



Salem Church

STUDENT MINISTRY PASTOR JOB DESCRIPTION

SALEM VISION FRAME

Values: Biblical Truth, Extravagant Love, Selfless Service, Intentional Community, Future Generations

Mission: Living lives of love with God, in community, and on mission.

Strategy: Cave • Table • Road (personal rhythms) | Gather • Connect • Invest (collective rhythms)

Marks of a Disciple: Gospel Believer • Focused Follower • Peace Maker • Humble Guide

Vision: By October of 2029, we will build and support a disciple-multiplying culture that launches 500+ disciples from Salem out into our city and world to boldly build God's kingdom starting where we live, work, study, and play.

PURPOSE

The primary purpose of the Student Ministry Pastor is to help cultivate a relational disciple-multiplying culture around Salem's Mission and Vision by providing a meaningful, gospel-centered, biblically driven environment where youth [7th-12th grade] and leaders are equipped to passionately follow Jesus and live out the gospel.

POSITION OPPORTUNITY | DESCRIPTION

Salem has a long-standing commitment to future generations. The youth group is a safe environment with a vibrant culture, consisting of 100+ students who come from various cultural and ethnic backgrounds, attending public, private, or home school, and 30+ volunteers who love investing in students. Currently, the middle and high school students are combined, meeting once a week, with events throughout the year. At the heart of the ministry are the small groups. While not required, leaders are encouraged to start in 7th grade and rise all the way through 12th grade to promote healthy, deep, and lasting disciplemaking relationships. Serving and missions have also been a strong emphasis as a church, creating ample opportunities for youth to work alongside other ministries to strengthen our local, national, and global partnerships. Across the board, this is a fun, diverse group of students who are eager to meet their next pastor!

The bulk of this role will go directly towards youth but will also include broader leadership opportunities.

- This position will provide care, connection, and pastoral support for our volunteer-led College & Young Adults ministry. Currently there are 40-50 students who attend services, do lunches, or study together. Other areas of ministry oversight could be added according to the gifts, abilities, and passions of the candidate.
- This position will lead from the Ministry Leadership Team level which is responsible for Mission and Vision *implementation*. The right candidate may be asked to lead at the Senior Leadership Team level which is responsible for Mission and Vision *direction*. Other opportunities to contribute could also include sermon planning, opportunities to preach on Sundays (if desired), or helping to develop church-wide disciple-multiplying alignment through workshops, classes, or writing.

TIME, REPORTING, COMPENSATION

The Student Ministry Pastor is a salaried, full-time, 40-hour minimum a week position. Reporting will be determined by the Senior Pastor, and compensation will be determined by the Board of Elders based on ministry experience.

RESPONSIBILITIES

- Recruit, train, and support volunteers to be the primary disciplemakers in the ministry.
- Work with the volunteer and student leaders to plan weekly gatherings, with a primary space for small groups.
- Maintain an environment where students feel known, loved, and safe.
- Plan relevant, engaging activities, projects, and trips that foster fun and spiritual transformation.
- Come alongside parents and families in times of crisis, need, and training.
- Work closely with the Senior Pastor to implement the Mission and Vision of Salem.

- Work with supervisor and Business Ops to build and maintain a ministry budget(s).
- Ensure compliance with Salem’s relevant policies and procedures.
- Meet regularly with supervisor and any direct report(s) - helping set personal and ministry goals.
- Attend all required weekly meetings and retreats.
- Work with the Student Ministry Administrator to maintain an effective communication plan (on website and email). Tools include: Subsplash, Planning Center, ProPresenter, soundboards, Office 365, Sign Up Genius, etc.

COMPETENCIES

The candidate will need to be highly relational, humble, and a competent listener, encourager, leader, teacher, recruiter, team builder, communicator, & collaborator. Ideally, this person would also bring some executive ministry experience.

LOCATION SNAPSHOT

Salem Church is located in Moorhead, MN, across the Red River from Fargo, ND. Together, the two cities are called Fargo-Moorhead and make up 260,000 people, an 8% growth since the last census. A growing third city of West Fargo adds another 41,000. Known for having midwestern charm and urban sophistication, the cities feel neither too big nor too small. People are friendly and helpful, and the cost of living is affordable. Good education and recreation offer families a satisfying and hopeful lifestyle. Its prime location next to the Minnesota lakes makes water activities a popular destination. To locals, Fargo-Moorhead is known for its immigrant population and college community (including North Dakota State, Minnesota State University - Moorhead, and Concordia College). The median age is 32.

CHURCH SNAPSHOT

Salem is a part of the Evangelical Free Church of America and consists of around 700 people who call it their home church. We have an average weekly attendance of 500, including kids. While we hope we grow, numbers are not our goal. In this next season, the elders and staff are working to build a unified disciple-multiplying culture around a fresh Vision. We don’t want to simply maintain the ministry machine. We want to encourage, grow, and train our people to be a salt and light community where we live, work, study, or play. Thus, it’s our prayer for our people to grow in their faith, but that people will also come to faith through personal evangelism. Salem also has a long commitment to missions and given the church’s strategic location near an under-resourced population, we are working to build bridges into the broader community, creating a front porch ministry through Boaz Bike Ministry, Community Gardens, pop-up food pantry, basketball, and our partnership with a local elementary school. We long for people of all ages and ethnicities to feel safe at Salem. Future Generations (one of our strategic values) not only plays a vital part in our Vision, but also in the greater overall health of the church. We see young people not as leaders of a future church, but leaders in the world now! We are excited to see who God will bring to continue such a rich history.

REQUIREMENTS

- Must be a born-again Christian and active in their daily pursuit of Jesus through discipleship/evangelism.
- Demonstrate a lifestyle consistent with biblical teaching and models.
- Must be in clear alignment with the EFCA statement of faith with a willingness to be licensed. (found [Here](#))
- Has an eagerness to join in with Salem’s Vision, Mission, Values, Strategy, and Marks of a Disciple. (found [Here](#))
- Is passionate to see students and volunteers grow in their love and understanding of God.
- Has strong character and proven youth leadership experience.
- Has a bachelor’s degree or higher: Master of Divinity preferred but not limited to.
- Must be able to complete and pass a criminal background check.

Inquiry Process: If, after reading and praying through this, you feel you meet the qualifications and have an interest in applying, please submit the following to searchteam@salemefc.org:

- 1) A cover letter which includes a brief personal testimony, your call into ministry, and what about Salem’s mission and vision excites you.
- 2) A resume which includes the results of any personnel assessments (StrengthsFinder, DISC, Myers-Briggs, Working Genius, Enneagram, Life Plan, SIMA, etc.).
- 3) Three references: one pastoral, one supervisor, and one personal.