Application for the Position of Associate Pastor at East Bay Calvary Church in Traverse City, Michigan

Thank you for your interest in this position. Please use this form to help us assess your qualifications and suitability for this role.

When complete, please send to Pastor Kit Bogan at kbogan@eastbaycalvary.org .

1. Demographics
Name:
Address:
Phone Number:
Email Address:
Marital Status:
Children's Names/Ages (*if applicable*):

2. Current and 10 Years Prior Church Memberships (*and, if applicable, ordination*) with denominational affiliation/s

3. Educational Background and Employment History: *Please attach resume*

4. Community Organizations/Clubs/Memberships:

Please respond to the following questions in paragraph format.

Spiritual Life

1. Briefly share your testimony and how you came to know Christ.

2. Describe your call to ministry (*and specifically to worship ministry*) along with your spiritual gifts and how they influence your ministry.

Theological Alignment

1. How would you describe your theological views? (i.e. *How would you explain your faith and understanding of God to someone who doesn't know anything about Him? Where would you point them for resources to learn more?*)

2. Which authors, speakers, etc. have most influenced your thinking in the areas of worship, theology, ministry, and leadership? What podcast(s) do you regularly listen to and why?

3. Are you in agreement with our church's statement of faith and core beliefs? If you have any reservations, please explain.

4. Are there any theological topics where you know or believe you might differ from our church's doctrine? If so, please explain.

Ministry Experience/ Creative & Technical Skills

1. Describe your previous worship ministry experience.

2. What types of worship services have you led (*e.g. contemporary, traditional, blended*)?

3. What is your preferred worship style and why?

4. What instraments do you play, and what is your primary instrument and/or vocal range?

5. How do you plan, organize, and lead worship services?

6. How do you involve and develop volunteers or team members in worship ministry?

7. What tools or software do you use for worship planning and communication (*e.g., Planning Center, ProPresenter*)?

8. What experience do you have with tech (*sound, media, live streaming, lighting etc.*)?

Leadership & Teamwork

1. How do you view the pastoral leadership nature of this role and how you might fit it?

2. What is your leadership style when working with a volunteer team? Church staff?

Philosophy of Worship Ministry

1. What is your understanding of worship (*philosophy of worship ministry*) from the biblical perspective?

2. How do you ensure worship is Christ-centered and not performance-driven?

3. How do you balance excellence and authenticity in worship?

Personal Development & Vision

1. How do you continue to grow as a worship leader and/or pastor (*e.g., books, conferences, mentorship*)?

2. What is your long-term vision for worship ministry?

3. What *excites* you the most about this position?

4. What do you feel called to for the next 5 - 10 years in ministry?

5. Is there anything in your past *or a current spiritual vulnerability* which, if not disclosed and later discovered, could cause dishonor to the name of Christ?

6. What motivates you to seek this position? Why are you considering a change?

7. How will you transition for your current ministry to this potential new ministry opportunity?

Personal references related to your current ministry will not be requested and contacted until our search is narrowed to the top 2 candidates.