



Calvary Church Minneapolis

2025 Senior Pastor Search - Church & Pastor Profile

calvarychurchmpls.org

Profile Overview

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Learn more about Calvary
in this short video

Calvary is a part of the Mid-American Baptist Churches, Iowa and Minnesota region. American Baptists are congregational, meaning each church governs its own ministry without input from a bishop or denominational council. We also do not have larger creeds that might compromise an individual's obligation to interpret scripture under the guidance of the Holy Spirit and their own community of faith. The denomination values racial, cultural, and theological diversity in our church bodies. The American Baptist Churches are different from the larger Southern Baptist denomination because there was a split in the 1840s when our churches chose not to support slaveholders as missionaries. We became the Northern Baptist Churches and then later the American Baptist Churches USA. The denomination has continued to center civil rights and a commitment to working to bring God's justice and wholeness into the world. You can learn more about the larger denomination [here](#).

This church profile was written, compiled, and edited by the 24-25 Senior Pastor Search Committee. Members include: Angie Hanson-Huff, Dan Struck, Mark Yamaguchi, Natalie Rasmussen, Susan Fors, Sarah Arneson, Natalie Weaver Olson, and C John Hildebrand.

Many thanks to Rev. Jackie L. Saxon, for supporting and serving us in her roles as Executive Minister and Congregational Liaison.

Photography Credit: Jackie Adelman Photography

Church Profile

Humans of Calvary



Congregational Snapshot

- 182 adult members of Calvary
- Approximately 175 attend Sunday service weekly, 350 attending monthly
- Approximately 80% white and 20% people of color
- 100+ children & youth registered and engaged, 25% identify as BIPOC
- An intergenerational community with a significant increase in young families
- In-person attendance returned to 2019 levels in April 2022 including 20% more children & youth
- Regular givers and total dollars given increased in 2024
- A capital campaign to restore our steeple was completed in 2024 through grant contributions and congregational gifts ([learn more here](#))



Leadership Snapshot

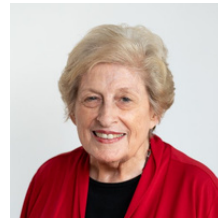
The leadership team (pictured below) consists of 3 tenured & dedicated full-time staff currently under interim pastoral leadership. These **amazing** staff oversee children, youth, young adult, community life, and administration. Each of them serves our community with experience, passion, and exceptional talent. Their dedicated work is deeply integral to the way Calvary lives out its values in the church and in the community. Please take a minute to learn more about them [here](#).



Dean Caldwell-Tautges
Church Administrator



Amy Runion
*Associate Pastor of Children,
Youth, Families, & Community Life*



Louise Barger
Transitional Pastor



Kadrian Chambers
*Director of Youth Ministries
& Faith (Re)Development*

In addition, our church could not function without the support of many part-time staff (8) and the faithful leadership of our elder board. The elder board is made up of 12 individuals, serving rotating 2 year terms. They guide, guard & grow our church according to the mission, vision & values. The pastor reports to the elder board.

Church Profile

Our City

Since its founding in 1883 with a mission to serve the Scandinavian immigrant community, Calvary Church has been shaped by its location in the heart of the city. Calvary has always placed emphasis on being responsive and of service to its urban neighbors and community. We have done this through meals and other services for the unhoused, tutoring programs for neighborhood children, providing affordable childcare, volunteering at the local public school in a food assistance program, and opening up our doors to neighbors in a variety of other ways.

Nestled in the geographic center of Whittier, just a mile south of downtown Minneapolis, Calvary is in the heart of a diverse, mostly residential community. Whittier is home to around 15,000 people across 7,600 households, with 77% of housing units renter-occupied. Of the neighborhood's residents, 42% are people of color, 25% speak a language other than English, and 35% earn under \$35,000. Nearly a quarter of the population lives below the poverty line. Whittier is also known for being a vibrant hub for immigrant life, home to residents from East Africa, Latin America, and Asia. Nowhere is this more evident than the restaurants of Eat Street, less than a block away from the church. Also nearby are the Minneapolis Institute of Art and Minneapolis College of Art and Design.

Economically, Whittier is diverse, with the highest percentage of transitional and supportive housing in the Twin Cities. The neighborhood is evolving, with proximity to downtown and more upscale areas contributing to this change. In this season, Calvary Church is called to be a faithful presence—committed to serving all residents, protecting the vulnerable, and welcoming both long-time and new neighbors.

As Minneapolis continues to grow, with a metro population of 3.5 million, it offers a rich blend of urban amenities, cultural institutions, professional sports teams, and outdoor activities. Known for its beautiful summers, snowy winters, and one of the best park systems in the country, Minneapolis strikes a perfect balance between city living and accessible, friendly neighborhoods.

