



**Lead Pastor Opportunity Profile**  
**Calvary Church**  
Orland Park, IL

Calvary Church in Orland Park, IL is excited to announce an opening for a dynamic and experienced Lead Pastor. The church is seeking a visionary leader who will inspire, guide and grow the congregation with a commitment to God's Word, caring for the body and connecting in the community. This role offers the selected candidate the opportunity to join a church family dedicated to glorifying God and making disciples by living out the Gospel together.



**OVERVIEW**

Calvary Church, a cornerstone of faith in Orland Park, IL, traces its roots back to 1886, when it was founded by Dutch immigrants in the Englewood neighborhood of Chicago. Over the years, the church journeyed through different locations, settling in Roseland in 1953 before finding its permanent home in the Chicago suburb of Orland Park in 1970. Originally affiliated with the Reformed Church of America (RCA), Calvary shifted its affiliation to the [Kingdom Network](#) in 2020.

For nearly three decades, Pastor Howard Hoekstra led Calvary Church with warmth and authenticity, guiding the congregation through a period of growth and transformation. Pastor Howard's relational acumen, transparent genuineness, and unwavering commitment to God's grace endeared him to many. At the time of his departure in 2012, the church was worshipping with an average attendance of around 950 attendees.

In 2014, a new Lead Pastor was hired, ushering in a new era for Calvary. However, divergent leadership styles soon became apparent, and conflict with the new Lead Pastor led to a slow decline in attendance over the years. Ultimately, this led to the difficult departure and resignation of this Lead Pastor in 2023. In the wake of this tumultuous period, the congregation has turned to interim leadership for guidance and healing.

In February 2024, the church participated in a congregational health assessment. This survey revealed Calvary Church is in a posture the assessment calls "Recovery," and very close to another quadrant called "Chaos." The Recovery quadrant reflects lower than ideal internal levels of energy (think "force of engagement") and satisfaction (think "fulfillment or contentment"). It may carry some characteristics of Chaos as well, which typically includes people looking in

various directions toward what they believe is most important. Additionally, when assessing internal flexibility, Calvary is technically in the “Performance” quadrant, which means people believe they can make changes when needed, but Calvary is very close to crossing over into a more settled posture called “Hearth and Home” where people have a preference for more established ways of doing things. This means Calvary believes it has the ability to adapt, but it wouldn't take much instability for people to revert to or long for what feels most comfortable or what is familiar and known to them.

Despite these recent challenges, there is a sense of resilience and hope within the community. Amidst uncertainty, there is a shared vision for the future—a vision of authentic relationships, transformative experiences, and a renewed commitment to meaningful ministry. With a desire to emerge stronger from adversity, Calvary Church has embarked on a journey of healing, growth, and renewal, guided by faith and fueled by hope.

## **THE OPPORTUNITY**

Calvary Church stands at a pivotal moment, poised for both challenges and opportunities that await its next Lead Pastor. As stated, the recent assessment places Calvary in a "Recovery" posture, signaling lower than ideal energy and satisfaction levels among congregants. However, amidst these circumstances lies the potential for a vibrant transformation. Strategic changes are needed to elevate Calvary's vitality and health, steering it away from a lack of clarity and toward a focused path of renewal. Flexibility is key, as Calvary navigates the delicate balance between maintaining its legacy and embracing necessary adaptations to effectively reach its local community. The congregation's receptiveness to change underscores the importance of clear communication, advanced rationale and avenues for feedback to foster a unified vision for the future. These needs will not be lost on the next Lead Pastor.

Presently, a significant portion of Calvary's congregation remains "on the fence," waiting to see what happens next, as they are eager for leadership to guide them toward a more hopeful direction. The next Lead Pastor will inspire confidence and momentum, reassuring congregants that brighter days lie ahead. As Calvary embarks on this transition, attention must be given to clarifying organizational structures and rebuilding trust among the body, staff and leadership. Collaboration and transparency will be instrumental in fostering a cohesive and supportive environment.

