

**OPPORTUNITY PROFILE
FOR
SENIOR PASTOR
CALVARY BAPTIST CHURCH
Holland, Michigan**

OVERVIEW

Founded in 1965, Calvary Baptist Church (www.calvaryb.org) is an independent Baptist congregation in beautiful Holland, Michigan. Holland is a quaint, scenic community of 35,000 located on the west coast of Michigan – about 25 miles from Grand Rapids. Holland is a college town - home to Hope College, Davenport University – western region, and Western Theological Seminary. Over the years, Holland has developed a more diverse culture through a growing Hispanic community, as well as African-American and Asian populations. The city of Holland is best known for its spring Tulip Time Festival, its nationally recognized downtown and rich Dutch history. With both Lake Michigan and Lake Macatawa nearby, Holland offers natural beauty and a family-friendly community environment. It is said that those who grow up in Holland never want to leave and those who move to Holland wonder why they didn't do so sooner. Holland is also known to be a religious community. With “a church on every corner” and many people in the area at least familiar with Christianity, the Holland area provides Calvary Baptist Church both unique opportunities and unique challenges in which to minister.

Currently, Calvary Baptist Church welcomes approximately 550 people to two identical morning worship services. In addition to the Senior Pastor, the church employs a pastoral staff of three - a Worship Pastor, a Student Ministries Pastor and a Pastor who serves as the Executive Director of Calvary Schools of Holland – as well as various support and administrative staff. As an independent Baptist church, Calvary is governed by a Leadership Council that is engaged and pro-active in its approach to help Calvary maintain its forward momentum.

For the past thirteen years, Calvary Baptist Church has flourished under the leadership of Pastor Mark Vroegop. Though Calvary was once known as an independent and fundamentalist church that liked to stand alone within the faith community, previous Pastors have worked to revitalize Calvary's reputation in the community through civic involvement and collaborative engagement with other pastoral leaders. The bridges that have been built over time have established Calvary as a highly respected, leading church within the larger community of faith. In the last number of years, Calvary has made some internal changes in order to be more accessible and welcoming to newcomers. These changes include adding a second Sunday morning service to accommodate growth, moving to a worship style that blends traditional and contemporary elements, initiating Community Groups (small groups) and changing the preferred version of Scripture used during worship services. There has also been an emphasis and focus to pray within the congregation and through a prayer initiative with other pastors in the community. In general, these changes have been well received and have had a positive effect on the

church as a whole. In February 2008, Pastor Mark was called to a new ministry. Not only did he leave the church in a healthy state, he left with the full support and blessing of the congregation and church leadership. Calvary now eagerly awaits God's next called leader.

THE OPPORTUNITY

Calvary Baptist's mission is "to be a community of life change delighting in God through the Word." At this point in its history, the church feels it has developed positive momentum and would like to continue to move forward carefully and strategically. With that in mind, there are many strengths and resources available to the next Senior Pastor. Calvary has deep appreciation and history of dynamic, expository preaching and teaching from the pulpit. Calvary also benefits from mature, godly lay leadership in its various ministries and is governed by a Leadership Council (Pastors and Deacons) that is active, focused and collectively well-grounded in the Word of God. Calvary has a very active foreign and local missions ministry led by a missions committee that oversees regular communication and evaluation of all supported missionaries. As well, Calvary has a house available for missionary use during their times of furlough. There is a sense of "church family" at Calvary that is genuine and spiritually sweet. In general, things are very good at Calvary and the church body feels that it is "healthy."

While the people of Calvary feel blessed to be in a healthy place as a congregation, they also communicate a sincere desire to be called and challenged away from the status quo and to grow to new depths through faith in action – both inside and outside the walls of the church. Calvary's commitment to building bridges with other churches and ministries has not only revitalized Calvary's reputation in the local area, it has also inspired the people of Calvary to desire to make a lasting impact on their community for the Kingdom of God. The next Senior Pastor of Calvary will have the opportunity to inspire and mobilize this congregation to evangelize in the community and to effectively meet real needs through outreach that is personal, purposeful and well-executed from start to finish. Recently, the church mobilized to bless Allegan County Protective Services with 120 duffle bags filled with 10 days worth of clothes and supplies for foster kids and parents. The church also offers a Wednesday night AWANA program that averages about 180 children each week. While these are examples of effective ministry, there is a need to capitalize on other opportunities to maximize the impact and effectiveness of church ministries and volunteers.

For example, the church offers an outstanding Vacation Bible Time as a community outreach each summer. This ministry draws in upward of 450 children annually and is staffed by over 200 Calvary volunteers. While church members turn out year after year to serve and support this ministry, there is a clear lack of commitment on their part to follow up with the community children and their families. Church volunteers readily enlist to help with VBT, but some ministry leaders struggle to gain commitment from Calvary members to meet the needs of church ministries offered week in and week out. The church desires a Senior Pastor who will challenge, motivate and inspire the entire Calvary church family to fully engage in ministry, and to see their individual and collective God-given gifts consistently mobilized and maximized to impact the

community for the Kingdom of God and to draw more people into the redemptive love of Christ.

