



Coordinator for Reformed University Fellowship (RUF)

About RUF

Reformed University Fellowship (RUF) is the official campus ministry of the Presbyterian Church in America (PCA), and currently serves students on over 190 college campuses across the U.S. and globally. RUF exists to reach students for Christ and equip them for lifelong service in the Church and the world. With an unwavering commitment to the Gospel and the Reformed faith, RUF integrates theological depth, relational ministry, and an emphasis on developing future church leaders.

RUF is at a pivotal moment, building on a history of recent steady growth and operational strengthening. As the ministry looks to expand its reach and deepen its impact, the role of Coordinator offers a unique opportunity to lead RUF into its next chapter while honoring its rich legacy.

The Role

The Coordinator of RUF serves as the senior executive leader of the organization, overseeing all aspects of its ministry. This role requires a rare combination of executive leadership and pastoral care, strategic oversight and relational warmth. Reporting to the Permanent Committee of the PCA, the Coordinator is responsible for articulating and advancing RUF's vision, fostering organizational health, and representing RUF within the denomination and beyond.

This role encompasses five primary areas of leadership:

- 1. Rooted Visionary**
Articulate a compelling, Gospel-centered vision and strategy for RUF's future (building on its theological and relational foundations), to inspire and unify staff, donors, and stakeholders.
- 2. "Chief Executive Pastor"**
Lead the organization administratively and operationally while caring pastorally for the spiritual and relational needs of staff. Build systems and model the kind of healthy, collaborative leadership you want to see reflected at every level in RUF, including on college campuses.
- 3. Denominational Ambassador**
Represent RUF within the PCA, navigating denominational dynamics with grace, and fostering relationships across presbyteries, churches, and the broader evangelical community.
- 4. Challenge Navigator**
Address organizational and cultural challenges with wisdom and courage, maintaining a focus on RUF's mission amidst complexity.
- 5. Lead Fundraiser**
Engage with donors to inspire financial support, ensuring the ministry's sustainability and growth through effective fundraising strategies.

It may be that you have gifts and experience in all of these areas. It also may make sense for you to delegate one or more of these areas to another senior staff member, enabling you to focus on your primary gifting in the

remaining areas. As RUF continues to grow, and especially during this Coordinator transition, we're seeking to ensure that this role is sustainable.

What are the key responsibilities of this role?

Vision and Strategy

- Develop and communicate a clear, Gospel-centered vision for RUF's future.
- Facilitate strategic planning in collaboration with senior staff and the Permanent Committee.
- Ensure alignment of organizational goals with RUF's mission and theological commitments.

Organizational Leadership

- Oversee RUF's \$55M budget and ensure operational excellence across all departments.
- Manage and mentor senior staff, fostering a culture of collaboration and accountability.
- Strengthen RUF's organizational health by streamlining systems and processes to support growth.

Pastoral and Relational Care

- Build trust across the organization by demonstrating relational warmth and empathetic leadership.
- Address the needs and concerns of field staff and national team members with grace and transparency.
- Model Gospel-shaped humility and reliance on Christ in all interactions.

Denominational Engagement

- Represent RUF at General Assembly and other denominational meetings.
- Build and maintain relationships with PCA presbyteries and other denominational leaders.
- Navigate theological and cultural dynamics within the PCA to foster unity and alignment.

Fundraising and Advancement

- Serve as the public face of RUF to donors and partners, articulating the ministry's impact and vision.
 - Collaborate with the Chief Advancement Officer to develop and execute fundraising strategies.
 - Cultivate relationships with major donors, foundations, and church partners.
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Are you a Good Fit for this role?

Core Qualifications

- Deep love for the Gospel and a vibrant relationship with Jesus Christ.
- If married, a thriving marriage and a wife supportive of your ministry.
- A special love for college students, and a vision of them building the future of the Church.
- Embodiment of RUF's Philosophy of Ministry and Core Values
- Familiarity with PCA polity, culture, and theological diversity.
- Ordination or potential for ordination as a Teaching Elder or Ruling Elder in the PCA.

- Proven experience leading a large, complex organization.
- Demonstrated relational warmth and pastoral care.

Essential Competencies

- Ability to navigate denominational dynamics with wisdom, winsomeness, and humility.
- Skills in defining strategy, casting vision, and communicating clarity.
- Experience working from existing organizational strength and structure.
- Fundraising experience, with a track record of engaging donors effectively.
- Track record of working respectfully with female team members.

Desirable Qualities

- Experience in campus ministry or a similar context.
 - Energy and longevity to engage with younger generations of staff and students.
 - Cross-cultural sensitivity and a commitment to fostering diversity within the ministry.
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What will success look like?

In the first three years, success for the Coordinator will include:

- **Continued Focus on Reaching and Equipping Students for Christ:** Keep RUF faithful to its core mission, support existing and new campus ministries, and prioritize RUF's work in engaging students with the Gospel and fostering discipleship that prepares them for a lifetime of service.
 - **Building Internal Trust and Unity:** Strengthen relationships with field staff and national office teams, fostering a unified culture of collaboration and Gospel-centered values.
 - **Expanding External Engagement:** Deepen relationships within the PCA, enhance RUF's visibility and influence, and inspire increased financial support from donors.
 - **Ensuring Strategic and Financial Sustainability:** Develop a multi-year strategic plan, optimize organizational efficiency, and expand RUF's reach to underserved campuses and regions.
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Why serve with RUF?

Joining RUF means becoming part of a ministry that is transforming lives for Christ on college campuses across the globe. It is an opportunity to:

- Shape the future of one of the PCA's most impactful ministries.
- Lead with Gospel-centered vision and purpose.
- Engage in relational ministry while overseeing a growing, dynamic organization.

This role offers the chance to serve Christ in a unique and meaningful way, impacting the next generation of students, leaders, and churches. If you are passionate about the Gospel, equipped for leadership, and ready to embrace the challenges and opportunities of this role, we invite you to consider joining RUF as its next Coordinator, and to submit an application so we can consider you.