

EXECUTIVE PASTOR OF CREATIVE

Exhibit “A” — Duties of Employee

JOB PURPOSE

The Executive Pastor of Creative provides overall leadership, vision, and pastoral oversight for all creative ministries at Victory Church — including Worship, Production, Communications, and Creative (Design, Video, and Photography).

This role ensures that every element of Victory’s worship experiences and creative expression reflects the mission, values, and presence of Jesus with excellence, authenticity, and unity.

While this position provides broad oversight of the creative departments, the primary focus will be leading the Worship ministry — personally leading worship, recruiting and developing worship leaders and musicians, and pastoring the creative team spiritually and relationally.

TOP ROLES

- Provide leadership and oversight for all Creative Departments: Worship, Production, Communications, and Creative.
- Lead and pastor the Worship Team through discipleship, team development, and leadership training.
- Personally lead worship during weekend services and special events.
- Oversee the vision and culture of Victory’s worship expression, ensuring alignment with the heart and vision of the church.
- Collaborate with the Executive Pastor and Lead Pastor to plan, execute, and evaluate worship experiences.
- Champion a culture of excellence, creativity, and spiritual depth across all creative teams.

TOP ROLES & RESPONSIBILITIES

1. Leadership & Oversight

- Lead the Creative Department, which includes Worship, Production, Communications, and Creative (Design, Video, and Photo).
- Supervise and develop the department leaders (Worship Director, Production Director, Communications Director, Creative Director, etc.), providing clarity, accountability, and encouragement.
- Align the creative ministries with the overall mission and values of Victory Church.
- Collaborate with the Executive Pastor and pastoral staff to strategically plan series, events, and initiatives.
- Lead regular Creative Team meetings to ensure collaboration, communication, and creative unity.

2. Worship Leadership

- Serve as the primary Worship Leader for Victory Church's Sunday services and major events.
- Recruit, train, and develop worship leaders, musicians, and vocalists across all campuses and ministries.
- Pastor and disciple the worship and creative teams, fostering a healthy, worshipful, and faith-filled culture.
- Oversee auditions, onboarding, and scheduling for all worship volunteers with Worship Director.
- Maintain a strong spiritual pulse on the team — ensuring every leader not only plays with excellence but leads with heart.
- Work closely with the Production team to ensure seamless integration between worship, audio, lighting, and media.

3. Creative Direction & Collaboration

- Partner with the Communications Director, Creative Director, and Video Director to ensure all creative projects support the message and mission of Victory.
- Contribute to creative brainstorming sessions for sermon series, campaigns, and special events.
- Ensure every element of Victory's weekend experience — from worship to visuals to messaging — reflects creative excellence and spiritual authenticity.
- Oversee creative alignment across all departments, helping unify sound, sight, and story.

4. Culture & Team Development

- Build a thriving, faith-filled culture across the creative ministries rooted in prayer, unity, excellence, and joy.
- Develop leadership pipelines for volunteers and staff within creative ministries.
- Encourage collaboration and spiritual growth through worship nights, team gatherings, and prayer moments.
- Provide pastoral care, encouragement, and mentorship to staff and volunteer leaders.

5. Weekend Experience & Events

- Work with the Executive Pastor and Lead Pastor to design worship sets and creative moments that support sermon themes and flow.
 - Lead rehearsals and prepare the team for worship services and special events.
 - Support church-wide events (Easter, Christmas, Victory Nights, 7 Days of Prayer & Fasting, etc.) with worship leadership and creative planning.
 - Ensure all services are executed with spiritual sensitivity and technical excellence.
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QUALIFICATIONS

- Deep personal relationship with Jesus Christ and alignment with Victory Church's mission, values, and beliefs.
- Proven experience in leading worship at a high level, both musically and spiritually.
- Strong leadership and communication skills with experience managing multi-disciplinary teams.
- Familiarity with modern worship culture, music direction, and current trends.
- Ability to develop musicians and leaders spiritually and practically.
- Understanding of creative arts, communications, and production workflows.
- Excellent organizational skills and ability to manage multiple priorities.
- Servant-hearted, collaborative, and adaptable leader who thrives in a fast-paced environment.

PHYSICAL DEMANDS

Primarily a hands-on and leadership role requiring extended periods of rehearsing, leading worship, and creative collaboration. Regular movement throughout the campus is required for rehearsals, services, and meetings. Occasional lifting of light equipment (instruments, audio gear, etc.) may be necessary.

QUALIFICATIONS SUMMARY

A spiritually grounded, visionary leader who is passionate about worship and creativity. Able to lead teams, cultivate excellence, and pastor people. Balances strategic oversight with hands-on leadership, ensuring that Victory's creative ministries reflect both artistic excellence and the presence of God.

SUCCESS LOOKS LIKE

- A healthy, unified Creative Department that operates in excellence and collaboration.
- Worship experiences that consistently lead people into the presence of God.
- Clear creative alignment across Worship, Production, Communications, and Creative teams.
- A strong leadership pipeline of developing worship leaders and creative staff.
- A thriving culture of prayer, creativity, and joy among all creative teams.

Exhibit “B” — Compensation and Benefits

Status: Full Time; Salaried

Company Benefits: Unlimited Approved PTO

Working Days: Sunday through Thursday, with additional requirements for events, services, or rehearsals

Hours Per Day: Estimated 7–8 hours with the goal of a 40-hour workweek

Reports To: Executive Pastor

Supervises: Worship Team, Production Director, Communications Director, Creative Director, and related staff

Compensation: Annual salary, paid out in bi-weekly payroll format

Start Date: [Insert Date]