October 2026









SENIOR PASTOR

Opportunity Profile

Calvary Community Church | Williams Bay, WI

Overview

Calvary Community Church presents a compelling opportunity for a Senior Pastor to lead a healthy, growing, multigenerational congregation into its next ministry chapter. Rooted in more than a century of gospel witness in the Williams Bay and greater Walworth County region, Calvary combines deep biblical conviction with a relational, down-to-earth culture and an increasingly outward-facing ministry posture. The next Senior Pastor will inherit meaningful momentum: a unified congregation, strong preaching culture, capable staff, thriving children's and student ministries, financial strength, and a genuine hunger to know Christ more deeply and make Him known throughout the region.

This is not a church looking for someone to rescue or reinvent it. Calvary is looking for a spiritually-grounded shepherd-leader who can honor what God has done, build trust across generations, bring clarity to the opportunities created by growth, and help a willing congregation take its next faithful steps. The right leader will find substantial ministry capacity already in place and the freedom to build upon it, deepening discipleship, developing leaders, and continuing Calvary's local and global gospel impact.

Quick Stats

- **Denomination**: Evangelical Free Church of America (EFCA)
- **Attendance**: Approximately 1,000 weekly attenders, including in-person and online engagement
- **Worship:** Two identical blended services at 8 and 10:45 a.m.; Equipping Hour at 9:30 a.m.
- **Next Gen:** 125+ children weekly; 170+ students in weekly programming; 200+ registered for Awana.
- **Staff**: 12 full-time pastoral staff and 8 part-time ministry/administrative staff
- **Budget**: Approximately $2.57M; the church carries no debt
- **Facilities**: Approximately 52,000 square feet on over 20 acres, including a full-size gymnasium, an industrial-sized kitchen, and a studio for live sound editing of worship services, podcast production and more
- **Governance**: Elder-led; the Senior Pastor serves as an elder and supervises staff and ministries

The Location

Williams Bay and the greater Lake Geneva, Wisconsin area offer an especially appealing setting for families, combining small-town community, strong educational options, natural beauty, and an active four-season lifestyle. Families can enjoy the close-knit, residential character of Williams Bay while having nearby access to Lake Geneva's restaurants, shopping, services, festivals, and community activities. The area offers public, private, Christian, and homeschool educational options, along with parks, youth activities, beaches, boating, swimming, fishing, hiking, biking, skiing, and other year-round recreation. Milwaukee, Madison, Rockford, and the greater Chicago area also are within reach, providing convenient access to airports, professional sports, museums, and larger-city amenities without sacrificing the relational feel of a smaller community.

The region continues to grow and attract new families while retaining the character that makes it distinctive. For the next Senior Pastor and family, that creates an attractive place to put down roots and a meaningful place to invest their lives. Calvary serves families throughout Williams Bay, Lake Geneva, Elkhorn, Delavan, East Troy, and communities across the Illinois border, allowing a pastor's family to become part of a collection of interconnected communities with their own schools, traditions, activities, and relationships. For any stage of life, the combination of educational choice, outdoor recreation, community connection, regional accessibility, and a family-oriented pace of life makes the Lake Geneva area an inviting place to call home.

The Opportunity

Calvary Community Church offers a wonderful and distinctive Senior Pastor opportunity for a leader who is energized by the chance to steward strength, build upon momentum and help a healthy congregation discern its next faithful chapter. For more than a century, Calvary has been a gospel-centered presence in the Williams Bay and the greater Walworth County region. Today this congregation is a growing, multigenerational church with a clear theological identity, a strong preaching culture, capable staff, generous resources, thriving next-generation ministries and a congregation that is spiritually hungry and eager to be mobilized. Calvary enters this transition from a position of health.

The church's current momentum is significant. Weekly participation has grown in recent years, children's and student ministries are flourishing, more than 200 students are registered for Awana, and adults across generations are asking for deeper discipleship and relational community. Calvary is financially strong, carries no debt and invests substantially in global missions. Its staff team is experienced and increasingly specialized, and the congregation demonstrates a remarkable willingness to serve. The next Senior Pastor will inherit a ministry with people ready to step up, beautifully updated facilities, strong finances, leadership and trust, that can be leveraged for even greater Kingdom impact.

