



Opportunity Profile
Boulder and Erie, Colorado

Director of Worship & Music, Erie Campus

The Director of Worship & Music, Erie Campus will *build a Christ-center community of people, fully devoted to loving God and loving others* by:

- working with the Erie campus Pastor and programming team to coordinate and lead the Sunday morning worship service and other services
- identifying, developing and leading worship and technology teams toward increasing spiritual maturity, musicianship, and technological skill

About Us

Calvary Bible Church is a multi-campus church in Boulder and Erie, Colorado. We launched our Erie campus in 2006. Calvary has a long history in Boulder, beginning in 1889 by four families who immigrated here from Sweden. Our services were held in Swedish until 1943, when the congregation voted to conduct our services in English in order to reach the city of Boulder.

During Calvary's long history we have never had a church split, and have experienced longevity in the Senior Pastor position. Since 1971, we've had only



Senior Pastor *Tom Shirk*

two Senior Pastors. Our current Senior Pastor, Tom Shirk, was called in 1993. Along with Pastor Tom, several other staff members have tremendous longevity at Calvary, with seven additional staff members having served longer than 10 years, including our Erie Campus Pastor, our Pastor of Students, our Pastor of Worship and Young Adults, our Director of Community Life and our Director of Ministry Operations.

In the last 20 years, we've gone through three important phases:



First Church Building 1889

Phase One: Organizational Restructuring (1993 - 1999)

We reorganized to be an Elder led church. Prior to this restructuring, we had numerous boards (deacons, trustees, general board) and many committees. Our staff is now empowered to lead along with the Elders, who are empowering and encouraging of our staff. There is very little organizational bureaucracy at Calvary. This reorganization set the stage for our next two phases. We also completed a much needed building addition at our Boulder facility.

Phase Two: Shift from Internal to External Focus (2000 - Present and Ongoing)

Calvary has a long history of being internally strong. We've always been known as a strong, conservative, Bible teaching church. At the beginning of the 2000s, we began a process of directing our focus outside of four walls and awaken our compassion for our community and the world. We utilized a series of projects, called *Kingdom Assignments* to accelerate this process:

First Kingdom Assignment - 100 Calvary volunteers were given \$100 each and asked to multiply it and give it away outside the walls of our church. More than \$45,000 was given away

Second Kingdom Assignment - 200 Calvary volunteers sold a possession worth more than \$100 and brought the proceeds to a special offering. We raised more than \$83,000 and gave 90 percent away to four social service agencies in Boulder county that served the poor; the remaining 10 percent went to another church in Boulder County to start their own Kingdom Assignments

Third Kingdom Assignment - 400 Calvary volunteers committed to 90 minutes of service in the community over the course of 90 days

Final Kingdom Assignment - 700 Calvary volunteers refurbished three schools in Boulder in our first ShareFest

By 2009, ShareFest grew to 45 churches and 4500 volunteers serving at 135 sites - estimating \$1.5 million worth of labor from more than 14,000 volunteers over its six year history. In 2010, a special Christmas eve offering raised more than \$170,000 for three organizations around the world: helping the Colorado Friends of The Lost Boys of Sudan build a [School and Community Center](#) in Dak Payuel, Sudan, partnering with [Kids Against Hunger](#) to provide thousands of meals for the people of Haiti, and supporting women and children in abusive situations through the [Safehouse Progressive Alliance for Nonviolence](#).



Our First ShareFest

Phase Three - Multicampus Ministry (2006 - Present and Ongoing)

In 2005, we began to sense God calling us to expand our ministry by adding an additional campus. We had an increasing number of people who were driving 30 minutes or more to church, especially from the eastern part of Boulder county, where a once-small farm community of Erie was becoming a larger bedroom community for Boulder and Denver.

In 2006, we sent 150 people from the Boulder campus and launched our Second Campus, Calvary Bible Church in Erie, meeting at Erie High School. At the beginning, all of our Sunday messages were recorded on video at the Boulder campus and shown in Erie. Since then, we have slowly migrated from nearly 100 percent video teaching to nearly 100 percent live teaching. Our Erie Campus Pastor, Adrian Boykin, preaches most Sundays with other staff members, and our Senior Pastor, teaching from time to time. Our Erie campus is often seeing more than 500 people in attendance each Sunday during our two contemporary services at 9am and 1030am.

In 2011, we purchased 11 acres of land in Erie for the building of the permanent home of our Erie Campus. Since then, we have been actively raising funds to build this building, and hope to break-ground soon. This building will be around 27,000 square feet, with a Worship Center that seats 500, and generous space for children and youth ministry. Our budget for this portion project is \$5,500,000, and we have received more than \$2,250,000. We paid for the land shortly after its purchase.



