

CALVARY BAPTIST CHURCH



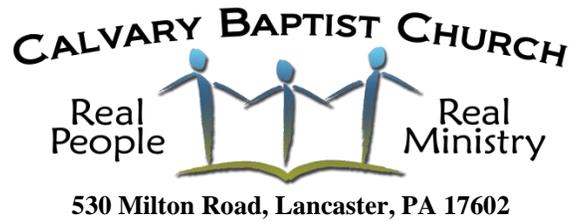
Ministry Profile

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Calvary Baptist Church Ministry Profile

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Prospective Pastoral Candidates,

Calvary Baptist Church is seeking a full-time licensed or ordained minister for the position of Senior Pastor. We are seeking an energetic, enthusiastic, well-organized, creative person who is dedicated to the spreading of the Gospel through the local church. Candidates for this position must have a personal commitment to Jesus Christ as their Lord and Savior and must demonstrate the reality of that relationship through their life and testimony. Candidates should have bachelor's degree and preferably a master's degree in Divinity or the practical life experience equivalence.

Calvary Baptist Church is located just outside Lancaster City adjacent to West Lampeter Township. It has been in existence for over 40 years and has a strong core of mature believers. The church is financially stable with the ability to use its finances through missions and other outreach programs to reach our world for Christ. Calvary's pastor of the last 13 years has decided to move on to a new stage of ministry for himself and his family which opened this position.

Anyone interested in applying for this position or desiring more information should contact the church at cbcpastorsearch20@gmail.com.

Thank you.

Chad Shelley
Pulpit Committee Chairman

Church History

In September of 1974, a small nucleus of believers who had been meeting in the chapel of the Lancaster Theological Seminary contacted Dr. E. R. Jordan, pastor of the Calvary Baptist Church of Lansdale, PA. Under the guidance of Dr. Jordan and the Lansdale church, this group of believers was reorganized as a new church with eleven voting members. Alan Potter, an assistant pastor in Minneapolis, MN, was called in November by God's leading and a unanimous vote to be their first pastor. He arrived in Lancaster on December 11, 1974, to begin his position as the shepherd of the new work, Calvary Baptist Church.

The newly formed church rented and began to meet in the old Church of Christ building along Lincoln Highway East. Initially, the church received financial support and guidance from Calvary Baptist Church of Lansdale. The Lord blessed with growing attendance and increased giving allowing the church to support itself by March of 1975. All funds from Lansdale stopped and Calvary Baptist Church of Lancaster became a completely independent, self-supporting, and self-governing body.

In October 1977, the congregation moved to a larger rented facility in the former Acme building at Bridgeport, also along Lincoln Highway East. It was there that the growing church voted unanimously to purchase 3.89 acres of land along Longfellow Drive for \$30,000. The Lord blessed and the church was able to pay off the land within six months. A groundbreaking service was held on December 11, 1977 with the work to build an auditorium and education wing beginning in the spring of 1978. By God's grace, the church completed four subsequent building projects to provide for the growing needs of Calvary Baptist Church. A second-floor education wing was added in December of 1979, the head pastor's office and conference room in June of 1981, the education building addition, fellowship hall, and kitchen in November of 1982, and the gymnasium and stage in the spring of 1986.

The church started a student pastor program in the summer of 1975 with Rich Hall serving as the first preacher boy. After completing his seminary training in 1978, Pastor Hall was called as the first full-time assistant pastor. Pastor John Colyer was added as the youth pastor in 1981, also ministering as the choir director. Pastor Hall left in 1985 to become head pastor of Calvary Baptist Church in Washington Township, NJ, a work that this church had helped to reestablish. In 1987, Pastor Potter resigned to become the president of Pillsbury Baptist Bible College. Pastor Colyer followed shortly thereafter to become the dean of men at Pillsbury Baptist Bible College. Pastor Rich Hall returned to become the second senior pastor of Calvary Baptist Church in the spring of 1987. Pastor Bob Metze came on staff that October to become the next youth pastor. Pastor Dale Parmer answered the Lord's call in August of 1993 when the church saw the need for an additional assistant pastor.

As our building projects were taking place, Calvary Baptist Church was also active in helping to establish other independent, Bible-believing, New Testament churches. In the spring of 1978, Calvary Baptist Church in York, PA was started and supported until January of 1979 when they became a self-supporting, independent church. In January of 1985, the Lord led our church to start Highland Baptist Church in Parkesburg, PA, and support continued until it became self-supporting. Also, in 1985, our church helped reestablish Calvary Baptist Church in Washington Township, NJ. In 1995, our church began working with a Haitian Ministry. Maranatha Haitian Bible Church is now a self-supporting and independent church.

