



Dear Pastor,

Thank you for your interest in the position of Lead Pastor at Calvary Baptist Church, McAllen, Texas. The following is a list of qualities that we would like to see in our future pastor. We understand that each person has their individual strengths and weaknesses, and that a "lengthy" list can yield an improbable match. Nevertheless, this is a summary of comments from our search committee and key leaders, and we hope that it gives prospective candidates a better view of how we view God at work in our midst.

Profile of our Ideal Candidate:

1. EDUCATION AND EXPERIENCE:

- Ordained minister holding to Baptist teachings and the 1963 Baptist Faith and Message.
- At least five and preferably ten years of experience leading a congregation.
- A Bachelor's degree and a completed seminary degree at a Master's level is preferred.
- Five (5) or more years of experience leading a staff of ten (10) persons or more is preferred.

2. PERSONAL AND PROFESSIONAL QUALIFICATIONS AND CHARACTERISTICS:

- Able to preach biblically-sound sermons which effectively communicate the heart of God to the hearts of both believers and non-believers.
- Connects well with others in a personable, caring manner and is easily approachable.
- Demonstrates a high-degree of cross-cultural intelligence and sensibility.
- Handles well the demands of being a Lead Pastor while shepherding his family well.
- Receives and gives feedback with truth and grace.
- Able to speak Biblically about relevant cultural issues we face.
- Works well with teams and develops other leaders around him.
- Able to communicate in English and Spanish.

- Possesses a deep love for the local church "as she is" coupled with a desire to see her grow further into maturity and greater witness.
- Possesses desire to support mission endeavors, locally, nationally and internationally.
- Ministry style flows from his own personal experiences with God and others.
- Fosters and supports the home church, children's ministry, choir programs and mentorships for individuals seeking careers in ministry.
- A communicator who keeps the staff, committees, and congregation well informed to foster unity in the body.
- Exudes a shepherd's heart and meets people at their times of need - illness, hospitalization, family crisis.
- Aligns with the doctrine and faith of Texas Baptists, including adhering to the 1963 Baptist Faith & Message. Understands that Calvary is aligned with the Baptist General Convention of Texas and will continue in that relationship.
- Is a person of prayer, led by the Spirit, growing in wisdom and seeking the vision God has for Calvary.
- Has an empathetic and humble demeanor.
- Has the gift of leadership with a bias toward action.
- Is qualified to pastor according to 1 Timothy 3:2-7.

3. OTHER CHARACTERISTICS:

- The next Lead Pastor at Calvary should be sufficiently healthy to carry out the often-stressful duties of the position and be able to put in long hours when necessary.
- He will need to pass criminal, financial, and sexual misconduct background checks. He should comply with the Church's constitution and bylaws and all established church policies and procedures as well as all applicable state and federal laws.
- Is willing to be accountable in a close relationship with a Christian brother.

4. PRIMARY RESPONSIBILITIES:

The Lead Pastor will be responsible for the overall vision and direction of Calvary Baptist Church and accountable for the shepherding of the church family and staff. This includes:

- Leading the preaching ministry as the primary teacher/preacher for the church.
- Overseeing the ordinances of baptism and the Lord's Supper.
- Embodying the mission and vision of Calvary as someone who is a disciple-maker who "Gathers, Grows, and Goes."
- Providing leadership to the Deacon ministry to ensure effective pastoral care at Calvary.
- Representing Calvary by engaging our community through relationships with other pastors and community leaders in the area.

- Setting the tone for the general culture of Calvary's staff while leveraging the Executive Team as a resource to manage and direct the staff's day to day operations.

5. ABOUT CALVARY:

Our church is a unique blend of multicultural currents that reflects the Rio Grande Valley. Our history has evolved from a mostly Anglo church in the early '90s to a church that more accurately reflects our community. Calvary is now approximately 60% Hispanic, 30% Anglo, and 10% Asian. Initially planted in 1957 in what, at the time, was the north edge of McAllen, our campus now sits centrally located within the rapidly growing McAllen Metro Statistical Area. Our immediate neighborhood has great potential as many new young families have moved in and re-built modern homes.

Our church consists of three (3) unique worship services (while still maintaining the sense of a single congregation):

- The 9:30 Classic Service, which keeps us rooted in healthy traditions of our faith;
- The 11:00 Contemporary Service, which provides a welcoming entry point for reaching younger generations; and
- The 12:30 Spanish-language Service, in contemporary format, which enables us to reach into the large Spanish-speaking majority of our region.

While this brings a lot of layers of complexity to ministry at Calvary, it is also one of the distinctions that sets us apart from nearly every other church in the area.

Historically Calvary has been known for our strong music, children, and student ministries. We are currently in a Children's Pastor search as our beloved Children's Pastor retired after 26 years of service at Calvary. Our student ministry has expanded in recent years by adding a Young Adult Gathering on Tuesday nights. Our adult choir is led by very talented leaders from professional schools of music.

A brief intro to Calvary would not be complete without a word about our strong commitment to Missions. Approximately 20% of our tithes and offerings goes to support local, regional, and international missions. We firmly believe God has blessed Calvary through the years because of our consistent and generous investment in His mission. Evangelism and discipleship go hand in hand for us, and we hope to see this continue to guide how we do ministry at Calvary.

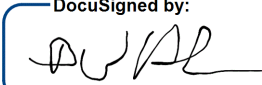
If you feel that God might be leading you to Calvary Baptist Church, we invite you to apply by sending us a cover letter and your resume to the following email address:

LPSC@Calvarymcallen.org

We look forward to hearing from you.

Sincerely,

CBC LEAD PASTOR SEARCH COMMITTEE

By:  **DAVID HEFLIN, Committee Chairperson**

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