



CHEMISTRY
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CHURCH & CANDIDATE PROFILE

MUSIC & CREATIVE ARTS DIRECTOR

Grace Bible Church
Norfolk, Virginia

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Population of City

1.7 million (Hampton Roads - 7 cities combined)

Population of County

238,000

Community Overview

Norfolk is an independent city in the Commonwealth of Virginia in the United States. At the 2020 census, the population was 238,005, making it the third-most populous city in Virginia after neighboring Virginia Beach and Chesapeake, and the 94th-largest city in the nation. The city was incorporated in 1705 and is one of the oldest cities in the Hampton Roads metropolitan area, and is considered to be the historic, urban, financial, and cultural center of the region.

Norfolk is at the core of the metropolitan area, surrounding the Hampton Roads natural harbor at the mouth of the Chesapeake Bay. It is one of nine cities and seven counties that constitute the Hampton Roads metro area, officially known as the Virginia Beach-Norfolk-Newport News, VA-NC MSA. The city is bordered to the west by the Elizabeth River and to the north by the Chesapeake Bay. It also shares land borders with the independent cities of Chesapeake to its south and Virginia Beach to its east.

Why People Like Living Here

Besides great beaches and bay access, who doesn't love being just 2 hours away from breath-taking mountains with endless hiking trails! Norfolk is home to many performing art complexes and festivals. Revitalization in the downtown has brought restaurants, coffee shops, boutique shopping, and great music to the area. Commercial ports, the military, (Norfolk is the largest naval station in the world) and tourism keep this city a thriving place to work and live.

Church History

In 1991 a group of 150 people gathered at Grace Bible Church for the first time around the idea that God's grace was to be experienced and celebrated and that God's Word, the Bible, was to be taught and lived out. After two years of moving around in borrowed facilities, the church entered into a long-term lease with a shopping center on Shore Drive in Virginia Beach in 1993. The supermarket and a retail bank were converted to form the building where Grace Bible Church would meet. Over the following eighteen years the church grew to around 1000 attendees, and in 2011 God provided our first permanent home on Ansol Lane. As we continue to grow, Grace Bible Church desires to see and be a part of "God's grace changing lives." GBC expanded to the city of Norfolk within Hampton Roads in 2015 in a leased building and opened a new building (new construction) in 2021. GBC developed a plan for growth in the Southern

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Area of Virginia Beach in Strawbridge. In September of 2022, we will start meeting at Corporate Landing Middle School as a portable campus with intentions of building on property purchased in the Fall of 2019. We are one church, with multiple campuses with a new online presence.

Vision, Mission, Values

Vision: God's grace changing lives.

- God's grace is his unmerited favor toward people. God's grace alone changes lives. Through faith in Jesus Christ, God lovingly provides believers every spiritual blessing in life. (Ephesians 2:4-10, Romans 11:5-6) God's grace both enables people to come to a saving faith as well as to grow into a mature disciple of Christ. Therefore his expression of grace is continual, and has the capacity to change lives continually as we submit to his will. Through the power of the Holy Spirit, the influence of God's grace should never stop changing believers' lives as they experience sanctification – the progressive work of God that makes us more and more free from sin and more like Christ. (Colossians 1:28-29, Acts 4:33, 2 Peter 3:18)
- Our vision statement means that by God's grace, we hope to see people in our community saved by God's grace and the life of everyone in our church conformed to the image of Jesus as they love God, live in community, and serve the world. (Mark 12:30, John 13:34-35, Acts 2:42-47) Further, believers are instruments of God's grace, so we have a role as God allows us to be his partners in extending his grace to people in our church as well as around the world. (Matthew 28:19-20, 1 Peter 4:10, 2 Timothy 2:2, Romans 12:6-8, Matthew 22:36-40, Acts 4:32-35)

Spiritual Growth Plan

- Love God: Experience and worship God on your own every day and together with the church on Sundays. (Mark 12:30)
- Live in Community: Grow with a group of Christians in a community group by studying the Bible and encouraging one another in the faith. (John 13:34)
- Serve the World: Use your spiritual gifts to spread God's Grace and His message of salvation to your world. (1 Peter 4:10)

