

WORSHIP LEADER / PASTOR
CALVARY CHURCH - LONGMONT, CO



CHURCH AND OPPORTUNITY PROFILE

COMPILED BY



CHEMISTRY
STAFFING

ON FEBRUARY 14, 2018

CALVARY CHURCH

2101 Gay Street - Longmont, CO 80501

CalvaryLongmont.org

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CHURCH PROFILE

OPEN POSITION:

Worship Leader / Pastor

COMMUNITY PROFILE

Population of City

93,000 in City of Longmont

Population of County

320,000 in Boulder County

Longmont was named one of the "Best Places to Live" in 2014 by 24/7 Wall Street. At an elevation of 4,979 feet above sea level, it is conveniently located 37 miles from Denver, 16 miles from Boulder and 30 miles from Rocky Mountain National Park.

With a population over 90,000 (70% Caucasian, 25% Hispanic, and 5% other), Longmont, is located in Boulder County, Colorado. Longmont, is a city with 22 square miles, more than 300 days of sunshine and spectacular views of the Rocky Mountains. With more than 1,500 acres of parks and open space, Longmont is perfect for outdoor enthusiasts. Longmont is home to many established and emerging high-tech companies, has a median income of roughly \$57,500 per year and a relatively small, 3.9% unemployment rate. A vibrant cultural and restaurant scene also provides plenty of options for discovery.

Forbes recently ranked Boulder County is one of the most highly educated counties in the United States, with a 94.1% High school graduate attainment, 57.5% college attainment, and 24.5% graduate level rate. With three major universities just a short drive away, Boulder has more used bookstores per capita than any other city in the entire country.

Why People Like Living Here

Our downtown district offers a wealth of fun and interesting things to do, from galleries and art tours to restaurants and bars. You can spend an evening listening to music during the downtown summer concert series or learn about how cheese is made at the Art of Cheese. Outdoor activities are plentiful: Sky dive, hike or bike the greenway, or play a round of golf at one of several outstanding courses.

CHURCH HISTORY

On July 3rd, 1955, at the first meeting of Calvary Church, six adults and eight children gathered in a home in Longmont to worship together. As Matthew 18:20 tells us, where just two or three gather in the name of Jesus, he is there in their midst. Although we've grown and the location has changed a few times since, by God's faithfulness, people from all walks of life continue to gather at Calvary Church to worship Jesus together. And He is alive and present in our midst!

Today, Calvary Church offers Bible-based teaching for all ages in a variety of settings and groups, intergenerational and diverse worship, a respected Christian Counseling Center, multifaceted ministries of compassion, English and Spanish speaking congregations, mentoring based youth ministry and a long standing commitment to Global Partners.

VISION, MISSION & VALUES

We acknowledge that we are broken people, being made new in Jesus, overflowing with gratitude, and poured out for others whose mission is to "bless and transform lives and communities through the Gospel of our Lord, Jesus Christ."

Calvary Church exists for the glory of God the Father, in the cause of the Lord Jesus Christ, and by the power of the Holy Spirit to be a disciple-making community carrying out the functions of the local church including: worshipping and praying; teaching and applying God's Word; sharing life and ministry together; and proclaiming and practicing the Gospel locally and globally.

WEEKEND ATTENDANCE

650

MULTISITE?

No

ATTENDANCE TREND

Steady

WEEKEND OVERVIEW

Each Sunday, worshippers (adults/children) gather for one of three services– two in English and one in Spanish. Current Lead Pastor, Wayne Smith, has led the congregation since March 2017. Calvary is known for its biblical teaching/preaching focused on transformation. Calvary's worship style is blended/contemporary. You may also find you are sitting beside someone of most any age, political persuasion, income bracket, occupation, or education level.

FACILITIES

Situated on a 10-acre site since original construction in 1975, Calvary has expanded with multiple building projects and continued renovations.

BUDGET/DEBT

\$1.4 million this ministry year (20% given to missions and a separate benevolence fund is collected on top of the overall budget)

We currently have \$0 debt.

