



Redeemer operates in a model of shared leadership. We do not have a senior pastor. We have three pastors who operate co-equally and with deference. This means we are presbyterian in ecclesial structure and heart commitment. No one person holds the weight of the church; we bear that weight together – from top to bottom.

Our officers shoulder the responsibilities of leadership with grace, humility, openness, and courage. From these commitments, we established our model in hopes that it represents the Trinity's mutuality, unity, and distinction, while employing our pastors' gifts across the congregation and staff.

Subsequently, our directors must also embrace the values of collaboration, participation, limitation, and welcome. Our staff and God's people work best not through silos but through partnership. Our directors have freedom and authority in their responsibilities and leadership. But we expect that they live into their interdependence as they work with pastors and other directors for the good of the church. If a director is adjusting curricula or establishing a future program, they collaborate with the pastors and directors; if the pastors want to implement a new strategy or priority, they consult with the directors. Lofty as these ideals seem, we believe in them. Clarity, communication, and trust set the cornerstones of our labor together.

It is hard work. And sometimes less efficient in the short term, but we believe that it embodies the humility requisite for ministry. To bring clarity, communication, and trust we have a working matrix of the roles, responsibilities, input and information for pastors and directors. Though it will always be evolving, we are confident that it brings the needed balance between collaboration and authority.



Our leadership has returned to this image for years. It depicts what theologians call *perichoresis* - the life of the Trinity, the glorious relationship of the Father, Son, and Spirit - to which we are invited to live.

[Read more about perichoresis here.](#)