



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

**SENIOR LEADERSHIP
TEAM PASTOR**

Calvary Church
Souderton, PA

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Population of City

10,000

Population of County

650,000

Community Overview

Souderton is situated on the border of Bucks and Montgomery Counties, about 45 minutes north of Philadelphia. We are a suburban middle-class community that historically was not too diverse, but we are slowly seeing the demographic changing. The combined population of both counties is 1.5 million. While the individual towns may not have a large population, they all run together, so the area generally has a dense concentration of people. With that, we also still have a good mix of farm communities and open space.

Why People Like Living Here

Souderton is located close to major cities, the Jersey Shore, and the mountains (Poconos) as well. The school districts surrounding Calvary are very strong as well and carry a good reputation with them. There isn't anything lacking in our community since we are close to Philadelphia as well as larger suburban towns like King of Prussia, Doylestown, and Montgomeryville. There are plenty of options to get involved in the local communities, and the surrounding communities have a strong sense of community as well as being welcoming.

Church History

Every story has a first line, and Calvary's was written back in 1949 when a group of families from the Souderton area who attended church together decided to begin a new congregation. Their vision included a focus on outreach to their community, spiritual growth, and an emphasis on building for the future. Meeting first in the Telford Borough Building, Calvary Church's founding families soon realized that change would come with a price. But in spite of the loss of friendships, business partners, and the comfort of tradition, they saw their small numbers begin to grow as neighbors from the community and families moving into the area began to join the congregation. Many more lines have been written in Calvary's story since those early days, and we've now written a whole new chapter as we launched our second campus in Quakertown in February 2017! Calvary Church is still pressing into our founders' original vision of reaching into our communities with the good news about Jesus, growing our congregation in all aspects of spiritual life, and building in ways that allow our story to have sequels written in the future. We invite you to join us as we continue what Jesus started!

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Vision, Mission, Values

Our vision is to be a community continuing what Jesus started. Our values, which we just launched to our congregation, are Connect and Impact. As we connect with God, and He impacts our lives, we are to connect with others and impact the lives of others. Also, we recently launched a new set of ministry priorities for 2020-2022.

Average Weekend Attendance

2600

Is Your Church MultiSite?

Yes

How Many Campuses?

2

Overview of Weekly Worship Gathering

Our services are about an hour - we sing 3-4 songs, have announcements, and a message. Service times are 9:00 and 10:30 at each campus. We have children's programming during both services as well as middle school programming. We also have our disability ministries program occurring during our Sunday services.

We strive to stay current in our song selection for worship while also paying attention to the ethos of our congregation. Some of the songs you will hear in our sets are from Vertical Worship, Elevation Worship, Hillsong and other similar artists. Most of the time we sing with a full band, but we'll also sing hymns and have some acoustic sets.

During the week, we have clubs for elementary-aged children on Wednesday nights, CMS (middle school) on Wednesday night as well as CHS (High School) on Sunday night.

Tell Us About Your Facility

Our facility spans from 1950 - 2007! Originally built in 1950, we have undergone a few major additions. In 1999 our current auditorium (1500+ seats) was built and in 2007 we added a children's wing, student space, as well as our coffeehouse and living room. Parts of our building are used every day by members and organizations in the community. We have a 1.5 FTE staff to handle scheduling and event coordinating. Our building is contemporary and this year we are starting renovations on some of our older early childhood areas. We view ourselves as a community center so one of our initiatives in the past 10 years has really been to be open and inviting to our community during the week. Our coffeehouse and living room are active every day.

