

TAC Church Profile

2025

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Position Profile

- We are in search of an experienced Next Gen Pastor who has a deep passion for shepherding teens and young adults into an intimate relationship with Jesus. We are hoping to hire a strong leader who is able to multiply themselves through recruiting, training and empowering diverse team of volunteers.
- A good candidate for this position is one who has at least 3 years of experience as a full-time youth pastor or in a related field, and in that time has grown in their passion for teens. They will have a heart to disciple teens into a stronger faith in God, a deeper connection with His family, and a growing engagement with the great commission. Additionally, a person who doesn't see youth ministry as something separated from the rest of the church but as an intricate part of a multigenerational community would be a good fit for Trinity Alliance.

About Trinity Alliance Church

- Trinity Alliance is a church plant out of Pathway church in 1991. Over the last 30 years the Lord has continued to bless TAC with strong leaders who have a vision for developing an intimacy with Jesus and with each other. We are a community who loves Jesus and loves people. Our Sunday services are a truly multigenerational experience as an average of 150 worshipers gather to praise our Lord and Savior together. We continue to seek to offer quality age-based teaching for kids and teens in our Sunday school program, while being intentional about giving opportunities for these younger generations to participate in and contribute to the worship service. A visitor's first Sunday is always filled with a warm welcome, not just from the "greeters" but from a variety of people who call TAC home. We enjoy getting to know new people, discovering their stories, and sharing our stories with them. We believe every person who walks through the door of our church has a unique relationship with God, and by getting to know them, our perspective of God grows.

- TAC is also a community that has learned to trust Jesus in the midst of the pain, sorrow and hard times of life. In 2016 our Lead Pastor, after preaching Sunday morning, suddenly passed away later that afternoon. The shock and trauma of this event was significant. Staff, volunteers, members, and his family were devastated. But the Lord was so powerfully faithful in it all. Comforting us, mourning alongside us, and providing the leadership we needed to process through it. Our faith was deepened as we experienced the faithfulness of God, and we are now better equipped to help others through their own traumas. We have become comfortable living in the tension of this life and are not afraid to journey closely with those enduring especially hard times. We are a church that accepts tragedy as part of our earthly existence but also sees it as an opportunity for deepening our trust and dependence on Jesus.
- Along with being a church who is friendly and able to mourn, we are a church that loves to have fun. Laughter is a weekly experience in our worship services, small groups and ministry meetings. We have a couple annual events that every year seem to stretch our sense of humor and unite us all in joy. But more than that we have an optimism about the life God has given us. We trust that he is perfect and good, even though we are not. But even our sin and failures do not hamper Him from using us and blessing us with His presence, peace, and tremendous joy. We are filled with gratitude for His willingness to journey with us through all of life's triumphs, struggles, failures and celebrations.

Vision & Direction

- We are a church family who is seeking to “Fully Enjoy our Relationship with Jesus Christ”. While many churches use their vision statement to focus on outreach and community impact, we've felt led to ensure that what most assume as obvious is not overlooked. We believe each of us has been created for one purpose: to enjoy intimate relationship with Jesus. As a result, we claim it as our church vision. The goal of each person is to know God and enjoy Him forever.
- We've identified three areas where our enjoyment in relationship with Jesus is realized. First, in relying on the Holy Spirit, God's Word and prayer, we deepen our understanding and awareness of who Jesus is and who God has created us to be. This leads to us enjoying more fully His love, goodness and empowerment to live righteously. Second, in journeying in life with our church family in honesty and humility, we allow ourselves to be vulnerable with others and others to be vulnerable with us. This helps us to enjoy more fully God's encouragement, support and call to live in grace and peace with one another. Third, in engaging our neighbors with the love of God in authentic and caring relationship, we are intentional about forging real relationship with the lost, not just for their conversion but to care for their physical, emotional and spiritual needs. In this we enjoy the great privilege of joining Jesus in His pursuit of the lost and the building of His kingdom.

- We also believe each person has a unique relationship with Jesus and therefore has a unique path of discipleship. As a result, we do not have a one-size-fits-all approach to discipleship but emphasize the need and responsibility of each Believer to seek Jesus, listen to His voice and calling, and follow Him wherever He leads. At the end of each year, we encourage our people to ask Jesus what spiritual practices and ministries He wants them to do in the coming year. We urge them to not just do the same old things, but to be open to trying new practices as the Lord leads them. We firmly believe that spiritual practices are most effective when God has called us to them and then empowers us to do them.
- We have a similar approach to ministry and mission engagement. We avoid zeroing in on one type of evangelism instead believing God has uniquely placed each of us in a mission field, and we each have responsibilities in that field. We work hard to promote the individual testimonies of God using our people in their everyday lives to share the love of Jesus with those who don't know Him. We seek to support, encourage and inspire them to greater awareness and passion for the lost. We also are working on putting together tools and training to assist them in sharing their faith.
- Since we launched this new vision just a few months before the pandemic outbreak, we had to put several different ministry strategies on hold. However, over the last couple of years we've been jumping more fully into our vision statement and implementing these new ministries. There is a tangible sense of God's presence with us and a building anticipation of the Holy Spirit manifesting in more obvious ways. Jesus has been increasing our motivation for prayer, and we are beginning to enjoy greater opportunities for evangelism. We have great expectations that not only is there a harvest of souls about to be reaped, but that our community is going to get the joy of participating in the harvest. We are preparing for an outpouring of the Spirit and revival in Redding, for the glory of God!!

