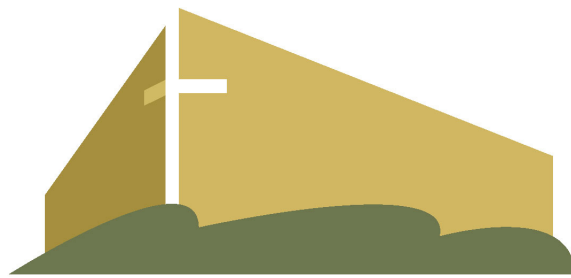


MINISTERIAL RESIDENCY PROFILE



CALVARY
BIBLE CHURCH

KALAMAZOO, MICHIGAN

WWW.CALVARYBIBLE.ORG

Being and making disciples who display and proclaim the Lord Jesus Christ



Overview

The Calvary Bible Church Ministerial Residency has been created to equip theologically trained young men for pastoral ministry by helping them gain experience and develop skill in the areas of evangelism, teaching, pastoral care, and ministry leadership.



The Church

Calvary Bible Church, an independent Bible Church located in Kalamazoo, Michigan, was founded in 1939 by individuals seeking to form a fellowship centered around the clear, uncompromising proclamation of the Gospel and the careful exposition of the Word of God. These distinctive convictions continue to define Calvary's philosophy of ministry. In recent years the church has grown to an average Sunday morning attendance of approximately 1,500 with nine Ministry Staff members.



Since 1996, Calvary has been led by Senior Pastor, John Munro. Dr. Munro was an attorney in Scotland for ten years before being called by God to preach the Word. He is a graduate of Edinburgh University, Scotland. He earned a Master of Theology degree and his doctorate from Dallas Theological Seminary. John has pastored churches in Pittsburgh and in Canada.



Candidate Profile

Each man selected for Calvary's Ministerial Residency must meet the same profile expected of other pastoral staff members (excluding ministry experience).

- His life and character must measure up to the character qualities of 1 Timothy 3:1-7 and Titus 1:5-9.
- He must subscribe to the Constitution and Statement of Faith, Philosophy of Ministry, church order and practice of CBC.
- He must be disciplined with life habits which reflect a balanced stewardship of personal resources, devoted to prayer, personal Bible study, the husband of one wife (never divorced) with his own house in order. His wife (if married) and family will be supportive of the ministry of CBC and agree with the move to the Kalamazoo area.
- He must be strong in personal relationships having a shepherd's heart and having a deep love for all people, saved and unsaved. He will be mature and able to relate well to people. Also he will be willing to spend time with people on a one-on-one basis.
- He must have a clear passion and giftedness for teaching the Word of God and discipling men.
- He must demonstrate reasonable skill in administration and time management.
- He must have at least one graduate degree (M.Div. or Th.M.) from a conservative seminary.
- He must be committed to continual spiritual and intellectual growth including a consistent reading and study schedule.
- He must have the heart and attitude of a true servant, willing to approach ministry as a servant leader (Mark 10:42-45). He must also be a self-motivator able to work with excellence on his own when required, and willing to assume those responsibilities assigned to him.
- He must be in sound physical and emotional health, able to carry out energetically his schedule.
- He and his wife (if married) must be faithful participants in the ministries and services of the church.

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General Responsibilities

As opposed to many church internship programs, Residents at Calvary will function as members of the Pastoral Staff. We believe this on-the-job training under the oversight and guidance of other experienced Pastors is the primary benefit of the program. These responsibilities include, but are not limited to the following.

- Teaching weekly
- Participating in weekly Pastoral Staff meetings
- Participating in monthly Elder meetings
- Hospital and shut-in visitation
- Discipling believers

Specific Responsibilities

Each Resident will also be assigned a specific area of ministry oversight in addition to teaching ministry. We believe that this area of oversight will enable the Resident to develop the variety of skills involved in ministry leadership – areas such as planning, recruitment, training, delegation, administration, and evaluation.

Ministry Exposure

To encourage a well rounded ministry perspective, Residents will be exposed to a variety of ministry areas. These may include: worship and music, missions, evangelism and discipleship, counseling, youth ministry, children's ministry, seniors ministry. Each Ministry Exposure Module will combine reading, observation, and experience to give the resident an understanding of the breadth of issues and philosophical considerations bearing upon the respective area of ministry.

Objectives and Evaluation Periods

Evaluation Period 1 Objectives (Months 1-3)

- Get oriented to community and congregation.
- Establish basic ministry schedule and routines.
- Evaluate existing ministry in areas of oversight and set goals.
- Observe at least five pastoral visits.
- Undergo two teaching evaluations and set goals for improvement.

Evaluation Period 2 Objectives (Months 4-6)

- Begin implementation of ministry goals and evaluate progress.
- Complete one ministry exposure module.
- Conduct at least five pastoral visits with another Pastoral Staff Member.
- Undergo two teaching evaluations and set goals for improvement.

Evaluation Period 3 Objectives (Months 7-12)

- Begin regular rotation in pastoral visitation.
- Complete two ministry exposure modules.
- Evaluate progress toward ministry goals and adjust goals as necessary.
- Undergo two teaching evaluations and set goals for improvement.
- Preach in one worship service and undergo evaluation.

Extension

Residents who demonstrate satisfactory progress and growth may be invited to extend their residency for an additional year with the objective being the completion of Calvary's ordination process.

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Compensation

The Resident will be licensed by Calvary Bible Church and will be compensated as a full-time ministry staff member.

Search Process

Men interested in participating in the residency program should submit a resume to Calvary's Associate Pastor, Bryan Craddock (bryancraddock@calvarybible.org). Applicants who are selected as candidates will enter a formal interview process. They will be asked to submit a seminary transcript, a list of personal references, and a written philosophy of ministry. They will also be asked to complete a thorough questionnaire covering personal qualifications and theological convictions.

CALVARY

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