**Calvary Church**

**Stockton, CA**

**Lead Pastor Position Description**

**About Us**

Calvary Church is located in Stockton, California in the heart of the San Joaquin Valley in Northern California. Stockton is the twelfth largest city in California with a population of 322,00 (2021).

The church is located in an established neighborhood ¼ mile from Interstate 5, the main north-south freeway through Stockton. The majority of the congregation commutes to church, with a few neighborhood congregants. It has long been the church’s mission to involve members of the immediate neighborhood in the life of the church, and the most success has been achieved within the last three years.

Average weekly attendance is 60 adults and 12 children. Children’s attendance in Sunday School has gone from zero on most weeks from 2016 to 2021 to the current 12. This tremendous growth is due to the commitment of the former Lead Pastor and staff, supported by church members and leaders. The congregation is encouraged by the addition of new families and children and supports this as a primary focus.

Calvary Church was first founded in 1898 as the Stockton Independent Church by three Japanese American missionaries. Historically a church for the Japanese American community, today we are a diverse, multi-generational community where everyone is welcome. We exist to help people find their way back to God and to reach our local community with the love of Jesus, while helping people to grow spiritually through community, discipleship and mission.

Current staff includes an administrative assistant, a custodian, and a maintenance worker. Vacant positions include a family minister and a media specialist.

**Lead Pastor Responsibilities**

Serves as the primary directional and functional leader of the church as it pursues its mission.

Serves as Head of Staff

Leads vision casting to advance the church’s mission

Encourages and leads the spiritual growth and health of congregants

Provides pastoral care and counseling

Provides leadership for increasing and encouraging new believers

Provides leadership for increasing church membership and encouraging new members

Plans for and supports missional involvement of the church

Leads the church in its outreach to the community

Actively promotes the mission and vision of Calvary Church

Provides counsel and leadership to the Board of Deacons and Board of Directors

Wisely leads and stewards the church’s human and financial resources

**Lead Pastor Activities**

Delivers Bible-based practical sermons that are relatable and appealing to both young and mature congregants

Arranges for and oversees guest preachers when absent

Administers the sacraments of communion and baptism

Officiates at weddings, funerals and memorial services

Leads the planning for weekly worship, special and holiday services

Plans for and leads Bible study groups and supports educational programs for congregants

Serves as Moderator of the Board of Deacons

Serves as Chairperson of the Board of Directors

Serves as Head of Staff, overseeing the church staff and the day-to-day operations and having responsibility for hiring and dismissal of all staff, in conjunction with the Board.

Plans for and leads Bible study groups and supports educational programs for congregants

**Lead Pastor Characteristics**

Lives out their faith and leads others to do the same

Demonstrates a wise and discerning spirit

Is a passionate worshiper of God

Seeks and promotes prayer as a priority, both personally and in the life of the church

Demonstrates compassion and heartfelt love for people with a Christ-like concern for their spiritual, physical, mental, and emotional well-being

Seeks to equally demonstrate strength and humility

Possesses a passion for mentoring, discipleship and helping others develop their gifts

Is personable and approachable

Seeks to be involved in the community

Enjoys being in relationship with congregants and interested in the events of their lives

Actively participates in the activities and events of the church

**Lead Pastor Qualifications**

Is a relational communicator and leader

Demonstrates commitment to continual spiritual, professional and personal growth

Adheres to the Statement of Faith

Willing to become a member of Calvary Church

Is baptized by immersion or willing to be baptized

Must be or shall become an ordained minister in agreement with the faith and practice of Converge Worldwide or an organization to be selected by the Board and in alignment with Calvary’s Statement of Faith. Recognition and acceptance of previous ordination shall be at the discretion of the Board, so long as the Lead Pastor is in alignment with Calvary’s Statement of Faith.