

REDEEMER

Redeemer Church, Headingley, Leeds
Church Profile: Lead Pastor

Summary

Redeemer is a gospel-centred church based in Headingley, Leeds, seeking a Lead Pastor to shepherd, teach and lead us as we seek to glorify Jesus and make him known in our city – including amongst students, young professionals and families – in one of the UK’s youngest and most dynamic cities.

Who we are: Redeemer is a vibrant church centred on Jesus, who loves God's word and is seeking to be dependent on the Spirit in all we do. We have a weekly congregation of around 180-200 people (240 monthly attendance), about a quarter of whom are children and young people. Our adult congregation includes students and recent graduates, as well as young professionals, empty nesters and established families. We're a church that values genuine community and is committed to reaching our city with the gospel. We have planted a church, Crossway Church, in the east of Leeds in 2025 and are excited for future opportunities to impact the city for, and under, Jesus.

What we do: We gather on Sundays for expository preaching and worship, meet throughout the week in City Groups for discipleship and community, and actively seek to engage in outreach across Leeds. We're committed to raising leaders and have strong partnerships with churches and mission workers both in the UK and internationally.

How we go about it: Redeemer is known for the quality of its Sunday teaching and the close fellowship offered through City Groups, which are central to church life and meet together every week to eat together, study the Bible and pray. The shared meal is central to community life. We believe in thorough theological training, warm-hearted pastoral care, collaborative leadership and evangelism that engages our local context. We're elder-led with a plural eldership, with the Lead Pastor shaping the primary teaching and vision of the church alongside the elder team.

What we want from our new Lead Pastor: We're looking for a gifted preacher and teacher who can faithfully open God's word, a wise shepherd who genuinely loves people, and a collaborative leader who can work with our elder team to provide strategic direction for our growing church. We're praying that God provides us with someone who is energised by the opportunities of a young, urban context, who has experience of bringing ongoing organisational change, and who can help us grow in gospel faithfulness, fruitfulness and mission.



info@redeemerleeds.co.uk

[Redeemer Church, Leeds](#) is part of the Redeemer Trust, Charity #1163805

Our theological position: Redeemer holds to the FIEC Doctrinal Basis and subscribes to its Ethos Statements. Our practice is to baptise people on profession of faith, but happily recognise the infant baptism of believers who are convinced this is a proper baptism. More broadly, we are Reformed in our theological convictions – committed to the ultimate authority of Scripture, the sovereignty of God in salvation, and the centrality of the gospel – while seeking to be generous and collaborative in our relationships with the wider evangelical family and aiming to adopt a charitable and humble posture in relation to the wider body of Christ. While we are open to all the Spirit's gifts, our gathered worship is shaped primarily by expository preaching, taking communion and congregational singing. In accordance with the FIEC's ethos statement on women in ministry, Redeemer can rightly be described as a complementarian church; we seek to hold and express this view with a spirit of humility and are committed to seeing women flourish and use their gifts in the life of the church.

The Lead Pastor We Want

Essential qualities

It is likely that the successful candidate will have the majority of the following qualities.

As a preacher and teacher...

- **A gifted expositor, committed to the importance of preaching** – able to faithfully explain and apply Scripture week by week, such that the regular ministry of the word is central to the church's health and growth
- **Clear communicator** – able to make the Bible accessible to a wide range of demographics, compellingly showing how God's word speaks into our contemporary lives
- **Theologically trained** – with theological education and proven teaching ministry
- **Generosity of spirit** - able to communicate clear teaching and theology with a generous spirit

As a shepherd...

- **Genuine love for people** – pastorally sensitive, relationally warm and able to connect with people (including across generations)
- **Wise counsellor** – able to apply Scripture to pastoral situations with grace and truth, while depending on the Spirit to effect change in the heart
- **Emotionally healthy** – self-aware, emotionally intelligent, able to maintain healthy boundaries while remaining accessible, able to receive feedback and committed to their own spiritual wellbeing

As a leader...

- **Collaborative and team-oriented** – able to work effectively with our elder team, respecting the contributions of staff and volunteers while providing direction
- **Visionary yet realistic** – able to cast vision for gospel growth while being grounded in the realities of our context and human nature
- **Humble and servant-hearted** – committed to seeing Christ's church built, not their own platform
- **Kingdom mindset** – committed to training and releasing members and other leaders into ministry at Redeemer and beyond
- **Strategic thinker** – able to identify priorities, develop plans and lead change thoughtfully
- **Change bringer** – critically reflecting on the effectiveness of structures and ministries as our church and neighbourhood changes and grows
- **People management experience** - perform day to day management of staff team

As a disciple...

