



## CHURCH & CANDIDATE PROFILE

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### CHURCH NAME

Refuge Church

### CITY

Willmar

### STATE

MN

### CHURCH WEBSITE

<https://refugewillmar.org>

## THE COMMUNITY

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### POPULATION OF CITY

21,045

### POPULATION OF COUNTY

43,767

### COMMUNITY OVERVIEW

A regional hub for retail and healthcare, Willmar is home to a vibrant immigrant population, in addition to many families who have been around for generations. Willmar is a railroad town with lots of great employers and is growing each year. Business and marketing researchers have shared that our actual footprint of people served is closer to 100,000, rather than the 21,000+ that is on the population sign at the edge of town.

### WHY PEOPLE LIKE LIVING HERE

Willmar is located in Kandiyohi county, which is the county where the lakes begin. Closely located to hundreds of lakes and plentiful hiking/biking trails, there is plenty to do outside. Also, Willmar is the regional hub for retail, healthcare, and education. This means that we have far more shopping and dining options than most towns our size. We have many of the same amenities that the suburbs have to offer, but without the traffic and parking issues. Willmar is a great place to raise a family and our community is growing.

## THE CHURCH

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### **CHURCH HISTORY**

This stable congregation has roots stretching back to 1875, serving the community around them for nearly 150 years. First Baptist Church was a solid and growing church through the decades and benefited greatly from strong leadership throughout its history. The church changed their name and branding to Refuge Church in 2016 to align more with their future vision and mission. The church desires to embody its name and to be a place where everyone can come home and find hope in Jesus Christ.

Refuge Church continues to grow at a steady pace in many ways. Sunday morning attendance has returned to (and surpassed) pre-COVID numbers. Kids and youth programs have record numbers of participants over the past year, and the church has seen approximately 13% growth in its contacts tracked through its database. The church has committed to multiplying into two new locations by 2026 and has already made a significant financial investment towards an initial church plant.

Refuge Kids is one of the largest areas where God is on the move. He is up to BIG things in the lives of our kids and their families. The children's ministry has doubled in size over the last few years. The Wednesday night programs average 60+ kids (K-5th). Refuge Church is well regarded in the community as having a fantastic kids ministry. Refuge student ministry has also experienced similar growth - even necessitating adding a part-time staff position to care for the nearly 80 students who attend youth group each week.

### **DENOMINATIONAL AFFILIATION**

Converge

### **VISION, MISSION, VALUES**

Mission: The mission of Refuge Church is the same mission Jesus gave his followers: Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit.

Vision:

Retreat- Together we recognize our worth in the Lord's eyes as we walk alongside of each other in joy, in brokenness, and in hurt. We live out the reality that God is our refuge as we provide a safe and accepting place for those who

are near to Christ and those who are far away. Whoever dwells in the shelter of the Most High will rest in the shadow of the Almighty. I will say of the Lord, "He is my refuge and my fortress, my God, in whom I trust." Psalm 91:1-2 (NIV)

Renewal- Together we draw closer to the Lord, we receive His healing, and we grow to be more like Jesus. We respond to His goodness and Glory through worship, the study of His Word, and intentional living in relationship with Him. Show me your ways, Lord, teach me your paths. Guide me in your truth and teach me, for you are God my Savior, and my hope is in you all day long. Psalm 25:4-5 (NIV)

Response- Together we engage the community around us and the greater world of lost souls through missional living. We equip ourselves to live out our faith while teaching and training others in the way that leads to salvation and eternal life. Jesus came to them and said, "All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit," Matthew 28:18-19 (NIV)

Values:

- We're all about Jesus.
- We're all about reaching the lost.
- We're all about God's Word.
- We're all about helping parents raise their kids.
- We're all about loving our neighbors.
- We're all about reaching young people between the ages of 4 and 14.
- We're all about the local church - God's vehicle to reach the world.

**AVERAGE WEEKEND  
ATTENDANCE**

450

**ATTENDANCE TREND**

Growing

**HOW MANY CAMPUSES?**

1

**NUMBER OF WEEKEND SERVICES**

2

**WORSHIP STYLE OF YOUR CHURCH**

We have a modern worship style. Each week, we are led by a full-band (vocals/keys/guitar/bass/drums) into worship. The band also uses sweetener tracks most weeks to fill out the sound. Frequent artists covered by our band

include:

- Bethel
- Phil Wickham
- Chris Tomlin
- City Alight
- Meredith Andrews
- Elevation Worship
- Cody Carnes
- Cory Asbury

#### **OVERVIEW OF WEEKLY WORSHIP GATHERING**

We currently have two Sunday morning worship services (8:30 and 11am). Our services last approximately one hour and are identical. Our services feature modern worship, Biblical preaching that is engaging and applicable to daily life, as well as options for kids to participate in Children's Church during the sermon.

