



CALVARY BAPTIST CHURCH

PASTOR SEARCH COMMITTEE

Reasons for the proposal

- Constraints of not finding suitable candidates in the process
- Desire to not settle for “the next best” candidate
- No recognized day-to-day staff leadership
- Lessons learned through the process so far
- Enables us to widen the field of candidates

Benefits of this Structure

Specialization of Roles

- Executive Pastor – manages overall church functions
- Campus Pastor – creates and delivers sermons and pastoral care

Enhanced Leadership Capacity


- Pastoral team approach with the Council
- Executive Pastor facilitates programs and focus
- Executive and Campus pastors work together on discipleship development

Benefits of this Structure

Increased Pastoral Engagement with the Congregation

- Campus pastor has more time to interact with the members
- More time to develop sermons and mentor future pastors

Sustainability and Longevity

- Separation of duties will help prevent pastor burnout
 - Focus on training and development of deacons and lay elders
 - Reduces impact on future recruitment
 - Better organization for future growth
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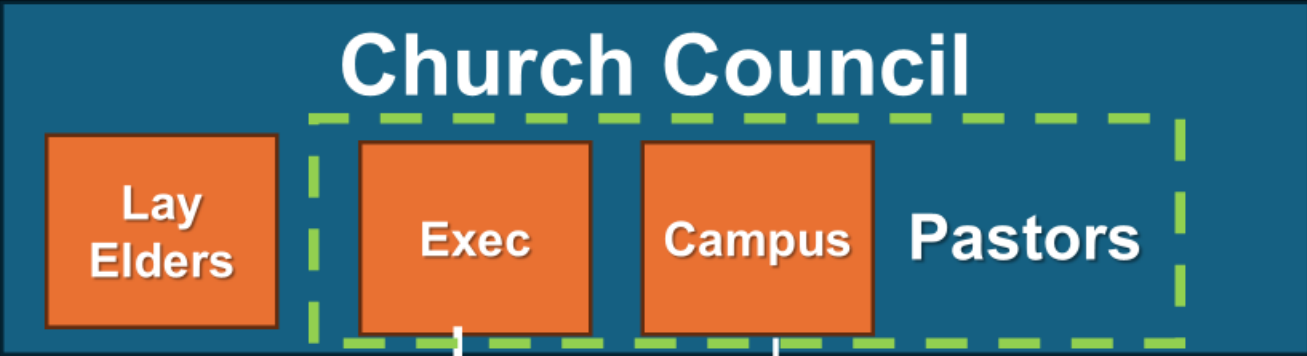
Executive Pastor Functions

- Serve on the Church Council
- Supervise all staff other than campus pastor and worship leader/director
- Manage the day-to-day staff and operations
- Coach and encourage staff development
- Work in conjunction with the campus pastor for discipleship development
- Assure the pulpit is covered in the absence of a campus pastor

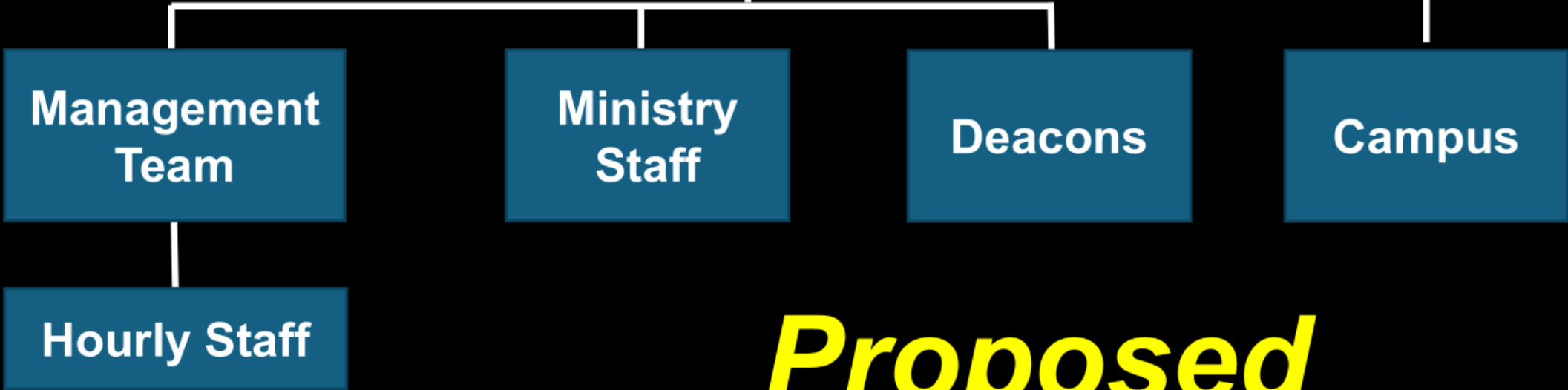
Campus Pastor Function

- Serve on the Council
- Develop and present meaningful, biblically sound sermons
- Provide pastoral care (emotional and spiritual support, Crisis intervention, Grief support, marriages, funerals, etc.)
- Mentor and develop the preaching team
- Oversee the Worship Team
- Work in conjunction with the executive pastor for discipleship development.

**Council focus:
Doctrine, Ministry,
Direction of Body,
Vision**



**Exec Pastor Focus:
Staff, Operations,
Finance, Ministry**



Proposed