- **Godly and Christ-like** – prayerful, someone in whom the fruit of the Spirit is clearly evident, meeting the qualifications for elders set out in 1 Timothy 3, Titus 1 and 1 Peter 5
- **Faithful in marriage and family** (if married) - modelling the Christian life at home

- **Committed to evangelism** – passionate about reaching the lost in our local context and beyond
- **Aligned with our theological convictions** – as described above

Desirable qualities

- Experience leading a church in an urban, young or university context
- Experience in church planting or revitalisation
- Gifting in evangelism and apologetics

How to Apply

Please see the final page for details on how to apply.

Job Details

Length: Permanent

Type: Full Time (35 hours per week)

Location: Leeds

Salary: £47.5k - £50k per annum plus 5% pension contribution

About Headingley and Leeds

Redeemer is based in Far Headingley in northwest Leeds, but our congregation is drawn from a diverse local area.

In the mile radius of where we meet, there are a range of different communities.

Far Headingley itself has a large proportion of young professionals and postgraduates, most of whom are highly educated (60% have degrees). Many are recent graduates establishing careers and relationships. Meanwood and Adel are traditional middle-class residential areas with established families. Kirkstall and Burley are more ethnically diverse and working-class, including younger families who are establishing their roots and who face greater economic pressures. Across all these areas there are significant non-white communities, and around 10% are Muslim.

Within a mile of our church, we also reach into the student quarter. Headingley proper is dominated by university students. It has a median age of just 22. 65% of residents are aged 15-24 (vs 12% nationally). Headingley is a transient area, and it is highly secular: the 2021 census recorded 59% identify as having no religion (vs 37% nationally). Headingley is culturally diverse, with significant international student populations. This creates a wonderful evangelistic opportunity – thousands of young people, many encountering Christianity for the first time, in a genuinely post-Christian context.

We're not a single-demographic or life-stage church. Our congregation includes students, young professionals, singles and marrieds, established families, and empty nesters (among others). This creates both challenge and richness in church life. We are ministering across wide differences in age, life stage, ethnicity, socioeconomic background and cultural familiarity with Christianity.

Our Lead Pastor needs to be comfortable with such complexity and diversity, able to preach to both the secular student questioning everything and the established family who are seeking deeper discipleship – and everything in between!

About Redeemer

Redeemer is centred on Jesus, rooted in God's Word, and dependent on the Holy Spirit. We aim to teach the Bible faithfully, pointing people to Jesus and his death and resurrection.

Our history

Redeemer was founded by Gary and Hannah Aston who moved to Leeds in 2010 to plant a gospel centred church. The church initially began meeting in people's homes and started meeting publicly in September 2012. Originally part of the Acts 29 Network, Redeemer joined the FIEC in 2024, and we appreciate being part of this wider family of churches.

We're currently in an interim period of leadership. Peter Dray has been serving as Interim Lead Pastor since September 2025 and will continue until Summer 2027, ensuring stability and continuity as we seek our next permanent Lead Pastor.

Our ministry

Sunday gatherings: Redeemer has been meeting at St Chad's Parish Centre on Otley Road for more than ten years. Our main service is currently at 4pm and includes expository preaching, weekly communion and contemporary sung worship. Our average weekly attendance is around 180-200 (with around 45 children and young people). Our main monthly prayer meeting currently follows the first gathering of the month (at 6pm).

Our Sunday meeting venue: The seating capacity of St Chad's Parish Centre is 200, meaning we are already at 90% capacity. Space remains a premium for children's groups too, and youth currently meet offsite during the Sunday gathering twice a month. Redeemer will likely need to relocate or purchase our own building in the next five years. We don't expect the Lead Pastor to be a building manager – we have capable people to handle practical matters – but they will provide overall leadership on major decisions about facilities.

Children are a valued part of the church. We have five groups for children and young people that happen during the service: Creche (6 months - 2.5 yrs), Pre-school (2.5 years - school age), Redeemer Kids (reception to year 3), Next Step Kids (school years 4-6), Youth (secondary school aged). Youth alternate between attending their own group (off site) and staying in for the Sunday sermon. These groups are facilitated by a large and committed volunteer team.

City Groups: We currently have nine City Groups which meet midweek across Leeds (and the surrounding area) for Bible study, prayer and community. City Groups eat together and normally discuss and apply the Sunday sermon. They are central to the church's discipleship and pastoral care. Redeemer is noteworthy in a very high percentage of church attendees linked to City Groups, and many report how much they appreciate the fellowship, friendship and practical support that City Groups offer them.

Other meetings: A monthly 'Dads & Little 'Uns' group is making good connections with men in the community. 'Saturday Night Youth' supplements Redeemer's Sunday youth ministry.