At the same time, growth is creating important leadership opportunities. Calvary has historically functioned with the relational instincts of a smaller church, even as its size and organizational complexity have increased. The next Senior Pastor will have the opportunity to help the church mature its systems without losing its warmth; align staff and ministries around shared priorities; clarify communication and decision-making; and develop leaders who can carry ministry well beyond what any one pastor or staff team could accomplish on their own. The goal is not bureaucracy. It is creating the clarity and alignment necessary for a growing church to remain relational, responsive and missionally effective.

There is also substantial opportunity to deepen Calvary's disciple-making culture. The congregation loves biblical teaching and wants to continue growing in its ability to translate knowledge into life-on-life discipleship, mentoring, meaningful community and reproducible ministry. Adult Bible Fellowships provide a strong foundation, but there is an appetite for expanded small groups and clearer pathways through which people are known, equipped, developed and sent. The next pastor will build upon Calvary's strong biblical foundation with an increasingly intentional culture where disciples make disciples and leaders develop leaders.

Calvary's mission field is equally compelling. The church has a rich global missions heritage and has increasingly shifted from a "come and see" mindset toward a "go and tell" posture. The next Senior Pastor can build upon that movement by helping people recognize their neighborhoods, schools, workplaces and communities as places where God has already sent them. Calvary has also worked recently to build out an in-house studio that is capable of live sound-mixing, podcast production, and more. This space holds tremendous possibility for a leader who has vision to amplify the teaching and ministries of Calvary well beyond the four walls of the church. The broader Lake Geneva/Walworth County region is changing and growing, creating opportunities for even stronger local partnerships, evangelism, community engagement and collaboration with other gospel-centered churches and ministries. Calvary has the people and resources to make a meaningful regional impact; the opportunity is to bring greater focus to that potential.

This transition also follows a deeply-loved Senior Pastor. Chuck Cervenka's relational presence, prayerfulness, faithful preaching and long history with Calvary have shaped the congregation profoundly. His decision to provide an extended transition runway is itself a gift to the church and its next leader. The incoming pastor will not be expected to imitate Chuck, but he will need to appreciate the relational expectations his ministry has cultivated. A leader who listens well, honors the past, builds trust patiently and then leads with clarity will find a congregation ready to follow.

Perhaps the most compelling aspect of this opportunity is that Calvary does not need to be reinvented. The foundation is strong. The people are engaged. The staff is capable. The church is unified. The resources are available. The next Senior Pastor will have the privilege of helping Calvary maximize what God has already entrusted to it, preserving its theological and relational DNA while leading a healthy church toward deeper discipleship, stronger leadership development, unity of purpose, and an expanding gospel presence throughout the region and beyond.

The Candidate

Calvary Community Church is seeking a Senior Pastor whose leadership begins with the depth and authenticity of his relationship with Jesus Christ. The ideal candidate will be a spiritually mature, prayerful and humble man who is deeply submitted to the authority of Scripture and leads from dependence upon Christ rather than personality, position or platform. There will be a consistency between his public ministry and private life that creates trust and gives credibility to his leadership. He will possess clear biblical conviction without becoming unnecessarily rigid, demonstrating the wisdom, humility and grace necessary to lead a multigenerational congregation with a rich history and a strong theological identity.

He will be a gifted preacher and teacher of God's Word who appreciates that substantive, expository biblical preaching is one of Calvary's defining strengths. He will handle Scripture carefully and communicate it with theological depth, clarity, conviction and practical application. His preaching will be engaging without becoming showy, courageous without becoming combative, and accessible to new believers while continuing to challenge mature Christians. Appropriate humor, story and transparency will make him relatable, but the Word will always remain at the center of his preaching ministry.

Just as importantly, he will be a genuine shepherd who enjoys people. Calvary has grown into a substantial regional church, yet relationships remain central to its identity. The ideal Senior Pastor will be approachable, authentic, emotionally intelligent and present. This will be someone who naturally moves toward people, listens carefully, remembers their stories, prays with them and is comfortable relating across generations.

