



SENIOR PASTOR

Opportunity Profile

CALVARY CHURCH |
Roseville, MN

Overview

Calvary Church recently navigated a challenging season, facing fragmented ministries, trust issues, and uncertainty about its mission and multi-site model. But change is here! With the guidance of a skilled interim leader, the church has undergone a deep, strategic restoration. The results? A renewed spiritual energy, clear direction, and a vibrant, united fellowship.

Now, Calvary Church is stepping boldly into the future, launching the search for its next Senior Pastor. They believe that under the leadership of a Spirit-led, relational, and experienced individual, they can reignite their mission and make a powerful impact for the Kingdom.

The best is yet to come!

Quick Stats

- **Denomination:** Converge
- **Campuses:** Multi-site model with locations in Roseville, MN and White Bear Township, MN
- **Attendance:** 1,000
- **Worship Services:** Roseville 9 a.m. traditional; 10:30 a.m. contemporary. White Bear Lake 9 and 10:30 a.m. are both contemporary services
- **Governance:** Elder
- **Budget:** \$2.9M
- **Debt:** \$1.9M (down from \$5M just five years ago)
- **Facilities:** Roseville = 72,793 square feet; White Bear Lake = 42,454 square feet.

The Location

The incoming pastor will enjoy living near one of the church campuses while also enjoying the offerings of the area. Minneapolis offers a vibrant and dynamic lifestyle, making it an attractive place to live for a wide range of people. With a strong economy, diverse job opportunities—especially in healthcare, technology and finance—and a relatively low cost of living compared to other major cities, it provides both stability and growth potential. The state is known for its stunning natural beauty, with an abundance of lakes, parks, and trails that encourage an active, outdoor lifestyle year-round. The area also boasts a thriving arts and culture scene, with renowned theaters, museums, music venues and professional sports teams as well as a diverse culinary landscape. Its strong sense of community, excellent schools, and friendly Midwestern charm make it a great place for families, young professionals and retirees alike. For those seeking additional training, there are 11 universities and colleges within 5 miles of the Roseville Campus.

The Opportunity

In March 1944, prayer meetings and Bible studies at Professor Rueben Omark's home laid the foundation for an evangelical presence near Bethel University. By 1945, worship services had begun in the Bethel Seminary chapel, led by seminary student Harold Carlson. On November 3, 1947, the growing ministry was officially established as a church.

The church experienced gradual growth over the decades, but its most significant expansion came with the arrival of Pastor Richard Schoenert in 1988. Committed to the mission of "reaching families with children at home," he led the church in a way that resonated with the surrounding community. This growth prompted several building projects, culminating in 1997 with the construction of a 750-seat auditorium. During this period, attendance would reach 1,500.

Between 2002 and 2004, Calvary Church sought to expand its reach by establishing a second campus or planting a new church within a 10-mile radius north of its original location. This vision ultimately led to a merger with Christ Community Church, a congregation facing internal challenges. The merger resulted in a unified church under the Calvary Church organization, operating as "one church in two locations."

The arrival of the most recent Senior Pastor following the retirement of Pastor Schoenert was met with high expectations and optimism. However, succeeding a predecessor who served for 25 years presented inherent challenges. Over the past decade, Calvary Church experienced a decline in attendance, driven in part by the impact of COVID-19 and some staff turnover. These factors, along with the staffing mismatch of the former Senior Pastor, have led to a loss of direction and diminished trust, marking one of the most challenging periods in the church's history.

Through a period of consultation, it was decided to place the search for a new pastor on hold until the church could regain its footing. Pastor Rich Schoenert, Calvary Church's Senior Pastor from 1988–2012, returned as the Intentional Interim Pastor, guiding the church toward transformation. In September 2024, a Sacred Assembly marked a pivotal moment of confession and repentance, fostering healing and renewed hope. Under Schoenert's leadership and the Elder Board's direction, governance structures were reformed, and a new mission—"To raise up followers of Jesus."—was established. With a clearer vision and growing commitment, the church continues to heal and move forward with optimism.

Calvary Church is one dynamic church with two unique campuses in Roseville and White Bear Township, MN. As a diverse, evangelical congregation aligned with the Converge denomination (formerly the Baptist General Conference), Calvary embraces a rich tapestry of backgrounds, faith traditions and worship styles. With a multi-generational, multi-ethnic, and multi-campus community, the church thrives on its diversity—spanning socioeconomic backgrounds, political perspectives, and worship preferences. People seeking a vibrant, contemporary service or a more traditional experience, Calvary Church offers a welcoming space where all can grow in faith and community.

Calvary holds to a conservative, evangelical and egalitarian theology. It operates under a collaborative leadership model, where a nine-member, congregation-elected Elder Board of men and women provides governance and partners with the Senior Pastor to advance the church's mission. Serving two-year rotating terms, Elders offer oversight and accountability, while the pastoral staff leads daily operations and spiritual direction. This pastor-led, Elder-supported structure fosters spiritual vitality and organizational health through shared responsibility and mutual accountability.