The church meets three times a year for a 'Vision and Prayer' evening, reflecting on the church's bigger needs.

Our people: Our congregation is diverse:

- Roughly 25% children and young people
- A significant student population (especially drawing from University of Leeds, Leeds Beckett University and Richmond American University's Leeds campus)
- Our church is growing in ethnic diversity, with an increasing proportion speaking English as a second language – this includes refugees, asylum seekers, postgraduate students and professionals who have moved internationally to Leeds for work
- Whilst the majority of people live within 1-2 miles of St Chad's Parish Centre, a significant minority travel further – including from south Leeds, Keighley, Otley and Bradford

Our leadership

- Redeemer is led by a team of elders who provide spiritual oversight and strategic direction. There are currently six elders; two serving in other churches (Alex Passmore at Crossway; Brad Balmer at a partner church - Scott Hall Church). We have a fruitful relationship with Scott Hall Church and seek to encourage and support them where possible. Of the others, two are lay elders, serving voluntarily while working in other jobs. We meet monthly for meetings, and weekly to pray for pastoral needs in the church
- The Lead Pastor is considered 'first among equals' on the elder team – providing primary preaching and teaching ministry, chairing elder meetings, and giving overall direction to the church's mission and strategy. However, we value shared leadership with a collaborative spirit and expect our Lead Pastor to work closely with elders in all major decisions. Strategic direction is often proposed by the Lead Pastor and refined through elder discussion
- Governance is provided by the Redeemer Trust's trustees. There are currently six trustees – two are lay elders, the other four trustees are drawn from Redeemer and Crossway's congregations. The lead pastors of both churches attend Trust meetings, as does the Operations Manager (Andie Wilson), who clerks meetings and provides governance advice to the trustees. Trustees meet quarterly, and oversee governance, finance and managing risk
- Redeemer is in the process of moving to a formal membership, where major decisions (including constitutional or doctrinal changes, appointment of elders) will be brought to church members' meetings for approval. The membership is anticipated to be formalised prior to the appointment of this role
- Our **staff team** currently includes:
 - Peter Dray – Interim Lead Pastor (full-time until Summer 2027) (Elder)
 - Andie Wilson – Operations Manager (0.6 FTE)

- Linda Dray – Head of Children and Youth (0.4 FTE)
- Ed Preston – Pastor (0.4 FTE) (Elder)
- Brad Balmer – Pastor (0.2 FTE) – also working 0.6 FTE with Scott Hall Church (Elder)

We're currently recruiting for a full time Pastor for Ministry Development (Assistant Pastor) and a Women's Discipleship and Leadership Developer (0.6 FTE) and hope to have them in post by Summer 2026.

We anticipate recruiting a further member for our administrative team in Autumn 2026. The Lead Pastor will line-manage all paid staff, working closely with them on day-to-day ministry.

Our finances

Redeemer is in a healthy financial position. We have built modest reserves in recent years as the church has grown numerically and donor numbers increased. Our current year budget anticipates the church's income and expenditure to increase as the church grows.

The Trustees are committed to maintaining reserves at an appropriate level which balances, on the one hand, prudence, and on the other, faith that God provides our needs and the reasonable expectation of givers that their giving is put to use in the ministry and mission of the church.

Accounts from previous years are available on request.

Our strengths, challenges and opportunities

We're thankful to God for a number of strengths across church life:

- **Faithful Bible teaching** – we're committed to expository preaching that feeds God's people
- **Theological generosity** – without diluting our commitment to our core convictions, Redeemer is a place where those from a wide range of positions on the evangelical spectrum find a home
- **Evangelistic culture** – we have non-believers joining us most Sundays as well as at evangelistic events, and we see regular conversions
- **Genuine community** – our City Groups are places where real discipleship and care happen
- **Inter-generational** – from toddlers to empty nesters, Redeemer is a church where the generations genuinely know, love and serve one another
- **Emerging leaders** – Redeemer regularly raises and sends people into ministry, both within our own church and into ministries across Leeds and beyond

Our key challenges and opportunities include:

- **Growing pains** – Redeemer has experienced exciting growth of circa 40% since 2022, and our structures (including pastoral structures) have struggled to keep pace with the influx of newcomers

- **Capacity** – our current building is full on a Sunday, and there are pressures on all spaces (including for children’s and youth ministry)
- **Eldership pipeline** – we have emerging leaders with elder potential, but need to be more intentional about identifying, training and appointing elders for the long term
- **Youth** – we have an increasing number of secondary school children and our youth ministry is faithful but stretched – we need to think carefully about how to serve this demographic
- **Women** - we are looking to develop opportunities to disciple women and grow and support them in leadership
- **Discipleship of new believers** – whilst new believers are often well integrated into City Groups, early formal discipleship can be patchy