At the same time, Calvary needs more than an excellent preacher and relational pastor. The next Senior Pastor will be a capable organizational and strategic leader who knows how to lead leaders. He will inherit an experienced staff and a church with substantial ministry capacity, and he will resist the temptation to personally carry responsibilities that should be entrusted to others. He will establish clear expectations, strengthen communication, develop staff and lay leaders, and create greater alignment across ministries while preserving the autonomy and trust healthy leaders need to flourish. He will recognize that his effectiveness will increasingly be measured not simply by what he personally accomplishes, but by the people he develops and releases into ministry.

Calvary is also looking for a leader who can discern and articulate a compelling vision for the church's next chapter. He will not arrive with a predetermined blueprint or feel compelled to change things simply to establish his leadership. Instead, he will listen, learn and build trust before working collaboratively with elders, staff and the congregation to discern where God is leading. He will be able to see the larger picture while also translating vision into clear priorities, practical strategies and sustainable ministry systems. As change becomes necessary, he will communicate the "why," lead at an appropriate pace and help people understand how their individual gifts and ministries contribute to a larger Kingdom purpose.

Finally, the ideal candidate will possess a deeply missional and disciple-making heart. He will honor Calvary's significant commitment to global missions while continuing to move the congregation toward an increasingly outward-facing understanding of ministry. The right leader will equip people to share the gospel, develop leaders and create reproducible pathways through which disciples make disciples. He will value partnership with other gospel-centered churches and ministries and measure success by Kingdom impact rather than institutional growth alone.

Ultimately, Calvary is looking for a leader who understands the significance of what he is receiving. This is a healthy, growing, financially strong church with capable staff, committed leaders, a multigenerational congregation and more than a century of gospel ministry behind it. The right Senior Pastor will honor rather than compete with that legacy, preserve the biblical and relational DNA that makes Calvary distinctive, and bring the vision, leadership and courage necessary to maximize its considerable strengths. He will be a unifying presence, someone capable of bringing longtime members and newer families, younger and older generations, staff, elders and ministries around a shared identity and mission as one church family seeking to know Christ and make Him known.

Preferred Candidate Qualifications

These descriptions represent preferred experience or background:

- Must be a born-again believer who ministers from the overflow of a dependent relationship with Jesus Christ, demonstrates mature character, and models a life shaped by prayer and the authority of Scripture. The right candidate will be spiritually and emotionally mature, a pastor to pastors, a leader who seeks to live out what he learns and models what he preaches.
- Fully aligned with Calvary Community Church's theological convictions. (https://calvarycommunity.net/about-us/) and if not already possessing it, able to acquire credentials with the Evangelical Free Church of America (https://www.efca.org/sof).
- A Master of Divinity is preferred, though equivalent theological preparation and ministry experience may be considered.
- Ten plus years of pastoral and leadership experience. Preferred experience as a Senior Pastor or Campus Pastor.
- Demonstrated excellence in preaching and teaching Scripture, preferably with an expository approach that combines theological depth, clarity, engagement and practical application.
- Experience leading and developing paid staff, empowering capable leaders, and creating healthy alignment across multiple ministries.
- Experience working effectively within an elder-led governance model and a genuine appreciation for plurality, accountability, and collaborative decision-making.
- A disciple-maker with a demonstrated passion for equipping the saints for ministry, developing leaders and mobilizing people on mission.

Inquiry Process

If, after reading this profile, you are interested in the Senior Pastor opportunity and believe your experience and calling align with Calvary Community Church, please submit the following for consideration:

1. Your resume or CV in Word format.

2. Results from any personal assessments completed within the last three years, such as CliftonStrengths,DiSC, Myers-Briggs, Working Genius or Enneagram.

3. Links or account information for all social media platforms where you post content.

4. Five references: one supervisor, two peers, one subordinate and one reference of your choice. References will be contacted later in the process with your prior approval.

5. Provide links to at least three sermons you have given within the last two years.

Written responses to the following questions, attached as a Word document, NOT pdf.

1. Describe your faith in Jesus Christ, including your journey to personal faith and call to vocational ministry.

2. What attracts you to Calvary Community Church and the Senior Pastor role?

3. How has your experience prepared you for this opportunity?

4. It has been said the best leaders lead with a limp. How have you been personally shaped by brokenness or failure?

Please submit your information to:

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