



Ministry Leadership -- Director Job Description Director of Creative Arts & Worship

General Personal & Spiritual Qualifications

1. Profess personal faith in Jesus Christ as evidenced by spiritual growth and passion for God.
2. Model biblical integrity in all things. (Titus 2:7-8)
3. Model biblical leadership as an equipper. (Eph 4:11-13)
4. Model biblical community in relationships as described in the “one another” commands in Scripture.
5. Ability to work cross culturally with a multi-multi-ethnic staff team, worship team, and congregation
6. Agrees with Village’s Doctrinal Statement, Church Covenant, and Mission Statement.
7. Understands and is willing to submit to Village’s Strategic Plan, Position Statements, and Policies.

Ministry & Job Specific Qualifications

1. Bachelor’s degree in an area of arts (e.g., visual, digital, graphic, plastic, decorative, literature, performing arts)
2. Proven experience as an artist (e.g., portfolio)
3. Proven passion, knowledge, and skills in various musical expressions
4. Multi-ethnic team, ministry, or professional experience
5. Proven experience as a team worker and in collaborative leadership
6. Disciple-maker with a pastoral and missional passion
7. Ability to organize, and proven accountability with, execution of administrative duties related to their responsibilities.
8. Ability to see big picture and drive and collaborate with team vision.
9. Preferred educational background – Has completed a broad sequence of biblical survey for credit at the Bachelor’s or Master’s level from an accredited theological institution.

Primary Job Responsibilities

1. Creative Arts
 - a. Empower and cultivate artistic culture in our community, integrating appropriate expressions of arts into church’s life in overall
 - b. Create and promote artistic expressions of faith, worship, and community-life in a multicultural church context
 - c. Oversee the effort to create sacred space in the relevant facilities (Sanctuary, Chapel, Lobby, Alcoves, Stage, etc.)
 - d. Manage creative team staff and volunteers (Assistant Director of Worship, Technical Artist, Worship Leaders, Vocalists, Musicians, Choral Director, Digital Ministry Assistant)
 - e. Develop and oversee ‘Artist-in-Residence’ program, and various art-projects, to promote and communicate Christian values in artistic ways
 - f. Develop and partner with local/national/global galleries and artists to promote and communicate Christian values in artistic ways
 - g. Manage the creative arts and worship ministry budget

2. Worship
 - a. Be responsible for the programming and content of all Sunday services, series and events (including call-to-worship, prayers, song selection, video selection, video creation, scripture reading, all graphics and screen graphics, and other creative elements such as dance, theater, etc.)
 - b. Lead efforts to design and craft special services, including holidays and other key events in the church calendar
 - c. Oversee the resourcing of worship team (including scheduling and contacting musicians and media operators, printing and arranging music).
 - d. In collaboration with the Assistant Director of Worship, recruit and develop artists and musicians both technically and spiritually
3. Other duties as assigned by supervisor.
 - a. Village being an integrated church oftentimes means that ministries and needs are in collaboration with other ministries. Our team's work culture highly values collaboration, support, and cooperation.
4. Shaping
 - a. Supervised by and reports to Lead Pastor.
 - b. Receives annual review from supervisor according to the review policy established by the Personnel Commission.
 - c. Continued spiritual formation, be in a "soul-care" relationship.