Calvary will benefit from a Lead Pastor who walks with them through some critical decision making. The next Lead Pastor will be faced with the task of stabilizing both the staff and the ministry amidst a landscape that has felt uncertain. Calvary is a multi-site church with three campuses (Orland Park, Oak Lawn and the Hope Collective). Oak Lawn and the Hope Collective are the campus plants and have live preaching provided by their respective campus pastors. There is a need for clarity regarding the current multi-campus dynamic, with pivotal questions looming: Should the current campus model be maintained, or should the campuses be released to operate as independent churches? What implications would such decisions hold for finances, support systems and overall organizational infrastructure? These inquiries underscore the complexity of the situation, requiring thoughtful consideration and strategic planning. However, given the multitude of moving parts and the absence of a definitive leadership voice, the immediate priority lies in stabilizing existing operations. In light of this, the leadership is currently leaning into being a stabilizing presence, while they anticipate the arrival of the next Lead Pastor to help them walk through—and ultimately answer—these important questions.

The right Lead Pastor for Calvary Church will be more than just a skilled speaker; this person will be a preacher with a deep passion for God's Word and its ability to change lives. This congregation seeks a pastor who is prayerful, able to convey Biblical and theological truths in a way that resonates with people, encourages them, challenges them, and fosters spiritual growth

and action. Given the challenges of today's culture, it's crucial that sermons are not only relevant and relatable but also firmly grounded in Scripture. As a creative communicator, the incoming Lead Pastor will have the opportunity to speak from the heart, sharing personal experiences transparently and acknowledging God's presence in the messy realities of everyday life. With a congregation spanning multiple generations, Calvary Church will benefit from communication that connects with people of all ages and stages of spiritual development, inspiring them to not only listen but also act upon the Word of God.

At Calvary Church, there's a lot of ground to cover, but the ideal leader won't just be invigorated by the challenges that lie ahead. What truly fuels this next Lead Pastor is the incredible people, the dedicated and compassionate staff, and the exciting prospect of being part of a community that is thriving in Jesus's name. With a leader who possesses the heart, zeal, and calling to elevate a remarkable ministry, with God's help, the sky's the limit for Calvary's journey ahead!

## **THE CANDIDATE**

The ideal pastor for Calvary Church, first and foremost, will exhibit a profound love for Jesus, and it will be evident through every aspect of life. He will possess a humble confidence in his gifts and calling, relying wholeheartedly on prayer and the guidance of the Holy Spirit. With unwavering integrity and a deeply ingrained godly character, this servant-leader will excel in shepherding the congregation, actively initiating and nurturing relationships while remaining approachable and accessible to all. A natural connector, he will effortlessly engage with individuals from diverse backgrounds, ages, and life stages, demonstrating relational and emotional intelligence alongside a down-to-earth demeanor and a healthy sense of humor. His care and influence will extend far beyond the church walls, as he actively represents Calvary Church within the community, fostering cooperative relationships and drawing others into meaningful participation with the church.

The right pastor for Calvary Church will play a pivotal role in guiding the church through decision-making processes related to its campus model, ministry strategy and organizational structure. With a thoughtful and collaborative approach, he will facilitate discussions and provide clear direction on matters pertaining to the church's campuses and resources, ensuring alignment with its overarching vision and mission. Additionally, he will offer strategic insights and discernment to help refine the ministry strategy, identifying areas of focus and growth that resonate with the congregation's needs and aspirations. Moreover, the Lead Pastor will actively engage with stakeholders to evaluate and enhance the organizational structure, fostering an environment of efficiency, accountability and effectiveness. By fostering transparency, encouraging dialogue, and drawing upon his leadership acumen, the ideal Lead pastor will empower Calvary Church to navigate these critical decisions with wisdom and unity, ultimately advancing its mission to glorify God and make disciples.

In addition to the necessary leadership qualities, the chosen candidate must be an experienced, skilled, and inspiring preacher, driven by a passion for the Gospel that propels individuals toward deeper faith and discipleship. Grounded in a lifelong commitment to studying and communicating God's Word, he will deliver sermons that transcend mere information, challenging and motivating listeners to embrace genuine community, accountability and a profound relationship with Jesus Christ.

The ideal pastor will find joy in collaborating with and developing others, while fostering a culture of celebration and empowerment within the church. His commitment to team-based ministry will stem from a genuine desire to maximize everyone's gifts for the greater glory of God and the advancement of His Kingdom, locally and beyond. With a heart set on embracing the interdependence of the body of Christ, the ideal candidate will lead Calvary Church in embodying a vibrant, impactful expression of God's love and grace to the world.

