Calvary Church

Student Ministry Pastor Hiring Packet

13

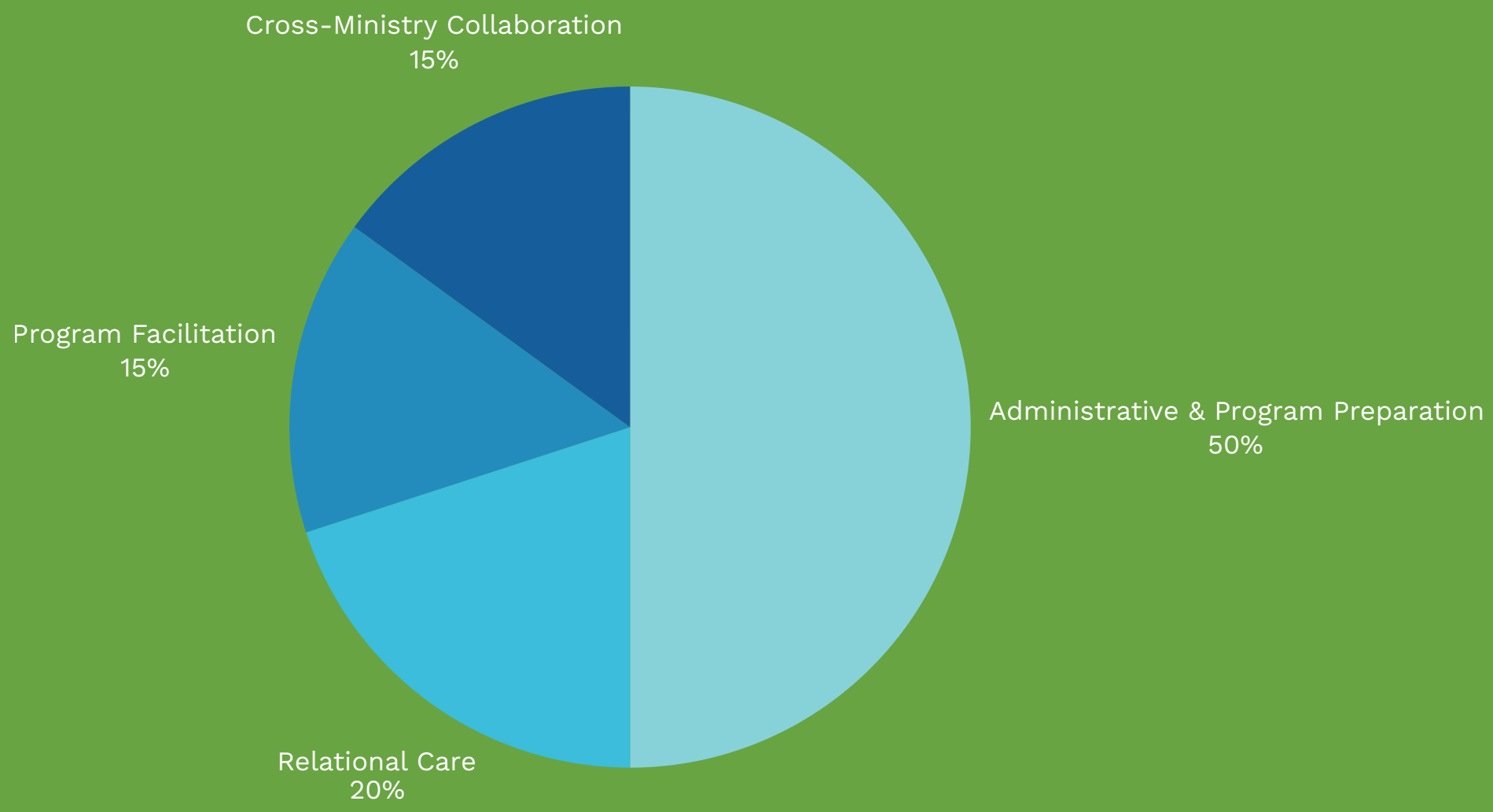
Calvary Church seeks a relational, spiritually grounded, and joy-filled Student Ministry Pastor who will disciple students in grades 6–12 to follow Jesus wholeheartedly. The ideal leader embodies a genuine love for Christ, a passion for youth, and the ability to build a ministry that balances biblical depth, authentic relationships, and joyful community.

