

Opportunity Profile for the Position of Senior Pastor Calvary Monument Bible Church

March 2018

Overview of the Church:

The mission of Calvary Monument Bible Church is “to be a multigenerational community following Jesus in a missional, relational, biblical, transformational life.” Our catch phrase is: **Christ — Mission — Bible — Community.**

Spiritually our congregation is a mixed multitude. There is a strong core of highly committed Christians who are passionately in love with Jesus; they express this love as they interact with their brothers and sisters in Christ in the church and as they reach out beyond our church ‘walls’ sharing the love of Christ. There is also a group of unmotivated believers and not-yet believers who are involved in the church as spectators, not participants.

The committed core involves approximately 250 volunteers who engage in ministries within the church such as Sunday school and Adult Bible Fellowships, Awana, youth groups, prayer groups, women’s ministries, Stephen Ministry (trained encouragers), an extensive ministry to shut-ins, mission support ministries, and a variety of training opportunities. Beyond the walls, members are engaged in after-school children’s ministries with Child Evangelism Fellowship, community ministries like The Factory Ministries, City Gate Mission, adult mission trips in the USA and overseas, and mission endeavors to places inside and outside the USA. Our church hosts youth Bible quiz competitions among area churches and participates in a number of para-church organizations (Cornerstone Pregnancy Care Center, Hope International, The Factory Ministries).

Our former lead pastor, Bryan Sanders, served at CMBC for five years, beginning in February 2013. He led the church through a transitional ministry time. Pastor Bryan had a B.A. from Pillsbury, an M.Div. from Calvary Theological Seminary and advanced studies at Westminster Theological Seminary.

Prior to Pastor Sanders, Pastor Bob Reid served for 32 years and now holds the honorary position of Pastor Emeritus. He has served on the board of trustees for Cairn University (formerly Philadelphia Biblical University) and is now serving as Pastor at Large at Lancaster Bible College. Before Pastor Reid, Ken Wilcox served as senior pastor for five years, and prior to that time, Clarence Lefever served as senior pastor for 45 years. With these men, the church has had an active ministry in our area since 1931.

Our other church pastoral staffing currently consists of a full-time Pastor of Administration & Adult Ministries (14 years on staff), and a part-time Visitation Pastor. Other ministry staff include: a part-time Children’s Director (30 hrs/wk) and a part-time Youth Director (10/hrs a wk), a full-time Worship Coordinator/Executive Assistant, and two full-time secretaries. The church also employs a full-time custodian and a full-time facility manager.

CMBC is an Independent Bible Church that is evangelical in nature and style. The current and most recent pastoral staff have educational backgrounds from Cairn University (formerly Philadelphia Biblical University), Moody Graduate School, Capital Baptist Theological Seminary, and Lancaster Bible College. The government of CMBC is vested in its membership

and is facilitated through the Board of Elders (currently 11 men). The Elders have appointed/or are appointing deacons to help facilitate the ministry of CMBC—Missions, Benevolence, Compassion, Prayer, Connecting, and Outreach.

The church currently has two Sunday morning worship services that are blended in style (mixture of contemporary and traditional). The current average attendance on a Sunday morning (both services) is 425, down from a high of 653 in 2005. Sunday School (Children & Youth) and Adult Bible Fellowships average 325 in attendance on a Sunday morning—students averaging 100 and the Adults 225. The Wednesday night Youth Ministry averages approximately 30 students. The Wednesday night Awana program is averaging 100 students.

The church age demographic is:

- 9% are of unknown age
- 28% are under age 24
- 15% are between the ages of 25 and 45
- 26% are between the ages of 46 and 65
- 21% are over the age of 65

CMBC is an area-wide church. Families commute up to 30 minutes to attend our church. One unique aspect of our church is the number of extended families that attend here: grandparents, parents, children, and other relatives all worshipping together. We truly are a family!

The ministries budget for 2018 is \$764,000; the missions giving (separate from the general ministries budget) was \$307,400 in 2017. Total giving to the church was over one million dollars in 2017. The church has no debt.

The church is located in a rural setting. It sits on a 7.85 acre site (including cemetery) that is “land-locked”. Any new building projects would require careful planning and approval from state and local agencies. The auditorium seats approximately 700 and was built in 1996, and the offices, foyer, and nurseries were remodeled in 1997. The fellowship hall / Awana game area / youth game area is equipped for 200 people and was built in 1983. The main children’s area and the adult classroom area were remodeled in 2016. There is a separate, small youth building on site that can accommodate approximately 50 youth—this is where the current Wednesday evening and Sunday morning youth ministry takes place.

