



**CHEMISTRY**  
STAFFING

# **CHURCH & CANDIDATE PROFILE**

## **HIGH SCHOOL DIRECTOR**

Autumn Ridge Church  
Rochester, Minnesota

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## Population of City

120,000+

## Population of County

160,000

## Community Overview

- Rochester is located in southeastern Minnesota and serves as a medical, commercial, and agricultural hub. Rochester has a population of 115,000+, making it the third-largest city in Minnesota after Minneapolis and St. Paul. Located in Olmsted County, Rochester composes 75% of the county's overall population. At most, 20% of Rochester's population attends church on any given weekend.
- Rochester is best known as the home of the world-renowned Mayo Clinic which employs about 34,000 people in the Rochester area, and from its operations in Minnesota and elsewhere, receives almost \$11 billion in annual revenue. Within the last 5 years, the Mayo Clinic has formed Destination Medical Center (DMC; <https://dmc.mn/>). Over the next twenty years, it will catalyze an estimated \$6 billion in economic growth, including investment in Mayo Clinic facilities and downtown infrastructure, to create an attractive destination for patients and visitors. The growth from DMC is expected to raise Rochester's population to almost 165,000 over the next 20 years and to double the number of patients and visitors to over 3.5 million.
- The community prizes innovation, technology, and excellence, together with traditional midwestern values of integrity, honesty, and hospitality. Additionally, Rochester boasts a vibrant art and cultural scene. A dynamic array of galleries, theatres, museums, and live music venues provide engaging and inspiring experiences for visitors.

## Why People Like Living Here

Livability.com ranked Rochester #5 in their list of the Top 100 Best Places to live. Opportunities to enjoy running, hiking, skating, biking, walking, golf, fishing, and many other outdoor activities throughout Rochester are endless. The city offers more than 100 parks as well as 85 miles of paved trails with amazing city and country views and recently finished surfaces. Rochester provides easy and accessible ways for residents and visitors to incorporate physical activity into their daily lives. Quarry Hill Nature Center and Silver Lake Park are some of the city's most popular and scenic outdoor places.

## Church History

Autumn Ridge is Rochester's oldest church, founded in 1857 as First Baptist Church. The church celebrated its 150th anniversary in 2007. From its humble beginnings along the Zumbro River (where baptisms occurred after cutting a hole in the ice in the winter) to the 6th and current site on the southwest side of the city, Autumn Ridge continues to be Gospel-centered and community focused.

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## **Mission, Vision and Values**

Mission Statement:

Autumn Ridge Church exists to lead people to be fully devoted followers of Jesus.

Vision Statement:

We want to be a church of all cultures, where curious, skeptical, and hurting people love to attend.

Values:

- Take truth seriously: We'll follow it, wherever it leads.
- Give grace relentlessly: Since it's never earned or deserved, we never have a reason not to give it away.
- Honor guests enthusiastically: We care more about your experience than our own.
- Belong before you believe: You don't have to think like we think, or act like we act, to be accepted here.
- Move toward the messes: Nobody makes a difference by staying comfortable.
- Make generosity normal: We invest our lives, not just our money.
- Take your next step: We want everyone to grow in their faith journey.
- Trust the process: God changes people; we don't.

## **Average Weekend Attendance**

1200

## **Overview of Weekly Worship Gathering**

Currently, we have three worship gatherings each weekend, Saturday evening 5:30 and Sunday morning 8:30 & 10. Kids Ministry is currently on Sunday mornings. There is also a Middle School gathering on Sundays at 10a during the school year. Attendance is on a steady upward trend with an average of 25 first-time guests each weekend.

## **Worship Style of Your Church**

Our Saturday 5:30PM and Sunday 10AM are modern in style and our Sunday 8:30AM is traditional in style.