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Overall Budget (this fiscal year)

\$5,778,398

Overall Long-Term Debt of the Church

\$0

Denominational Affiliation and/or other Partnerships

None

Governance & Polity

- Senior Leadership Team led, Elder governed
- Congregation votes on budget and appointment of Elders

Current Paid Staffing Level

- 3 member Senior Leadership Team
- Director of Operations
- Family Ministries Director
- Director of Programming, WA, and Communications
- Student Ministry Pastor
- Student Ministry Coordinator
- Children's Pastor
- Elementary Ministry Director
- Children's Ministry Coordinator
- Bridge Disability Ministry Director
- Bridge Coordinator
- Young Adult Pastor
- Care Pastor
- Care Coordinator
- Associate Pastor
- Director of Visual Arts
- Media Coordinator
- Communications Coordinator
- Staff Writer and Editor
- Scheduling and Events Coordinator
- Facility Supervisor
- Campus Services

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- Safety and Security Coordinator
- Women's Ministries Director
- Men's Ministries Director
- Administrative Staff

Overall, we have 50 FTE and around 80 total on staff

Major Ministries of the Church

- Student Ministry
- Children's Ministry
- Young Adult Ministry
- Men's Ministry - Monday night and Friday morning
- Women's Ministry - primarily Tuesday Bible Studies and JAM (Just Among Moms)
- ABFs - Adult Bible Fellowships on Sunday AM
- Home Groups (Quakertown Campus)
- Bridge Disability Ministry
- Divorce Care
- 2 to 1 Premarital Ministry
- Bux Mont Counseling Center
- The Center Consulting Group

Outreach Programs Overview

- Wednesday night Clubs for Elementary Age
- Wednesday night for Middle School
- Sunday night for High School
- Our new priorities are focusing on new initiatives for outreach - some will be on campus, some will be out in the community
- Easter and Christmas are also planned major outreaches with nearly 15,000 in attendance for all of our services during those times

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

Evangelical - Moderate

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Published Theological Statement

1. THE BIBLE

We believe the Bible, the 66 books of the Old and New Testaments (39 Old Testament, 27 New Testament), to be the inspired Word of God, completely true in all it affirms and without error as originally written. It is the complete revelation of His will for the salvation of all people, sufficient and authoritative for faith and life, and that there are no other writings similarly inspired by God. Psalm 119:9,105; Matthew 5:17-18; John 10:34-36; 2 Timothy 3:15-17; 2 Peter 1:19-21; 3:15-16

2. GOD

We believe in one God, who has revealed Himself in the Bible, in nature, and in man's conscience as the Creator, Lawgiver, and Judge; existing eternally as Father, Son, and Holy Spirit. By His sovereign power, God continues to sustain His creation, and by His providence, He orders the affairs of men and nations according to His wise, eternal plan. He is infinite in His wisdom, unchangeable in His attributes, righteous and loving in all His ways. Deuteronomy 6:4; Matthew 28:19; John 1:1-3; 10:30; Acts 5:3-4; Ephesians 1:3-14*

3. HUMAN BEINGS

We believe that human beings were created in the image of God to have fellowship with Him. Tempted by Satan, they rebelled against God and were alienated from Him. As a result, all human beings became guilty before God, subject to sin's power, inclined toward disobedience to God's moral law, and unable to please God apart from His saving grace. Genesis 1:26-27; 3; Psalms 8; Jeremiah 17:9; Romans 1:18-3:23; 5:12-21; Ephesians 2:1-5*

4. JESUS CHRIST

We believe that Jesus Christ is fully God, who became fully human by a miraculous conception and virgin birth. He lived a life of perfect obedience to the Father and voluntarily atoned for the sins of men and women by dying on the cross as their substitute, and rose bodily from the grave, thus satisfying divine justice and accomplishing salvation for all who trust Him alone. He achieved victory over death and the powers of evil, and ascended into heaven where, as the only mediator between God and humanity, He continually intercedes for His people. Luke 1:26-35; John 1:1-3,14,18; 3:16-18; 1 Corinthians 15:3-5, 20-26; Philippians 2:5-11; Colossians 1:15-23; Hebrews 1:1-4; 1 John 2:1-2*

5. HOLY SPIRIT

We believe that the Holy Spirit is fully God, who applies the saving work of Jesus Christ to sinful human beings. During this age the ministry of the Holy Spirit is to convict, regenerate, indwell, guide, instruct, empower, and uniquely gift the believer for godly living and service, so that the church is built up. John 14:15-31; 16:8-15; 1 Corinthians 6:19-20; 12:4-26; Galatians 5:22-23; Ephesians 5:18; Titus 3:5*