The Opportunity:

While CMBC has a rich history and we want to remember and be appreciative of that, we do not want to live in the past. There is prayerful hope that God will use this transition to bring a fresh vision and a renewed commitment to our mission. The leaders in the church have confidence that a solid foundation exists, which a new senior pastor will be blessed to build upon.

The new senior pastor will strategically invest in the life of the church and discern, with the help of the leadership and staff, the distinct identity and future focus. He will be eager to learn about CMBC and the surrounding area by meeting with Elders, staff, key ministry leaders, and by studying the Ministry Area Profile (updated).

The senior pastor is the chief under-shepherd, vision-caster, preacher, and leader of Calvary Monument Bible Church. He is to preach the Word of God for the purpose of life-change, oversee the general service direction, cast vision under the power of the Holy Spirit, lead the

staff, and shepherd the flock. This ministry is to be carried out in an atmosphere of love, cooperation and mutual accountability, leading to the accomplishment of the mission and vision under the direction and enabling power of the Holy Spirit. He is to provide oversight to the general spiritual condition and direction of the congregation.

Although much of what this description describes is what he is to do, more important is what he *is*—his spiritual life, character, demeanor, and attitude must always represent Christ. Although not perfect, he is to strive to be able to say along with Paul: *“Follow my example, as I follow the example of Christ”* (1 Corinthians 11:1).

CMBC Ministry Area

The church is located in the southeastern part of Lancaster County. The area in which CMBC ministers is made up of rural areas and small towns—Paradise, Gap, Quarryville, and the surrounding areas. The population of our ministry area is approximately 173,755 people, with 72% being white and all other racial/ethnic groups comprising 28% (less than the national average of 37%)¹. The area is expected to grow by about 5.2% (more than the U.S. average of 3.2%). The average household income of the area is \$63,500 a year. The primary “lifestyles” of this area can be described as rural working families and established country families. The Amish make up a significant portion of the population in our ministry area, and a number of ex-Amish do attend our church. While our ministry area is still known for conservative values and strong family units there is a growing influx of non-traditional family structures.

Our community enjoys a unique balance of scenic, agricultural landscape with small-town living, but in close proximity to the major metropolitan areas of Philadelphia (1-1/4 hrs), Baltimore (1-3/4 hrs), and Washington D.C. (2-1/2 hrs). Outlet malls are only 15 minutes away, as are numerous tourist and shopping attractions. The city of Lancaster (population of 55,000) is approximately 25 minutes away from the church.

There are many K-12 schooling options available in our area, including multiple public and private schools depending on where a family resides and on personal preferences, Home school co-ops are also available. All three schooling options (public, private, home school) are represented in our congregation. For college education there are several local options, including public (Millersville), private (Franklin & Marshall), Christian (Lancaster Bible College), and technical (Thaddeus Stevens College of Technology).

A person likely suited for this position

- Meets the qualifications of an overseer/elder as described in 1 Timothy 3:1-7 and Titus 1:5-9.
- Holds an M.Div. or an equivalent degree from a reputable evangelical seminary or an advanced degree with demonstrated evangelical biblical scholarship.
- Ordained to the ministry. If not ordained, he must be willing to pursue ordination through CMBC and be able to meet all the standards that we hold.
- Agrees with our doctrinal beliefs, will agree to uphold our Constitution and Bylaws and is able to support, defend and teach the Doctrinal Statement of Calvary Monument Bible Church.

¹ The statistics given in the CMBC Ministry Area section come from the 2012 Ministry Area Profile done for us by the Percept Group, Inc.

- Has a minimum of 10 years of leadership experience in ministry as a senior/lead pastor.
- Is currently serving (or has recently served) in a thriving church or other successful ministry.
- Has had frequent speaking opportunities, both pulpit and teaching.
- Committed to expository preaching as the primary method of proclaiming the word of God.
- Has been part of a team in a multiple staff setting and has led staff. He has demonstrated leadership, communication, and administrative abilities.
- Works well with a ministry team and communicates well—to Elders, staff, and congregation.

Inquiry Process

If you believe that you are qualified as a Pastor/Shepherd described in this profile, that your ministry gifts match the type of congregation and ministry setting we are in, and after prayer you sense that God is leading you towards this opportunity, we encourage you to submit your name for consideration. We will handle all candidate information confidentially and will only check references with your permission. Please provide us with the following information:

- Resume
- Doctrinal statement
- Statement of current ministry situation
 - What are you doing now in ministry?
 - Why are you seeking a new position?
 - What are you seeking in a new position?

When the information listed above has been received, we will review the documents and respond in a timely manner to you, either requesting additional information or letting you know that we are continuing our search.

Please e-mail your information to Edie Weaver at eweaver@calvarymonument.org. Or you may mail documents to: Calvary Monument Bible Church, Attention: Mrs. Edie Weaver, 1660 Mine Road, Paradise, PA 17562