

# Senior Pastor

---

# Head of Staff

# Profile

820 East Cherry Street  
Springfield, MO 65806  
(417) 862-5068

[blessings@firstandcalvary.org](mailto: blessings@firstandcalvary.org)  
[www.firstandcalvary.org](http://www.firstandcalvary.org)  
[www.eco-pres.org](http://www.eco-pres.org)



# Our History:

Two local Springfield Missouri Churches, First Cumberland Presbyterian Church (1848-1906), later named First Presbyterian Church USA (1906-1930), and Calvary Presbyterian Church (1848-1930) worshipped only one block apart from one another. Despite this, they held quite different theological views about denominations, politics, election, and predestination. In 1929, First Church had 1,100 members, and Calvary Church had 800 members. First Church needed a new building, but halfway through completing the new structure, the members were unable to honor their pledges because of the stock market crash of 1929. Simultaneously, Calvary Church had a very capable young pastor, but it did not have the funds to continue without selling their building. After much deliberation, these churches decided to endure the Great Depression together by merging.

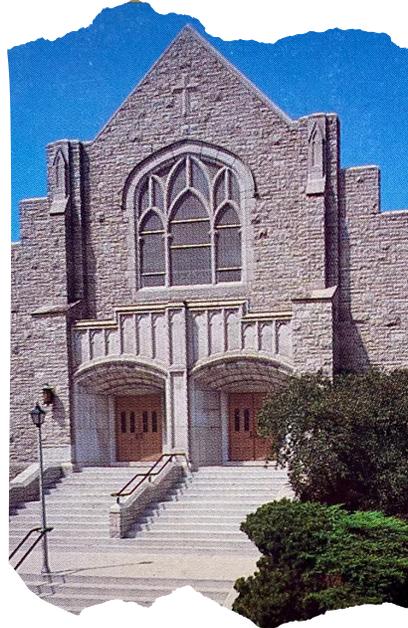
In October of 1930, our beautiful, modern-style Gothic building was dedicated, and the two congregations officially united as First & Calvary Presbyterian Church. In 1952, an educational wing was added to meet the need for more space and successful ministry. Another major renovation project in 2004 added a beautiful atrium, renovated offices, and new classrooms.

In 2015, First & Calvary decided to leave the Presbyterian Church (USA) for the Evangelical Covenant Order of Presbyterians (ECO). This change presented our congregation with new challenges and opportunities for Christ-reliant growth.

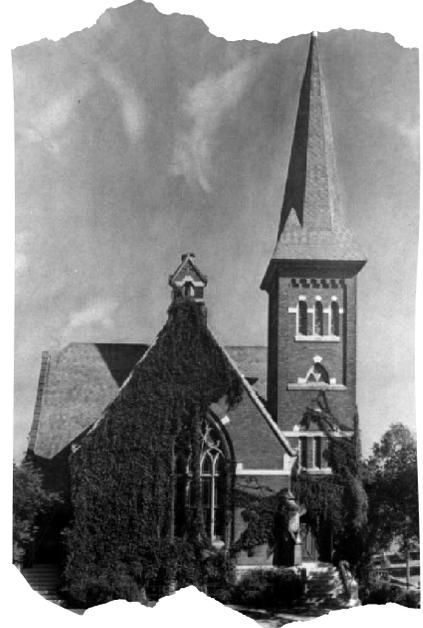
Today, First & Calvary is widely-known and well-established for our local, national and international ministries that demonstrate God's love and support the welfare of our covenant partners.



FIRST  
PRESBYTERIAN  
CHURCH



FIRST & CALVARY  
PRESBYTERIAN  
CHURCH



CALVARY  
PRESBYTERIAN  
CHURCH

# Our Opportunity:

**Opportunity:** Pastor / Head of Staff

**Responsibilities:**

- Leading worship, including preaching, administration of sacraments, and weekly planning.
- Teaching and spiritual formation
- Moderate Session and congregational meetings
- Biblically grounded in Reformed theology
- Assess, shepherd, disciple, and equip the congregation and staff (full-time, part-time, and volunteer)

**Qualifications:**

- Master of Divinity from an accredited seminary (required)
- 5-10 years of experience in ministry leadership
- Biblically grounded in Reformed theology
- Affirmation of ECO's Essential Tenets and Confessional Standards

**Compensation:** First & Calvary offers competitive salary and benefits including study leave, vacation, and a three-month Sabbatical after seven years of continuous service.