AFFILIATIONS

We are affiliated with the Rocky Mountain Church Network and CBAmerica.

Parachurch organizations we partner with include Compassion International and International Justice Mission

GOVERNANCE

Congregationally elected Council of Elders

STAFFING LEVEL

Full-time

Lead Pastor
Family Pastor
Associate Pastors (2)
Women's Ministry Director
Communications Director
Media Arts Coordinator
Youth Mentoring Coordinator
Youth Program Director
Children's Volunteer Coordinator

Part-time

Interim Worship Director
Counseling Center Director
Church Administration Director
Girls Youth Coordinator
Administrative Assistants (2)
Facility Care Assistant

MAJOR MINISTRIES

Worship, Spanish Speaking, Children's, Youth, Young Adults, Women's, Men's, Marriage, Counseling Center, Missions, Outreach programs

OUTREACH PROGRAMS

Community Food Share (Food pantry providing supplemental groceries); ESL/HiSET Community Center; Local and Global missions (focusing on discipleship, evangelism, compassion, & justice); Benevolence fund

THEOLOGICAL BELIEFS

Evangelical - Conservative

We believe...

1. The Bible (Old and New Testaments) is the Word of God, without error in the original writings. It is truthful and trustworthy, reflecting God's authorship through Spirit-controlled human personalities. It is the supreme and final authority in all matters of faith and conduct.

Psalm 19:7-11; Matthew 5:17-19; II Timothy 3:16-17; II Peter 1:19-21

2. There is only one true and living God, eternally existing in three Persons, Father, Son, and Holy Spirit (the Trinity), who are equal in every divine perfection, yet execute distinct but harmonious roles in creation and salvation.

Deuteronomy 6:4; Matthew 3:16-17; 28:19; Ephesians 4:4-6

3. God the Father is the first Person of the Trinity. He is the supreme ruler of the entire universe, perfect in holiness, infinite in wisdom, measureless in power, and boundless in love. To accomplish His divine purpose, the Father has, at His appointed time, sent forth both God the Son and God the Holy Spirit.

Exodus 34:6-7; I Chronicles 29:11-12; John 14:26; 15:26; 1 John 2:1

4. God the Son, Jesus Christ, is fully divine and fully human. He was conceived by the Holy Spirit, born of a virgin, and lived a sinless life. He died on the cross for our sins, was buried, and rose bodily from the dead. He appeared to many before He ascended into heaven where He intercedes for His people as Lord. He will return to earth to rule according to His promise.

Isaiah 53; John 1:1-18; I Corinthians 15:3-4; Philippians 2:5-11; Colossians 1:15-20; I John 2:1-2; Revelation 19:11-16

5. God the Holy Spirit is a Person who carries out the will of the Father and glorifies the Son. He exposes guilt and performs the miracle of new birth in an unbeliever. He indwells believers and intercedes for them, enabling them to live a godly life and equipping them with gifts for ministry.

Genesis 1:1-2; John 16:7-15; Romans 8:1-27; I Corinthians 12:1-11; Galatians 5:22-23; Ephesians 1:13-14

6. Angels are created spiritual beings. Good angels worship and serve God as His messengers and minister to His people. Evil angels, led by Satan, oppose God and His people. The destiny of evil angels is hell.

Genesis 3:1-15; Matthew 4:1-11; Hebrews 1:6, 7, 14; I Peter 5:8; Revelation 20:10

7. Human beings were created in the image of God to glorify and enjoy Him forever. However, humans, yielding to Satan's temptation, rebelled against the Creator, rejecting their sinless state and choosing instead a condition of sin, death, and alienation from God. The evil in the world is the result of this rebellion. All human beings are born into this condition of sinfulness and choose to continue to live as sinful beings. Though possessing inherent dignity, all are depraved and in need of saving grace. Those who trust the Lord Jesus Christ for salvation are forgiven of their sinfulness and can glorify and enjoy God now and forever. Those who refuse to trust Jesus Christ will spend eternity in hell, separated from God.