This person will serve both as a spiritual shepherd and a strategic leader, shaping an environment where students encounter Jesus, grow in faith, and live missionally in their schools and communities.

If you're looking for a great place to work with growth potential in a multi-campus setting, we'd love for you to apply.

To Apply

1) Review the information in this hiring packet
2) Submit your cover letter and resume to christy.becher@calvarychurch.us
3) Within a couple days, watch for a confirmation email with direction for next steps


Cross-Ministry Collaboration
15%
Program Facilitation
15%
Administrative & Program Preparation
50%
Relational Care
20%

KEY RELATIONSHIPS

» Reports to the NextGen Ministries Pastor

» Works alongside the Student Ministry Pastor from the Roseville Campus and other members of Calvary's leadership

» Supervises part time youth director, administrative assistant, and volunteers

» Coordinates with other members of the church staff

ABOUT

Student Ministry Pastor

The Student Ministry Pastor oversees youth ministry for grades 6–12 at the White Bear Campus. The Pastor also serves both campuses through a specialization in middle school program planning.

50% ADMINISTRATION AND PROGRAM PREPARATION

A substantial portion of focus is given to the many organizational details and significant preparation required for a ministry with an audience of 100 students. This role requires farsighted scheduling, creative planning, thorough preparation, and proactive communication.

20% RELATIONAL CARE

While building relationships with students and families is a significant part of this job, an even greater relational requirement is with volunteers and staff. By inviting, caring for, and empowering these leaders, relational ministry is multiplied.

15% PROGRAM FACILITATION

A key aspect of this position is maximizing time together by ensuring the program plan runs smoothly. At varying events this will include engaging with students, speaking from the front, setting the tone, handling logistics, keeping the schedule, empowering leaders, troubleshooting issues, and much more.

15% CROSS-MINISTRY COLLABORATION

While leading ministry to students, the Student Ministry Pastor will also be part of Calvary's Leadership Team—participating in strategic meetings, collaborating with other pastors and directors, and supporting churchwide ministry efforts.

Who Should Apply?

There are many qualities that factor into this position. Calvary Church is seeking a Student Ministry Pastor who is particularly equipped and skilled in the following six roles:

CHRIST-FOLLOWER

The most valued quality for a Student Ministry Pastor is a life devoted to Jesus Christ and led by the Holy Spirit. This leader's relationship with God will be growing and authentic with a spiritual depth that also draws students to Jesus. In this leader, students will have both a teacher and a clear example of a Jesus-follower marked by joy, humility, servant-heartedness, and dependence on God.

DEVELOPER OF VOLUNTEERS

At Calvary, volunteer leaders are the lifeblood of youth ministry. Volunteers include college students, young adults, and parents—all playing a key role in student engagement and education. With competence, the Student Ministry Pastor recruits, trains, and maintains a team of diverse volunteers. This leader values collaboration between volunteers, ministry staff, and parents.

DISCIPLE-MAKER

The heart of a Student Ministry Pastor is an individual who both loves God and has a passion to see students grow in their relationship with Christ. Their interactions will create a sense of ease and a welcoming environment where students are comfortable to share, question, and grow in faith and biblical truth. They will relate with students' culture and developmental stages, connecting adolescents' challenges with God and Scripture in accessible ways.

EDUCATION REQUIREMENT

A baccalaureate degree is required for this position and graduate theological education is desired.

CREATOR OF FUN ENVIRONMENTS

To meet students' high level of energy and craving for fun, Calvary's Student Ministry Pastor will be energized by creating environments and events that genuinely engage and entertain students. Youth will readily recognize that this leader possesses sincere joy which reflects in their fun personality and relatable sense of humor. They will develop and maintain an attractional program as a means to move students toward deeper biblical understanding and application.