**How to Apply: Submit the following items as a PDF file to [pnce@firststandcalvary.org](mailto:pnce@firststandcalvary.org):**

- Statement of Faith
- Vision Statement
- Curriculum Vitae
- ProScan process and documentation (if requested)

## **FIRST & CALVARY'S VISION FRAME:** Our ideal candidate

**Spiritual Formation:** Our ideal candidate shares a vision with ECO and First & Calvary, guided by measurable goals for our mission: Making disciples of Jesus Christ. He/she is a shepherd and welcomes shepherding. He/she is also experienced in developing differing styles of spiritual growth and in church and team building.

**Service:** Our ideal candidate will facilitate the transformation of First & Calvary's vision frame from words to reality. He/she will blend his/her giftedness and innovation with that of the congregation. He/she leads with a least-of-these servant attitude.

**Worship Leadership:** Biblical fidelity and stewardship of all aspects of worship are qualities of an ideal candidate. He/she must also be open to the Holy Spirit moving through courageous, innovative, blended, and appropriate worship.

**Outreach:** The focus of our ideal candidate is on empowering and equipping the laity for an outward-focused, prayerful, and physically serving ministry that shares the gospel of Jesus Christ to individuals who are hurting in Springfield and beyond.

### **Our Covenant of Care:**

The Session will come alongside the discerned candidate by:

- Developing and maintaining healthy boundaries
- Encouraging a balance of work and family time
- Safeguarding a weekly Sabbath
- Understanding individual shortcomings
- Supporting and supplementing future conflict resolution skills

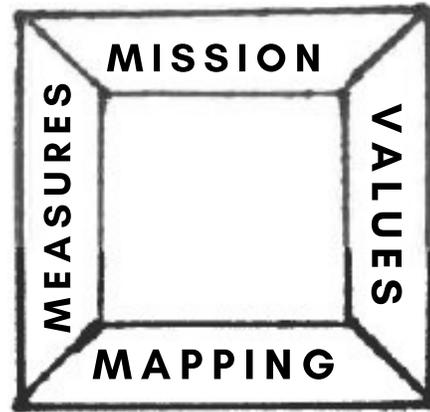
# Our Vision Framework:



## OUR DNA:

First & Calvary is a congregation focused on becoming, living, and growing as disciples of Jesus Christ. We

want to offer covenant partners and seekers the wonder of a life-long relationship with God—Father, Son and Holy Spirit. First & Calvary identifies as a teaching church. Our giftedness informs our worship, acts of service, and meaningful outreach, “That all might know the Love of God in Christ Jesus.”



*Identity Frame*

## MISSION: WHAT ARE WE DOING?

MAKING DISCIPLES OF JESUS CHRIST:  
GLORIFYING GOD BY LOVINGLY  
REACHING OUT IN BIBLICALLY  
INSPIRED WORSHIP, LEARNING, &  
SERVICE

# VALUES: WHY ARE WE DOING IT?

**SPIRITUAL FORMATION:** We are congregation that gathers to learn about the Lord in Sunday school classes, weekly Bible studies, small groups, and prayer teams.

