (1) who takes the initiative to foster strong bonds and good will; (2) who is non-controversial and open-minded in pastoring individuals of all political ideologies and working respectfully with those of differing religious backgrounds; (3) who is mindful of how the PC (USA) functions and prioritizes participation at its regional, interstate, and national levels; (4) who possesses analytical, social, and emotional intelligence; and (5) who disdains inequality, stands up for justice, avoids gossip, wisely uses social media, and prayerfully serves with humor and charisma.

#### What specific tasks, assignments, and program areas will this person have responsibility?

We use PESCA-CAD as the acronym for the annual performance evaluation of the pastor, which entails the following:

**Proclamation:** Persuasive Preaching, Relational Evangelism, and Social Media Communication

**Education:** Reformed Teaching, Leadership Training, and New Membership Classes

**Service:** Local/Global Mission, Community Outreach, and Social Justice for the Marginalized/Poor

**Companionship:** Intentional Fellowship, Engaging Socialization, and Small Group Initiator

**Adoration:** Memorable Worship, Creative Rituals, and Public Transmission of Liturgy

**Counseling:** Pastoral Care for All Ages, Confidential Assessment, Crisis Accompaniment, and Home/Hospital Visitation

**Administration:** Strategic Vision, Future Planning, Staff Support (Paid/Non-Paid), and Financial Management

**Denomination:** Loyal Connectionalism, Active Participation in Higher Councils, and Ecumenical/Interfaith Presence

We want to encourage the new pastor to be active in the larger community and to be involved in our Presbytery, Synod, and General Assembly. We expect him/her to get to know and love more than 500 adherents. Along with the Pastoral Care Team, he/she will connect with the sick, unchurched, new visitors, prospective members, inactive members, and persons in crisis. We are praying for God to send us an inspiring ambassador of the Gospel, who will renew and lead us to the next level of spiritual, numerical, administrative, and financial growth.

#### Optional Links:

Provide below any links to online information that may help call seekers understand your congregation or organization. (e.g. *organization or community websites, online newsletters, demographic information*) Please note the CLC system does not warehouse links. (Limit characters to 500)

- Web: [www.elRedentor.net](http://www.elRedentor.net)
- Facebook: [www.facebook.com/elRedentor](http://www.facebook.com/elRedentor)
- YouTube: [www.youtube.com/elRedentorChurch](http://www.youtube.com/elRedentorChurch)
- Statistical Reports: [church-trends.pcusa.org/church/10661/overview/](http://church-trends.pcusa.org/church/10661/overview/)
- City of Oviedo: [cityofoviedo.net/node/69](http://cityofoviedo.net/node/69)
- Oviedo in Wikipedia: [en.wikipedia.org/wiki/Oviedo,\\_Florida](http://en.wikipedia.org/wiki/Oviedo,_Florida)
- Seminole County: [www.seminolecountyfl.gov/visitors](http://www.seminolecountyfl.gov/visitors)
- Seminole County Public Schools: [www.scps.k12.fl.us](http://www.scps.k12.fl.us)
- Seminole State College of Florida: [www.seminolestate.edu](http://www.seminolestate.edu)
- University of Central Florida: [www.ucf.edu](http://www.ucf.edu)

#### Leadership Competencies:

Compassionate

Preaching and Worship Leadership

**Church Leadership Connection**  
**The Call System for the Presbyterian Church (U.S.A.)**

Spiritual Maturity
Teacher
Media Communicator
Externally Aware
Strategy and Vision
Financial Manager
Collaboration
Bridge Builder

<b>Compensation and Housing: Cost of Living Calculator</b>
<b>Minimum Effective Salary:</b> \$45,000
<b>Housing Type:</b> Housing Allowance

<b>References:</b>				
<b>Name</b>	<b>Address</b>	<b>Phone Numbers</b>	<b>Relation</b>	<b>Email</b>
Rev. Eduardo Pérez, MDiv	425 Wymore Road #102, Altamonte Springs, FL 32714	469.235.9615	Honorably Retired & Moderator of Session	eperez46@msn.com
Rev. Ed Peterson, DMin	3816 Wingbow Court, Orlando, FL 32817	407.803.2015	Former Associate Executive Presbyter	ewpeterson71@gmail.com
Edda Mercado, MA (Ruling Elder)	HC 02 Box 12080, Lajas PR 00667	407.463.2950	Former Church Member & Past Member of Session	EddaMercado@gmail.com

<b>Has the Pastor Nominating Committee and Search committee affirmed its intention to follow the Form Of Government in this regard?</b>
Yes
<b>Version Track Info: This MIF was last updated on 06/27/2018</b>

<b>Self-referral Contact Information</b>	
<b>PNC:</b> Toñita Gonzalez	<b>Address</b> 579 Courtland Cir, Apopka, FL 32703
<b>Daytime Phone</b> 321-277-0815	<b>Office Phone</b>
<b>Fax</b>	<b>Email</b> tonitagonzalez@yahoo.com