Church Profile

Our Mission, Vision, & Values

Our Mission

To honor God in all things.

Our Vision

To be a multicultural movement of mature, glad-hearted followers of Jesus Christ, deeply embracing life while living out our discipleship in the world.

Our Values

We value biblical knowledge and understanding

as the source of wisdom for living faithfully & fully into who the Spirit is calling us to become.

We value the practice of hospitality

and the grace inherent within it; welcoming others and being welcomed just as we are.

We value relationships

of authenticity, friendship, mutual exchange and love; honoring that we all have something to share and to receive.

We value diversity

as an integral element of God's kingdom; experiencing it and expressing it through our worship and way of life.

We value all life stages

and their contributions and challenges, while acknowledging our unique responsibility toward the health and wellbeing of our children and youth.

We value time

as a profound gift and consciously seek to make the most of the opportunities within it to live passionate purposeful lives.

We value the earth

as God's good creation and will both responsibly enjoy its beauty and care for its bounty as the stewards we are called to be.

We value justice

as a central pillar of God's will for the world and strategically struggle for and with neighbors, both locally and globally, toward its realization.

Church Profile

Calvary's Lived Values

We value biblical knowledge

We engage in biblical exploration from a place of humility, embracing that we are all on a journey:

- We find unity in the stories of the Bible, the person of Jesus, and living out our Christ-centered values in the context of community, both at church and in the world.
- Congregants at Calvary are not accustomed to heavy-handed delivery or absolutes in the exploration of God. We embrace questioning, curiosity, and an ever-evolving faith.
- We hold space for individuals at different stages in their faith journey. We embrace the reality that our members come from various church traditions, experiences, and traumas. We aim to walk together in a shared faith.
- We practice an open communion table, welcoming all who desire to participate.
- For even our little members in the church nursery, we read weekly Bible stories because “we believe that the Bible helps us to see.”
- We maintain a connection to the church calendar with special services for Lent & Advent.
- Current ministries also include:
 - Faith (Re)Development community group for young adults.
 - Weekly pastor-led Bible studies

We value hospitality

We practice hospitality as we steward our historic building as a hub for the neighborhood:

- We raised over \$852K to complete a steeple restoration project in 2024, with help from a grant from the National Fund for Sacred Places. Learn more [here](#).
- Past uses of our building include hosting Narcotics Anonymous meetings, weekly meals for the unhoused in partnership with other churches and SoleCare ministries, Calvary Kids Stuff ministry for families, and a Whittier neighborhood farmer's market. We also partnered with a local non-profit and the public elementary school down the road to help pack meals for students to bring home on the weekends.
- Current Partnerships include:
 - Whittier Wildflowers Preschool, which operates Monday-Friday, serving 60 children from many faiths and backgrounds with an affordable early childhood education.
 - The STEP Program serves 10+ Whittier children and youth through weekly tutoring, mentoring and family support.
 - Multiple licensed therapists office at Calvary and provide services to 200+ monthly.
 - Calvary deeply values the arts, evidenced by our very own “Whit” Gallery, providing studio space for local artists, and hosting professional theater and music events attended by 2000+ people each year.
 - Our youth-run Global Grounds coffee shop, a place to learn job skills and grow leadership capacities.
 - A commercial kitchen is leased to BIPOC small business owners, providing space to improve processes, product and sales.
 - Whittier Alliance uses the church for community meetings and meals.

Church Profile

Calvary's Lived Values

We value relationships

We embrace the “Holy Mix” of life:

- Pain is a shared experience for all and often coexists side-by-side with great joy; we embrace this reality and value authenticity. We create space in our weekly gathering for that mix to be expressed and shared with one another and with God: Praise, Pain, Protest.
- We say and believe that in our community and in our lives, “we all have something to give and we all have something to receive.”
- We provide regular community support for congregants in need through meal trains, hospital visits, and prayer.
- We have countless ministries that offer members space to build relationships with one another, and in the broader community.
- Calvary sponsors neighborhood-based “SUP” meal groups as a way to connect all families to other Calvary members in their part of the metro.

We value diversity

- Our sign in front of our church proclaims us as a multicultural movement of people, an identity we at times embody and at times aspire to become.
- Several Calvary members host an interfaith families meal group, embodying our intentional inclusion of religious diversity.
- We invite guest preachers regularly to learn from other perspectives and build relationships with other churches and communities.
- Our congregation-led LGBTQ pride group has been a profound gift as we grow in our embrace of gender and sexual diversity.
- We welcome theological diversity and avoid dogmatic interpretations of scripture.