Core Values

- Grace: the goodness and power of God to change anyone's life (Ephesians 2:8)
 - God is at work in our church! His grace is changing lives. His undeserved favor and power is equally available to each person no matter what they're like. No one is beyond His ability to save. In fact, the most desperate are often the closest to His salvation. This is completely different from religion with its emphasis on traditions, rules and human accomplishment, which have turned so many off to church life. This great news makes us the hope of the world!
- Humility: being outshined by God and others (Philippians 2:3)
 - The focus in our church is on God's work, not ours. We consider everyone else to be more important than

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ourselves, no matter who they are. We regularly admit our weaknesses, mistakes, and sins, and acknowledge our dependence on God in prayer. We don't take the credit or act differently when God greatly uses us. We hate pride in all its various forms. At our best, we are jars of clay filled with the treasure of God's powerful grace.

- Teamwork: a church led by teams, not individuals, seeking the miracle of God's unity (1 Corinthians 12:14)
 - Our church will be governed by Jesus Christ through a plurality of leaders. Their complementary gifts are crucial to leading the church well. Our elders, staff, and key ministries will not be dominated by any individuals. We will trust the Lord to guide us through the miraculous unity of consensus. This will require healthy relationships between the members of each leadership team.

Average Weekend Attendance

2019 - 2693

2020 - 2552

2021 - 1214

Is your church multi-site?

Yes

Attendance Trend

Growing

How many campuses?

3 (3rd opening Sept 2022)

Overview of Weekly Worship Gathering

Broadcast campus (Lynnhaven) and multi-sites (Norfolk and soon-to-be Strawbridge) have 2 services each on Sunday morning. The preaching style is text-based conversational with practical application. Style of service is inclusive of believers and nonbelievers. The musical style is contemporary-band driven with paid and volunteer band, worship leaders, and singers. (Hillsong, Bethel, Elevation, Vertical Worship, Red Rocks Worship)

Tell Us About Your Facility

- Lynnhaven Campus newer construction (2011) modern/basic/minimal seats 860. Think concrete floors, darkroom, projection screens.
- Norfolk Campus totally renovated space 8/2020 same as above; seats 380.
- Strawbridge Launch Fall 2022 portable church in middle school with auditorium-style seating. All campuses have

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engaging environments for all ages infant through high school that supports age-appropriate aesthetics. We have several additional meeting spaces to accommodate team meetings (think typical work conference room style) and community group gathers (think living room style).

Overall Budget (this fiscal year)

\$4.4M

Governance & Polity

Our church will be led by qualified men serving on the elder board. They will have final responsibility before the Lord for leading, feeding, and overseeing the flock:

- To set the overall philosophy, vision, direction, and policies of the church and assure their implementation by the church staff – devoting themselves to prayer and the ministry of the Word (Acts 6:4).
- To be responsible for the overall teaching and training of the flock to the end that they may present those under their care complete in Christ; (Acts 20:28; 1 Peter 5:1-4; Colossians 1:28; James 5:14; 1 Timothy 3:2, 5:17-18; Titus 1:9).
- To attend elder meetings and worship services consistently (Hebrews 10:25).
- To be responsible for the church discipline.
- To oversee the hiring of staff, including calling a senior level pastor, (shall determine a process for selecting the candidate they believe God has called).

There is also a Direction Team (DT) of senior-level staff members, under elders' authority. While the Elders' role is making policy, assuring adherence to policy, and providing accountability for the accomplishment of the strategic plan and ministry plans, the DT ensures a strong culture/values and staff health, sets strategic direction (elders approve), coordinates development and execution of ministry plans (elders approve), recommends budget (Administrative Management Council (AMC) and elders approve), determines staffing priorities (not compensation/personnel issues), makes important church-wide decisions/policies (approved by elders as appropriate), coordinates larger events/ calendar. DT is made up of a team with differing perspectives who seek consensus and leaving in unity. The first focus of a DT member is to speak into all parts of ministry first and then your own, be the champions of our culture/values, maintain confidentiality (clarify if not sure). The AMC works with the Executive Pastor to oversee governing of finances.

