

Job Title: Worship Arts Director

Location: Grace Baptist Church of Germantown, 25 W. Johnson Street, Philadelphia, PA, 19144

Job Type: Part-Time

Reports To: Senior Pastor

Position Overview:

Grace Baptist Church of Germantown, a vibrant and spirit-filled Black Baptist church, is seeking a **Worship Arts Director** who will lead, coordinate, and creatively shape our worship experiences through music, dance, drama, multimedia, and other expressions of worship. This individual will be rooted in the traditions of the Black Church and committed to honoring God through culturally resonant, theologically sound, and artistically excellent worship.

Key Responsibilities:

- **Lead Worship Arts Ministry:** Oversee all aspects of worship arts, including music, dance, drama, and media, ensuring each component supports the church's spiritual vision.
- **Music Ministry Oversight:** Direct and/or work choirs (e.g., mass choir, youth choir, praise teams), musicians, and soloists to plan and lead worship services in collaboration with the pastoral team.
- **Cultural Sensitivity:** Curate worship that reflects the historical, cultural, and spiritual expressions of the Black Baptist tradition, incorporating traditional gospel, contemporary gospel, spirituals, and hymns.
- **Creative Development:** Collaborate with the pastoral team to develop innovative and meaningful worship experiences for Sundays, revivals, holidays (e.g., Easter, Watch Night, Black History Month), and special services.
- **Team Development:** Recruit musicians, train, and mentor volunteers and leaders in the worship and arts ministries, fostering spiritual growth and artistic excellence.
- **Collaboration:** Work closely with the senior pastor and ministry leaders to ensure alignment with the church's mission, theological values, and congregational needs.

Coordination with existing Arts Ministers.

- **Administrative Duties:** Maintain rehearsal schedules, collaborate with the audio/visual production in partnership with the media team, and perform other duties assigned.

Qualifications:

- **Spiritual Maturity:** A deep, personal faith in Jesus Christ, aligned with Baptist theology and tradition.
- **Experience:** Minimum 3–5 years in a leadership role within a worship or performing arts ministry.
- **Musical Proficiency:** Skilled in vocal and/or instrumental music; ability to direct choirs and lead congregational worship; versed in various genres of music (gospel, spirituals, classical, contemporary); ability to sight-read and/or play by ear.
- **Cultural Competence:** Strong understanding of and sensitivity to African American worship traditions and expressions.
- **Education:** Bachelor's degree in music, worship arts, theology, or related field preferred; equivalent experience will be considered.
- **Leadership:** Demonstrated ability to lead teams, inspire creativity, and nurture spiritual gifts in others.

Desirable Qualities:

- Passionate about worship as a lifestyle and ministry.
- Spiritually discerning and theologically grounded.
- Organized, flexible, and able to manage multiple projects.
- Comfortable with technology and digital media in worship settings.
- Approachable and relational, with strong communication skills.

Work Schedule & Compensation:

- Weekly rehearsals and Sunday services required.
- Occasional evening and weekend events.
- Salary commensurate with experience and education, negotiable.
- Potential for growth within the role
- Must be present for the entirety of all Sunday services