We value all life stages

We believe we have a unique responsibility for the wellbeing of our children and youth.

- Children and youth programming serves 100 kids weekly.
- Our youth-run coffee shop, Global Grounds, provides job skills training to our youth while also raising money for student mission trips and learning opportunities.
- Summer VBS serves over 40 kids from Calvary and the neighborhood, and takes almost as many volunteers!
- 60+ campers enjoyed time in God’s good creation together at our annual family camp.
- Over 100 people of all ages participated in our annual Christmas “WANDER” event, an adventure traversing the Whittier neighborhood to celebrate the birth of Jesus.
- New in 2024: all parents and volunteers are trained in safeguarding practices, guided by the work and advocacy of a “safety and safeguarding team.”
- Parents of Preschoolers events engage parents on topics and discussions relevant to the struggles and successes of parenting little ones.

Church Profile

Calvary's Lived Values

We value time & God's good earth

- Men's, women's, and family retreats offer Calvary a chance to spend quality time with one another, often outside the city in spaces we can commune with God's good creation.
- Our annual family camp weekend to northern Wisconsin offers us a chance to connect with one another and God in a beautiful setting.
- Much of our learning around indigenous justice has centered on decolonizing our relationship to the land. We have also participated in Makoce Ikikcupi service opportunities to learn and partner with the local Native community.
- Our Faith & Justice team has hosted several learning events about climate change and climate equity.

We value justice

Our Faith & Justice team, PRIDE group, and many other members guide our congregation in efforts to learn, advocate, embody, and realize justice here in our community and globally.

- We recognize racial injustices that exist in our community, particularly in light of our proximity to the events surrounding the murder of George Floyd. The multicultural nature of the church community and the wider Whittier neighborhood significantly impacted our response to these events. Since 2020, we have followed our calling to deeper repentance, reconciliation, and relationships. Our Black Justice work group has led a lot of this work. A link to their mission statement and commitments can be found [here](#).
- Past efforts and partnerships include: hosting ASDIC (anti-racism study dialogue circles) gatherings, organizing annual MLK Jr. service of remembrance, and participating in a coalition of faith communities that advocate for immigrant neighbors.
- Ongoing efforts include:
 - Host community learning events around justice-focused topics like affordable housing, indigenous history & land rights, immigration reform, racial healing, climate change & climate equity.
 - 2022 & 2023 Lenten studies were church wide and dedicated to understanding and embracing opportunities for Indigenous Justice and Racial Justice, respectively.
 - Sacred Sites Tour, learning about important indigenous spaces in the metro area.
 - Intentionally welcome guest speakers and preachers from African American and indigenous traditions.
 - Developed a [land acknowledgment statement](#) that continues to shape our practices.
 - Proposed investment regarding Racial Reconciliation and Indigenous Restorative Action.
 - Congregation-led Pride group continues to be a support and witness for justice for all of our fellow humans who identify as LGBTQ.

Church Profile

Calvary's Lived Values

A Vision for the Future

In preparation for our next senior pastor, congregational input was sought in many forms. A few themes emerged as desires of the congregation, both in what we would like to continue, and in how we want to grow to further live out our values. To that end, we seek a senior pastor that:

- Maintains strong investment in children and youth
- Journeys with the congregation toward a defined statement of LGBTQ inclusion
- Grows opportunities for discipleship and faith development among adults
- Further develops a vision for our worship and music ministry
- Reinvigorates our community and neighborhood partnerships
- Fosters more racial diversity in our congregation

For more information on our priorities for our next senior pastor, turn to page 9.



Church Profile

Our History

Being almost 142 years old, Calvary acknowledges that what it achieves today is built on the shoulders of those who, in 1883, first envisioned an impactful and invitational ministry on the outskirts of Minneapolis. Founded upon a dream of helping neighborhood children, Calvary has been a faithful Christian witness to the Whittier neighborhood since its founding over 140 years ago. We now strive to be a multicultural movement that is committed to reciprocal relationships, discipleship and justice. For a more detailed history, check out our website [here](#).



1902

Our current sanctuary opens, with beautiful stained glass depicting the Mississippi River as it changes through the seasons.

1930s-40s

During the Great Depression and the decades that followed, many families and churches left the neighborhood, but Calvary remained committed to staying in Whittier.

1986

Pastor Jeff Cowmeadow joins the staff at Calvary, moving into the senior pastor role in 1989, guiding the congregation through a 1999 merger with Temple Baptist and many building renovations, and continuing as senior pastor until his retirement in 2024.