Erie Campus Worship Service

Boulder Campus

Calvary welcomes 700 to 1000 people to the Boulder campus each weekend, with services at 9am and 1030am. Our 9am service blends traditional hymns with



Boulder Campus Christmas Eve Service

contemporary worship, and our 1030 service is primarily contemporary worship. A strong recreational culture in our city leads to infrequent church attendance, with lots of opportunities for hiking, biking, and climbing in the spring, summer and fall, and the promise of deep powder skiing in the winter and spring. Due to our proximity to the University of Colorado, we have a contingent of college students who worship with us during the school year.

Our Boulder campus is multi-generational, with many long-time older members in attendance alongside a large contingent of just-out-of college young adults and young families. Calvary is known for having exceptional student ministry, so we have a large contingent of families with middle and high schoolers as well. Boulder is an economically diverse city, and Calvary reflects that. Our services often include members from the homeless or women's shelter worshipping alongside successful business owners or highly educated professors. Given our external focus, this welcoming atmosphere is an important component of our DNA.

What We Believe

Calvary Bible Church has a long history with the [Evangelical Free Church of America](#), an association of autonomous churches united around these theological convictions:

God

We believe in one God, Creator of all things, holy, infinitely perfect, and eternally existing in a loving unity of three equally divine Persons: the Father, the Son and the Holy Spirit. Having limitless knowledge and sovereign power, God has graciously purposed from eternity to redeem a people for Himself and to make all things new for His own glory.

The Bible

We believe that God has spoken in the Scriptures, both Old and New Testaments, through the words of human authors. As the verbally inspired Word of God, the Bible is without error in the original writings, the complete revelation of His will for salvation, and the ultimate authority by which every realm of human knowledge and endeavor should be judged. Therefore, it is to be believed in all that it teaches, obeyed in all that it requires, and trusted in all that it promises.

The Human Condition

We believe that God created Adam and Eve in His image, but they sinned when tempted by Satan. In union with Adam, human beings are sinners by nature and by choice, alienated from God, and under His wrath. Only through God's saving work in Jesus Christ can we be rescued, reconciled and renewed.

Jesus Christ

We believe that Jesus Christ is God incarnate, fully God and fully man, one Person in two natures. Jesus—Israel's promised Messiah—was conceived through the Holy Spirit and born of the virgin Mary. He lived a sinless life, was crucified under Pontius Pilate, arose bodily from the dead, ascended into heaven and sits at the right hand of God the Father as our High Priest and Advocate.

The Work of Christ

We believe that Jesus Christ, as our representative and substitute, shed His blood on the cross as the perfect, all-sufficient sacrifice for our sins. His atoning death and victorious resurrection constitute the only ground for salvation.

The Holy Spirit

We believe that the Holy Spirit, in all that He does, glorifies the Lord Jesus Christ. He convicts the world of its guilt. He regenerates sinners, and in Him they are baptized into union with Christ and adopted as heirs in the family of God. He also indwells, illuminates, guides, equips and empowers believers for Christ-like living and service.

The Church

We believe that the true church comprises all who have been justified by God's grace through faith alone in Christ alone. They are united by the Holy Spirit in the body of Christ, of which He is the Head. The true church is manifest in local churches, whose membership should be composed only of believers. The Lord Jesus mandated two ordinances, baptism and the Lord's Supper, which visibly and tangibly express the gospel. Though they are not the means of salvation, when celebrated by the church in genuine faith, these ordinances confirm and nourish the believer.

Christian Living

We believe that God's justifying grace must not be separated from His sanctifying power and purpose. God commands us to love Him supremely and others sacrificially, and to live out our faith with care for one another, compassion toward the poor and justice for the oppressed. With God's Word, the Spirit's power, and fervent prayer in Christ's name, we are to combat the spiritual forces of evil. In obedience to Christ's commission, we are to make disciples among all people, always bearing witness to the gospel in word and deed.

Christ's Return

We believe in the personal, bodily and premillennial return of our Lord Jesus Christ. The coming of Christ, at a time known only to God, demands constant expectancy and, as our blessed hope, motivates the believer to godly living, sacrificial service and energetic mission.

Response and Eternal Destiny

We believe that God commands everyone everywhere to believe the gospel by turning to Him in repentance and receiving the Lord Jesus Christ. We believe that God will raise the dead bodily and judge the world, assigning the unbeliever to condemnation and eternal conscious punishment and the believer to eternal blessedness and joy with the Lord in the new heaven and the new earth, to the praise of His glorious grace. Amen.

Our Mission and Values

At Calvary Bible Church, our mission is "building a Christ-centered community of people, fully devoted to loving God and loving others." We believe a Christ-centered community is made up of people who have made a commitment in their life to **worship** (offering all of me for all of God's glory), **learn** (knowing Christ and following Him), and **serve** (giving my time, gifts and resources for the needs of others).

