

## **Director of Worship and Creative Arts**

**Location:** Lloydminster, Saskatchewan, Canada

**Employment Type:** Full Time Salaried Employee

**Application Deadline:** June 14, 2024

First Baptist Church, Lloydminster (FBC) is currently accepting applications for the position of Director of Worship and Creative Arts. FBC is part of the Fellowship of Evangelical Baptist Churches of Canada, a national body of Evangelical Baptists with whom we share common essential beliefs. FBC is located in the only border city in Canada, straddling the border of Alberta and Saskatchewan.

### **About Lloydminster**

Lloydminster is home to approximately 32,000 residents. It is a young and vibrant community offering the comfort of a rural lifestyle with the convenience of urban amenities. The community has a variety of facilities promoting local sports, culture, and leisure. The city offers residents public and Catholic schooling, post-secondary education, and various training activities. Health services include local doctors, a fully equipped regional hospital, health centers, and seniors' care. Shopping includes an ever-growing inventory of national retailers, local boutiques, and dining options.

### **About FBC**

FBC is a dynamic community of people who care about the Lloydminster area and the families within it. Our mission is to lead people into a growing relationship with Jesus Christ. Our vision is to be a church that everyone wants to attend, and where all who attend grow in their faith and put it into practice. We accomplish our mission and vision through our strategy, to *Think Big, Think Small, Think In, and Think Out*. It is our hope that at FBC people will find a place to connect and belong, an environment in which they can grow and develop in their faith and an assortment of opportunities to reach beyond oneself and serve others. FBC is an active community, facilitating ministry programs for children, youth, young adults, adults, and seniors. FBC has six other full time ministry positions and two full time support staff positions. Prior to COVID-19, FBC hosted two Sunday morning services with an average weekly attendance of near 700 people. While COVID has had an impact on in-service attendance, we are trending back up in that area. In addition to in-person services, we livestream one of our Sunday worship services each week.

### **Position Details**

FBC is seeking a Director of Worship and Creative Arts to join our church ministry team. This full-time position is accountable to the Elders Board through the Lead Pastor and reports directly to the Executive Pastor. All Board authority delegated to a staff member of the church is delegated through the Lead Pastor.

The Director of Worship and Creative Arts is a person who seeks to love God with all their heart, soul, mind and strength. Maturing as a follower of Christ, they demonstrate

character that is consistent with the qualities summarized in 1 Timothy 3:1-7; Titus 1:5-11 and 1 Peter 5:2-4. They are solidly a team player as well as a life-long learner, open to further education/training as is appropriate for the needs of the church.

The Director of Worship and Creative Arts plans, oversees, manages and directs weekly gatherings and special events (i.e. Christmas and Easter). They also lead worship at many of the weekly gatherings and lead and direct the worship and audio/visual production teams. To fulfill the mission this leader must develop the creative individuals in our congregation, equipping them to facilitate excellent Sunday gatherings, to communicate our vision, identity, and the gospel in compelling and creative ways.

**Required Skills and Abilities**

Demonstrated capability and performance in the areas of:

sharing their faith (Gospel of Christ) with others	strong interpersonal and communication skills
musical (voice, piano &/or guitar)	organizational skills
audio/video production	working with minimal supervision
vision and creativity	initiative and adaptability.
team building and collaboration	prioritizing multiple demands

**Required Personal Characteristics and Conduct**

positive, personable, approachable, and accessible	integrity in personal, professional and ministry responsibilities
trustworthy and respectful	mature judgement
flexible and collaborative	initiative
positive team player	strong work ethic

**Supervision**

This position involves the supervision of various ministry volunteers.

**General Duties and Responsibilities**

Without restricting the generality of the description above, the Director of Worship and Creative Arts shall perform such duties and responsibilities as may be assigned, by the Lead Pastor or his designate, including but not restricted to the following:

- Conduct oneself in a manner appropriate for an individual who represents Christ’s Church and FBC to the community and to the world.

- Deal tactfully with fellow staff members, ministry leaders, volunteers, members, adherents, visitors and the public.
- Contribute to the continual improvement of FBC ministries and operations.
- Be knowledgeable and supportive of applicable Board policies, staff policies and administrative procedures.
- Complete a Personal Growth Plan and submit plan to the Executive Pastor before the beginning of each ministry year and review the results of the plan with the Executive Pastor near the end of the ministry year.
- Develop ministry goals, objectives and strategies for the ministry year, aligned with the Church Mission & Vision, and submit these plans to the Executive Pastor prior to beginning of ministry year.
- Develop and cast vision for ministry area aligned with the Church's Mission and Vision.
- With awareness of the changing needs, challenges and opportunities in our congregation and the community, assess and revamp strategies to move their ministry area forward to accomplish FBC's Mission.

#### **Specific Duties and Responsibilities:**

- Plan the corporate worship services in consultation with the Lead Pastor (or his designate) and do so with prayer, conceptual forethought, theological accuracy, and musical appropriateness. This includes song selection, media preparation, sound and lighting, etc.
- Build the necessary teams to execute weekly worship gatherings and services
- Oversee scheduling of and communication to worship leaders, worship team members, and audio/visual technicians for weekend services.
- Recruit/audition new worship ministry volunteers.
- Provide coaching and oversight of the training of volunteers (vocalists, instrumentalists, and audio/visual technicians).
- Oversee all weekly activities and rehearsals necessary to facilitate worship in services.
- Ensure all audio/video equipment is set-up and ready for services and practices
- Music/tech coordination for special services and events including men's and women's events/retreats, weddings/funerals, etc.
- Oversee video production of testimonials, promos, and sermon bumpers, etc.
- Oversee the design and implementation of staging for Sunday services and preaching series, and high impact services such as Christmas and Easter.
- Oversee the worship ministry including: budget, organization, and volunteers, etc.
- Oversee worship/tech equipment maintenance.
- Provide support and development of worship volunteers for Children's Ministry and Youth Ministry.
- Maintain licensing for copyrighted worship elements (music, video, streaming, etc.).

## **Alignment Expectations**

- The Director of Worship and Creative Arts will strive to further the Mission and Vision of the church in every aspect of their work.
- The Director of Worship and Creative Arts will resign if at any time they find that they are not able to support the Doctrinal position of the Church, the Mission & Vision of the Church, or the direction of the Church as delineated by the Elders Board and the Lead Pastor.

## **Confidentiality**

The Director of Worship and Creative Arts is required to respect the confidential nature of the work of church staff. Information regarding any individual must not be discussed in public or with any person not authorized to receive that information. Exchange of personal information within the organization shall be on a “need to know” basis. Breaching confidentiality is a serious violation of acceptable conduct and is grounds for disciplinary action up to and including termination of employment with the church.

**Mission:** To lead people into a growing relationship with Jesus Christ.

**Vision:** To be a church that everyone wants to attend, and where all who attend grow in their faith.

## **Remuneration**

FBC offers competitive salary and benefit packages that will be determined in accordance with experience, education, and qualifications.

## **How to Apply**

Apply to this posting by **June 14, 2024**. Submit your cover letter and resume with a minimum of two personal references by email to [recruiting@fbclloyd.ca](mailto:recruiting@fbclloyd.ca) Please indicate “*Application – Director of Worship and Creative Arts*” in the subject line of your submission. Thank you in advance for your interest. If we decide to move forward with your application, the recruiting team will reach out to you to discuss next steps.

**Approved by the Lead Pastor**    24 04 24  
*Date*