Under the leadership of Pastor Potter, the church had the vision to start a Christian school as a ministry to help meet the spiritual and educational needs of the children of our members. Calvary Baptist Christian School opened its doors in the fall of 1980 with Mr. Jon Tuttle as principal. The initial year included kindergarten through sixth grade with seventh and eighth grades added in the second year. Each subsequent year another grade was added until the school was complete through to twelfth grade. A preschool was added in the fall of 1999. Over the years the Christian School was a blessing to many with a faithful staff who also actively ministered in the Lord's work at Calvary Baptist Church. In the summer of 2002, the congregation voted to close the school after 22 years to refocus our energies and resources on the work of the local church.

In the spring of 1986, a Nehemiah project was created to raise funds through sacrificial giving to pay off the loan for our gymnasium. The Lord provided and the church had a mortgage-burning ceremony for the gym note on March 19, 1995. The members of Calvary Baptist Church rejoiced greatly in the continued goodness of the Lord

as a second mortgage-burning ceremony was held in the summer of 2003 as the final payment had been made on our church mortgage.

In June of 1999, Herb Searfoss followed the Lord's leading and came on the staff of Calvary Baptist Church as the minister of music. He also taught in the school and led the school's choirs. Pastor Metze and his family were called by the Lord in July of 1999 to the mission field of Mexico and were commissioned in February of 2000 as the first missionaries to be sent out from our church. In July of 2000, the Lord led Pastor Tim Binkley to Calvary Baptist Church to replace him as youth pastor.

Pastor Hall resigned his position as senior pastor in the summer of 2003. Pastor Binkley also left in August of 2003 to take a position in Maryland. Pastor Kevin May was called as senior pastor in September of 2004 and resigned in September of 2005. Pastor John Jewers was called as the next senior pastor in June of 2006. Upon recently announcing his resignation, his last Sunday with us will be March 1, 2020.

Pastor Jewers' ministry over the past 13 years has been one of healing, spiritual growth, and stability. Our church was hurting upon his arrival due to the closure of our school, resignations of our most recent senior pastors, and the decline in membership that resulted from these events. Under his leadership, Calvary Baptist Church returned to a more biblical philosophy of ministry that is Christ-centered and grace-filled. Wounded hearts have been healed, our people have become more grounded in the Word, the testimony of the church in the community has improved, men have been sent into full-time ministry, our buildings have received needed upgrades and repairs, and the church has become financially stable. Pastor Jewers has stated that his decision was not made due to any major underlying problems. He simply believes that the time has come for the ministry at Calvary Baptist Church to now be shepherded by another spiritual leader.

With the departures of Pastor Parmer and Pastor Searfoss in 2007, Pastor Jordan Clark served with Pastor Jewers as Associate Pastor of Family Life Ministries from 2008 to 2014. Currently, Pastor Gary Roberts serves part-time as Director of Community Outreach and Member Care. He remains with the church and has served in this role since March of 2017.

Constitution & Doctrinal Statement

Multiple sections of our constitution have been revised in recent years. Major revisions included the addition of a purpose statement, clarification on the qualifications, expectations, and discipline of our membership, and the inclusion in our doctrinal statement of our beliefs on various moral issues. Our constitution does demonstrate that our church is led by pastors, served by deacons, and governed by the congregation. A copy of the most recent edition can be found at the link below.

<https://cbclancaster.com/wp-content/uploads/2020/01/Constitution-Rev.19-Booklet.pdf>

Ministry Philosophy

Based on our understanding of God's Word, we believe that Calvary Baptist Church exists so that its members, both individually and corporately, can glorify God by exalting the Creator, evangelizing the sinner, equipping the believer, exemplifying the Savior, and encouraging the saint. We seek to carry out these goals in the following ways:

A. By emphasizing the need to be balanced.

As our church and its members seek to glorify God, we strive to exalt, evangelize, equip, exemplify, and encourage simultaneously. We believe that each of these ministries is of vital importance to the spiritual health of the church and that, when done with proper balance, they put the church and its members in a better position to glorify God.

