

# Executive Pastor Hiring Packet



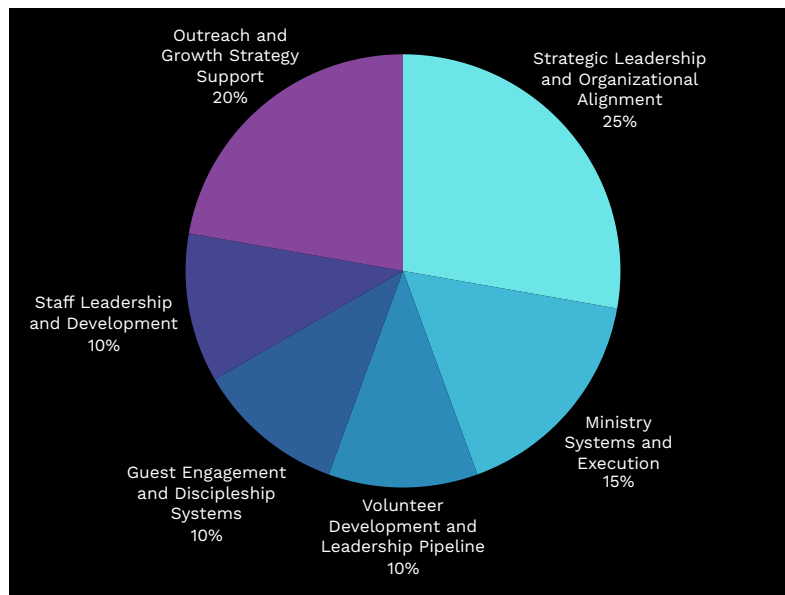
Our Next

# Executive Pastor

The Executive Pastor (XP) serves as the key partner to the Senior Pastor in leading Calvary Church toward its mission of raising up followers of Jesus Christ. This role exists to ensure that vision becomes reality through clear systems, aligned ministries, and strong execution.

The XP will lead the development of ministry systems, volunteer leadership pathways, and organizational clarity, helping Calvary move from a primarily staff-driven model to a leader- and volunteer-driven church.

This role focuses on alignment, execution, and multiplication, allowing the Senior Pastor to remain focused on mission/vision, preaching, and spiritual leadership.



To Apply

- 1) Review the information in this hiring packet
- 2) Submit your cover letter and resume online [calvarychurch.us/connect/employment](https://calvarychurch.us/connect/employment)
- 3) Within a couple days, watch for a confirmation email with direction for next steps

# Responsibilities

**Core Mandate:** To translate vision into action by building systems, developing leaders, and ensuring consistent execution across all ministries.

## Strategic Leadership and Organizational Alignment

- Partner with the Senior Pastor to clarify and execute church-wide vision and priorities
- Ensure ministries are aligned with Calvary's mission, values, and strategic direction
- Help define and implement clear ministry goals and success measures
- Lead and facilitate SLT and staff rhythms that result in clarity and action
- Evaluate and refine organizational structure to reduce silos and increase effectiveness

## Ministry Systems and Execution

- Ensure that all major initiatives move from decision → ownership → execution
- Develop and maintain systems for:
  - ministry planning
  - communication
  - project tracking
  - follow-through
- Improve effectiveness of key meetings by driving clarity and accountability
- Identify and remove barriers that prevent ministries from executing effectively
- Strengthen cross-ministry coordination across both campuses

## Volunteer Development and Leadership Pipeline

- Build and implement a church-wide volunteer development strategy
- Establish clear pathways for:
  - recruitment
  - onboarding
  - training
  - leadership development
- Equip ministry leaders to develop leaders, not just fill roles
- Increase the number, health, and effectiveness of volunteers across all ministries
- Help shift the culture from staff-led ministry to shared ministry

## Guest Engagement and Discipleship Systems

- Ensure a clear and effective pathway for people to move from: Curious → Growing → Rooted → Multiplying
- Strengthen systems for:
  - first-time guest follow-up
  - next steps
  - integration into groups and ministry
- Work with ministry leaders to eliminate friction in the assimilation process
- Ensure no one “falls through the cracks” due to unclear systems

## Staff Leadership and Development

- Provide leadership, coaching, and development for ministry staff
- Foster a culture of:
  - clarity
  - accountability
  - collaboration
  - spiritual health
- Lead performance development processes and support healthy staff rhythms
- Identify future leaders and support internal leadership development
- Help guide succession planning for key ministry roles

## Operations and Systems Oversight

- Ensure church systems and infrastructure support ministry effectiveness
  - Partner with operations leadership to oversee:
    - HR systems and staff processes
    - budget development and financial oversight (in coordination with outsourced partners)
    - facility use and planning
    - technology systems and data effectiveness
- Improve reporting, data accessibility, and decision-making tools

## Outreach and Growth Strategy Support

- Support the development of strategies that expand Calvary's reach locally and globally
- Align outreach efforts with overall church mission and growth goals
- Help ensure ministries are positioned to support growth toward 1,500+ attenders