1883

Calvary Baptist Church was founded in 1883. Notable early congregants were wealthy Minneapolis families like the McGarveys and Pillsburys.



1940s-50s

The working class and African American populations of the neighborhoods surrounding Calvary increase, and the church becomes more multicultural.

Pastor Profile

Our Priorities

Our Priorities

Skilled Preaching & Teaching

In preparation for this pastoral search process, our search committee sought congregational input in multiple forms. Time and time again, the congregation expressed interest in a pastor who is skilled in preaching and teaching. We desire a pastor who will approach Scripture with humility, is open to different interpretations, and who is not content with simplistic, rigid, or dogmatic answers to life's big questions of spirituality.

We desire a pastor who can communicate skillfully and thoughtfully, following the Spirit's lead in making the teachings of our faith relevant and dynamic for our current cultural moment.

Visionary Leadership

Equally as high on our priority list is a pastor who will come with visionary leadership. It was clear from our surveys and conversations that we are proud of who God has made us into as a community, we like who God is forming us to be, *and* we have a lot of growth ahead of us. We desire a pastor who will help us grow into our next chapter, leading us with energy, passion, and charisma. Rather than come and change our values, we are looking for a senior pastor who will help us live out our values more fully.

Furthermore, we seek a pastor who understands that spiritual growth requires difficult conversations. We need a pastor who can facilitate difficult conversations around race, our multicultural identity, and our stance on LGBTQ inclusion.

Spiritual Formation

We also desire a pastor who will help our congregation grow their faith, which starts with their own deep and abiding personal spirituality. This means creating programming as well as organic relationships that meet everyone where they are at. Our church is theologically diverse, and it will take creative energy to journey with each of us toward more holistic growth.

Community Engagement

We are an urban church, and one that is deeply committed to our values of diversity and justice. Our congregation has expressed a strong desire for someone who will form deeper community and neighborhood partnerships, continuing the use of our building as a community hub for ministry, business, outreach, and art.

Who should apply?

We seek someone who is authentic, approachable, humble, wise, energetic, and a lover of people. Consistent with our values of diversity and justice, we strongly encourage female and BIPOC candidates to apply. Whoever you are, we ultimately want someone who understands themselves very well, who understands our church community, and who senses God is calling them to lead us into our next chapter.

Pastor Profile

Call Description

Call Information

Posting Date: March 7, 2025

Location: Onsite, Calvary Church Minneapolis, minimum of three days per week with set office hours

Work Schedule: Flexible based on ministry and supervisory needs; two full days off per week for rest

Hours Per Week/FTE: 40 preferred (bi-vocational candidates considered for a potential .8 or .9 FTE)

Compensation Range: \$70,000 to \$95,000; based on education, experience, knowledge, skills and abilities.

PTO: 4 weeks vacation + sick time + holidays to be determined

Benefits: Additional 20% of compensation beyond above range to be used for health insurance, retirement, or other needs. Further benefits: continuing education and books, professional development, and relocation expenses. *For pastors in a current call, Calvary will also provide one month compensation for Sabbath rest/transition before the official start date.*

Call Description

Calvary Church is calling a new Senior Pastor to provide visionary pastoral leadership through guiding, empowering and encouraging the congregation in its spiritual development and its living out of Calvary's mission, vision and values. They are responsible for preaching and teaching, building community partnerships, developing leadership and supervising staff, and providing pastoral care to the congregation. The Senior Pastor reports to Calvary's elected Elder Board.

Call Setting

Calvary is a dynamic and growing multicultural and intergenerational church that features a talented tenured staff, an engaged and active Elder Board, and a solid financial foundation. Calvary also has growing adult lay involvement and leadership, over 100 active children and youth, and a committed core membership with ministry, education, business and nonprofit experience. Learn more about Calvary at: www.calvarychurchmpls.org

Responsibilities

Teaching, Preaching, & Discipleship (35% time)

- Plan, preach and lead worship services that are deeply engaging, spiritually encouraging, biblically and intellectually rigorous, yet accessible to those with a diversity of church/spiritual experiences.
- Demonstrate sensitivity to those with spiritual trauma and those who are deconstructing and/or reconstructing faith.
- Integrate vision, mission, values, strategic plan, societal realities, and community engagement stories into teaching and preaching.
- Preach Sundays except when on vacation or attending a conference. Intentionally schedule a guest preacher once every 2-3 months to support Calvary's value of diversity and to provide a break from the demands of sermon prep.
- Provide leadership, vision, and opportunities for biblical and theological study beyond Sunday worship, drawing upon the gifts and abilities of lay leaders within the Calvary community.