## THE CHURCH

Calvary Church is a faithful community with a dedicated staff and a dynamic church life. The church is blessed to have a committed team of staff members, including pastoral leaders, administrators, worship leaders and ministry coordinators, totaling around 20 individuals.

Worship services at Calvary are held every Sunday, with multiple service times to accommodate different schedules. The morning services at Orland Park take place at 9 and 10:30 a.m. at the main campus, offering attendees a choice of worship times. Whether it's children, students, MOPS, prayer or worship meetings, the church is often abuzz with activities throughout the week, providing spiritual renewal and fellowship.

Calvary Church operates from multiple campuses; the main Orland Park campus (about 400 attendees) as well as campuses in Oak Lawn (200) and the Hope Collective (60). The Oak Lawn campus, launched nearly six years ago, offers a warm and welcoming atmosphere for worship and fellowship, with services held at 10 a.m. on Sundays. The Hope Collective, a newer addition to the Calvary family, provides a fresh and innovative approach to ministry, with services held at 10 a.m. in Homewood. Each campus has its own unique style and programming, tailored to meet the needs of its respective community.

The worship experience at Calvary is characterized by heartfelt praise and authentic encounters with God's presence. Led by a talented worship team, congregants engage in contemporary worship, the preaching of God's Word, and meaningful times of prayer and reflection. The atmosphere is welcoming, inviting individuals from all walks of life to come as they are and encounter God in a meaningful way.

## THE LOCATION

Orland Park, IL, situated just southwest of Chicago, offers residents the perfect blend of suburban tranquility and urban accessibility. Its proximity to the city provides easy access to all the cultural opportunities Chicago has to offer, while still allowing residents to enjoy a peaceful suburban lifestyle. This convenient location makes Orland Park an attractive choice for those who want to live close to the city without sacrificing the desire for suburban living. Additionally, the town boasts well-kept parks and recreational areas, a strong local economy, top-rated schools, and quality healthcare services, making it an ideal place to call home for families and individuals alike.

## STATED PREFERENCES

- Must be a born-again believer, committed to maturing in their walk with Jesus Christ and devoted to Scripture.
- Must align with reformed theology, and [the mission, vision and values of the Kingdom Network](#).
- Ministry Master's degree required; M.Div. or D.Min. preferred.
- Pastoral ordination preferred; must be willing to pursue ordination in the Kingdom Network.
- Ten years of pastoral leadership experience, minimum, in a multi-faceted church context including regular preaching, team leadership and pastoral care.
- Previous experience establishing and deploying healthy teams, including paid staff and volunteers.
- Relationally intelligent, visible and approachable.
- Spiritually mature and emotionally intelligent.
- Exceptional communication and organizational leadership skills.

## INQUIRY PROCESS

If after reading this description you have some interest in the Lead Pastor position at Calvary Church 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 doc format only**)
2. Results of any personality or strengths assessments you have taken in the past three years (StrengthsFinder, DiSC, Enneagram, Myers-Briggs, etc.)
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. A brief description of your social media presence and which platforms you use.
5. Five references, including one supervisor or overseer (could be a board member); two or three staff associates, with at least one from someone you have supervised; and one or two personal. *NOTE: These references will be contacted later in the process and only with your prior approval.*
6. Written responses to the following questions (**in Word doc format only**). We believe that one can learn only so much from a resume. Your responses will help us to gain a more complete picture of you and your leadership.
  1. Describe your faith in Jesus Christ. Tell us how you came to personal faith and something about your journey into ministry. How do you spiritually stay refreshed in the midst of ministry demands?
  2. What is it about the opportunity at Calvary Church that attracts you to this position?
  3. What are two or three of your core strengths? Please share two or three examples of situations where you used your core strengths to move forward the church or ministry you were leading.
  4. Share a ministry experience that refined you through failure and a ministry experience that refined you through success.
  5. What values and experiences guide how you approach positive change in the church?
  6. What are the key factors that you believe should be present in your next church and ministry in order for you to be most effective?

Please submit your information to:

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