Current Paid Staffing Level

Because our core values include a focus on teamwork, we have two co-Lead Pastors, two additional Campus Pastors, Connections Pastor, NextGen, and Local Outreach Executive Director, Care Pastor, Service Programming Director, Church Administrator, three Student Directors, three Music and Creative Arts Directors, Communication, Facilities, etc. (approximately 23 FT and 24 PT).

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Major Ministries of the Church

NextGen(All of kids and students), Connections/Groups, Care and Celebrate Recovery, Service Programming, Local Outreach & Missions

Outreach Programs Overview

God calls us to love and serve our neighbors, and we want to make serving the community simple for Grace Bible Church attendees. By stepping outside the walls of the church and reaching out to our community, we are able to make a huge impact FOR the 757:

- 12 School partnerships (heartbeat of our community, and by serving them, we are sharing God's love in real and tangible ways)
- Monthly Serve the City - Adults, families, and children of all ages come together and attend a brief kickoff at 9am before breaking into project teams for the different service opportunities. Project teams sort goods at Union Mission, set up JCOC's food pantry, clean a transition home for PiN ministries or Samaritan House, visit with residents at a retirement home, or tend our Community Gardens at each campus.
- Formalized partnerships with powerful nonprofits throughout the community who focus on serving the homeless and near-homeless in our cities.
- We also engage with the global church as we come alongside individuals and organizations that are working hard to love their neighbors and make Jesus known on an international scale.

In the most generic sense, how would you describe your church theologically?

Evangelical - Conservative

Published Theological Statement

THE BIBLE

We believe the Bible, both Old and New Testaments, to be the verbally inspired Word of God.

Men of God were moved by the Holy Spirit to record precisely the words that God intended. It is without error in the original writings. The Bible is God's complete written revelation of Himself and His will for the salvation of humankind, and is the final authority for Christian faith and life. Psalm 19:7-9; Matthew 5:18; John 17:17; 2 Timothy 3:16-17; 2 Peter 1:21

GOD

We believe in one living and true God, infinitely perfect and eternally existing in three equal persons – God the Father, Son, and Holy Spirit. These three are identical in essence while distinct in office and activity. God is a personal, spiritual, and intelligent Being, the Creator, Preserver, and Ruler of the universe. Genesis 1:26; Deuteronomy 6:4; Matthew 3:16-17, 28:19; 1 Corinthians 8:6; 2 Corinthians 13:14; 1 Peter 1:2; 1 John 5:7

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THE PERSON & WORK OF GOD THE FATHER

We believe God the Father reigns with providential care over His universe, His creatures, and the flow of human history according to His purpose and grace. In His nature He is completely holy, all-powerful, all-knowing, omnipresent, eternal, transcendent, immutable, self-sufficient, self-existent, wrathful, just, gracious, good, merciful and loving. He is the sender of His only Son, Jesus Christ. As the Father of the elect, He is their provider, disciplinarian, and restorer. Psalm 139:1-18, 145:8-9; Isaiah 40:18-31; Jeremiah 32:17; Matthew 3:17, 6:30-32; John 3:16, Acts 17:29; Romans 1:18, 3:26, 11:33-36; Galatians 3:26; Ephesians 1:3-6; Hebrews 12:5-13; 1 John 1:5

THE PERSON & WORK OF JESUS CHRIST

We believe that Jesus Christ is the eternal Son of God, who became a man without ceasing to be God. He was conceived of the Holy Spirit and born of the Virgin Mary. He lived a perfect life and died on the cross as a substitutionary atonement for our sins. Our salvation is guaranteed by His literal, bodily resurrection from the dead. He is now exalted in heaven at the right hand of God the Father, where He ministers as High Priest for His people. He will return in power and glory to judge the world and to consummate His redemptive mission. Matthew 1:18-25; John 1:1-14, 10:23, 10:30, 11:35; Romans 4:25; 1 Corinthians 15:3-4; Colossians 2:9; Acts 9:1-11; Hebrews 1:3, 3:1, 4:14-15, 7:25; 1 John 2:1-2