In addition to being called to put their faith into action, the people of Calvary Baptist Church desire a Senior Pastor who will bring a compelling, unifying vision that provides clear definition around what defines “success” for the church. While certain ministries are more effective, others are lingering without a clear sense of purpose. The people of the church are unified in their commitment to Christ and to Calvary, but lack a clear vision of where they are going together corporately. There is a general sense that the church is on the right track, but work needs to be done to define, prioritize and create a strategic plan that embodies the direction to which the church is called and offers the leaders of the various ministries benchmarks to help them understand their part in the larger context of the vision.

Currently, the largest ministry of the church is Calvary Schools of Holland. Located a few miles from the church building, Calvary Schools of Holland is a K–12 Christian school founded by the church and currently serving about 280 students representing over 40 churches from the local community. About seven years ago, Calvary Schools of Holland was struggling financially and was in need of leadership. An Executive Director position was created to provide the necessary vision and leadership to implement an organizational turn-around. Under this leadership structure, that turn-around is nearly complete with the school becoming a thriving organization that is growing through enrollment, the construction of a new high school building, and on-going campaign and building projects.

While the school is clearly the largest single ministry of the church, the new Senior Pastor will need to explore the nature of the on-going relationship between Calvary Baptist Church and a growing Calvary Schools of Holland. In years past the church had been more integral to the leadership and funding of the school. With excellent executive and school board leadership now in place at the school, there is a need to understand and clarify the on-going synergistic relationship between the two entities moving forward and to develop a strategic plan to maximize the mutual impact for the spiritual and economic benefit of both organizations. A collaborative Senior Pastor representing Calvary Baptist Church will work with the leadership of the school to define a unified vision of how best to ensure healthy growth for the church and for the school.

CANDIDATE CRITERIA

The next Senior Pastor at Calvary Baptist Church will be a well-grounded, humble servant-leader and expository teacher of the Bible who communicates both verbally and non-verbally that he is caring, approachable and willing to listen. He will need to have a passion and proven abilities for developing other leaders. While a strong leader, there is a sense that the right fit is someone who has a deep love for God’s Word, prayer and for people of all ages. He is someone who is motivated to create personal connections with people both through his pulpit teaching and through pastoral shepherding and counseling of the flock. Above all, he will be a man of godly character who lives all aspects of his

life with transparency and whose teaching and leadership flow from his personal time with God in study of Scripture, prayer and inspiration by the Holy Spirit.

Calvary Baptist Church has a need for a strategic, visionary leader. The selected candidate will be one who will seek to understand, listen and clarify the current and foundational strengths of the church as he prayerfully develops a compelling vision for the future of Calvary Baptist Church. The next Senior Pastor will work collaboratively with the staff and Leadership Council to clarify the vision, evaluate current ministry offerings, set goals and define benchmarks while ensuring consistent, inclusive communication throughout the church family. He will also inspire and motivate the staff and congregation to effective evangelism and outreach in the community. As well, he will motivate others to a maximization of their gifts. As the Senior Pastor of Calvary, he will place a high value on unity within the Body of Christ. He will develop and equip his staff team to effectively implement the vision and mobilize the giftedness that is currently untapped within the congregation.

QUALIFICATIONS

The ideal candidate will have:

- Advanced theological training.
- A growing, energetic relationship with Jesus Christ.
- Strong gift and experience in expository teaching/preaching
- Proven strategic leadership gifts and experience
- A call to minister in a community with a conservative, religious culture
- Personal warmth and demonstrated maturity in interpersonal relationships

WHERE MIGHT WE FIND THIS INDIVIDUAL TODAY?

- Senior Pastor at another church who senses a call to a new opportunity
- Effective Associate Pastor who feels called to step into the Senior Pastor role
- Teacher in a Christian College or Seminary
- Strategic leadership or teaching role in a faith-based ministry setting

INQUIRY PROCESS

Over the years, we have found that one can learn only so much from the resume. In addition to your resume we would like to get a more complete picture of you and your interest in Calvary Baptist Church. **Please provide succinct responses to the following questions.** (1-2 paragraphs per response):

1. Share your personal faith story. How and when did you enter a personal relationship with Jesus Christ? How do you personally practice your faith in everyday life?
2. What is compelling you to explore this opportunity? What parts of the Calvary Baptist Church story or ministry specifically attracts you to this position?
3. What are 2-3 key strengths that you bring to this opportunity that align with what is needed at Calvary, as described above.

4. Describe your preaching and teaching approach. How do you define expository teaching?
5. How would the members of your congregation describe your personal and relational qualities to someone they want to invite to church?
6. Describe your understanding of discipleship, including church discipline.
7. Briefly discuss your views of Christian Education, including any personal experience.

Also please provide a minimum of five references (including at least two subordinates, a supervisor or overseer, and a peer). Include phone and email information for each reference. We will not contact references until later in the process and only with your approval.

Please electronically submit your resume or CV, two recordings of recent messages and answers to these questions (Word or pdf format) to:

Tony Kroening
Managing Director
People Management Minneapolis
tkroening@peoplemanagement.org
952-835-5400 (office)