



ELDER UPDATE ON CALVARY'S SENIOR PASTOR SUCCESSION PLAN

History

Calvary Bible Church has been blessed by God's faithfulness for more than 136 years. While we have only had 13 Senior Pastors in all these years, leadership change is a healthy and normal dimension of a church family's life. The Elder Board has always known that succession was in our future. In fact, for many years the board has maintained a written emergency succession plan that is reviewed and approved annually. We are thankful for Pastor Tom and the way he has helped the board prepare for this day; we are also encouraged that he will remain at Calvary in a new role as Pastor Emeritus.

Responsibility

According to our Bylaws, the Elder Board is responsible for determining any recruitment and hiring process for a Senior Pastor vacancy (Article V. 2. a.), a vital task they have already been prayerfully and actively working on. The Board will identify, evaluate, and finally propose a candidate for our next Senior Pastor. The members of Calvary will be asked to vote on the candidate to finalize and confirm the call to the role of Senior Pastor. We ask that you join us in earnest prayer for God's clear leading in this process and decision.

Candidate

At our annual meeting on April 27, 2025, we recounted many wonderful ministries that are happening here at *Calvary Bible Church*. The Elder Board is pleased not only with what has been accomplished in last year, but with the direction Calvary is oriented toward our future. We have an outstanding staff team united together on mission and vision.

One commitment of Calvary's vision is to "empower leaders". The current staff and numerous volunteers are a clear demonstration that that is happening in all aspects of ministry. Calvary has been blessed with many gifted and seasoned leaders.

Thus, to build upon what's been accomplished and to provide stability toward the future, while at the same time, maintain current vital leadership and to continue to open opportunities for growth, the Elder Board has determined that an internal hire would be best for Calvary.

Process

There will be several steps to the process of calling the next Senior Pastor.

The Elders have identified one of our current pastors as a potential candidate. The Personnel Team of the Elders met with this pastor to discuss the Senior Pastor vacancy and invited him to enter into the interview process.

The first step of application will include a review of the candidate's credentials and other requested materials that will be provided to the Elder Board. Additionally, a questionnaire will be completed to describe the candidate's ministry philosophy, theological commitments, personal and spiritual convictions, as well as the appraisal of past ministry experience.

Elders will then formally interview the candidate and upon board approval, befittingly recommend the candidate to the members of Calvary.

Members will then be provided opportunities to meet with the candidate and Elders at town hall meetings to be held at each campus.

Finally, in accordance with our bylaws and with plenty of notice, a special Calvary membership meeting will be called and the Elders will ask for each member present to vote on affirming the call of the candidate to be the next Senior Pastor of *Calvary Bible Church*.

Summary

Please be in prayer that the Lord would lead and guide us as He has for many years past; our confidence in Him helps us to hope Calvary's best days are ahead. Prayer is our greatest responsibility together.

There are also things we can all do as members of Calvary. Continue to attend, serve, and encourage one another that we will be led by God as we trust Him together. Be prepared to engage when the opportunity comes to attend one of the town hall's meetings. And sometime before the fall, God willing, be ready to come to a special membership meeting and lend your voice to the call of the next Senior pastor of Calvary.

If you have specific questions for the Elders you may reach out to us at elders@calvarybible.com.

We'll be praying for you, please be praying for us.

The Elders