



LEAD PASTOR PROFILE

I. General Description

- a. Love, lead, and teach God's people by living out a missional life and ministry, by serving as the primary preaching pastor, by prayerfully initiating innovative and visionary ministry directions, and by providing leadership and accountability to the church staff in facilitating the ministry directions of Calvary Community Church.
- b. Embrace the mission and philosophy of Calvary, with a desire to improve and advance them in accordance with Matthew 22:35-39 and Matthew 28:18-20.

II. Requirements

- a. Meets the biblical qualifications of an elder (1 Timothy 3:2-7 and Titus 1:6-9).
- b. A graduate of a recognized and accredited, evangelical seminary.
- c. Demonstrated excellence in leading a large church.
- d. A godly servant-leader with proper motives for ministry (1 Peter 5:1-4).
- e. A gifted pastor-teacher and preacher who equips the saints for service (Ephesians 4:11-13).
- f. Agrees with the Constitution, Bylaws, and position statements of Calvary.
- g. Supportive of "Next Generation Churches".
- h. His wife fully supports his calling, and he maintains his family as a high priority.
- i. Deeply in love with God, and consistently cultivates this relationship (Mark 12:30; John 15:4-5; 21:15-17).

III. Responsibilities

- a. Preaching, Teaching, & Leadership Development
 - i. Preach and Teach— expository, relational, practical, topical and personal. Oversee vision, plan, and schedule for all worship services and preaching.
 - ii. Facilitate development and training of Godly church leadership.
 - iii. Promote and support effective Christian Education throughout the ministry.
- b. Prayer
 - i. Ensure that prayer is maintained and modeled as a high priority throughout the ministry.
- c. Shepherding
 - i. Evangelism
 1. Teach, model, and promote creative and effective approaches to evangelism throughout Calvary ministries.
 2. Promote local and world (Acts 1:8).
 - ii. Discipleship & Small Groups
 1. Promote baptism.
 2. Encourage intentional disciple-making.
 3. Foster an effective small group ministry.
 - iii. Assimilation
 1. Develop an effective overall approach that helps people move through the stages of growth to service and maturity in Christ.
 2. Create an appealing environment throughout the ministry that reaches a broad range of ages and cultural backgrounds.
 3. Promote church membership.

IV. Relationships

- a. Deacons– as described in the Constitution and Bylaws, including:
 - i. Work with the Board of Deacons with a commitment to mutual accountability.
 - ii. Function as vision-caster.
 - iii. Exercise a leadership role along with the Deacons in staff selection.

- b. Staff– lead the staff as described in the Constitution and Bylaws, including:
 - i. Provide oversight for the direction and flow of all worship services.
 - ii. Delegate responsibility, authority, and accountability in a way that best enables effective and efficient ministry in a large church setting.
 - iii. Provide for regular staff coordination meetings, including prayer, vision-casting, and ministry planning and evaluation.
 - iv. Assess and hold the pastoral staff accountable for effective ministry.

- c. Other
 - i. Provide guidance for the creation and oversight of needed ministry teams in support of Calvary's mission and vision.
 - ii. Coordinate with the Deacons to create a fiscally responsible budget.

We pray that this profile has intrigued you. With an open heart and mind, could God be calling you to a new ministry at Calvary?

If you wish to find out more, please email our Lead Pastor Search Team Chairman, Steve Souza at search@calvarymanteca.org.