Genesis 1:26-31; Genesis 3:1-24; Psalm 8; Romans 3:10-26; 5:12-21; Revelation 20:11-15

8. Salvation is offered as a gift of God's grace and is received through faith in Jesus Christ apart from merit, works, or ritual. The Lord Jesus Christ purchased this salvation through His substitutionary death for the forgiveness of our sins, defeating death through His resurrection. Those who are saved are given new life in Christ to do good works. True believers are part of God's family and He will never disown them.

Isaiah 53:4-6; John 3:16-18; Romans 6:23; 8:38-39; I Corinthians 15:1-4; Ephesians 2:1-10; I Peter 2:24

9. The spiritual body of true Christians is the Church, of which Christ is the head. This body expresses itself in local assemblies of believers who gather together under the authority of God's Word for worship, instruction, fellowship, service and outreach. The church's mission is to make disciples of the Lord Jesus Christ among all nations. At Calvary Church we practice the ordinances of believer's baptism by immersion and the Lord's Supper.

Matthew 28:18-20; Acts 2:41-47; 1 Corinthians 11:23-26; Ephesians 4:11-16; Hebrews 10:19-25

For those doctrines not stated above, we allow freedom of belief and the freedom to disagree in love. However, we highly value unity and insist that members do not promote doctrines not listed above such that they cause dissension and division in the body.

Psalms 133; John 17:20-26; Ephesians 4:1-6, I Timothy 1:3-7

What theological hills will we die on?

The Bible is the only inspired and infallible record of God's teachings to humanity.

We believe God the Father, God the Son (Jesus) and God the Holy Spirit are all equally God and have always existed and always exist simultaneously.

Jesus was miraculously conceived of the Holy Spirit and born of the virgin Mary, and was fully God and fully man.

Salvation is by grace through faith alone in Jesus' finished work on Calvary.

**SOCIAL ISSUES/
CONCERNS**

Not in support of gay marriage

**BIGGEST WINS
LAST 18 MONTHS**

Transition to a new lead pastor

Moved governance to Elder based model

Expanded staff with two new associate pastors

Opened up a new lobby

**BIGGEST OPPORTUNITY
FOR THE FUTURE**

Hiring new worship pastor/director

Solidify a complete lead staff team

Determine God's plan for developing vacant portion of church property

**BIGGEST CURRENT
CHALLENGE**

Transition church from focusing on the past to focusing on future
Attracting young families



THE OPPORTUNITY

POSITION TITLE

Worship Leader/Pastor

JOB STATUS

Full-Time Position

POSITION OVERVIEW

Calvary Church is seeking a Worship Pastor who will work with the Lead Pastor to develop worship services that will lead our congregation in dynamic, participatory, congregational worship. We are seeking a developer of teams who is interested in building a worship ministry that will engage our current congregation while being attractive to those currently outside of our church.

REPORTING RELATIONSHIP

Direct report to Lead Pastor

GOALS & EXPECTATIONS

Build healthy collaborative working relationships with Lead Pastor and Sr. Staff team as well as with existing volunteer worship leaders. Gain understanding of Calvary culture, Longmont culture, etc, and develop Worship teams and processes that will engage Calvary congregation in vibrant worship experiences.

Work with the Senior Pastor to develop a vision for what worship ministry looks like at Calvary. Develop a philosophy of worship ministry that is culturally appropriate to the Longmont community, is attractive to those outside of the church, and engages believers in worship.

Recruit, develop, and unleash volunteers to lead our congregation in worship. This position will require you to lead worship from the stage, but it will also require to develop the leaders that we have in the church to lead through their giftings as well. Our next worship pastor is expected to be a team developer, ensuring that all members of our worship and production teams are well trained and pastored while they serve.

Oversee all aspects of Calvary's worship programming including service planning, budgeting, rehearsals, and production as well as pastoral responsibilities as delegated by the Senior Pastor.