**Demonstrated by our:**

- Goal to teach the truth and develop life-long spiritual growth for all ages
- Focus in Christ's sanctifying call to righteousness, not secular self-help or political movements
- Cultivation of habits that encourage covenant partners and seekers to grow in discipleship

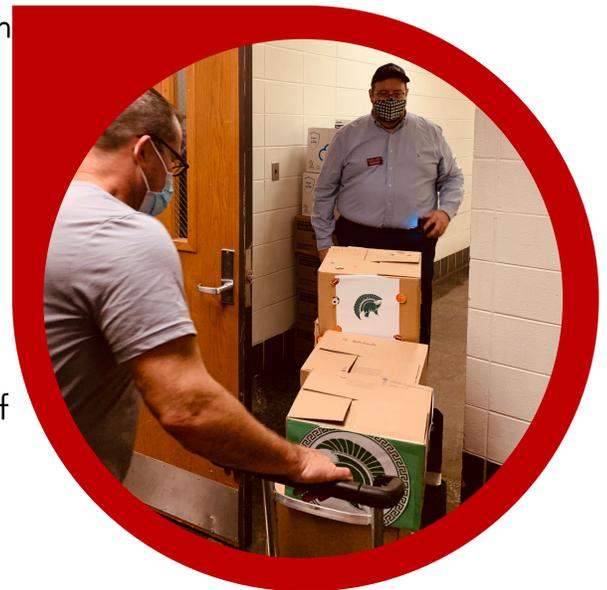


Thursday morning prayer group

**SERVICE:** We do not boast in ourselves; we boast in what Christ is doing through us.

**Demonstrated by our:**

- Active outreach programs, such as our Dinner for Those Alone and our ministry to Jarrett Middle School
- Worship online and in-person, which shares Christ's eternal message of hope in the midst of the COVID-19 pandemic via livestream
- Renewed effort with "Start Up Servanthood" in Springfield and surrounding areas



Donating school supplies to Jarrett Middle School 2020

**WORSHIP:** We are a congregation whose purpose is to always glorify God—Father, Son and Holy Spirit—not ourselves.

**Demonstrated by our:**

- Goal to develop a presence of hospitality, unity and engagement for congregants worshipping virtually
- Biblical worship that is welcoming and authentic, never judgmental or entertainment-focused
- Consistent, safe worship online and in blended services



Camerata singing on Good Friday 2020

**OUTREACH:** We involve covenant partners in outward-focused ministries and discern new staffing and laity strategies to strengthen our outreach to college students, families, and children.

**Demonstrated by our:**

- Local, national, and worldwide outreach through relationship building, not cold calling
- Ministry to Missouri State University students and the Council of Churches, which is a coalition of local churches
- Cherished spirit of fellowship-covenant partners joining together in outward-focused ministry



Christmas Dinner for Those Alone 2019



# MAPPING: HOW ARE WE DOING IT?

## OUTREACH:

encompassing Jesus' commission and Church's purpose: to GO and make disciples.

## WORSHIP:

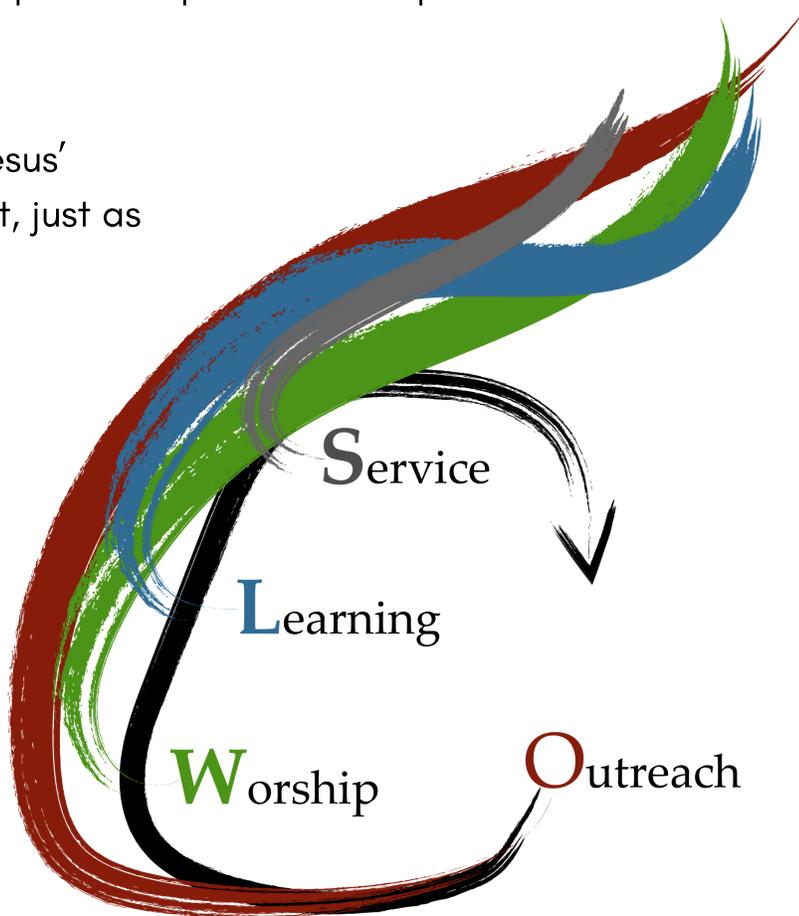
drawing disciples back to our created purpose of glorifying God and enjoying Him forever.