## **Tell Us About Your Facility**

- The church building is a 100,000 square foot facility that sits on 60 acres on the southwest edge of Rochester. With an indoor gym, multiple-use rooms, a 150-seat chapel, and a 1,000-seat auditorium, Autumn Ridge Church serves as a resource to the community for a variety of gatherings. The remaining land is a combination of ponds, wild grass fields, and fifteen acres of farming land.
- Autumn Ridge also owns an eight-bedroom lodge 20 miles north of town that is utilized to strengthen disciples, teams, and marriages.

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## **Overall Budget (this fiscal year)**

\$4.5M

## **Overall Long-Term Debt of the Church**

\$0

## **Denominational Affiliation and/or other Partnerships**

Autumn Ridge is a non-denominational church with a Baptist heritage and view of the sacraments. While the church partners with more than 70 ministries locally and globally, we are not a part of an affiliation of churches.

## **Governance & Polity**

The Elder Board serves as a governance board. Pastors lead and Elders protect. The primary responsibilities of Elders include empowerment, encouragement, and accountability. The pastoral staff are responsible for operations and achieving strategic objectives that are defined and driven by the mission, vision, and values.

## **Current Paid Staffing Level**

Lead Team:

- Lead Pastor
- Executive Pastor of Church & Community Engagement
- Executive Pastor of Strategy & Culture
- Communications Director
- Connections Pastor
- Spiritual Formation Pastor
- Student Pastor
- Family Ministry Pastor
- Kids Ministry Program Director
- Facilities Director
- Office & Project Manager
- Worship Pastor
- Traditional Worship Pastor
- Care Director

Staff & Support Staff:

- Communications Coordinator
- Middle School Pastor
- 6 Ministry Assistants
- 4 Facility Staff

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- 2 Tech and Video Staff
- 3 Kids Ministry Staff
- Receptionist
- Bookstore Manager

## **In the most generic sense, how would you describe your church theologically?**

Evangelical - Conservative

### **Published Theological Statement**

The Trinity - We believe there is one living and true God, eternally existing in three persons, that these are equal in every divine perfection, and that they execute distinct but harmonious offices in the work of creation, providence, and redemption.

God the Father - We believe in God the Father, an infinite, personal spirit, perfect in holiness, wisdom, power, and love. We believe He concerns Himself mercifully in the affairs of people, He hears and answers prayer, and He saves from sin and death all who come to Him through Jesus Christ.

Jesus Christ - We believe in Jesus Christ, God's only begotten Son, conceived by the Holy Spirit. We believe in His virgin birth, sinless life, miracles, and teachings. We believe in His substitutionary atoning death, bodily resurrection, and ascension into heaven, perpetual intercession for His people, and personal visible return to Earth.

The Holy Spirit - We believe in the Holy Spirit, who came forth from the Father and Son to convict the world of sin, righteousness, and judgment, and to regenerate, sanctify, and empower all who believe in Jesus Christ. We believe the Holy Spirit indwells every believer in Christ, and He is an abiding helper, teacher, and guide.

The Word of God - We believe the Bible is the Word of God, fully inspired and without error in the original manuscripts, written under the inspiration of the Holy Spirit, and that it has supreme authority in all matters of faith and conduct.

Regeneration (Salvation) - We believe all are sinners by nature and by choice and, therefore, under condemnation. We believe those who repent of their sins and trust in Jesus Christ as Savior are regenerated by the Holy Spirit.

The Church - We believe in the universal church, a living spiritual body of which Christ is the head and all regenerated persons are members. We believe in the local church, consisting of a company of believers in Jesus Christ, baptized on a credible profession of faith, and associated for worship, work, and fellowship. We believe God has laid upon the members of the local church the primary task of giving the Gospel of Jesus Christ to a lost world.

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**Christian Conduct** - We believe all Christians should live for the glory of God and the well being of others, their conduct should be blameless before the world, they should be faithful stewards of their possessions, and they should seek to realize for themselves and others the full stature of maturity in Christ.

