

The Profile of the Lead Pastor

The Lead Pastor has a Master of Divinity degree or higher from an accredited evangelical seminary. He is not just capable with the gospel—he is passionate for the gospel and proficient in gospel-centered ministry. Simply put, he loves Jesus. He has a propensity and skill with biblical and theological thinking, as well as missional action. He is in full agreement with Calvary's Statement of Faith and Position Statements. As such, he has either been ordained in the EFCA or will be ordained within the EFCA within the first year of employment at Calvary .

The Lead Pastor is a proficient biblical expositor of the Scriptures—relational, applicational, and empathetic as a communicator. He is a highly effective communicator as affirmed by multiple generations and peoples.

The Lead Pastor exemplifies the biblical qualities of an elder along with the values of the church. He demonstrates humility and grace, with a willingness to accept responsibility for his own failures regardless of fault. His strong devotional life clearly exhibits his personal values and beliefs. He serves as an example of a loyal friend and family member, who can properly balance the obligations of professional and private life.

The Pastor has strong conflict resolution skills and commitments. He can take criticism that may not always be warranted while pursuing peace as much and as quickly as possible. He demonstrates peace-making in relationships and reconciliation.

The Lead Pastor demonstrates a true heart for pastoral ministry, especially a heart for shepherding the elders, staff, and congregation in a team model approach. While enjoying his private time, he still enjoys people and communicating with others. He is pleasant, poised, friendly, and informal. He is a sincere and genuine person. People often affirm that he is "present" when with others. He relates well to all generations, ethnicities, and "origin stories."

The Lead Pastor has at least ten years of proven successful leadership in a pastoral position of a large growing church with multiple staff. He has a track record for building ministry.

Vision-casting is a large element in the Lead Pastor's skill set. The Pastor wants to participate in a going, growing organization. He is a big-picture person. He can consolidate and convey many ideas, both packaging and representing them well in a cohesive, comprehensive vision in an influential manner. He champions the vision of Calvary Church without hesitation.

The spiritual gifts of leadership and wisdom are required for the Lead Pastor to function in his role at Calvary. Although he has an appreciation for structure, he exhibits a willingness to be flexible in adaptive leadership. He is a good change manager with a high comfort level with change. Indeed, people affirm his curious and inquisitive mind and strong adaptive leadership skills. He is known for a willingness to pursue opportunities and take calculated risks to reach goals and fail—and then humbly and genuinely learn from failures. He graciously allows others to fail, as well.

The Lead Pastor is impassioned for healthy leadership and relations. He has high self-awareness, emotional intelligence, and relational intelligence. As an adaptive leader, he keeps and demands good boundaries and relationships. He understands the power and

necessity for structure within a high-paced, changing world. So, he is aware when he thinks outside the box and why, and still champions the gospel-oriented structures and processes of the church.

The Lead Pastor is predominantly and confidently intuitive; he often reaches an initial, automatic conclusion based on an inner sense. However, he is also committed to assuring that intuition is balanced with data and understanding. He does not make “snap decisions” unrelated to everything else that must be considered. He trusts the people who make decisions based on evidence, especially for risky decisions.

A low energy person will not work well at Calvary Church. So, the Lead Pastor has a fairly large “platter.” Though he knows his own pacing—self-confident enough to know when he needs to slow down or seek rest—he has an energy level that is high enough to be productive and successful even with sudden diversionary activities. In his own mind he can accommodate additional areas of interest or meet energy demands in seasons of flux required by circumstances or leadership needs.

The Lead Pastor prefers to work with leaders who have a strong sense of direction and purpose. The Pastor remains active with the Elder Board, Staff Executive Team, church staff, and other teams. He is a team builder with an emphasis on attracting men and women into shared team leadership within the church. He is a balanced person who can delegate authority, responsibility, and detail. He actively promotes and supports team and organizational goals. Known for being an adaptive, creative thinker, he still has a propensity to stretch towards both delegating to others and towards proactive, intentional leadership at the same time. He treasures a cooperative type of loyalty among leaders, and therefore often defers in many situations to others in order to accomplish what is expected in a consistent manner.

The Lead Pastor prefers to delegate matters of a technical, detailed, administrative nature to others.

Additionally, the Pastor has the wisdom for when to get involved in strategic planning and tactics. He does not have to be highly skilled in strategic planning. He empowers other people to follow up details and strategies, but his capacity for strategic thinking is enough to be an involved and knowledgeable team player. He understands when something requires strategy he needs to be part of. He is willing to champion both processes and outcomes.

The Lead Pastor demonstrates Christian unity with other church leaders from different ethnicities and backgrounds for the furtherance of the Kingdom.