Working Expectations

This is a full-time role, but we're realistic about what that means. We expect our Lead Pastor to:

- Invest significant time in sermon preparation (we value deep, faithful preaching) – we expect them to preach at least 26 Sundays per year at Redeemer
- Occasional teaching at City Group leaders' training, in church-wide training and elsewhere
- Be present and available for pastoral care, including for urgent pastoral crises
- Chair monthly elder meetings and termly Vision and Prayer evenings
- Provide pastoral oversight to our staff team
- Lead or co-lead a City Group
- Occasional weddings, funerals and hospital visits (shared with the staff and elder team)

We're committed to protecting our Lead Pastor's rest, enabling them to lead sustainably without burnout:

- Two full days off per week (protected and respected)
- Regular study leave for writing, research and development
- Access to leadership conferences, refreshment, retreat and training events
- Time to maintain peer relationships and support networks
- 28 days of annual leave plus bank holidays
- Genuine encouragement to maintain boundaries and rhythms of rest

Job Details

Length: Permanent

Type: Full Time

Location: Leeds

Salary: £47.5k - £50k per annum plus 5% pension contribution

What This Role Offers

The privilege of:

- Opening God's word week by week to a congregation hungry to hear from Scripture
- Shepherding a diverse, growing church in one of the UK's most dynamic cities
- Working with committed, godly elders and training and developing emerging leaders
- Reaching students and young professionals with the gospel in a context ripe for harvest
- Being part of a church family that genuinely loves each other and our city

The challenge of:

- Sustaining faithful preaching and pastoral ministry over the long term
- Leading Redeemer through challenges and changes with wisdom and patience
- Navigating the dynamic of a young, transient, student-adjacent context

The support of:

- Committed teams of staff, elders and trustees who will pray for you, work alongside you and share the load
- A congregation who values good preaching and pastoral ministry
- Appropriate remuneration and time for study and rest

We're looking for someone who would be thrilled by the opportunity to shepherd us, who can help us grow in faithfulness and fruitfulness, and who would see serving at Redeemer as a calling worth giving themselves to. If that's you, we'd love to hear from you.

For more information:

- Church website: www.redeemerleeds.co.uk
- Recent sermons: <https://www.youtube.com/@redeemerleeds>
<https://open.spotify.com/show/66eGOatuh0zFv6pYjnK4tK?si=035e9a185f0d4eaa>
- Contact: Andie Wilson, Operations Manager, andie@redeemerleeds.co.uk

Other requirements

Organised Religion Exemption: The successful candidate must be male. Please note this is a valid and proper requirement applied by Redeemer to this role under the exemption known as the organised religion exemption.

Occupational Requirement: The successful candidate must be an evangelical Christian, wholeheartedly in agreement with the doctrine set out in the FIEC doctrinal basis and ethos statements. Please note this is a valid and proper requirement applied by Redeemer to this role, known as an occupational requirement.

How to Apply

We're following a careful discernment process to find the right Lead Pastor for Redeemer:

Timeline (with flexibility to adjust linked to applicant availability):

- Applications close: 31 August 2026
- Initial interviews: September - December 2026 – this interview stage will focus on theological alignment, theology of ministry and personal calling.
- Church visit: January - March 2027 – candidates who progress will be invited back for a second visit, which will include preaching at a Sunday service, time with the elders, trustees and other ministry leaders.
- Final interviews: April 2027
- Decision and offer: May 2027 – the final decision will be made by the elder team with congregational affirmation through a vote of members.
- Start date: September 2027 or before

Application requirements:

Please send the following to andie@redeemerleeds.co.uk:

- (1) **A cover letter** (max 2 pages), explaining why you're interested in serving at Redeemer; how your gifts, experience, and calling align with this role; your approach to preaching and pastoral ministry; and a description of your leadership style
- (2) **A full CV** – including ministry experience with dates (including an explanation of any times when you were not working in gainful employment or self-employment), roles and responsibilities, and your theological education and qualifications
- (3) **A link to a recording of a recent sermon** – preferably an expository sermon from your regular preaching ministry
- (4) **A short theological statement** (500-750 words) on your understanding of the church's mission in an urban, post-Christian context
- (5) **Details for three references:**
 - a. One from someone who has heard you preach regularly
 - b. One who can speak to your character and leadership
 - c. One who has worked alongside you in a ministry context

Before applying, you're very welcome to arrange an informal conversation to learn more about Redeemer and ask questions. We are also open to potential candidates visiting on a Sunday service before applying. Please contact andie@redeemerleeds.co.uk