THE PERSON & WORK OF THE HOLY SPIRIT

We believe that the ministry of God the Holy Spirit is to glorify the Lord Jesus Christ. He convicts people of sin, and gives life to the spiritually dead, who receive Jesus Christ as Savior, baptizing them at the moment of faith into the Church. He permanently indwells believers and bestows on them spiritual gifts. He leads, instructs, and empowers them for godly living and service. As they learn more about Him and His work through the Scriptures, pray, and yield to Him (allow Him to direct and control their thoughts, words, and actions), He beautifies their character with the fruit of the Spirit and transforms them into the image of Christ. John 3:8, 7:37-39, 14:12, 16-17, 26, 16:7-11; Romans 8:1-13, 26-27; 1 Corinthians 12:4-13; Galatians 5:22-23; Ephesians 1:13-14, 5:18

MAN'S CREATION AND FALL

We believe that all things in heaven and on earth were created by God and exist by His power and for His glory. We believe that humankind was created innocent and in the image of God, but that they sinned, bringing both spiritual and physical death to themselves and their posterity. While still made in God's image, humankind has inherited a sinful nature and is incapable of redeeming themselves. All human life is sacred, in that God created humankind in his own image, and that Christ died for all humankind; therefore, every human being, born and unborn, young and old, possesses dignity and is worthy of respect and Christian love. Genesis 1:26-27, 2:17, 3:1-24; Psalm 139:13-16; John 3; Romans 3:10-12, 5:12-19

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MARRIAGE

We believe that God wonderfully and immutably creates each person as male or female, and that these two distinct, complementary genders together reflect the image and nature of God. We believe that God created marriage to be exclusively the union of one man and one woman, and that intimate sexual activity is to occur exclusively within that union. Gen 1:26-27, 2:24

SALVATION

We believe that every person is lost in sin apart from Christ and in need of a Savior. Jesus Christ died as a full and sufficient payment for the sins of the entire world, and His shed blood is the only provision by which an individual may be delivered from the wrath of God. We believe that salvation is a gift of God and is received by humankind only through faith in Jesus Christ. We believe that humankind is justified by grace through faith alone, apart from human merit or works. We believe that all true believers, once saved, are kept secure in Christ forever. John 1:12, 3:36, 5:24, 6:37, 10:27-30; Acts 4:12, 13:38-39; Romans 3:23-24, 6:23, 8:1, 29-30, 38-39, ; Ephesians 1:7, 2:8-10; Philippians 1:6; Titus 3:5; Hebrews 9:22; 1 John 5:13

BAPTISM & THE LORD'S SUPPER

We believe that Christ instituted the ordinances of water baptism and the Lord's Supper, which are to be observed by believers until he returns. Matthew 28:19-20; 1 Corinthians 11:23-26 We believe that water baptism is the immersion of a believer in water in the name of the Father, the Son and the Holy Spirit. It is an act of obedience publicly announcing and 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. Acts 8:36-38; Romans 6:3-5 We believe that the Lord's Supper is a memorial of Christ's death by which He established the New Covenant, the elements being symbols of His body and blood. Every Christian has a right and an obligation to partake of the elements of the Lord's Supper. 1 Corinthians 11:20-34; Matthew 26:26-29

THE CHURCH

We believe that the true, universal church is made up of all who have saving faith in Jesus Christ. The believer is placed into the church by the baptizing work of the Holy Spirit, and is thus a part of the Body of Christ of which Jesus is the Head. We believe that the church, as defined by the New Testament, is distinct from Israel ("God's chosen people", as defined in the Old and New Testaments). We believe that the true, universal church is comprised of local, visible assemblies of professing believers in Jesus Christ, who are voluntarily joined together in one place for the purposes of worship of God, prayer, the exposition of Scripture, the discipling and equipping of the saved, evangelism of the lost, fellowship, and the carrying out of that congregation's ministries of such other purposes as are specified in the Scriptures for a New Testament Church. We believe that every local church has the right under Christ to decide and govern its own affairs. Acts 2:1-4, 11:16-17; Romans 11; 1 Corinthians 10:32, 12:12-14; 2 Corinthians 5:18-19; Ephesians 1:22-23, 5:25-27; Matthew 28:18-20; Acts 2:42-47; 1 Corinthians 5:1-5; Ephesians 4:11-16, 5:23; Colossians 1:18; 1 Peter 2:5, 9