Calvary Church has 38 staff members, 13 of whom are full-time, while the remaining 25 work part-time. Following a recent restructuring, each campus now has dedicated staff, with a shared pool of staff resources officing out of the Roseville Campus. Specifically, the Roseville Campus is supported by two full-time and 15 part-time staff, while the White Bear Campus has three full-time and two part-time staff. Additionally, eight full-time and eight part-time staff members serve in roles that support the entire church ecosystem.

The Opportunity (continued)

Calvary Church is a multi-site church with two campuses. The Roseville location hosts a 9 a.m. traditional service with about 400 attendees, mostly over 60, and a 10:30 a.m. contemporary service with around 150 attendees. White Bear Township offers two contemporary services at 9 and 10:30 a.m. with attendance in both services at about 300. The Senior Pastor alternates between campuses, with the Senior Pastor preaching live at one campus and streaming to the other. There is interest in more expositional teaching and openness to a team-based preaching model. Both campuses provide full children's and youth programs on Sundays.

The financial position at Calvary Church is strong and reliable. The budget is \$2.9M, with an additional \$385K for missions. The church carries a current debt load of approximately \$1.9M (down from \$5M just five years ago).

The Candidate

The new Senior Pastor will be a person who walks closely with Jesus, praying fervently and listening carefully to the Holy Spirit. The Bible will be more than a textbook of theology but a source of deep spiritual life. They will be a person who delivers practical messages on Sunday that are guided by following the voice of the Lord. Sermons at Calvary need to be substantive, relatable, mature and inspirational.

The incoming pastor will embrace the challenge of leading a dynamic, complex organization to new heights. They must build trust with patience and care, prioritizing transparency, open communication and constructive feedback. A highly relational leader, they will invest time in listening to the stories of leaders, staff and congregants. By demonstrating vulnerability and a commitment to accountability, they will strengthen connections and foster a culture of trust.

The new Senior Pastor will be a collaborative leader, committed to developing discipleship pathways for all ages and ministries. They will nurture personal growth, equip members to live out their faith, and lead missional outreach within the community. Calvary's congregation seeks a deeper walk with God and desires to be a diverse, spiritually strong church. With discernment and vision, the incoming pastor will prioritize impactful ministry programming that fosters transformation and lasting influence.

Leading a multi-campus church presents unique complexities, as each location has its own culture, demographics and challenges. The incoming Senior Pastor must develop a deep understanding of both the Roseville and White Bear Township campuses to connect with attenders and guide the church forward. With a diverse congregation, wisdom and discernment will be key in navigating future direction, fostering unity and honoring different perspectives.

The staff at Calvary are talented, dedicated, and eager to partner with a Senior Pastor who values their insights and fosters a culture of collaboration. They seek a leader who will not only provide clear vision and direction but also invest in their spiritual and professional growth. A pastor who listens, encourages and empowers them will help cultivate a thriving team, united in mission and purpose.

Preferred Candidate Qualifications

These descriptions represent preferred experience or background:

- Clear alignment with the [Calvary Church](#) vision, mission, and values.
- A bachelor's degree required, with a Theological Master's degree preferred.
- A minimum of 10 years of vocational ministry experience, including multiple years of staff leadership and oversight in a church of at least 500.
- A genuine, mature, intimate and loving relationship with Jesus.
- Experience starting and leading successful new ministries and demonstrated skills to grow existing ministries.
- A passion to see people come to know Jesus and live a gospel lifestyle.
- A prayerful, humble Spirit-empowered faith journey.
- Exceptional Bible-based preaching, teaching and communication skills.
- Empowering, developmental and collaborating leader who is skilled in elevating the individuals and team around them.
- Maintains a balanced work/life perspective and personal work ethic that exemplifies integrity, high moral character and personal accountability.
- High emotional and organizational IQ.

Inquiry Process

If after reading this description you have interest in this position, and you feel you meet the qualifications for the role, you are invited to submit the following information for consideration:

1. Your **resume** or CV (**in Word format only**).
2. The **results of any personal assessments** you have completed (StrengthsFinder; DiSC; Meyers-Briggs, Working Genius, Enneagram, etc.) in the last three years.
3. At least three links to video of you teaching/preaching. Please direct us to specific messages (dates and context) that you feel best represent your communication talent.
4. Provide **five references** (one supervisor, two peer, one subordinate, and one of your choice). These references will be contacted later in the process with your prior approval.
5. **Written responses to the following five questions** (prepared and attached in a Word document, not pdf).
 1. Describe your faith in Jesus Christ. Tell us how you came to personal faith as well as your journey into full-time ministry.
 2. What is it about the opportunity at Calvary Church that attracts you to this position and what, in your experience, has prepared you for this job?
 3. What are two or three of your core strengths to build the church or ministry you have led?
 4. Describe your preferred approach to preaching.
 5. Outline your experience with and qualifications for leading a multi-site congregation.
 6. What are the key factors you believe should be present in your next ministry for you to be optimized?

Please submit your information to:

Greta Barthelemy, Search Associate

NL Moore & Associates

greta@nlmoore.com

952-210-7414