

## EMPLOYMENT OPPORTUNITY

**Open Position:** Creative Arts Pastor  
**Classification:** Exempt/Full time  
**Department:** Creative Arts Ministries  
**Reports to:** Executive Pastor  
**Effective Date:** Fall of 2010



### **PURPOSE:**

The Creative Arts Pastor is a member of the Riverside Pastoral Staff and is called by the Board of Elders for an unspecified period of service. The Creative Arts Pastor is primarily responsible for developing, maintaining and overseeing a relevant Creative Arts Ministry. This individual will build and lead the teams of volunteers that are necessary to minister to the local body through the arts.

### **EDUCATION, SKILLS, ABILITIES & SPIRITUAL GIFTS:**

- BA or BS degree in ministry or related field; or a minimum of five years experience in the ministry focus areas of this position.
- Demonstrate spiritual maturity and character consistent with the Biblical requirements for leadership and worship.
- Good working knowledge of all aspects of live production, including: audio, lighting, video, multimedia, music and staging at our current technical abilities or greater.
- Experience in a musical style representative of Riverside's modern worship style (Chris Tomlin, Fee, Hillsongs, Lincoln Brewster, Gateway Church, New Life Church).
- Excellent up-front worship leader in large public setting; preferably with an advanced skill level on guitar (keyboard is a plus) and the ability to lead an effective rehearsal for both vocalists and band members.
- Strong written and verbal communication skills and interpersonal skills that reach across generational barriers.
- Ability to work with multiple staff within a large organization.
- Strong personal commitment to Jesus Christ evidenced in lifestyle, personal relationships, commitment to the church and work ethic.
- Christian compassion and a heart for lost people.
- Ability to multi-task quickly with good decision making skills and a commitment to excellence.
- Spiritual gifts of leadership, teaching and administration/organization.

### **RIVERSIDE COMPETENCIES & EXPECTATIONS:**

- Fully embrace Riverside's mission, core values, vision, and policies.
- Pursue a vibrant relationship with Jesus Christ through the regular practice of spiritual disciplines including prayer, Bible reading and study, worship and generosity.
- Efficiently and effectively fulfill the position's job description.
- Be reliable, take initiative and be self-motivated.

- Have a cooperative, healthy and encouraging relationship with supervisors and coworkers.
- Regularly attend worship services and be available to the congregation before and after services as duties allow.
- Embrace and adapt to growth, change, innovation and creativity.
- Use appropriate judgment in the areas of discretion, sensitivity and confidentiality.
- Maintain flexible working hours as determined by the needs of the ministry.
- Stay current with music trends and artistic growth using available resources.
- Have the full support of spouse, if married, to their ministry.

### **ESSENTIAL FUNCTIONS:**

- The Creative Arts Pastor will work with the Executive Pastor in developing, leading and producing worship services that engage the hearts of worshipers in meaningful, life-changing ways.
- *Creative Arts Ministry Focus Areas:* The Creative Arts Pastor will work in developing and leading the following areas:
  - Worship Leading
  - Worship Teams (vocalists & band)
  - Service Planning Team
  - Technical Ministries: Sound, Video, Lights, Projection, Recording/Duplication, Website
  - Kingdom Kids Choir
  - Administrative needs for ministry focus areas
  - Training opportunities
  - Visual Enhancement / Stage Design
  - Drama Team
  - Signs of Love (signing ministry)
  - Partner with other ministry areas to help support their music, arts and technical needs
  - Provide leadership and support to seasonal productions produced with the Executive Pastor
- *Team Facilitation:* Responsible for helping to recruit, train and shepherd volunteer teams to lead and/or participate in aforementioned ministry areas. Will also identify and plan for the gaps between where we currently are and where we need to go, identifying and implementing the logical "next steps".
- *Ministry Budget:* Will work with the Executive Pastor to develop, recommend and manage the accounts connected to Creative Arts Ministries. This will include reporting all expenses in a timely manner and reviewing budgets and budget line items.
- *Ministry Staff Participation:* Will participate in the general pastoral care of the congregation as directed by the Senior and Executive Pastors.

### **RELATIONSHIPS:**

- The Creative Arts Pastor works under the direction of, and is responsible to the Executive Pastor. They meet regularly to ensure a close partnering in ministry service and to share with him the vision and direction of Riverside.

- Accountable to the Board of Elders.
- The Creative Arts Pastor exhibits respect and honor to all church staff, both pastoral and support staff and strives at all times to maintain a team approach to ministry with colleagues.
- Regularly interacts with Riverside attenders and volunteers.
- Will commit to finding and developing relationships with individuals for the purpose of training and accountability in their personal walk with the Lord, their marriage, their role with their family and their professional growth.

#### **RELATIONSHIP TO THE CHRISTIAN AND MISSIONARY ALLIANCE:**

- The Creative Arts Pastor attends conferences and conventions for his personal and ministerial enrichment in coordination with the Executive Pastor and with the approval of the Board of Elders.
- The Creative Arts Pastor is encouraged to move toward licensure by the Christian and Missionary Alliance.

#### **COMPENSATION:**

The Creative Arts Ministry pastor's salary will be established by the Board of Elders and reviewed annually. Vacation periods, sick leave, insurance coverage and other benefits are indicated in the written policy manual. This is classified as a full time exempt position.