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EVENTS OF THE END TIMES

We believe in the personal, physical return of the Lord Jesus Christ in glory. He will restore the created world by establishing the new heavens and new earth, where the glorious presence of God will 'cover the earth as the waters cover the sea'. He will consummate the kingdom of God once for all where perfect peace and justice will reign forever and ever. Isaiah 9:6-7; 11:9; Matthew 24:4-25:46; Revelation 19:11-22:5 We believe that every person will be raised from the dead. Believers will receive a glorified resurrection body and will live with God in everlasting blessedness and joy. We believe that every unbeliever will be punished with everlasting, conscious torment away from the presence of the Lord. Believers will be raised to stand for evaluation at the judgment seat of Christ to determine rewards based on their faithfulness and obedience to God. Matthew 10:28, 13:48-50; Luke 16:19-26; 1 Corinthians 3:10-15; 2 Corinthians 4:14, 5:1-10; Philippians 1:23, 3:18-21; 2 Thessalonians 1:7-9; Hebrews 9:27

What theological hills will you die on?

- Salvation through Jesus
- Marriage between a man and a woman
- We are broadly reformed and complementarian. If someone had a strong position against either of those, that would be difficult. We have people who disagree on staff, but they are able to support pastor/elder leadership.

Hot-Button Social/Cultural Issues for Your Church

- We would define marriage as a union between a man and woman. We would not consider same-sex attraction a sin, but acting on the desire is.
- We value women in leadership roles and are currently exploring opportunities for furthering the empowerment of women. We currently do not have any women pastors.
- Promoting racial unity has been and continues to be an active church-wide focus and charge from our elders.
- The misuse of alcohol is discouraged.

Biggest Church 'wins' in the last 18 months?

- Coming out of COVID
- Progress in racial unity

Biggest Opportunity for Your Church in the Next 12 Months

Strawbridge Campus (Launch)

Church's Biggest Challenge for the Future

- Online/In-person tension
- Making disciples in a hectic age
- Navigating political tension

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Title of Position You Are Hiring

Music and Creative Arts Director - Norfolk Campus

Full-Time Position?

Yes

Overall Description of This Position

We are looking for a Music and Creative Arts Director (MCAD) for our Norfolk campus. This person will be responsible for:

- Preparing and executing musical worship through planning, rehearsal, implementation, evaluation, and volunteer team building.
- Maintaining Norfolk's AVL and minister/train production volunteers.
- Working with the team to plan and implement creative elements related to the Sunday service experience.
- Providing feedback to the video director to ensure video quality.
- Participating and being a working member of the Norfolk Campus Staff.

Reporting Relationship

The Norfolk Campus MCAD will solid-line report to the Service Programming Director and dotted line report to the Norfolk Campus pastor.

Goals and Expectations

- For the first year of the MCADs tenure, we would like to see a strong, healthy team member who works well to accomplish team goals decided by consensus.
- We would expect this hire to build and shepherd a team of musicians and production volunteers. We would like this individual to contribute fresh, creative, service element ideas.
- We would like this person to invest in the city of Norfolk and its community. Ideally, we would like to increase the ethnic diversity of our Norfolk Campus stage. This campus is our most "urban" location.
- Ideally, this person would stay for at least 5 years.

Do you have a job description for this role?

Qualifications:

Personal Characteristics

- Godly character, obvious love for God and his Word
- Passionate zeal for Christ and the local church
- Mirrors the values and vision of Grace Bible Church
- Humble; subordinates ego to God, vision, and team

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- MCAD wins for this position would include answering yes to the following questions:
 - Did we engage with a full stage of band/singers and full production?
 - Were our services well-crafted and seamlessly delivered?
 - Am I fostering my personal relationship with Jesus and working out of the overflow?

Do you have a job description for this role?