## LEARNING:

creating a Spirit-inspired hunger to know the Father and Son increasingly more. This Spiritual Formation is revealed in each disciple's knowledge of God and through study, prayer, fellowship and corporate worship.

## SERVICE:

leaving our safe places to share Jesus' love by the power of the Holy Spirit, just as Jesus did to serve the Father.



# Ministries of F&C:

## WORSHIP SERVICES:

We worship collectively in a beautiful Sanctuary with services at 8:30 and 11:00 A.M. Our 8:30 A.M. service is known for its traditional music and message, and the 11:00 A.M. service has blended music and a time for children. Our worship structure includes a(n):

- Call to worship
- Prayer of confession
- Declaration of forgiveness
- Scripture reading from the Old and New Testaments
- Reading of one Creed
- Sermon presented by one of the pastors
- Offertory time
- Prayer of dedication
- Benediction



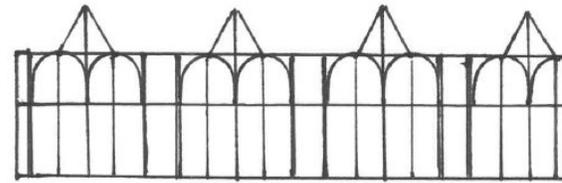
We offer communion on a regular basis and have safely continued doing so during the COVID-19 pandemic. In 2020, we also established Livestream capabilities to provide access to worship services for those who were unable to attend in person. Bringing worship opportunities to God's people in and out of the church each week will continue to be an area of future growth.

Our music is led by Adult Chancel Choir, Youth Choir, Children's Choir, Camerata Chancel Choir, Joyful Noise Choir, adult and youth bell choirs and regular guest musicians in both traditional and modern music. Singing groups are accompanied by an outstanding organ and a grand piano.

Each year, we look forward to an annual Christmas Candlelight Service, which has been extremely popular for over 88 years. Another Christmas tradition is "Celebrate While We Wait," which gives the youth an opportunity to decorate parts of the church.

## ADULT MINISTRIES:

Our clergy and talented lay leaders teach the following Educational (Sunday School) Classes: 49ers, McClung, Little Bacon, and March Fellowship. These co-requisite classes provide support, fellowship, and Biblical study for attendees. Our men's and women's Bible study groups are also popular. During the week, Men's Prayer Breakfast offers early morning prayer and fellowship for members of the church; it is also open to everyone. Dedicated prayer groups also meet on a regular basis.



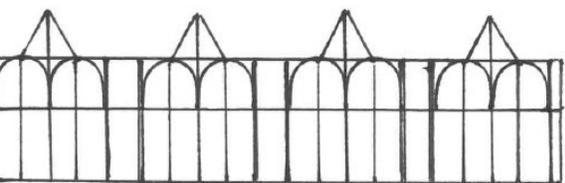
## YOUTH MINISTRIES:

We provide classes for youth attending middle and high schools. Youth basketball teams and Boy Scout Troop No. 1 are active and growing. Vacation Bible School is always a popular event in the summer for youth and children alike.