People say they like how welcoming and friendly our congregation is, how Biblically solid our teaching is and how great the options are for their kids to learn about Jesus.

#### **TELL US ABOUT YOUR FACILITY**

Our facility was originally built in the late 1960s but has undergone several additions and renovations over the years. A youth center was added in 2007, and the sanctuary was renovated in 2016.

The sanctuary is about to be transitioned from pews to chairs by December 2023. This will increase our seating capacity from about 380 to closer to 430.

We have begun the process of developing a strategic master plan for another potential addition to support our explosive growth in our kids and student ministries.

#### **OVERALL BUDGET (THIS FISCAL YEAR)**

\$925,000

#### **OVERALL LONG-TERM DEBT OF THE CHURCH**

0

#### **OTHER MINISTRY PARTNERSHIPS**

Converge

## **GOVERNANCE & POLITY**

Elder led, congregationally governed. Elders are selected and affirmed by the congregation and oversee high-level decision-making. Staff also handle many of the day-to-day decisions. The only real matters that the church votes on as a whole are:

- Approving the annual budget.
- Calling a pastor.
- Election of board members (in addition to the Elder board, there are 5 other boards that serve at the pleasure of the elder board: mission board, deacon board, deaconess board, trustee board, Christian Ed. board.)
- Adding new members to our church membership roll.

## MINISTRIES, PROGRAMS, AND STAFFING

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### **CURRENT PAID STAFFING LEVEL**

Full-time

- Lead Pastor
- Connections Pastor
- Youth Pastor
- Associate Youth Minister (Fall 2023)
- Children's Ministry Director
- Worship Director (the position we're running this search to fill)
- Communications Coordinator
- Custodian

Part-time

- Financial Assistant
- Young Adults Intern

### **MAJOR MINISTRIES OF THE CHURCH**

Student Ministries - grades 6-12, overseen by our Full-time Youth Pastor and (soon to be hired) part-time Associate Youth Minister. This program has grown from about 25 students/week in 2018 to around 80 students/week in the fall of 2023.

Kids Ministries - grades kindergarten through 5th, overseen by our Full-time Children's ministry director. This program has also grown from around 20-30 kids in 2018 to closer to 70 students in the fall of 2023.

Women's Bible Study - each Wednesday morning, 40-50 women gather for fellowship and Bible study. Childcare provided.

### **OUTREACH PROGRAMS OVERVIEW**

This is an area where we are currently seeking to grow. By far our biggest outreach program (aside from our kids/youth programming, which does draw in people from the community) is our summer soccer and craft camp. This camp is held in an apartment complex that is almost exclusively populated by East African immigrants and this is a huge bridge builder between our church and that community.

## WINS, OPPORTUNITIES, AND CHALLENGES

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### **BIGGEST CHURCH 'WINS' IN LAST 18 MONTHS?**

- 20% attendance growth
- 20+ baptisms/year the last two years
- New full-time kids ministry director hired Spring 2023
- Single biggest attendance day in church history, Easter 2023 (nearly 700 people)
- Funds escrowed to plant a church within the next 2 years

### **BIGGEST OPPORTUNITY FOR YOUR CHURCH IN THE NEXT 12 MONTHS**

- Hire a new worship director
- Finalize strategic plan to handle growth
- Potentially expand staff further to handle administrative load

### **CHURCH'S BIGGEST CHALLENGE FOR THE FUTURE**

- Capitalizing on momentum to truly leverage our position and become a disciple-making hub in West Central MN
- Shifting our mindset to handle a hopeful influx of unchurched or dechurched people

## THEOLOGY

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### **PUBLISHED THEOLOGICAL STATEMENT**

<https://refugewillmar.org/what-we-believe>

### **WHAT THEOLOGICAL HILLS WILL YOU DIE ON?**

Theological non-negotiables:

- Inerrancy and authority of Scripture
- The exclusivity of Jesus
- Salvation by grace alone through faith alone and not by any of our works
- Holy Spirit empowers and equips believers still today, including giving gifts to each believer

### **HOT-BUTTON SOCIAL/CULTURAL ISSUES FOR YOUR CHURCH**

We'd have a hard time hiring anyone who took the following stances:

- Support/affirmation of gay marriage/relationships
- Support of transgender ideology
- Support of pro-choice ideology
- Support of progressive political ideologies

Generally, we have the expectation that our staff maintain a fairly neutral cultural/political presence on social media. Someone who is an activist type of poster on social media would be hard for our congregation to get behind.

