



MINISTER OF WORSHIP AND ARTS

First Baptist Church – Winston-Salem, NC

God has called First Baptist Church to be a congregation that is reaching, preaching, and teaching the Gospel to all God's people. The Minister of

Worship and Arts will capture a vision and philosophy of utilizing music and arts in worship that is theologically grounded, biblically informed and congruent with the mission of the church, and shall articulate and implement that vision and philosophy of worship with and through other music staff and volunteers who participate in implementing worship services for the church. Through diverse, engaging, and thoughtful worship, will plan, manage and lead worship that engages the congregation and community and fosters continued spiritual growth.

RESPONSIBILITIES:

The Minister of Worship and Arts reports to the Senior Pastor and provides leadership, coordination and accountability for the ensembles and individuals that make up the Worship and the Arts ministry of the church that currently include: three adult choirs, children's and youth choirs, and dance ministry. Responsibilities include, but are not limited to:

WORSHIP

- In collaboration with the Senior Pastor, develop a long-range worship plan for the congregation that builds on the current strength of the Music Ministry by incorporating best practices for the use of intergenerational styles and genres (i.e. hymns; anthems; spirituals; gospel – traditional/contemporary and praise and worship).
- Plan and execute thoughtful worship around the themes and seasons of the church year
- Engage laity and staff in worship that is participatory, sensitive, diverse and multi-sensory
- Identify and help develop new worship experiences and opportunities for the community and church

MUSIC

- Plan music and liturgies that support the Pastor's weekly teaching and messages, and seasons of the church year
- Select music from all genres that are represented in the Black Sacred Music tradition
- Plan and provide for multi-generational music opportunities
- Discern the musically gifted and interested and recruit and equip those persons for the ministry of music
- Schedule and order music for ensembles, vocalists and instrumentalists in worship

LEADERSHIP

- Support the goals, vision and leadership set forth by the Senior Pastor
- Magnify God's presence and exemplify a consistent standard of musical excellence, which edifies and educates the congregation
- Establish and model core standards and workflow for the Worship and Arts team for all worship activities
- Plan and coordinate all designated rehearsals and the performance schedules of all Worship and Arts ensembles and individuals
- Maintain a strong spiritual presence and professional rapport with all music ministry participants, staff, and congregation
- Provide the Worship and the Arts staff and choir members opportunities for growth by promoting, facilitating and sponsoring occasional concerts, workshops, symposia and retreats for the enrichment of the Worship and the Arts staff, the church and the community that are in line with the ministry and mission of the church
- Keep abreast of current music methods, techniques, materials, and promotions, in order to utilize them when and where appropriate

ADMINISTRATION

- Have knowledge of the church's organizational structure, workflow and operating procedures
- Prepare the Annual Music Operating Budget along with monitoring accountability and adherence to approved budget (overseeing expenditures, projecting capital purchases, maintenance and care of all supplies, equipment and musical instruments)
- Attend all regular and special business meetings of the congregation, meet regularly with the Senior Pastor for worship planning meetings, and plan and facilitate Music Ministry staff meetings as needed
- Maintain weekly office hours
- Hire, manage, and regularly evaluate all Music Ministry staff in consultation with the Personnel Committee

And other duties as assigned.

QUALIFICATIONS:

- Maintains a vital personal relationship with Jesus Christ and who encourages spiritual growth in the persons she/he works with and serves.
- Theologically grounded and biblically informed
- Advanced degree/equivalent experience in Music with emphasis in piano, organ, voice, and/or choral conducting;
- Demonstrated ability to read, compose, and improvise music;
- A minimum of 3 years of successful experience in worship and arts ministry leadership role or its equivalent
- Managerial experience to include budget and personnel management, and excellent administrative skills
- Excellent verbal and written communication skills
- Computer skills: Microsoft Word, Excel, PowerPoint, Google Drive, and online research platforms
- Ability to successfully pass background checks (criminal and sexual misconduct)

SALARY:

Competitive salary, commensurate with experience, and benefits (health, dental, pension, paid time off, etc.)

TO APPLY FOR POSITION:

Qualified persons should submit the following items:

- A formal letter of interest
- A resume or vitae
- A one (1)-page essay on his/her philosophy of the role of music and the arts in worship
- Three (3) letters of recommendation
- Online links to any supportive materials such as video or audio excerpts, news articles, worship programs, choir rehearsals or workshops, or participation in music/worship professional groups, etc., that illustrate evidence of ability and achievement.

Applications will only be received by email. All application materials should be attached as a complete package.

EMAIL ALL ITEMS TO:

musicsearch@fbcwinston.org

Applications will be considered on a rolling basis, and the position will remain open until filled.