## CHILDREN'S MINISTRIES:

The COVID-19 pandemic and a congregational split has greatly diminished our children's attendance; however, we have no shortage of dedicated children's ministry teachers who come along side parents in their role to teach the gospel to their children.



# Missions of F&C:

First & Calvary believes very strongly in “loving thy neighbor as thyself” and has demonstrated this love by instituting and supporting many charities throughout the years. F&C started a food bank, “Crosslines,” which supplies food on a regular basis to those with needs in the community. The “Well of Life” program involves several center city churches aiding those in need. Binnie Clemens Guild provides funds for children’s charities. “Christmas for Those Alone” provides a meal for anyone alone on Christmas day. Our Mission Committee also makes donations to the following organizations:

## LOCAL PARTNERS:

- Ambassadors for Children
- Council of Churches of the Ozarks
- F&C Basketball Club
- Jarrett Middle School
- Harmony House
- MSU Bear Pantry
- Salvation Army
- Victory Mission
- Convoy of Hope

## NATIONAL & INTERNATIONAL MINISTRY PARTNERS:

- Canaan Christian Community
- Hosean International Ministry
- Campus Outreach at Ohio State University
- Project H.O.P.E.
- Rainbow Network
- Missionaries in Turkey
- Missionaries in Iran
- Outreach Foundation
- ECO Presbyterian Church Plant

First & Calvary has sensed the work of the Holy Spirit and has always sought to serve and bless our local and global neighbors most aligned with the mission of God’s church.



# Property:

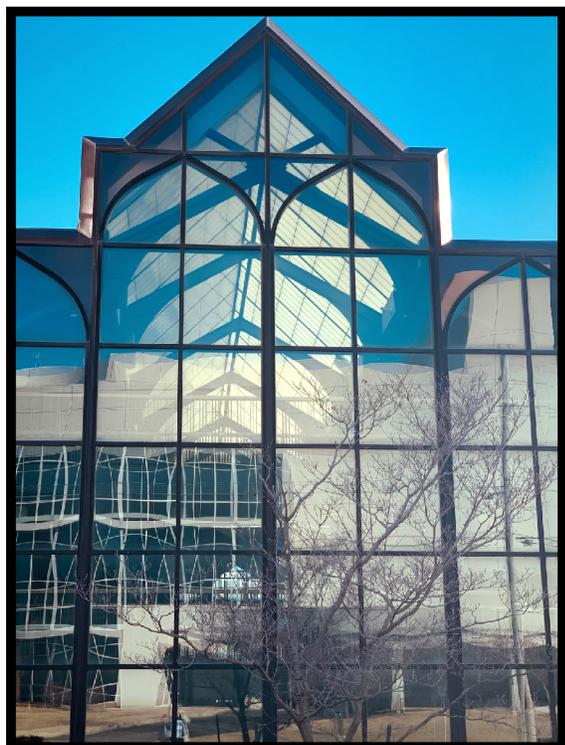
First & Calvary is located in the center of Springfield, MO and is surrounded by the Missouri State University campus. The church building and grounds sit on nearly a 3.5-acre lot. Additionally, the church owns a 2.25-acre parking lot across the street. The church building was erected in three stages: the original construction created the Sanctuary and a north wing, the later addition of a south wing, and the significant West Wing expansion. Then, a remodel project was dedicated in 2004.

The 2004 expansion included additional fellowship space, a welcoming lobby, a multipurpose gym, an expansion of the church office and children's ministry, and the impressive church library.

The Sanctuary pipe organ by Austin Organs, Inc., is in good condition with 61 ranks, 3,447 pipes, 4 divisions and 3 manuals. The music program also boasts grand pianos in the Sanctuary, Choir Room, and one of the primary fellowship areas; finally, there are console pianos in various classrooms.