**The Ordinances** - We believe our Lord Jesus Christ has committed two ordinances to the local church: baptism and the Lord's Supper. We believe Christian baptism is the immersion of a believer in water into the name of the triune God. We believe the Lord's Supper was instituted by Christ for commemoration of His death. We believe these two ordinances should be observed and administered until the return of the Lord Jesus Christ.

**The Last Things** - We believe in the personal and visible return of the Lord Jesus Christ to earth and the establishment of His Kingdom. We believe in the resurrection of the body, the final judgment, the eternal happiness of the righteous, and the endless suffering of the wicked.

## **Biggest Church 'wins' in last 18 months?**

- Continued transition steps into new leadership after lead pastor retirement
- Trust and alignment deepening between staff and senior leadership
- Continued attendance growth post-pandemic
- Lead Team completing nine-month process of writing a 5-year strategic plan

## **Biggest Opportunity for Your Church in the Next 12 Months**

- Beginning the implementation on September 1 of 5-year strategic plan: "to be a hub of Christ-centered leadership development."
- First year goal: For staff to know, explain, and call others to leadership as a destination of discipleship.

## **Church's Biggest Challenge for the Future**

- Taking the necessary steps to continue in relevancy and prominence to the greater Rochester area while standing on the firm foundation of the Gospel of Jesus Christ.

## **Title of Position You Are Hiring**

High School Director

## **Full Time Position?**

Yes

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## Reporting Relationship

Family Ministry Pastor

## Overall Description of Position

Autumn Ridge Church seeks an individual to serve as the High School Director, providing leadership in ministry to the high school students and families already connected to Autumn Ridge. The High School Director will champion the discipleship and leadership development pathways for high school students who are already following Jesus. Along with working to engage the thousands of high school students with no connection to any church, this leader will actively seek to build trust with the administrations of the area's private and public schools and attend and engage with the schools' various extracurricular activities. "The harvest is plentiful!"

## Goals and Expectations

- I would love to see this person take the leaders and resources available to them and begin to shape a program that revolves around taking students from where ever they on their walk just one step forward.
- This first year would be about building up a culture of relationships, with students, leaders, parents, and the community.
- At the one year mark, I would love to see the foundations of a program built around the gospel and not a person or program.

## Do you have a job description for this role?

The Candidate

- This position will have direct oversight for teams of high school ministry volunteer leaders.
- We are looking for a leader who loves building and leading teams, equipping and empowering others to lead out of their strengths, and has a deep passion for high school students to be Gospel-centered for a lifetime.
- The ideal candidate will have an optimistic outlook towards activities, can generate enthusiasm, enjoys working with people more than things, exhibits healthy rhythms in life, knows how to manage tasks and responsibilities, desires to work in a team environment, and is not afraid to ask for help.
- Our new High School Director will have a contagious love of Jesus that inspires and points others to seek a deep relationship with Jesus.
- They will be passionate about seeing future generations launch confidently and humbly into their adult lives.

The Responsibilities

- In collaboration with the Family Ministry Team, lead the High School Ministry and volunteer leaders to implement a welcoming, safe, intentional, and engaging ministry.
- Be in the community building trust and relationships with the schools, students, and their families (i.e., attend sports, plays, concerts, etc.).

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- Be the vision caster, champion, and ministry developer to high school students.
- Implement discipleship and leadership pathways for high school students that empower, equip, and encourage them to follow Jesus for life.
- In concert with the entire staff, implement a comprehensive "Join the team!" strategy that equips the church "for works of service."
- In partnership with other ministries in the church and the community, lead Autumn Ridge to be Gospel-influencers to as many high school students in the area as possible.
- Be an expert on teenage culture.
- Build teams of leaders to minister to and serve high school students and their families.
- Collaborating with the Family Ministry and Communications Team, communicate, publicize, and inform high school students and their families of pertinent ministry happenings.
- In collaboration with the Family Ministry Pastor, build trust with parents and guardians.
- Have lots of fun!

