



North Campus: 100 South Terrace N | Fargo, ND 58102 | 701.373.7100
South Campus: 2720 32nd Ave S | Fargo, ND 58103 | 701.893.3073

Campus Pastor & Director of Faith Formation
Oak Grove Lutheran School
Summer 2026

Reports To: President
Classification: Full-Time, Exempt
Contract Length: 10 or 12 months (negotiable)
Member of: Executive Leadership Team
Affiliation: ELCA

WORKING AT OAK GROVE

Oak Grove Lutheran School is dedicated to expressing God's love by nurturing students for academic achievement, lifelong Christian commitment, and loving service throughout the world. Each position at Oak Grove plays a crucial role in fulfilling this mission, and all employees share the responsibility of helping students thrive academically, spiritually, socially, and personally.

Every member of the Oak Grove community contributes to the growth and well-being of our students. Therefore, all employees are expected to:

- Embrace the mission of Oak Grove Lutheran School.
- Serve as role models of Christian faith and character from a Lutheran perspective.
- Engage with colleagues, students, and families with respect.
- Conduct themselves with integrity

ABOUT OAK GROVE

Founded in 1906 as Oak Grove Lutheran Ladies Seminary, Oak Grove has grown into a thriving preschool through grade 12 Christian school serving approximately 720 students and their families on two campuses in Fargo, North Dakota. The historic North Campus serves students in grades 6–12, while the South Campus provides a strong educational foundation for students in preschool through grade 5.

Oak Grove has been continuously accredited since 1926 by Cognia and its predecessor agencies and is approved by the North Dakota Department of Public Instruction.

Governed by its Board of Regents and led by the President, Oak Grove operates in harmony with the faith and confessions of the Evangelical Lutheran Church in America (ELCA).

ABOUT THE ROLE

The Campus Pastor & Director of Faith Formation provides leadership for the spiritual life of Oak Grove Lutheran School. Working collaboratively with the President, principals, faculty, staff, families, and congregational partners, this leader helps cultivate a Christ-centered community in which faith formation

occurs throughout every aspect of school life. This position reports directly to the President through a synodical call from the Eastern North Dakota Synod.

Through leadership in worship, Christian Studies, pastoral ministry, Christian service, and spiritual formation, the Campus Pastor helps ensure that every dimension of the Oak Grove experience contributes to the flourishing of students, employees, and families.

LEADERSHIP PHILOSOPHY

Oak Grove Lutheran School believes that faith formation takes place throughout the life of the school. Worship, Christian Studies, pastoral care, service, athletics, the arts, classrooms, relationships, and the daily rhythms of school life all contribute to forming young people as disciples of Jesus Christ.

Because faith formation is a shared ministry, faculty, staff, coaches, administrators, families, congregations, and students each play a role. This role provides the vision, leadership, encouragement, and theological grounding that help the community faithfully live out this calling.

ESSENTIAL DUTIES

i. Lead Faith Formation & Worship

Provide exceptional leadership for the worship and faith formation ministries across both campuses.

- Provide leadership for the planning, coordination execution, and evaluation of worship across both campuses.
- Lead worship regularly while equipping faculty, students, staff, and guest leaders to participate. Four thirty-minute chapels are held each week during the school year.
 - Middle School Chapel
 - High School Chapel
 - Combined Middle & High School Chapel
 - Elementary School Chapel
- Develop annual worship themes and spiritual emphases.
- Develop and implement a comprehensive PK–12 faith formation strategy.
- Equip faculty and staff to integrate faith throughout teaching, learning, and student life.
- Develop discipleship opportunities, retreats, Bible studies, and student worship leadership.
- Serve as a member of the Leadership Team.

ii. Provide Pastoral Leadership

Provide visible, relational pastoral leadership that nurtures the well-being and faith of the Oak Grove community.

- Offer pastoral care to students, faculty, staff, and families as appropriate. Make referrals to area services as needed.
- Help lead commencement and other significant events.
- Be present during times of celebration, crisis, grief, and transition.
- Develop a ministry of presence on campus and through school events.
- Partner with families and congregations in nurturing students' faith.

iii. Strengthen the Christian Studies Program

Strengthen the Christian Studies program through collaborative leadership, instructional support and/or teaching, and continuous improvement.

- Provide leadership, coordination, and continuous improvement for the North Campus Christian Studies program.
- Work in partnership with the North Campus Principal and Christian Studies faculty.
- Support, coach, and develop Christian Studies faculty.
- Develop age-appropriate aspects of Christian studies on the south campus.
- Lead curriculum review and evaluate instructional resources.
- Encourage meaningful integration of faith and learning across disciplines.

iv. Cultivate Christian Service & Community Partnerships

Develop a culture of Christian service while strengthening relationships with congregations and community partners.

- Lead Oak Grove's service-learning vision and initiatives.
- Develop partnerships with congregations, ministries, and community organizations.
- Represent Oak Grove within the ELCA and the broader Christian community.
- Promote collaboration between the school and congregations.
- Foster a culture of service, compassion, generosity, and Christian vocation.

STEWARDSHIP OF LUTHERAN IDENTITY

The Campus Pastor & Director of Faith Formation serves as a steward of Oak Grove's Lutheran identity, helping to ensure the school's mission is lived out consistently in every aspect of school life.

- Champion and articulate Oak Grove's Lutheran identity.
- Serve as a theological resource for faculty, staff, and leadership.
- Support the orientation and ongoing formation of faculty and staff in Oak Grove's Lutheran mission.
- Cultivate relationships with ELCA congregations and ministry partners as needed in coordination with other Oak Grove staff.

WHAT SUCCESS LOOKS LIKE

- Inspire a vibrant worship life across both campuses.
- Cultivate meaningful relationships with students, faculty, staff, and families.
- Equip faculty, staff, and coaches to see themselves as partners in faith formation.
- Strengthen the Christian Studies program through collaborative leadership.
- Deepen Oak Grove's Lutheran identity while remaining welcoming to students and families from all traditions.
- Expand opportunities for Christian service, leadership, and discipleship.
- Contribute as a trusted member of Oak Grove's Leadership Team.

QUALIFICATIONS

Required

- Ordained Minister of Word and Sacrament or Minister of Word and Service in the ELCA, or eligible to receive a call within the ELCA.
- Demonstrated commitment to Lutheran theology and Christian education.
- Leadership experience in education, congregational ministry, or a related setting.
- Excellent communication, collaboration, and organizational skills.

Preferred

- Master of Divinity or equivalent theological degree.
- Experience in Lutheran PK–12 education.
- Experience in curriculum leadership or instructional coaching.
- Experience supervising and developing staff.

APPLICATION PROCESS

Interested candidates are encouraged to contact:

Rev. Brad Skogen

pastorbrad@eandsynod.org

Associate with the Bishop in the Eastern North Dakota Synod

Rev. Dr. Brian Beckstrom

Oak Grove President

brian.beckstrom@oakgrovelutheran.com).

Candidates must submit a Rostered Ministry Profile for official consideration.