B. By emphasizing the need to be obedient.

As our church and its members seek to glorify God, we strive to do so within the boundaries God has defined for us in His Word. We believe things like church polity, doctrinal purity, biblical unity, biblical love, indigenous ministry, heart development, relational integrity, servant leadership, family emphasis, biblical holiness, financial integrity, and quality ministry are all important and that they must not be overlooked.

C. By emphasizing the need to be creative

As our church and its members seek to glorify God, we strive to think outside of traditional boxes in order to keep pace with the changes in the cultural setting that surrounds us. Creativity keeps our church's ministry fresh and vibrant while the scriptural boundaries keep us from doctrinal compromise.

D. By emphasizing the need to be active.

As our church and its members seek to glorify God, we strive to leverage the talent and giftedness of our pastors, deacons, lay leaders, and members alike, encouraging each to roll up their sleeves in sacrificial service to their Lord. We fully recognize that ministry doesn't just happen on its own. It requires people.

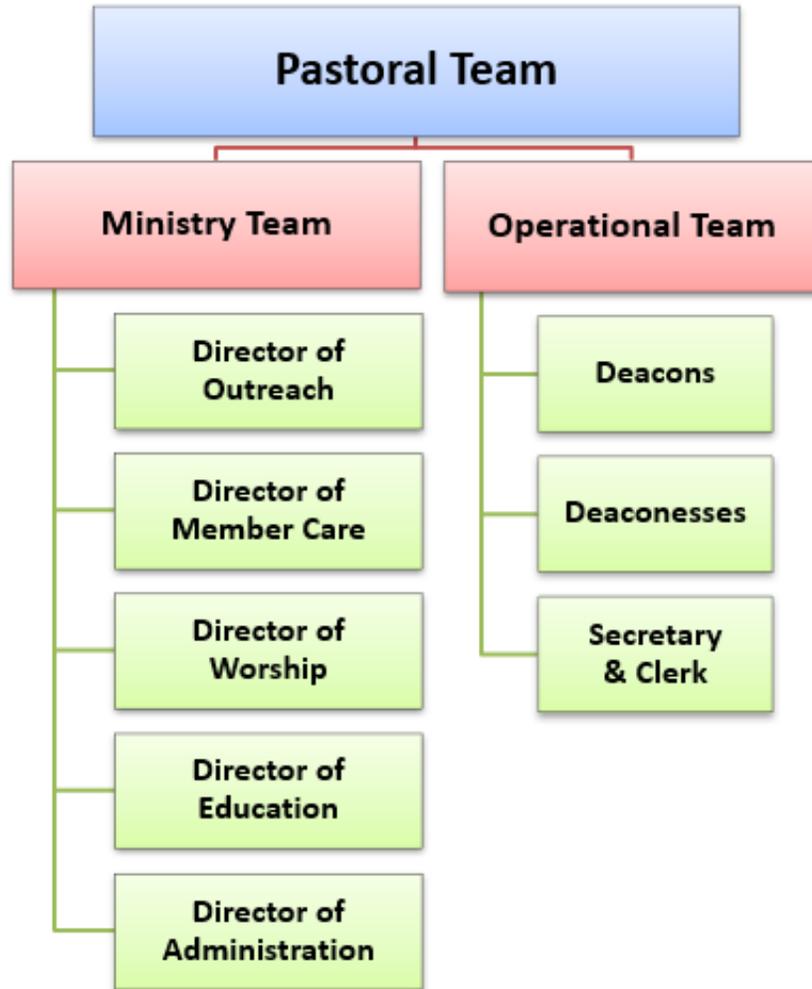
In summary, our philosophy of ministry could be stated as follows:

Calvary Baptist Church exists so that its members, both individually and corporately, can glorify God by exalting the Creator, evangelizing the sinner, equipping the believer, exemplifying the Savior, and encouraging the saint. We seek to accomplish this by emphasizing the need for our people to be balanced in their goals, obedient in their methods, creative in their thinking, and active in their service.

This is the philosophy of ministry practiced by our church. An expanded explanation of this philosophy along with its scriptural basis is available upon request. The ideal candidate will be expected to be in whole-hearted agreement with our philosophy of ministry.

Organizational Structure

In recent years, Calvary Baptist Church has been blessed to have been served by pastoral teams that have provided the spiritual oversight needed within our congregation, specifically within the areas of leading, preaching, teaching, shepherding, and administration. The following charts represent their oversight of the ministry and operational teams within our church. The chart on this page provides a general overview of how these teams are aligned while the charts on the next page illustrate in greater detail the responsibilities of those who serve in these capacities.