### **DESCRIBE YOUR CHURCH'S POLICIES ON PARTICIPATION OF LGBTQ INDIVIDUALS IN THE LIFE OF YOUR CHURCH**

We don't have formal, written policies on this, as of yet. However, we'd probably draw the line at serving in the church - in other words, LGBTQ individuals would be welcome to attend services and other groups, however, we would not be categorized as open or affirming. In other words, we hold to a traditional view of marriage and gender and those principles are taught and reinforced regularly here.



## THE POSITION

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### **POSITION TITLE**

Worship Director/Worship Pastor

### **FULL TIME POSITION?**

Yes

### **OVERALL DESCRIPTION OF THIS POSITION**

Our next Worship Director/Pastor will help structure and animate our weekend worship services in a way that leads people into the presence of God. It is God's Spirit who transforms us. We are a church that exists to help people meet, know and follow Jesus. Our worship director/pastor will assist in equipping our people to do those things. From developing our worship team volunteers to planning and executing worship services, this person will also be integrally involved in creating dynamic worship experiences where people are led into God's presence. A humble heart, a passion for God's presence and worship, and strong leadership gifting will be critical for this hire.

### **REPORTING RELATIONSHIP**

Direct Report to Senior Pastor and Indirect Report to elder board.

### **GOALS AND EXPECTATIONS**

Ideally, in the first year, this person would begin the process of pouring back into our worship team members and develop a plan for leadership development within the worship team specifically.

Also, ideally, there would be a collaborative process developed for our weekend services teams that is invitational in nature. That is, from the moment that someone pulls into our parking lot, every decision has been made that structures and animates the weekend experience to lead people into a personal relationship with Jesus Christ. This does not all need to be implemented in the first year, but it should be well on the way to being designed.

### **DO YOU HAVE A JOB DESCRIPTION FOR THIS ROLE?**

The role of the Worship Director/Pastor is to lead all aspects of the worship life within Refuge Church, which involves envisioning, equipping, and mobilizing the musical talents of volunteers. The Worship Director/Pastor shepherds people in

authentic worship through the experience of music and also assists in the creative efforts of the church.

#### Primary Responsibilities and Tasks of the Worship Director/Pastor:

1. Serve as the primary worship leader for Refuge Church.
2. Build, direct, coordinate, and develop the worship band/vocalists/tech crew.
3. Lead weekly rehearsals for the band and schedule team members.
4. Post chord charts, MP3s and other necessary elements for the band each week.
5. Participate in all production and creative meetings. This includes assisting in the overall programming and execution of creative elements in the worship experience (i.e., props, songs, video elements, etc).
6. Assist with providing music at occasional services such as weddings, funerals, etc., or arrange for others to do so.
7. Train or facilitate training for singers and instrumentalists.
8. Train and equip our Refuge Student worship team.
9. Manage and maintain the musical instruments and music technology equipment, keeping up to date with developments.
10. Manage the music budget in accordance with the financial policies of the church.
11. Build a library of music and support materials.
12. Shepherd, coach, and care for all worship team volunteers, taking key leaders to other services, conferences, and meetings that will help equip them for the work of the ministry.

#### Strengths & Skillset:

1. Passionate about bringing God's people close to His heart in worship.
2. Humbly point people to Jesus.
3. A good "team player" and team builder with experience in supervising, motivating and encouraging others.
4. Able to keep calm under pressure and respond in a measured way in stressful situations.
5. Conduct life with the utmost integrity in all situations.
6. Able to maintain confidentiality and discretion.
7. Proven organizational and administrative skills.
8. Able to set realistic goals and targets and be able to set a pace of work that is sustainable in the long-term.

#### Your Team:

This position reports to the Lead Pastor.

This position relates to the staff team and supervises 50 worship team volunteers.