Strategic Leadership (20% time)

- Initiate the formation and maintenance of the strategic plan for living out Calvary's vision and mission for Elder Board collaboration and approval. Includes ideation and impact analysis as it pertains to budget, ministries and outside partnerships.
- Help the church to discern how to actively respond and engage in our current times according to the leading of the Holy Spirit.
- Partner with key staff on shaping ministries, empowering lay leaders and creating a coordinated and unified ministry plan with the desired outcomes of congregation spiritual growth & community building.
- Actively develop lay leadership to provide for the work of the church, support of staff, and deepening connections with the Whittier neighborhood.
- Foster a culture of hospitality, inclusion, safekeeping (safe church practices), spiritual vitality, and prophetic witness at Calvary.

Pastor Profile

Call Description

Community Engagement & Outreach (20% time)

- Develop and maintain partnerships with key community organizations and ministry partners with the support of staff and lay leaders.
- Partner with the Church Administrator to utilize Calvary's building in alignment with the vision, mission and values and strategic plan.
- Support and challenge Calvary to respond to injustice in our community and the world in partnership with the Faith and Justice Team.
- Lead staff in engaging visitor follow up: answer questions and provide opportunities for new attendees to get connected to opportunities in the Calvary community.
- Explore fundraising for Calvary ministry opportunities with the support of staff and lay leadership.

Supervisory (10% time)

- Foster a strong staff team, facilitating team meetings, team building, planning and reflection.
- Provide feedback and support to direct reports (currently two) through regular 1:1s, annual reviews, and timely performance conversations (with the support of the Personnel Committee of the Elder Board).
- Address performance concerns, misunderstandings, or conflict with directness and kindness, providing coaching, support and follow-up as needed.
- Provide opportunities to staff for professional and spiritual development.
- Practice and support staff in sustainable work/life balance and serving within budgeted hours. Model regular Sabbath practices among self, staff and lay leaders. Tend to family relationships and cultivate friendships outside of Calvary.

Pastoral Care (10% time)

- Officiate weddings and funerals, primarily for Calvary members and regular attenders.
- Minister (or coordinate) support for those who are hospitalized, ill or grieving.
- Provide (or coordinate) pastoral care support for Calvary individuals, couples, and families.

Additional Role Requirements and Responsibilities (5%)

- Promote congregational giving: financially and through our service to one another and the community.
- Attend Elder Board meetings (ex-officio) and collaborate closely with the Chair.
- Plan and lead weekly staff meetings and maintain regular office hours (in-person and virtual).
- Meet a minimum of twice a year with the Personnel Committee to review progress and performance related to the call description.
- Provide a written summary of outcomes and progress (as they relate to this call description) to the full Elder Board in January and June for distribution before All Church Meetings.
- Maintain an effective working relationship with the ABC Mid-American Churches region.
- Attend to own spiritual journey, staying rooted in study, prayer, self-care and ongoing connection to mentors. Meet twice a year with Calvary's Pastoral Support team that cares for the pastoral staff.

Education, Experience, & Skills

Required:

- Master's degree from a seminary or divinity school
- Growing pastoral leadership w/ increasing levels of responsibility (or equivalent leadership experience in other fields)
- Strong emotional intelligence and ability to build relationships across economic, racial, cultural, theological, and age categories.
- Strong communication skills verbally and in writing.
- Ability to utilize common tech platforms and communication tools such as Google suite, email, Zoom, text messaging.
- Ordained with the American Baptist Churches USA or willing to seek recognition of ordination with the ABC.

Preferred:

- Masters of Divinity
- 5+ years of experience as a pastoral leader
- Media presentation and communication platform software skills

Pastor Profile

How to Apply

If you are an **American Baptist clergy**, please apply using the [Ministrelife platform](#), while also emailing searchteam@calvarychurchmpls.org with the following: resume, links to at least 3 sermons you have delivered, and a written statement (500 words or less) that answers these 3 questions:

- What is your vision for ministry?
- How have you grown and changed during your career in ministry?
- Why are your skills and values a good fit for Calvary?

If you are **not an American Baptist clergy**, please send the following items to exec@mid-abc.org and searchteam@calvarychurchmpls.org:

- Resume
- Links to 3 sermons you have delivered (video and audio preferred)
- A written statement (500 words or less) that answers these 3 questions:
 - What is your vision for ministry?
 - How have you grown and changed during your career in ministry?
 - Why are your skills and values a good fit for Calvary?

*Please note that candidates are subject to a mandatory background check as part of the vetting process and will need to agree and sign the ABCUSA Ministers Council Code of Ethics.

