

MINISTER OF WORSHIP AND ARTS

*We are currently conducting a nationwide recruitment search to fill the position of Minister of Worship and Arts for the **St. Paul Baptist Church**. Located in the heart of the historic Sacramento neighborhood of Oak Park, St. Paul Baptist Church has served as a leader and partner in the community for more than 74 years. The 79,000-square-foot worship center is known as a place for spiritual practice and serves as a community meeting place that accommodates numerous trainings, conferences, workshops, meetings, and much more.*





WHAT WE BELIEVE

At St. Paul Baptist Church, we believe that the Bible is from God and that the Bible is true. According to the Bible, the following are affirmations we hold:

About God

We believe that there is only one true and living God without division of nature, essence, or being but who reveals Himself to us in three distinct Persons: Father, Son and Holy Spirit.

We believe that God the Father is Father in truth to those who become children of God through faith in Jesus Christ. Jesus Christ is the eternal Son of God who was made provision for the redemption of mankind from sin, and will return in power and glory to judge the world and to consummate His redemptive mission. The Holy Spirit is the Spirit of God who exalts Christ, convicts of sin, righteousness and judgment.

The Authority and Power of the Bible

We believe that the Holy Bible was written by men divinely inspired and is the record of God's revelation of Himself to man.

Salvation

We believe salvation involves the redemption of the whole man and is offered freely to all who accept Jesus Christ as Lord and Savior, who by His own blood obtained eternal redemption for the believer.

About the Church

We believe that the church is a local body of baptized believers of the Lord Jesus Christ who are associated by covenant in the faith and fellowship of the gospel, observing the two ordinances of Christ, committed to His teachings, exercising the gifts, rights, and privileges invested in them by His Word, and seeking to extend the gospel to the ends of the earth.

About Baptism

We believe that Christian baptism is the immersion of a believer in water in the name of the Father, the Son, and the Holy Spirit. It is an obedient act symbolizing the believer's faith in a crucified, buried, and risen Savior, the believer's death to sin, the burial of the old life, and the resurrection to walk in newness of life in Christ Jesus.

About the Lord's Supper

We believe the Lord's Supper is an ordinance mandated by Jesus Himself. This solemn act is to be done honestly and repeated in commemoration of Christ's death burial and resurrection. It is a time of introspection and a reminder of the atonement symbolized by the taking of the bread and juice.

About Ministry

We believe every Christian has been called by God to actively participate in ministry (Matthew 28:19-20 & Acts 1:8).



POSITION OVERVIEW

St. Paul Missionary Baptist Church is seeking a full-time leader who will effectively manage the day-to-day operations of the Worship and Arts ministry. The Minister of Worship and Arts reports to the Senior Pastor and will be responsible for creating an atmosphere of celebration and reverence to God through the Arts for all worship services. The incumbent will create an environment that intentionally serves to equip the congregation with knowledge and the desire to possess a heart of worship that is honoring to God.

The Minister of Worship and Arts must have a relationship with God through Jesus Christ that evidences the fruit of the Spirit in daily living and must be a committed and baptized believer of Jesus Christ as Savior. Additionally, the Minister of Worship must demonstrate:

- Belief in, and adherence to, the Bible as God's Holy Word;
- A growing theology and practice of Christ-centered worship;
- Ability to shepherd the entire ministry team members, assisting them in their spiritual and personal needs.

Key Areas of Responsibility

1. Lead the worship experience, using both traditional and contemporary musical presentation styles.
2. Develop the strategic plan for the Worship and Arts Ministry based on the direction received from the Senior Pastor to include long-term and short-term goals.
3. Manage the music ministry budget.
4. Participate in weekly planning meetings, church leadership meetings, and other relevant planning sessions as they may arise.
5. Teach, coach, train, and mentor all ministry team members to become life-long learners with respect to their musical gifts and talents.
6. Encourage and stimulate interest in the Worship and Arts Ministry of the church through biblical marketing strategies to recruit new multi-generational members.
7. Supervise all ministry staff. Work collaboratively with the band music director (MD).
8. Teach vocal and instrumental arrangements.
9. Adhere to organizational doctrines, bylaws, policies, and procedures.
10. Ensure that the church is in full compliance with all music copyright laws.
11. Oversee the orderly maintenance of all instruments, music library, database of hymns, praise music and anthems used in worship.
12. Collaborate with the creative and media support teams to utilize technology in planning and presenting music to enhance the worship experience.
13. Plan music workshops and schedule guest artists.
14. Arrange, counsel participants, prepare and approve music selections for weddings, funerals, homegoing celebrations, and similar activities.
15. Other duties, as required.



POSITION OVERVIEW (Continued)

Knowledge Of:

1. Classic hymns (anthems) and worship selections.
2. Multimedia development experience.
3. Current trends in Technology and Audio/Visual tools, which include utilizing video technologies for implementation in worship services such as Digital Audio Workstations (DAW), multi-track stems, live video streaming, etc.
4. Principles and goals of the “consumer/family driven model.”
5. Psychosocial rehabilitation’s treatment and programming.
6. Principles and goals of “family centered model.”

Ability To:

1. Communicate with others in an authentic, respectful, gracious, relevant, wholesome, and persuasive manner.
2. Develop and maintain effective relationships with others.
3. Communicate effectively orally and in writing.
4. Mentor and develop Worship Team Members.
5. Work effectively under stress and conflict.
6. Exercise appropriate judgment and decision making, delegating as appropriate.
7. Be flexible and adaptable in any given situation.
8. Supervise staff, delegate responsibility, and provide leadership and training.
9. Be well organized, flexible, and self-disciplined.

MINIMUM QUALIFICATIONS AND CERTIFICATIONS & LICENSES

Education, Training and Experience

A typical way of obtaining the knowledge, skills and abilities outlined above is through completion of a bachelor’s degree in Music or a related field from an accredited college or university and five (5) years of full-time Music/Worship leadership experience. The incumbent should also possess training in both vocal and instrumental music and have experience leading worship experiences that appeal to multi-generational and ethnically diverse populations.

Note: Consideration may be given to individuals who possess a combination of education and experience within the above parameters.

Licenses; Certificates; Special Requirements

- COVID-19 Vaccine is Required
- Criminal Record Clearance is Required
- Child Abuse Index Clearance is Required
- TB Test Clearance





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COMPENSATION PACKAGE

Minister of Worship and Arts will be compensated with:

- Starting salary range of \$75,000. (Annual reviews of salary, based upon performance and church growth, may result in additional income.)
- Medical and dental coverage.
- Supplemental Social Security reimbursement.
- Books and/or materials allowance.
- Conference/convention expense funds for approved events.
- Two weeks of paid vacation after one year of service.
- Up to one week of conference and/or training with advance approval of the Senior Pastor.

APPLICATION PROCESS

To be considered for this position, please submit the following items to Monique Jennings, Executive Assistant to Pastor Kenneth R. Reece, at mjennings@stpaulsac.org no later than **5:00 p.m. May 31, 2022**.

- Cover letter that explains how you are qualified for the position.
- Christian Experience Essay.
- Curriculum Vitae/Resume.
- List of five (5) references.
- Link to a worship service you have led

Note: Applicants who fail to provide a complete package may not be considered.