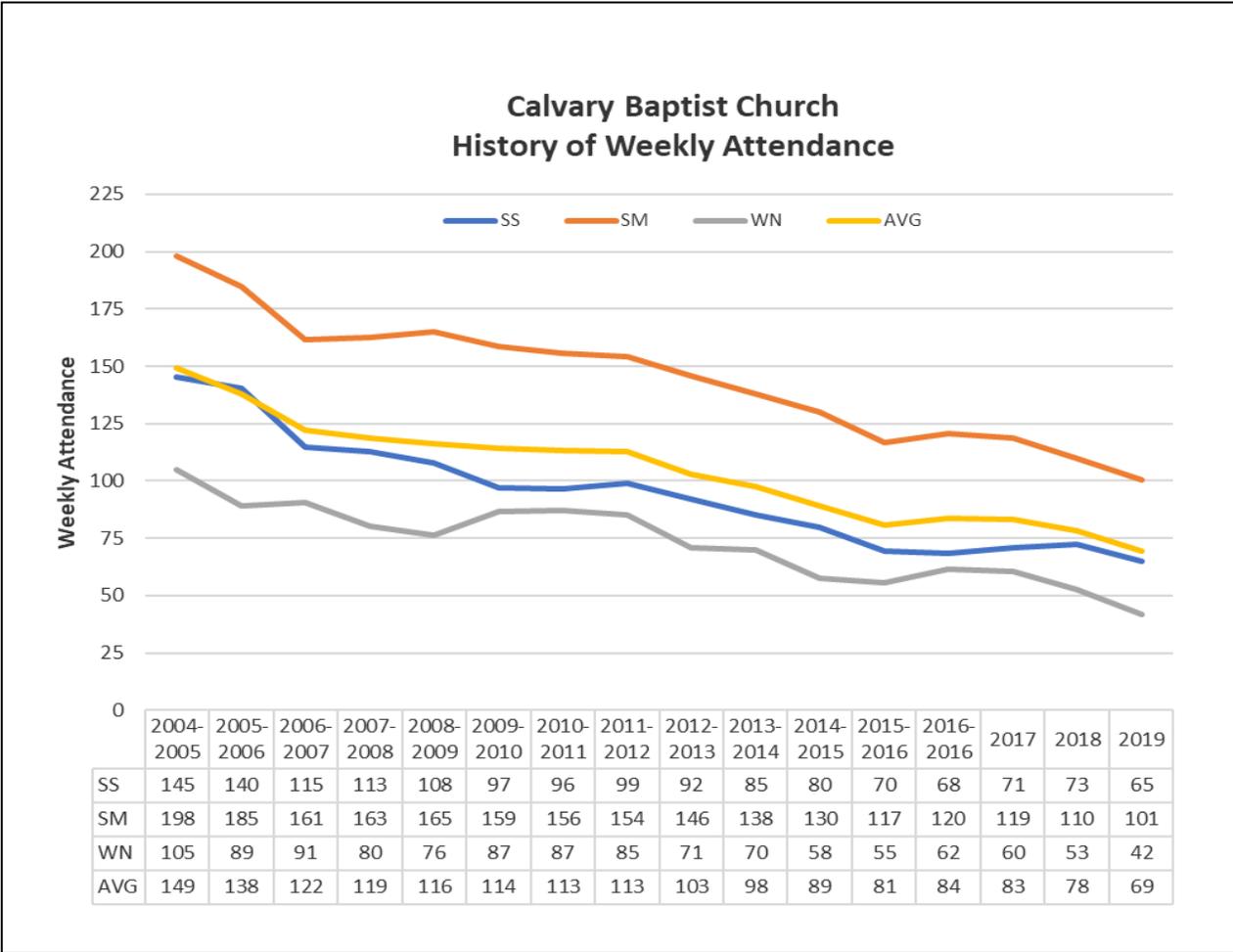
Membership & Attendance

The total membership at Calvary Baptist Church has declined in recent years for various reasons. In 2006, the church was hurting and recovering from the closure of our Christian school and the resignations of the senior pastors who were serving prior to that time. The ministry stabilized under the leadership of Pastor Jewers and Pastor Clark through the year 2012 and began a slow decline again in 2013. God has called many of our older members to heaven, some have moved away, and we rejoice that several of our families have chosen to answer God’s call and are currently serving in full-time vocational ministry. Sadly, others have either not agreed with the outworking of our ministry philosophy and/or have been losing the battle with sin. While smaller in number, our present membership is healthier in spirit having gone through the growing pains of becoming a more Christ-centered and grace-filled community.