EMOTIONALLY HEALTHY LEADER

An emotionally healthy youth pastor leads from a deep well of spiritual and emotional maturity. Grounded in their identity in Christ, they prioritize their own soul care and maintain rhythms of rest and renewal. They cultivate a Christ-centered environment where students feel safe, seen, and loved. This leader models healthy boundaries, resilience, and humility—fostering trust with those they serve. In both calm and crisis, they are a steady leader who exhibits empathy and spirit-led wisdom.

ORGANIZED COMMUNICATOR

In addition to the many relational aspects of this position, the Student Ministry Pastor will also manage ministry logistics and maintain timely communication with a variety of audiences. This leader will exhibit competence in managing finances, responding to emails, keeping schedules, leading meetings, and organizing events—all with the larger aim of maximizing opportunities for meaningful ministry.

STUDENT MINISTRY

Fusion is Calvary's middle school ministry serving students in grades 6-8. Summit is the high school ministry for grades 9-12. Fusion and Summit meet weekly on Sunday mornings and Wednesday nights. The White Bear Campus has seen recent growth in youth ministry programs and attendance, with over 100 students participating weekly.

Our aim is for Calvary's Student Ministry to provide the following for students:

» Intentional on-ramps that make it easy for students to have fun, feel welcomed, and get involved

» A supportive Christian community of students and leaders where every student can be heard, be known, and belong

» Bible-based teaching that strengthens faith, deepens understanding of Scripture, and moves students toward practical application

» Discipleship opportunities that draw students into experiences of leadership and service

ABOUT

CALVARY

Our mission is “To Raise up Followers of Jesus” who connect, serve, grow, and reach out.

Part of the Converge network, Calvary Church has two campuses located 14 miles apart in Roseville and White Bear Township, Minnesota. Our weekly attendance of 800+ is composed of kids, teenagers, college students, singles, families at all stages, retirees, new seekers, and lifelong attenders. We desire to continue to build our multicultural congregation to reflect God’s good diversity represented in the communities surrounding us.

Calvary offers contemporary and traditional worship services featuring a variety of music, faith stories, and expository preaching. We are thankful for our long history in the community as well as the completion of our recent building campaign, creating attractive new spaces to invite meaningful ministry.

Calvary encourages our church family to get connected through a variety of programs, community groups, events, and volunteer opportunities. Our 13 fulltime and 25 part-time staff rely on many dedicated volunteers to do effective ministry in our church and community. Through local and global outreach efforts, we live out a strong desire to care for our neighbors and see the name of Jesus made known in our community and world.

Learn more about Calvary’s mission, vision and values at
calvarychurch.us/about/mission-vision-values

Where is ROSEVILLE?

Roseville is a suburban community of 36,000, located in the northern Minneapolis–St. Paul metropolitan area and is a short commute to either downtown area. Calvary sits just off the highway, minutes from the local high school and business center.

Where is WHITE BEAR TOWNSHIP?

White Bear Township is named for the nearby lake, one of the largest in the Minneapolis–St. Paul metro. The city is located 10 miles north of St. Paul. Calvary's White Bear Campus sits 3.5 miles west of the lake and serves the surrounding area.

ABOUT CALVARY'S

SENIOR PASTOR

Ken Hensley is a relational, emotionally healthy, and collaborative leader with over 30 years of pastoral experience. His heart for discipleship, passion for the next generation, and proven track record of leading churches through seasons of growth and transformation make him uniquely equipped to lead Calvary into the future. Ken began his ministry at Calvary in September of 2025.

Ken holds an MBA and an M.S. in Management and Leadership from Western Governors University, and a B.A. in American Studies with a minor in Preaching Bible from Freed Hardeman University. While planting a church in San Diego, Ken attended Bethel Seminary West in San Diego.