## Qualifications and Experience

- Understand and anticipate the theological, spiritual, and cultural questions that are being asked by high school students who are curious, skeptical, or hurting.
- Have some experience and/or education in student ministry.
- Embrace and adapt to growth, change, innovation, and creativity.
- Be passionate about High School Ministry. You wake up every day thinking about how to lead students to be fully devoted followers of Jesus!
- Possess strong problem-solving skills.
- A demonstrated skill at preaching and teaching the Scriptures to teenagers in a way that engages both the believer and not-yet-believer.
- Loving winter and most things Minnesota and Rochester is a must!

## Requirements of Autumn Ridge involvement

- Embody our mission, vision, and values to the church and the community
- Attend a worship service each weekend when not on vacation
- Take vacation
- Be in a small group
- Become a member

## Educational Preferences

Not a must, but education and educating yourself is important. Needs to have some experience and/or education in student ministry.



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## What skills are you looking for specifically?

- Someone who can lead others.
- This director needs to have a desire to not be the person but to build up other leaders to be the people in students' lives.
- They have to love students, but have the understanding they need leaders to grow students. This person does not need to be a worship-gifted person, but it would be nice.

## What technical abilities (if any) are required?

Pro Presenter, Word, Planning Center, and social media knowledge are not required but preferred.

## Equipper or Doer?

Equipper

## Attractional vs. Missional

Missional

## Budget Area Supervision

\$50,000-\$60,000

## Personal Characteristics Desired

- Totally easy going and fun to hang out with.
- Our desire of this person is to be a lover of students and wants to hang out with them all the time, but mature enough to be able to talk to parents and leaders.

## What would immediately disqualify someone?

Fully Complementarian

## Urgency

As soon as possible

## Other "Must Have" Skills

- Understand and anticipate the theological, spiritual, and cultural questions that are being asked by high school students who are curious, skeptical, or hurting.
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- A demonstrated skill at preaching and teaching the Scriptures to teenagers in a way that engages both the believer and not-yet-believer.
- Loving winter and most things Minnesota and Rochester is a must!

## **Other “Nice to Have Skills”**

Social Media and Worship knowledge base of current trends and culture.

## **Finally...**

- A person who loves seeing students find Jesus, grow in Jesus, and live for Jesus.
- Someone who is humble and trainable and puts the student needs above their wants out of ministry.
- This person needs to not look at student ministry as a stepping stone but as a calling.

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**Public Job Posting**  
**High School Director**  
**Autumn Ridge Church**  
**Rochester, Minnesota**

Autumn Ridge Church in Rochester, Minnesota, is seeking an individual to serve as the High School Director. This person will be providing leadership in ministry to the high school students and families already connected to Autumn Ridge. The High School Director will champion the discipleship and leadership development pathways for high school students who are already following Jesus. Along with working to engage the thousands of high school students with no connection to any church, this leader will actively seek to build trust with the administrations of the area's private and public schools and attend and engage with the schools' various extracurricular activities.

**What you'll be doing:**

- Shaping a program that revolves around taking students from where ever they are on their walk to at least one step forward
- Building up a culture of relationships with students, leaders, parents, and the community
- Overseeing teams of high school ministry volunteer leaders
- Building and leading teams
- Equipping and empowering others to lead out of their strengths

**What skills you need to have:**

- Understand and anticipate the theological, spiritual, and cultural questions that are being asked by students who are curious, skeptical, or hurting
- Have some experience and/or education in ministry to students
- Embrace and adapt to growth, change, innovation, and creativity
- Be passionate about student ministry
- Possess strong problem-solving skills

Rochester, MN is home to the world-renowned Mayo Clinic and an ideal location to impact the Kingdom both locally and globally. It was named by Livability.com as one of the Top 100 Best Places to live, featuring the many opportunities to enjoy running, hiking, skating, skiing, walking, golf, fishing, and many other outdoor activities. Autumn Ridge has served this community for 160 years, sharing the love and hope of Jesus Christ.