Church Facilities

- We are blessed with 30 acres of land just outside of the Redding city limits, yet still within 2 miles of Simpson University and Shasta College. Our unique location puts us in a position to be a blessing to our rural neighbors and the young adults that congregate so close to our campus. We already have a close relationship with an elementary/middle school in Bella Vista that continues to grow each year. But we have yet to get fully engaged in Simpson University or Shasta College. While we have some access and some initial connections, there is much room for growth in our ministry to these schools of higher education and the young adults they serve.

- We have a beautiful campus with 4 separate buildings and a parsonage. The most recent additions were completed in 2019 and included remodeling our fellowship hall and auditorium, building a new youth center, office, café, outdoor patio and amphitheater. We also carved out a prayer trail that meanders throughout our 30 acres and has become a favorite place for many in our community to enjoy a peaceful time with Jesus. Our amphitheater gets used throughout the year for various events including hosting our Sunday services outdoors for 4 weeks every spring. We praise the Lord for his abundant provision!!
- We believe a church building should be filled with life and activity throughout the week and not just on Sundays. As a result, we have 3 different home-school co-ops who use our facility on 3 different days each week. They do a great job of helping us to create an atmosphere of love, joy and peace throughout the week. People who visit our campus during the week often comment about how great it is to see and hear all the buzz from kids having fun learning and parents being engaged in discipling. God has blessed us with this holy place, and we have set it aside for His glory and worship, praying that every person who sets foot on this campus would feel His presence and enjoy His peace.

Church Financial History

- Fiscal Year 2020 – Budget = 336,890.00; Income = 345,763.60; Expenses = 339,838.34
- Fiscal Year 2021 – Budget = 354,858.00; Income = 342,024.07; Expenses = 345,202.98
- Fiscal year 2022 – Budget = 368,274.00; Income = 345,453.91; Expenses = 337,965.50
- Fiscal Year 2023 – Budget = 347,004.00; Income = 355,757.70; Expenses = 339,008.78
- Fiscal Year 2024 – Budget = 383,172.00; Income = 363,752.00; Expenses = 390,915.86

Community of Redding

- Redding California sits in the heart of Shasta County as its most populous city and is surrounded by mountains to the north, west and east, with two large lakes (Shasta & Whiskeytown) making it a haven for outdoor enthusiasts. Hiking, biking, skiing, fishing, and boating are just some of the many activities easily available for residents of Redding to enjoy. The city itself has a population of about 90,000 and offers plenty of retail and restaurant variety in order to meet the needs of the average family. Redding has a strong politically conservative and Christian demographic, with many churches and social services to care for those facing hardships of all kinds. However, statistics show that Redding also has a large population (70+%) of unreached and unchurched people, making it a place ripe for a harvest. It is also known for its excellent schools with high graduation rates, low traffic, and lower housing prices (Zillow average \$393,000 vs. California state average of \$770,000). Redding is a place of great physical beauty, hot summers, and wet winters as well as being a family friendly, and faith filled community with great education and outdoor recreation.

Hiring Process

- We want to help our applicants be as informed as possible about the process and as things develop, where they are in the process. Below is an outline of the steps we will take in discerning, and allowing the applicant to discern, whether or not God is leading us to join together in ministry. We will give clear communication in a timely manner as to their current status and whether they are moving on to the next phase. We expect, depending on scheduling, to take 1-2 months for an applicant to work through all these phases. Once a resume is submitted the applicant will receive notice of receipt within 1 week. That email will include a date of when we'll contact them to either schedule an interview or inform them that they were not selected to move on to the next phase.
 - Phase #1 – Resume Review – Here we screen each of the resumes received and determine the applicants who fit our profile and who will be interviewed by our search committee.
 - Phase #2 – Initial Interview – This is a 'get to know you' interview that will likely take place via zoom. It will be focused on getting to know your personality, giftings, passions and ministry experience.
 - Phase #3 – Applicant Questionnaire – This will be sent to those still deemed a good fit after the initial interview. The questionnaire will zero in on specific experiences, philosophy of ministry, and the theological stances of the applicant.
 - Phase #4 – In-Person Interview – After reviewing the submitted questionnaire a select few will be invited to come to Redding for an in-person interview with our search committee. This time will be focused on the applicant's answers to the questionnaire, as well as discussing their philosophy of ministry and strategy for leading in our church.
 - Phase #5 – Reference Review – The applicant(s) that seems to have the right gifting, philosophy, theology and personality to best meet the needs and direction of our church will be asked for references to be called by our search committee.
 - Phase #6 – Elder Board Interview – If there are no concerns after the reference calls have been made the Elder Board will conduct a brief interview with the applicant to get to know a little about them and hear a bit of their story. They also will inquire as to the applicant's system for maintaining personal and spiritual accountability.
 - Phase #7 – Candidate Weekend – Here the applicant will come for a weekend to meet the church, youth and young adults. There will be times of Q&A with smaller groups and with the larger TAC community. The applicant will be asked to teach at a youth group event and share a casual meal with the adult volunteers of the youth ministry.
 - Phase #8 – Job Offer & Acceptance – After the Candidate Weekend, if all goes well an offer will be made to the applicant outlining the expectations and financial compensation. If the applicant accepts the offer, we will discuss the possible start dates and any needs they may have for relocating to Redding.