There are currently 107 members of Calvary Baptist Church. This represents a total of 132 individual family members (spouses and children) who are regularly connected to our ministry through the membership of at least one individual in the family. This is represented in the chart below. This chart does not represent non-members and their family members who may or may not regularly attend.

Age	Representation by %	Representation by #
0-12	11%	15
13-18	8%	10
19-35	14%	19
36-55	21%	28
56-75	20%	27
76+	25%	33
Total	100%	132



Ministries & Local Outreach

Our church web site provides a good overview of our church and its ministries. Please visit the links below for more information.

<https://cbclancaster.com/connect/what-to-expect/>

<https://cbclancaster.com/connect/gatherings/>

<https://cbclancaster.com/connect/growth-groups/>

<https://cbclancaster.com/connect/family-ministries/>

<https://cbclancaster.com/connect/counseling/>

<https://cbclancaster.com/calendar/>

Our church family has reached out to our local community in various ways over the years. In addition to our regular ministries, special events have included Vacation Bible School, Kids Day in the Park, Dinner Theaters, Picnic-in-the-Lot, Magic Shows, Community Band Concerts, Guest Choirs, OinkFest, West Lampeter Fair, 4F Community Nights, Men’s Gym Night, Ladies Teas, Christmas Banquets, Easter Dramas, Church Picnics, and Retreats and Summer Camps at Camp Calvary.

Missionaries

Calvary Baptist Church has always had a heart for missions and hosts a missions emphasis month each year in February. Our missions program is supported through the grace giving of our members with 14% of our overall church budget designated to the support of 15 families serving in 11 different countries around the world. We have a great relationship with all our supported missionaries and do our best to pray for them regularly and assist with their ministries in other practical ways as we are able.

Finances

Calvary Baptist Church is financially stable with healthy checking and savings accounts and no debt. We have good accounting practices in place to maintain our financial integrity and we seek to operate within our annually budgeted amounts for payroll (~57%), ministry (~4%), operations (~25%), and missions (~14%). Current employees include the Senior Pastor, a part-time Director of Community Outreach & Member Care, a part-time secretary, and two part-time custodians. We also lease our building to four different tenants throughout the year – a university-model Christian school, a homeschool co-op, a youth baseball association, and an after-school program for children. The revenue from these agreements helps to lighten the financial burden of our facility and ministry.

Facilities

Calvary Baptist Church has been blessed with an over 30,000-square-foot facility that houses our main auditorium, church offices and conference room, lobby, nurseries, educational wings, fellowship hall, and gymnasium. A new HVAC system was added to our auditorium in 2007 and the roof was replaced in 2009. With current seating set up for approximately 400 people, this room was also refurbished in 2010 with the additions of new carpet and upgraded sound and video technology. A new boiler was installed in 2012. Other areas of our building are slowly being refurbished as God provides the resources to do so. A master plan is in place for other renovations to accommodate the future growth of the church.

Local Community

Our church sits right on the edge of Lancaster City just on the north side of the West Lampeter Township line. Lancaster county is a wonderful place to live with good schools and many activities for families to enjoy. More information on our community can be found at the links below.

<https://datausa.io/profile/geo/lancaster-county-pa>

<https://datausa.io/profile/geo/lancaster-city-east-lampeter-lancaster-&-west-lampeter-townships-puma-pa>



Senior Pastor Job Description

Calvary Baptist Church is seeking a Senior Pastor to serve this local congregation. The ideal candidate for this position will be a man of prayer and the Word and will be chosen based upon the following criteria:

I. Scriptural Qualifications

The ideal candidate will meet the scriptural qualifications of a pastor. These qualifications are found in I Timothy 3:1-7 and can be divided into four general categories.

- A. The Pastor's personal life must be in order. He must strive to remain above reproach, faithful to his wife, balanced, serious-minded, and well-ordered within his life and ministry.
- B. The Pastor's public life must be in order. He must be sociable, a skilled teacher, and one who avoids alcoholic consumption. He must not be given to aggression or greediness. Furthermore, he must be kind, work hard to settle matters peacefully, and be content.
- C. The Pastor's family life must be in order. He must be a good and godly leader in his home both for his wife and his children.
- D. The Pastor's spiritual life must be in order. He must be a mature Christian who is humble and who stands out as a positive testimony of Christ to the lost.