## **Financial Ministry:**

First and Calvary is blessed to be financially stable. Inspired by financial faithfulness, occasional short falls have been supplemented by a substantial rainy-day fund. First and Calvary is also blessed by the ample assets of the First and Calvary Foundation that assists our congregation in its mission to make disciples of Jesus Christ.



# Springfield, MO

Springfield, Missouri is in the Ozark Mountain region of Southwest Missouri. In 1829, John Polk Campbell, the pioneer recognized as the first settler in Springfield, carved his mark on an Ash tree at what is now the Springfield Park Central Square. In 1835, Campbell deeded fifty acres to the fledgling town of Springfield, and the community was incorporated in 1838. Springfield grew to become the seat of Greene County, and Springfield's history is documented by historical monuments, museums and societies.

Springfield and Greene County partner in a public library system and parks department. Parks include a zoo, ice skating rink, sports complex and numerous city parks. Springfield is home to the St. Louis Cardinals Double A minor league baseball team, the Springfield Cardinals.

Additional information about Springfield can be found on the web site of The Springfield Convention and Visitors Bureau at <https://www.springfieldmo.org>.

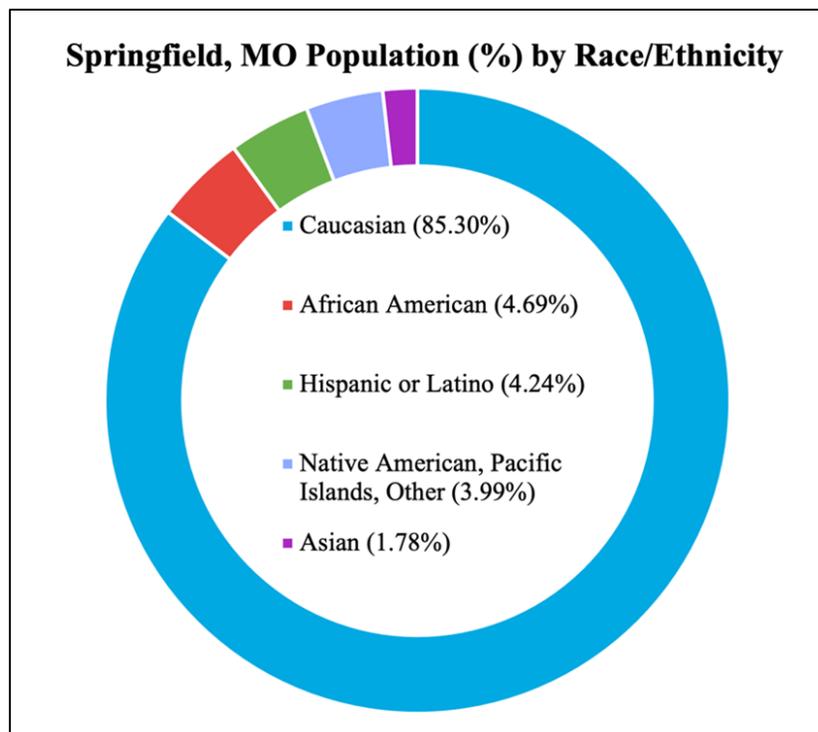


Did you know?  
Springfield is also home to the  
World's Largest Fork

# Community

## POPULATION:

Springfield, Missouri is the population center of a dynamic, growing region. In 2021, an all-time high of 168,568 people called the city home, and approximately 450,000 people inhabited the entire metropolitan area. According to MissionInsite, Springfield's population is distributed accordingly:



In recent years, Missouri State, Drury and Evangel Universities, along with Ozarks Technical College, have worked to improve the accessibility of education and employment for all students and faculty. Springfield is home to over 40,000 students at any time; and, for the last 30 years, we have been the fastest-growing area in Missouri.

People of all nations, colors and languages are unique, important and cherished parts of Christ's body. First & Calvary welcomes all members of our community to worship God. We trust in the healing and unifying power of Jesus Christ's love to mend past, present, and future conflict in our community.

