



## JOB DESCRIPTION

### CREATIVE MINISTER, NICEVILLE CAMPUS/CENTRAL

<b>Position Title:</b>	Creative Minister (Full-Time Exempt Position)
<b>Date:</b>	May 2025
<b>Supervisor:</b>	Niceville Campus Pastor/Executive Pastor of Ministries
<b>Purpose:</b>	To champion the vision of connecting people to Christ through the Arts by reconnecting the arts to God. This is primarily carried out by creating creative and engaging environments for worship, providing creative opportunities for artists/technicians, equipping artists/technicians with training and resources, and by raising the theological value of the arts within the church.

#### PRIMARY DUTIES:

##### Niceville

1. Lead the Niceville Campus Creative Team, including but not limited to: Worship Minister, Creative Arts Director, Production Director, Production Coordinator, Video Producer, Graphic Designer, Traditional Worship Minister, and Assistants.
2. Oversee and lead worship on the Niceville Campus.
3. Responsible for the planning and execution of contemporary weekend worship services and creative elements on the Niceville Campus. Also, coordinating creative elements with the Traditional Worship Minister.
4. Oversee and lead the recruiting, training, discipling, and retaining of worship leaders/musicians.
5. Develop an annual budget for the Niceville Campus Creative Ministry and oversee the budget throughout the year.
6. Lead our Artistic Leadership Team (ALT).
7. Lead the creative intern program and worship resident(s).
8. Serve as a dedicated team member, assisting with other items as needed by the Crosspoint team.
9. Uphold the Staff Covenant/Staff Values.

##### Central

1. Responsible for planning all contemporary worship services in the Central Planning Center Script and providing all necessary central creative elements.
2. Lead the Central Creative process (brainstorms, decision meetings, etc.) and collaborate with other campus Worship Leaders as needed.
3. Build relationships with the other campus Worship Leaders and creative staff at the other campuses.
  - a. Examples: Monthly team meetings, 1-on-1 meetings as needed, and Sunday campus visits if needed.
4. Be a consultant to other campuses and make sure our standards for weekend worship services and creative ministry are consistent with the Creative Core Document and Playbook.
5. Serve as a dedicated team member, assisting with other items as needed by the Central Crosspoint team.
6. Uphold the Staff Covenant/Staff Values.

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## SKILLS DESIRED:

1. Dedicated Follower of Jesus.
2. Skill and experience in leading a growing Creative Ministry.
3. Strong leadership and relational skills.
4. Strong communication skills.
5. Ability to recruit, train and empower volunteers.
6. Budgeting and organizational skills.
7. Ability to work as a team and always portray the church, staff, and ministry in the most positive light in the church as well as in the community.

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## PHYSICAL ACTIVITIES AND WORK ENVIRONMENT:

Upon appropriate request, Crosspoint may provide employees with a reasonable accommodation, so long as doing so does not result in undue hardship to the church.

1. Frequently remains in a stationary sitting position at a computer workstation
2. Frequently must have ability to perceive the nature of sound
3. Frequently uses visual acuity to interpret music and computer data
4. Occasionally bends and crouches
5. Occasionally reaches with hands and arms
6. Occasionally lifts and transports moderate weight items under 25 pounds
7. Works primarily in an indoor environment
8. Work environment noise level is frequently moderate to high
9. Frequently works evening and weekend hours

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## KEY PERFORMANCE MEASUREMENTS:

1. The quality of weekend worship services.
2. An increased number of new volunteers.
3. Volunteers believe they are empowered and equipped.
4. Intentionally discipling creative staff and volunteers.
5. Chemistry and unity within the Niceville and Central Creative Teams.
6. The quality of the Central Creative plan and creative elements.

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## CONTINUING EDUCATION DESIRED:

Attend seminars, workshops and conventions appropriate to Creative Ministry as requested and approved by supervisor.