Personal Responsibilities - While not specifically related to the job, here are some personal responsibilities of everyone on staff at Refuge Church:

- Maintain God-ordained priorities in your life by putting Jesus Christ first.
- Give financially toward the mission and vision of Refuge Church.
- Be loyal to the vision and staff of Refuge Church and always protect the unity of the church.
- Demonstrate a Christ-like attitude through all interactions with the congregation, staff, and volunteers.
- Invest and invite the lost to know Jesus and come to Refuge Church.

#### Your Schedule:

This is a full-time, salaried position around 40 hours a week. You may travel occasionally for team retreats, conferences, etc.

## SKILLS, PERSONALITY, AND EXPERIENCE

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### **WHAT SKILLS ARE YOU LOOKING FOR SPECIFICALLY?**

- Quality musician
- Quality vocalist
- Experienced in leading/training modern worship bands
- Organized - or at least an awareness of shortcomings in this area that can be back-filled with administrative assistance.
- Not a technological liability (as in, doesn't need to be a tech guru, but it would be nice not to have to teach him/her how to turn on a projector)

### **WHAT TECHNICAL ABILITIES (IF ANY) ARE REQUIRED?**

- ProPresenter
- Planning Center
- Subsplash (or equivalent)
- Wirecast
- Click/backing tracks (i.e., Multi-Tracks, etc.)
- Basic office software like Microsoft Office, Slack, Google Calendar, etc.

### **BUDGET AREA SUPERVISION**

Between worship, tech resources and an expense account, this position has historically overseen a budget of approximately \$20k.

### **PERSONAL CHARACTERISTICS DESIRED**

- Team-player
- Kind-hearted
- Sense of humor
- Honest/trustworthy
- Reliable
- Warm

### **WHAT WOULD IMMEDIATELY DISQUALIFY SOMEONE?**

- If someone was a practicing homosexual or believed that a homosexual lifestyle is congruent with a Christian lifestyle.
- If someone was transgender or believed that transgenderism was Biblically supported.
- Convicted sexual offender.
- History of domestic/sexual abuse.

**OTHER "MUST HAVE" SKILLS**

This person needs to be a self-starter and also needs to be open to constructive criticism.

**OTHER "NICE TO HAVE" SKILLS**

Experience working with student worship teams and experience in the podcast space.

**DESCRIBE THE PERFECT CANDIDATE**

Our perfect hire would be a gifted, humble leader who desires to see God's kingdom expanded through His local church and passionately leads others in the Presence of God.

This person would be a team player who brings a collaborative mindset and creative experience that can help us sustain the momentum growth we've experienced for the last few years.

A self-starter with excellent communication skills and an understanding how to develop and appreciate his/her volunteers is ideal.

Musical excellence and experience in leading modern worship teams and working with various and innovative technological resources would also contribute to the perfect hire.

## PUBLIC JOB POSTING PAGE

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### **PUBLIC JOB POSTING**

REFUGE CHURCH  
WORSHIP DIRECTOR/PASTOR  
WILLMAR, MINNESOTA

Refuge Church in Willmar, Minnesota is a fast-growing church that is looking for a Worship Director/Pastor to join their team. This person will help structure and animate their weekend worship services in a way that leads people into the presence of God. From developing the worship team volunteers to planning and executing worship services, this person will also be integrally involved in creating dynamic worship experiences.

#### WHAT YOU'LL BE DOING:

- Serving as the primary worship leader for Refuge Church.
- Building, directing, coordinating, and developing the worship band/vocalists/tech crew.
- Leading weekly rehearsals for the band and scheduling team members.
- Training or facilitating training for singers and instrumentalists.
- Shepherding, coaching, and caring for all worship team volunteers, taking key leaders to other services, conferences, and meetings that will help equip them for the work of the ministry.

#### SKILLS YOU NEED TO HAVE:

- A humble heart, and a passion for God's presence and worship
- Strong leadership gifting
- Quality musician and vocalist
- Organized

#### THE AREA:

Willmar is located in Kandiyohi County, which is the county where the lakes begin. Closely located to hundreds of lakes and plentiful hiking/biking trails, there is plenty to do outside. Also, Willmar is the regional hub for retail, healthcare and education. There is far more shopping and dining options than most towns this size and the town has many of the same amenities that the suburbs have to offer but without the traffic and parking issues. This growing community is a great place to raise a family.

#### **WE'D LOVE TO HAVE YOU APPLY!**

<https://bit.ly/3s3l7bj>