

PASTORAL PROFILE

POSITION: Student Ministry Pastor: Full Time
AFFILIATION: Evangelical Free Church of America (EFCA)
CONTACT: Matthew Johnson
RSM Pastoral Search Team Chairman
searchteam@refugefc.org
*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:

The one called by the church shall provide spiritual guidance as an Equipper-Shepherd-Teacher, focusing primarily on middle and high school students (grades 6–12). This leader will help the church realize its purpose and vision, cultivating spiritual growth among students and partnering with their families long-term in the discipleship journey. Currently, the student ministry serves approximately 30 students, supported by a dedicated team of 8 adult volunteers. The Student Ministry Leader will nurture and grow a relationally-based, discipleship-focused leadership team, investing in both students and volunteers. He shall lead as one called to proclaim God's truth, modeling a life of faithful obedience to Christ. This is not merely a role but a calling—to walk with young people, guide them in their spiritual formation, and equip them to live as followers of Jesus in all areas of life.

Compensation Range: \$42,321-\$52,000

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

PERSONAL:

1. Family: Married; Family embraces his call
2. Significant cultural connection with the Midwest
3. A life-long learner
4. A self-starter; relationally approachable; self-aware

SPIRITUAL:

1. Shows evidence of good spiritual character as described in 1 Timothy 3:1-7; Titus 1:5-9
2. In full agreement with the church's statement of faith
3. Demonstratable gifting in the areas of teaching and leadership
4. An obvious, growing walk with Christ
5. Outreach-oriented both personally and corporately

PROFESSIONAL/EDUCATIONAL:

1. Holds a B.A. in Ministry
2. Licensed or ordained by the EFCA or a like-minded body
3. At least five years of experience as a youth pastor or the equivalent.
4. Be able to embrace the church's Purpose/Vision/Mission Statements
5. Reports to the Lead Pastor
6. Commit to working with the church Ministry Team structure
7. Demonstrated capacity to recruit, train, equip, and release volunteer leaders
8. Proficiency in social media