

## **Pastoral Profile: Position Announcement**

**First Calvary Baptist Church of Norfolk, Virginia** is seeking a committed, experienced, and visionary pastor of esteemed character to serve as spiritual leader to the congregation and chief administrator of the church. The candidate should be licensed and ordained in the Baptist Church, with seminary and higher education degrees from accredited institutions.

The candidate, who is expected to embody Christianity in both word and deed, must have breadth and depth of biblical knowledge sufficient to prepare and deliver thoughtful, relevant, and inspirational sermons and to teach the Word with clarity and passion. The candidate is also expected to engage in continuous Bible study and participate in spiritual and denominational activities both within and beyond the local church.

Effective communication and management skills are required, as is a leadership style that is collaborative, inclusive, innovative, dynamic, and open to new ideas. It is expected that the selected candidate will provide guidance and support to church organizations and missions and be approachable and unifying in his/her interactions. Commitment and vision for expanding the membership and increasing youth activity are essential.

The responsibilities of this position are those typically associated with full-time senior pastorate of a Baptist church, to include preaching; teaching; counseling; ministry to the sick and bereaved; performance of church ordinances; officiating at weddings, funerals, and other official functions; and generally serving as chief administrator and overseer of all functions and personnel of the church.

Salary is negotiable.

### **How to Apply:**

Interested applicants should submit the following:

1. A cover letter expressing your interest in, and qualification for, the position
2. A current resumé that highlights your ministerial experience and accomplishments, and your educational and seminary preparation, in addition to other relevant personal information
3. Copies of academic and seminary degrees, and of ministerial license and ordination
4. 3 – 5 References who can attest to your character and ministerial record
5. A recent photo

Submit complete Candidate Package no later than December 31, 2016 to:

First Calvary Baptist Church  
**Attn: Pastoral Search Committee**  
813 Henry Street  
Norfolk, VA 23504

## **A Profile of First Calvary Baptist Church**

First Calvary Baptist Church, established in Norfolk, Virginia in 1880, is a traditional Baptist fellowship with a mission of leading souls to Christ through the preaching and teaching of the gospel of Christ; strengthening the faith of believers through worship, study, and fellowship; and impacting the community through Christian love and service. The church holds membership in the American Baptist Churches of the South and the Lott Carey Baptist Convention. One of the oldest African-American congregations in Norfolk, First Calvary has been designated a historic landmark and is located in Norfolk's renewed and vibrant Church Street corridor. In close proximity are other prominent African American churches, downtown Norfolk, Norfolk State University, and the historic Attucks Theater. From an initial membership of four, the church reached a membership height of over 1500, but has seen a gradual decline over time.

Due to the death of our former pastor, after 43 years of service, the church is currently in search of a new pastor. The former Associate Pastor, now Interim Pastor, and the church's Trustee Board comprise the church's leadership team.

With its current membership of approximately 350, First Calvary holds two Sunday worship services, at 7:00 and 11:00 a. m.; the latter service is also broadcast via local radio. The aging congregation, a diverse blend of working class parishioners and professionals, is a dedicated and engaged fellowship that maintains a welcoming and rich spiritual environment through its worship services, Sunday School, Bible study, and auxiliary ministries. However, the congregation is acutely aware of the need to attract and sustain an increased active membership, particularly younger people, and to replenish the leadership vacancies occasioned over time by age and death. The church, with its historical succession of well-prepared and dynamic preachers and teachers, and its outstanding choral and instrumental music program, is well-regarded and respected in the community. Its modest community outreach, that includes the radio broadcast, a food pantry, Vacation Bible School, and holiday donations, is effective but in need of expansion.

The membership decline, particularly of younger people, over the past several years is a matter of considerable concern, as is the matter of leadership vacancies, especially deacons and trustees. The congregation is hopeful that with the selection of a new pastor; increased membership; imaginative programming for youth, young adults, and seniors; and collaborative involvement of leaders and parishioners, these conditions will be improved. Informed, energetic, committed, creative, and dynamic pastoral leadership is central in this effort.