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6. SALVATION

We believe that the central purpose of God's revelation in the Bible is to call human beings into fellowship with Himself. Salvation is spiritual deliverance from alienation, guilt, bondage, and death, as well as restoration to spiritual fellowship, righteousness, freedom, and life for all who trust in Jesus Christ. It originates and is sustained by God's sovereign and loving grace, is based on Christ's saving work, is received by faith alone, and is expressed in a lifetime of developing holiness, obedience, and love. Romans 3:21-31; 5:1-2; 6:23; 8:1-17; Galatians 2:15-21; Ephesians 2:1-10*

7. THE CHURCH

We believe that the Church is the body of Christ, the community of all believers who are united to Christ and to one another by the Holy Spirit. The Church is called to worship God and to demonstrate His gracious character in the world by proclaiming the gospel, making disciples from all nations, observing baptism and the Lord's Supper, maintaining the unity and purity of the body, and seeking to apply the truths of Scripture to the needs of people. Matthew 16:18; 28:18-20; John 17:20-26; 1 Corinthians 11:23-26; Ephesians 4:1-16*

8. LAST THINGS

We believe that Christ will return at the close of this age to raise the dead, judge all people, and consummate His kingdom. Unbelievers will be separated from God and experience everlasting conscious torment in hell. Believers will be received into heaven and will experience everlasting life and fellowship with God. Matthew 13:39-42; 24:36-44; Luke 21:25-35; 1 Corinthians 3:11-15; 1 Thessalonians 4:13-5:11; Revelation 19:11-16; 20:11-15; 21:1-5*

9. FAITH AND PRACTICE

We believe the Statement of Faith to be an accurate summary of what the Bible teaches. Calvary Church recognizes that it cannot bind the conscience of individual members in areas where the Bible is silent. Rather, each believer is to be led in those areas by the Lord, to whom he or she is ultimately responsible. All members shall refrain from advocating doctrines that are not included in the Statement of Faith in such a way as to cause dissension.

What theological hills will you die on?

Our hill is built on our absolutes. 1-8 as mentioned prior in our statement of faith are our absolutes. We are glad to discuss convictions and preferences with any candidate.

Hot-Button Social/Cultural Issues for Your Church

- LGBTQ - we are in discussion about how to handle the balance of truth and love in regards to the LGBTQ community. The LGBTQ community is part of our culture. How will we as a church reach this community with love, while being able to lovingly express what we believe is true in the Bible?
- Social justice - God calls us to act justly, love mercy, and walk humbly with Him. We are called to lives of justice and mercy so how are we modeling that as the Church.

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Biggest Church 'wins' in the last 18 months?

Baptisms, a new member of Senior Leadership Team, re-launch of Wednesday night clubs for elementary to Wednesday night Kids Clubhouse and hired our first full-time Bridge Disability Ministry Director

Biggest Opportunity for Your Church in the Next 12 Months

Connections is a major opportunity for us. We haven't succeeded well at the Souderton campus. This hire is very strategic and will have a great opportunity to help create something exciting and fresh. People want to be connected and want to grow in the relationship with Jesus, together. We're also very excited about the new initiatives and the continued investment as we go out into our local communities and serve them.

Title of Position You Are Hiring

Senior Leadership Team Pastor

Category of Hire

Discipleship / Small Groups

Full-Time Position?

Yes

Overall Description of this Position

Calvary Church operates under a leadership structure that utilizes a team of pastors, rather than one Senior Pastor. Calvary is seeking an additional pastor to complement the Senior Leadership Team as we step through succession planning for the future. The expectation is for the new pastor to immediately join the leadership team and eventually for two of the current Senior Leadership Team pastors to step down from their leadership positions as part of the succession plan. The successful candidate will exemplify effective teaching/communication skills and be willing to share preaching responsibilities. Additionally, this role will be responsible for leading the Connections Ministry. The Connections Ministry is designed to guide and encourage attenders to find belonging and community at Calvary. The leader of the Connections Ministry will embody and extend our culture, mission, vision, and values. They will be responsible to further develop, grow, and cultivate our assimilation process. As the point person, they will be responsible for all aspects of connection strategy, events, and support of their teams (staff and volunteers). They will support church growth, vitality, discipleship, and outreach. A priority initiative will be the development of Home Groups at the Souderton Campus. Our desire is for the Connections Ministry to be a highly relational ministry that is passionate about helping people connect to Christ, to one another, and to Calvary Church.