# Community

## EMPLOYERS:

In addition to universities, our community's hospitals employ a significant number of people in our community. Our two health care systems—Cox Health and Mercy—serve a wide geographic area; Springfield sits in the middle of a circle that includes St. Louis, Memphis, Little Rock, Tulsa and Kansas City.

Some Fortune 500 companies based in Springfield include O'Reilly Automotive and Bass Pro Shops. Amazon is in the process of building a massive fulfillment center to the west of town. The non-profits Rainbow Network and Convoy of Hope are also based here; Convoy of Hope is planning to move into a large new home soon. Prime Trucking and the General Council of the Assemblies of God call Springfield home as well.

Springfield does not depend on a handful of large employers, however. Many employers are small and diversified, and our community loyally supports them.

## EMPLOYEES:

According to the U.S. Bureau of Statistics, our unemployment rate affected 3.9% people in February of 2021. Additionally, MissionInsite observed that the annual average household income is \$46,230 which is approximately 37% below the state annual average of \$73,664 per household.

Churches and nonprofits are working to ameliorate conditions in affected communities. Additionally, a lower cost of living, partially driven by a well-run municipal utility, makes this income disparity less noticeable.



# Top Attractions:



1

Especially in our geographic setting, Missouri State University looms large. By far the second-largest university in the state (26,000 students), our church sits on the MSU campus, directly across the street from the 11,000-seat JQH Arena to the south, and the 2,200-seat Juanita K. Hammons Hall for the Performing Arts to the north. The Bears and Lady Bears are successful NCAA Division I programs, and the JKHHPA brings touring Broadway productions to center city throughout the year. The students nearby provide a good ministry opportunity.



2

The Springfield R-12 School district is Missouri's largest public school district serving more than 23,000 students, pre-school through 12th grade. The district has 35 elementary schools, one intermediate school serving grades 5-6 (established to relieve overcrowding of effected neighborhood elementary schools), nine middle schools, and five high schools, grades 9-12. The district has the Phelps Center for Gifted Education for elementary students and four early childhood centers. The District offers the International Baccalaureate (IB) Diploma, Advanced Placement (AP) classes and a number of academic and extracurricular programs to challenge and engage the interests and talents of students. All five high schools are designated Missouri A+ Schools. You may find more detailed information regarding the Springfield R-12 School District here: [www.sps.org](http://www.sps.org).

# Top Attractions:



3

Bass Pro Shops is headquartered in Springfield and its “mother ship,” the original store, is about two miles southwest of the church. The store itself is Missouri’s second-largest tourist attraction. Wonders of Wildlife, which is attached to Bass Pro, is a world-class aquarium and exhibit of animal life, including live bears, sea turtles, penguins and sharks.



4

Outdoor recreation is a beloved aspect of life in the Springfield area. Scenic float streams are no more than 30 minutes away, with great fishing in several large Army Corps of Engineers lakes nearby. The Branson area, which includes Table Rock Lake, is home to some 50 live theatres and several theme parks, including Silver Dollar City. The Branson-Springfield area is also a golfing destination, with five championship courses in the vicinity of Big Cedar Lodge, located just south of Branson.

# Top Attractions:



5

The local theatre scene is lively in Springfield, with Springfield Little Theatre providing high-quality mainstage shows in the historic Landers Theatre. Springfield Contemporary Theatre is a smaller company that focuses on less-mainstream plays. Many of the actors and directors have a background with the MSU Theatre & Dance Department, which boasts several former Broadway performers and counts John Goodman and Kathleen Turner among its alumni. The Springfield Symphony performs across the street from church at the JOHHPA. The Springfield Regional Opera is also popular.



6

Finally, Springfield is a diverse restaurant town. Our signature dish is Chinese “cashew chicken,” an Ozarks take on Chinese food. The city also provides excellent Italian, Mexican, Thai, and Korean options, as well as several fine dining venues, steak houses, and fun spots like Black Sheep, which specializes in gourmet burgers. There are many family-style restaurants as well.

