

PASTORAL PROFILE

POSITION: Senior (Lead) Pastor: Full Time
AFFILIATION: Evangelical Free Church of America (EFCA)
CONTACT: Matthew Johnson
Pastoral Search Team Chairman
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*All resumes can be submitted via email



PURPOSE: We will glorify God by aligning everything we do with Jesus' call to discipleship

VISION: Refuge Church will be a biblically functioning community of faith where the spiritually curious, weary, and lonely can safely explore the peace, hope, and life Jesus offers in an atmosphere of love leading to a life-changing relationship with Jesus

MISSION: We will achieve our purpose and vision through the worshipping community, growth group communities, and through ministry teams.

JOB DESCRIPTION: We are a flock of the Good Shepherd who have been faithfully listening to His voice through a season of intentional transition and renewal. We deeply desire a pastor who will shepherd our congregation with compassion, wisdom, and Christ-like love.

We are seeking a shepherd who will lead us in living out our renewed team-based Purpose and Mission as we move toward the preferred future (vision) God has placed before us. We are poised for a fruitful season of harvest and growth, and we need a pastor who will guide us forward with unity, focus, passion, and genuine care for every member of the flock.

The one called by the church shall serve as Equipper-Shepherd-Teacher for the entire congregation (Ephesians 4:11-13). As God's appointed shepherd, his first responsibility is a personal, ongoing relationship with the Lord Jesus Christ (Romans 12:1-2). His second responsibility is to his own family. As senior pastor to Refuge Church, he shall devote himself to the preaching of the Word, the administration of the ordinances, and the spiritual oversight of the congregation so that the church's Purpose, Vision, and Mission are fulfilled. He shall, with great patience, reprove, rebuke, and exhort in order to maintain unity and rightly divide the Word of Truth (2 Timothy 2:15; 1 Timothy 3:1-7; Titus 1:7-9).

He shall model a life of faithful obedience to Christ, nurture a relationally based, discipleship-focused culture, and equip the entire body—adults, families, and students—for ministry both inside and outside the church. This is not merely a role but a calling to walk with God's people, proclaim God's truth without fear or favor, and lead Refuge Church into deeper worship, authentic community, and bold outreach.

Compensation Range: \$ 90,000-100,000

RESPONSIBILITIES:

1. Provide the primary pulpit ministry, faithfully expounding all of Scripture, presenting a clear gospel, and calling the congregation to live out biblical truth in every area of life (2 Timothy 2:2; 2 Timothy 4:2).
2. Maintain a disciplined personal life of prayer and Bible study, setting regular, protected study hours.
3. Set regular office hours for pastoral counseling, church administration, and availability to the congregation.
4. Administer the ordinances of believer's baptism and the Lord's Supper.
5. Prioritize personal evangelism and discipleship, equipping and mobilizing every member (men and women) into vital ministry roles; maintain a strong emphasis on visitation of the sick and elderly.
6. Lead and empower the Children's director and NextGen pastor to lead the church's children's education (0-5th grade) and student ministries (grades 6-12 and beyond), partnering with families in the discipleship journey.
7. Meet regularly with the elder board for the spiritual oversight of the church and community.
8. Be visibly engaged in the community and supportive of gospel-centered activities in the region.
9. Oversee all church office administration, including correspondence, the weekly bulletin and other communications.

The Senior Pastor is responsible to the congregation through the elders and reports directly to the Elder Board.

The Senior Pastor at Refuge Church must be able to wholeheartedly embrace the church's Purpose, Vision, and Mission while leading the congregation to live them out in a biblically faithful, Spirit-dependent manner.

PREFERRED QUALIFICATIONS: The suitable candidate will be assessed by the following criteria:

PERSONAL:

1. Family: Married; with a family that embraces and supports his calling
2. Significant cultural connection with the Midwest
3. Lifelong learner who is a self-starter, relationally approachable, and self-aware.
4. Real concern for others; for their long-term spiritual development
5. Enjoys the diversity of all walks in faith
6. Leadership and exhortation come naturally

SPIRITUAL:

1. Exhibits the character qualifications of 1 Timothy 3:1-7; Titus 1:5-9
2. In full agreement with the EFCA statement of faith
3. Demonstrated gifting in teaching, leadership, and shepherding.
4. An obvious, growing walk with Christ evidenced by personal devotion, prayer and holiness.
5. Outreach-oriented both personally and corporately
6. Evidence of spiritual maturity through depth of Theological understanding

PROFESSIONAL/EDUCATIONAL:

1. Holds a B.A. in Ministry, MDIV Preferred
2. Ordained by the EFCA or a like-minded body
3. Be able to champion and embrace the church's Purpose/Vision/Mission Statements
4. Demonstrated capacity to recruit, train, equip, and release volunteer leaders
5. Knows the bible well and uses it as the center of the ministry
6. Awareness of what is happening in our community and have an opinion of how to reach others
7. Proficiency in organizational leadership and appropriate use of technology/social media.
8. Proven pastoral experience with a track record of biblical preaching, discipleship, and church health.