RESPONSIBILITIES

SPECIFIC RESPONSIBILITIES

1. Serving as a member of the Staff Leadership Team at Calvary, being an engaged, committed, passionate team member developing worship ministries in alignment with the mission of Calvary to bless and transform lives and communities through the Gospel of our Lord, Jesus Christ.
2. Building on Calvary's traditions while developing a vision for where God might be calling our church and our worship teams to grow in new expressions of worship.
3. Modeling and leading heartfelt worship in an invitational style – through creating worship experiences that draws people in, encourages participation, and invites people into a deeper relationship with Jesus through all the seasons of life from celebration to lamentation.
4. Planning and preparing for worship services. (Currently there are two identical Sunday morning services). Designing worship elements and selecting "psalms, hymns and spiritual songs" that engages the congregation and supports the preaching of God's Word.
5. Leading rehearsals that serve a dual purpose: (A) preparation for worship services and (B) cultivation of a Christ-centered discipling community of worshippers.
6. Recruiting, shepherding, teaching, and training volunteer leaders, musicians, vocalists, and artists from inside and outside the church to serve the congregation and the community as a team with skill and humility.
7. Developing and administering an annual budget for the worship ministry in accordance with the financial policies of the church.
8. Overseeing and assisting in the planning and implementing of special or seasonal worship events outside of Sunday worship services.
9. Overseeing the AV/Production team staff and volunteers.
10. Overseeing and developing other worship staff and worship ministries at Calvary.
11. Performing other duties as assigned by the Lead Pastor

A clear testimony of faith in Jesus Christ and a vital, growing personal relationship with Him.

A clear calling to sacrificial leadership of Christ's people and a demonstrable heart for the lost, expressed in a life and reputation consistent with that calling.

Gifted in leading participatory congregational worship with five years of experience and proven organizational skills.

Bachelor degree from accredited institution, music or worship arts emphasis preferred.

Strong, positive interpersonal chemistry with Calvary's lead staff coupled with a passion lead and develop God's people specifically in worship arts.

Equipped in sound doctrine and able to communicate truths from God's Word.

Highly skilled in at least one instrument (guitar, piano or keyboard preferred) with the ability to read music. Proficiency in other instruments is a plus.

Experience as a producer, including planning, organizing, sourcing, rehearsing and presenting worship events using visual arts, sound and lighting systems. Experience in creative arts such as writing songs or scripts is a plus.

Worship Style of Your Church

We currently have a blended worship style, but are looking to transition towards a more contemporary feel in the days ahead. Our next worship pastor needs to be willing to gently transition the church towards a new feel on Sunday mornings.

What skills are you looking for specifically?

Highly skilled in at least one instrument (guitar, piano or keyboard preferred) with the ability to read music.

SALARY / HOURS

Competitive salary commensurate with experience.

Health/dental/life insurance with 403b retirement plan;

Vacation & Holiday days



THE OPPORTUNITY

PUBLIC JOB POSTING

Calvary Church in Longmont, CO is looking for a new Worship Leader/Pastor. We're a church of about 650 people nestled right next to the beautiful Rocky mountains.

We are seeking a Worship Pastor who will work with our Lead Pastor to develop worship services that will lead our church in dynamic, participatory worship. We're looking for a 'developer of teams' who is interested in building a worship ministry that will engage our current congregation while being attractive to those currently outside of our church.

Your first six months will be focused on gaining a deep understanding of Calvary's culture, Longmont's culture, and beginning to identify and develop worship teams and processes that will engage our church in vibrant worship experiences.

This position will require you to recruit, develop, and unleash volunteers to lead our church in worship. You'll need to lead worship from the stage, but an even bigger responsibility will be to develop the leaders that we have in the church to lead through their giftings. You'll also need to make sure that members of our worship and production teams are well trained and pastored while they serve.

This is an exciting time in the life of our church, and a great opportunity for the right person that has some previous experience in team building and culture building.

Does this sound like you? If so, please start by submitting your candidate profile here:

<http://chemistrystaffing.com/calvary>

(We have partnered with Chemistry Staffing to help us find and locate our next Worship Pastor. Please do not call the church or contact the church directly. All candidates must start by filling out their candidate profile using the link above).