# What Does Success Look Like ?

Within 12–24 months, the Executive Pastor will help Calvary become a church where:

## Ministry Is Shared

- Volunteer engagement increases significantly
- Leaders are developed at every level
- Staff are freed to lead rather than carry ministry

## Clarity Replaces Confusion

- Ministries understand their priorities and next steps
- Staff and leaders can clearly articulate how people grow at Calvary
- Decision-making becomes more focused and aligned

## Execution Becomes Consistent

- Fewer initiatives but better follow-through
- Clear ownership for ministry goals and projects
- Reduced friction between decision and implementation

## Our Systems Support People

- Guests are connected quickly and meaningfully
- Volunteers are equipped and sustained
- Data and tools are accessible and useful

## Leadership Is Multiplying

- Future ministry leaders are being identified and developed
- Succession planning is proactive, not reactive
- The church is positioned for sustainable growth



## KEY RELATIONSHIPS

Senior Pastor – primary strategic partner; focuses on execution, alignment, and organizational health

Pastoral Staff and Ministry Leaders – collaborates to ensure clarity, coordination, and follow-through

Operations Leadership – partners to ensure infrastructure supports ministry

Ministry Staff – equips and supports leaders to multiply their impact

# Qualifications

We are seeking a leader who has demonstrated the ability to bring clarity, alignment, and execution to complex ministry environments. We recognize that no candidate will embody every qualification perfectly. We are looking for a leader whose experience, instincts, and calling align with the heart of this role.

## Experience and Background

- Experience in a senior leadership role within a church of similar or larger size (or comparable leadership experience in a complex organization)
- Demonstrated ability to translate vision into actionable plans and results
- Experience improving ministry systems, processes, or organizational structures
- Track record of developing leaders and multiplying teams or volunteers
- Experience leading staff teams with clarity, accountability, and relational wisdom

## Helpful Experience

- Experience in a multi-site church or similarly complex ministry environment
- Experience strengthening assimilation pathways and volunteer engagement systems
- Familiarity with church management systems and data-informed decision making
- Experience navigating seasons of organizational growth and change

## Core Competencies

- Systems Thinking
- Execution Leadership
- Organizational Clarity
- Relational Intelligence
- Leadership Development



## Spiritual and Cultural Alignment

- A growing and mature relationship with Jesus Christ
- Alignment with Calvary's theology, mission, Affirmation of Faith, and values
- A heart for building the local church and developing people
- A posture of humility, collaboration, and servant leadership

## FINAL SUMMARY

This role is not primarily about managing operations. It is about building a healthy, scalable ministry system. The Executive Pastor will help Calvary become a church where:

Disciples are formed, leaders are developed, and ministry is shared so that the mission can grow sustainably and effectively.



ABOUT

# CALVARY

Our mission is “To Raise up Followers of Jesus” who connect, serve, grow, and reach out.

Part of the Converge network, Calvary Church has two campuses located 14 miles apart in Roseville and White Bear Township, Minnesota. Our weekly attendance of 800+ is composed of kids, teenagers, college students, singles, families at all stages, retirees, new seekers, and lifelong attenders. We desire to continue to build our multicultural congregation to reflect God’s good diversity represented in the communities surrounding us.

Calvary offers contemporary and traditional worship services featuring a variety of music, faith stories, and expository preaching. We are thankful for our long history in the community as well as the completion of our recent building campaign, creating attractive new spaces to invite meaningful ministry.

Calvary encourages our church family to get connected through a variety of programs, community groups, events, and volunteer opportunities. Our 13 fulltime and 25 part-time staff rely on many dedicated volunteers to do effective ministry in our church and community. Through local and global outreach efforts, we live out a strong desire to care for our neighbors and see the name of Jesus made known in our community and world.



**Learn more about Calvary’s mission, vision and values at [calvarychurch.us/about/mission-vision-values](https://calvarychurch.us/about/mission-vision-values)**

## Where is ROSEVILLE?

Roseville is a suburban community of 36,000, located in the northern Minneapolis–St. Paul metropolitan area and is a short commute to either downtown area. Calvary sits just off the highway, minutes from the local high school and business center.



## Where is WHITE BEAR TOWNSHIP?

White Bear Township is named for the nearby lake, one of the largest in the Minneapolis–St. Paul metro. The city is located 10 miles north of St. Paul. Calvary's White Bear Campus sits 3.5 miles west of the lake and serves the surrounding area.

ABOUT CALVARY'S

# SENIOR PASTOR



Ken Hensley is a relational, emotionally healthy, and collaborative leader with over 30 years of pastoral experience. His heart for discipleship, passion for the next generation, and proven track record of leading churches through seasons of growth and transformation make him uniquely equipped to lead Calvary into the future. Ken began his ministry at Calvary in September of 2025.

Ken holds an MBA and an M.S. in Management and Leadership from Western Governors University, and a B.A. in American Studies with a minor in Preaching Bible from Freed Hardeman University. While planting a church in San Diego, Ken attended Bethel Seminary West in San Diego.