The following shaping values are the principles we stand for and the characteristics that define us:

Biblical Authority - we submit our lives to the teaching of God's Word

"All Scripture is inspired by God and profitable for teaching, for reproof, for correction, for training in righteousness; so that the man of God may be adequate, equipped for every good work." [2 Timothy 3:16, 17](#)

Prayer in Faith - we believe that God accomplishes His will through our prayers

"For we do not have a high priest who cannot sympathize with our weaknesses, but One who has been tempted in all things as we are, yet without sin. Therefore let us draw near with confidence to the throne of grace, so that we may receive mercy and find grace to help in time of need." [Hebrews 4:15, 16](#)

Loving Relationships - we commit ourselves to pursue authentic community

"So, as those who have been chosen of God, holy and beloved, put on a heart of compassion, kindness, humility, gentleness and patience; bearing with one another, and forgiving each other, whoever has a complaint against anyone; just as the Lord forgave you, so also should you. Beyond all these things put on love, which is the perfect bond of unity." [Colossians 3:12-14](#)

Moral Excellence - we pursue deeper holiness in everyday living

"Keep your behavior excellent among the Gentiles, so that in the thing in which they slander you as evildoers, they may because of your good deeds, as they observe them, glorify God in the day of visitation." [1 Peter 2:12](#)

"As obedient children, do not be conformed to the former lusts which were yours in your ignorance, but like the Holy One who called you, be holy yourselves also in all your behavior; because it is written, "You shall be holy, for I am holy." [1 Peter 1:14-16](#)

Confident Witness - we communicate in word and deed that salvation is found in Christ alone

"And there is salvation in no one else; for there is no other name under heaven that has been given among men by which we must be saved." [Acts 4:12](#)

Faithful Stewardship - we give generously and faithfully of our financial resources

"Honor the Lord from your wealth and from the first of all your produce; so your barns will be filled with plenty and your vats will overflow with new wine." [Proverbs 3:9, 10](#)

"Now this I say, he who sows sparingly will also reap sparingly, and he who sows bountifully will also reap bountifully. Each one must do just as he has purposed in his

*heart, not grudgingly or under compulsion, for God loves a cheerful giver." [2](#)
[Corinthians 9:6, 7](#)*

Staff Values

In addition to our church-wide values, we have five staff values which are the foundation of our staff culture:

Empowerment - we give our staff the authority to accomplish their job duties and expect them to be self starters

Development - an important part of our growth is personal development and we encourage our staff to seek out opportunities to grow and learn through conferences, training and mentoring programs.

Accountability - as we steward our God given resources, we expect our staff to have high attention to results and measure our accomplishments.

Authenticity - acknowledging the ebbs and flows of life and faith, our staff exhibits genuine faith and shares their life with others.

Camaraderie - we encourage and enjoy each other as we work together as a team.

Job Requirements

- Born again with clear evidence of a godly life and a walk in the Spirit.
- Qualified for spiritual leadership (1 Timothy 3, Titus 1).
- Gifted, skilled, and disciplined as a musician and worship leader.
- Agreement with Calvary Bible Church constitution, vision, strategies, values, and doctrine.
- Agreement with Calvary Bible's Philosophy of Music and Its Role in Corporate Worship.

Primary Duties and Responsibilities

- Work with the Teaching Pastor and programming team to coordinate and lead the Sunday morning worship service and other services.
 - Administrate and guide the song selection, transitions, special elements, and technology to usher Calvary into the presence of God through weekly worship the services.
- Work with Campus Pastor to increase congregational involvement in corporate worship.

- Develop and implement a creative arts team to support Calvary's weekly worship services and regular sermon series'.
- Coordinate the set-up and take-down of all worship related equipment for services/ events, musician sharing, and creative arts.
- Identify, develop and lead worship and technology teams toward increasing spiritual maturity, musicianship, and technological skill.
 - Meet with the worship team individually and as a group. Invest personally, musically, and spiritually in team members.
 - Administrate the Erie worship and technology teams (i.e., scheduling, record keeping, and updating Fellowship One).
 - Develop leaders to effectively lead worship when you are absent from Sunday - mornings or special events.
 - Oversee weeknight and Sunday morning rehearsals.
 - Identify, develop, and train sound and lighting, and video teams.
 - Perform any other duties as requested by your team leader. (i.e. bi-campus services; contacts; tech needs; scheduling)
- As a Ministry Staff team member, work to develop healthy working relationships with Calvary's staff team.
 - Attend weekly Staff meetings and retreats as identified
 - Faithfully execute your "Minister on Call" responsibilities.

Authority

The Director of Music and Worship has the authority to carry out and develop these ministry responsibilities in harmony with the Constitution of Calvary Bible Church.

Accountability

The Director of Music and Worship is directly accountable to Erie Campus Pastor.

Standards of Performance

- After a three (3) month period, the Erie Campus Pastor will make an evaluation.
- Thereafter, annual evaluations may occur. Calvary uses a performance-rating matrix for end of year reviews and potential salary adjustments.

- The standards of faithfulness, excellence, effectiveness, maturity of attitudes, along with the fruit of the Holy Spirit are expected.

Contact

Please e-mail your resume and cover letter to:
Adrian Boykin, Erie Campus Pastor