The ideal candidate is not expected to be perfect. However, he is expected to live a life that is consistent with these qualifications.

II. Scriptural Responsibilities

The ideal candidate will be able to fulfill the following responsibilities of a pastor. These are not listed in any order of preference or importance but are found throughout the scripture and could be grouped as follows:

- A. The Pastor is to be a shepherd. It is his responsibility to feed and protect the flock of people that God has entrusted to his care. He should be people-oriented and sensitive to the needs of the flock. (cf. Jer.23:1-4; I Pet.5:1-3; Act.20:27-31)
- B. The Pastor is to be a leader. It is his responsibility to demonstrate spiritual maturity while respecting the opinions and needs of other people. A pastor should cast the vision for ministry and inspire others to follow that vision. (cf. Num.11:16-17; I Tim.4:6-12; I Tim.5:17-20)
- C. The Pastor is to be an administrator. It is his responsibility to oversee all areas of ministry, delegating tasks to other qualified and capable people to ensure that God's work is accomplished as efficiently, productively, and effectively as possible. (cf. I Tim.3:1-2; Eph.4:11-13)
- D. The Pastor is to be a teacher. It is his responsibility to develop his own base of scriptural knowledge and then to impart that knowledge to others. (cf. Eph.4:11)
- E. The Pastor is to be a preacher. It is his responsibility to study the Word of God and effectively explain, illustrate, and apply it to others. (cf. I Tim.4:1-2)

The ideal candidate may be stronger in some areas of responsibility versus others; however, it is expected that he be able to show some level of competency within each of the areas listed above.

III. Ministry Philosophy

In summary, our philosophy of ministry could be stated as follows:

Calvary Baptist Church exists so that its members, both individually and corporately, can glorify God by exalting the Creator, evangelizing the sinner, equipping the believer, exemplifying the Savior, and encouraging the saint. We seek to accomplish this by emphasizing the need for our people to be balanced in their goals, obedient in their methods, creative in their thinking, and active in their service.

This is the philosophy of ministry practiced by our church. An expanded explanation of this philosophy along with its scriptural basis is available upon request. The ideal candidate will be expected to be in whole-hearted agreement with our philosophy of ministry.

IV. CBC Constitution & Doctrinal Statement

It is expected that the ideal candidate be in complete agreement with our doctrinal position and have no significant disagreement with the Constitution of Calvary Baptist Church.

V. Educational Requirements

Calvary Baptist Church believes it is important for its pastors to be adequately trained and well-equipped for the spiritual task to which God has called them. The ideal candidate will have at least a bachelor's degree and preferably a Master of Divinity. Consideration will be given to the candidate who is currently pursuing higher education or whose life and experience gives sufficient evidence that he is in fact adequately trained and well-equipped for the task.

VI. Flexibility and Adaptability

As with any ministry, there are times when pastors will be called upon to go above and beyond the call of duty to perform ministry functions that fall outside of their area of defined responsibility. The ideal candidate should be ready and willing to adjust and adapt in order to meet the pressing needs of our ministry at any given time. Calvary Baptist Church is looking for a team player, not a person with a go-it-alone, narrow-minded mentality. Each member of our body is considered vitally important and we believe that God is best glorified when we work together, leveraging the talents and gifts of all the people God has placed among us.

VII. Compensation & Benefits

Ministry itself is a sacrifice and it is not our desire to call a man and his family to minister in our church without providing for their needs. Calvary offers a modest salary with a designated housing allowance. Additionally, Calvary makes provision for health, life, and long-term disability insurance, maintains an accountable reimbursement plan for mileage and ministry expenses, and provides the Senior Pastor with one month of annual paid vacation. This is a paid, full-time, salaried position and the ideal candidate will be compensated accordingly. Salary and benefits will be determined at the time of hire and attention will be given to the candidate's experience and needs at that time.

How to Apply

Interested parties should submit their cover letter and resume to Chad Shelley by email at cbcpastorsearch20@gmail.com.

Please read our [church profile](#) and [constitution](#) prior to submitting this documentation.

Calvary Baptist Church is located at 530 Milton Road, Lancaster, PA 17602
For more information on our church, please visit www.cbclancaster.com.