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A successful Senior Leadership Team Pastor will possess the following:

Essential

- A vibrant relationship with Jesus Christ
- Exemplary character
- Known for being a compelling Bible teacher
- Exceptional relational skills and high level of emotional intelligence
- Experience in building teams and creating collaborative environments
- Proven gifts of a catalyst leader, including generating and launching new initiatives, attracting and mobilizing people to serve, and communicating with passion and story

Highly Preferred

- 7-10 years of leadership experience, preferably some of which was in a church
- Experience in large church preaching/leadership (+1,000 congregants)
- Seminary education

Reporting Relationship

Board of Elders

Goals and Expectations

We are realistic in that the full onboarding process could take up to a year. That time will be spent getting to know Calvary, the culture, and the northeast culture depending on where they are from. During that time, our primary expectation is to build relationships on staff, in the congregation, and in the community. Without that, we don't feel like any candidate will be able to understand how to get people connected to Calvary and each other. During this time, they will be able to dream and lay the groundwork with the ultimate goal of having people find that they belong and are connected to Calvary and the body of Christ.

Educational Preferences

Formal training and education are needed for this position

Age vs. Experience

Highly prefer 7-10 years of experience

Denominational Affiliation

Not important

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How important is geographical location to you?

Someone familiar with the northeast part of the U.S. is preferable

What skills are you looking for specifically?

- Leadership, teaching ability, exceptional relational skills, catalyst
- Ready to join the Senior Leadership Team

Equipper or Doer?

Equipper

Attractional vs. Missional

Attractional

Personal Characteristics Desired

- We work hard in a fast-paced environment and expectations are high
- Sense of humor - be able to have fun and laugh at yourself
- Exemplary character and integrity
- Collaborator

What would immediately disqualify someone?

- Disagreement with our absolutes
- Proven experience and track record

Urgency

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Finally...

Calvary's Connections Pastor loves Jesus and has a passion to connect our church body and community to life in Christ and one another.

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Public Job Posting

Senior Leadership Team Pastor

Calvary Church

Souderton, PA

Calvary Church in Souderton, PA is looking for a new Senior Leadership Team Pastor. Calvary Church operates under a leadership structure that utilizes a team of pastors, rather than one Senior Pastor. Calvary is seeking an additional pastor to complement the Senior Leadership Team as the church steps through succession planning for the future. This position will oversee the Connections Ministry designed to guide and encourage people to find belonging and community at Calvary.

What you'll be doing:

- Share preaching responsibilities
- Lead the Connections Ministry
- Developing, growing and cultivating the assimilation process
- Developing Home Groups at the Souderton Campus
- Launching new initiatives to attract people to the church
- Embody and extend the church's culture, mission, vision, and values

Skills you'll need:

- Seminary education
- Ability to teach the Bible in a compelling way
- Highly relational
- Strategically gifted leader
- Passion about helping people connect to Christ and the Church
- 7-10 years of leadership experience, preferably some of which was in a church
- Experience in a church of at least 1,000

Calvary Church is a 75-year-old non-denominational church located in the northern suburbs of Philadelphia. Approximately 3,000 adults, students, and children attend our two campuses. Souderton is close to major cities, the Jersey Shore, and the mountains (Poconos) as well. We are close to Philadelphia as well as larger suburban towns like King of Prussia, Doylestown, and Montgomeryville. There are plenty of options to get involved in the local communities, and the surrounding areas have a strong sense of community and are very welcoming.

Does this sound like an environment in which you would like to serve?

<https://www.chemistrystaffing.com/calvary-connections>