

CREATIVE ARTS DIRECTOR / PASTOR

Job Summary

Provide vision, leadership, and systems for worship and creative ministries so that weekend gatherings and church communications clearly communicate the gospel and support the mission of 4 Points Church.

Reports To: Lead Pastor

Work Hours: 40 hours per week

KEY RESULT AREAS AND PERFORMANCE INDICATORS

Create Worship Environments

- Weekend services and special gatherings consistently create an engaging, distraction-free worship environment.
- Worship, production, and creative elements support congregational participation and response to God.
- Services and special events are thoughtfully planned, rehearsed, and executed with preparation and excellence.
- Creative elements consistently reinforce and support the message being taught.

Lead Creative Direction

- Sermon series and ministry priorities are translated into clear and cohesive creative direction.
- Creative elements across worship, media, and environments communicate a unified message.
- Creative work consistently strengthens and supports the Lead Pastor's teaching.
- Creative expression reflects the mission, vision, and theological commitments of 4 Points Church.

Develop Creative Teams

- Worship, production, and creative teams are adequately staffed with trained and engaged volunteers.
- Volunteers experience clear leadership, communication, and encouragement.
- Team members demonstrate growth in skill, ownership, and spiritual maturity.
- Creative ministry culture reflects humility, collaboration, and spiritual health.

Build Ministry Systems

- Clear systems exist for service planning, rehearsals, communication, and content development.
- Creative teams operate with organized workflows that reduce confusion and last-minute stress.
- Planning rhythms allow teams to prepare ahead and execute consistently.
- Resources and budgets are stewarded responsibly and aligned with ministry priorities.

QUALIFICATIONS

- 3-5 years of experience leading worship, production, creative arts, or communications in the local church, or equivalent leadership experience in a related professional environment
- Demonstrated ability to lead and develop teams and volunteers in a ministry environment.
- Strong creative and strategic thinking related to worship services, communication, or media.
- Excellent written and verbal communication skills.
- Ability to organize systems, manage multiple projects, and lead collaborative planning processes.
- Alignment with the mission, values, and theological commitments of 4 Points Church.

PERSONAL RESPONSIBILITIES

- Maintain God-ordained priorities:
 - Personal relationship with Jesus
 - Relationship with spouse (if married)
 - Relationship with children (if applicable)
 - Faithful pursuit of personal calling and ministry
- Invest in reaching the least, the lost, and the lonely with the gospel of Christ.
- Financially support the vision of 4 Points Church through faithful giving.
- Adhere to the expectations and qualities outlined for 4 Points Church employees in the Employee Handbook.
- Maintain reliability, preparation, and a positive spiritual posture in ministry gatherings and church functions.

This job description is intended to describe the general nature and scope of this role and is not an exhaustive list of all duties, responsibilities, or qualifications. Additional responsibilities may be assigned as needed to support the mission and ministry of 4 Points Church.