TITLE: Music and Creative Arts Director: Norfolk Campus

REPORT TO: Service Programming Director

CATEGORY: Ministry Director

Qualifications

- Follower of Jesus Christ, exhibiting a growing relationship and spiritual maturity
- Committed to both the doctrinal and ministry vision of Grace Bible Church
- Strong work ethic
- Team player
- Strong team building and leadership skills
- Strong follow-through
- Enthusiastic and energetic for ministry and people
- Positive/pleasant attitude & demeanor

General Responsibilities for all Music and Creative Arts Directors

- Collaborate with Service Programming Team (SPT) staff to execute the overall vision of the SPT and Grace Bible Church through the values of grace, humility, and teamwork
- Prepare and execute the musical worship element of Sunday services through a Spirit-led and prayerful process of planning, rehearsal, implementation, and evaluation
- Work directly with Service Programming Director (Central) to ensure excellent service execution
- Execute SPT vision by producing engaging musical worship experiences
- Direct rehearsals and coordinate vocal and band production
- Contribute to GBC services and events by accompanying, singing, worship leading, etc. as required
- Participate in regular evaluation systems to assess the effectiveness of the entire Sunday morning experience
- Plan and implement creative elements related to Sunday services and special events with SPT
- Contribute to the creative process as a part of the Service Programming Team
- Create memorable experiences through service elements, videos, set design, and lobby environments
- Implement creative elements at your specific campus
- Own pre and post musical and creative environment inside of the auditorium and green room

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- Work with Ministry Directors to explore ways to best achieve GBC vision and strategy
- Coordinate to support special events (baptisms and funerals at the campus, Summer's Best Week (VBS), Women's Gathering, Men's Retreat, Mission's Conference etc.)
- MCAD team is responsible for overseeing worship for weekly Celebrate Recovery meetings
- Assist the other pastors in providing care to the congregation, particularly those in the arts
- Join MCAD team in assisting the video director by providing feedback to ensure video quality is technically pure, emotionally connecting, and visually engaging
- Oversee follow up on all prospective team members for SPT, and maintain team members in church database
- Invest time in personal and professional growth
- Get to know other worship leaders in the area
- Practice continued self-leadership
- Stay current on worship ideas, trends and technology, especially as it relates to current culture

Specific Responsibilities Norfolk Campus Music and Creative Arts Director

- Serve as primary Worship Leader for Norfolk Campus
- Act as the SPT liaison to the Norfolk Campus
- Lead Production Team Volunteers at Campus
- Shepherd the Norfolk team members
- Oversee professional musicians
- Make sure Planning Center chord charts, mp3's, reference tracks, and lyrics are up to date
- Create and maintain Ableton multi-tracks for Norfolk Campus
- Execute stage design as given by Service Programming Director
- Maintain the orderliness of the Norfolk Campus Auditorium and SPT related areas
- Develop team members through the rehearsal process
- Schedule your campus singers and band in conjunction with other worship leaders
- Develop Worship Leader Apprentices through Leadership Pipeline
- Maintain Norfolk's AVL with guidance and help of GBC Technical Director
- Lead Norfolk Campus in executing Auditions/Onboarding/Pipeline as determined by SPT
- Participate with the Norfolk Campus Staff
- Support the Norfolk Campus vision and strategy
- Participate in Norfolk Campus weekly planning meetings, team building activities and retreats
- Invest in the city of Norfolk and its community

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Educational Preferences

Theological training is not a necessity for this position. Music degrees are not a necessity. Some type of college experience is preferred. Spiritual maturity rooted in private disciplines is very important to us.

Age Vs. Experience?

We would like someone with a minimum of 3 years of experience as a worship leader. As a church, we put a premium on emotional maturity and spiritual health regardless of a person's age. This person would need to be an experienced stage communicator providing relevance and biblical truth from the stage.

Denominational Affiliation

We are a non-denominational, Bible-based/teaching church.

How important is geographical location to you?

We would prefer some who is living in the area and community of the church.

What skills are you looking for specifically?

We are looking for a candidate who is vocally pure and minimally plays the guitar.

What technical abilities (if any) are required?

- ProPresenter
- Planning Center
- Ableton
- Lighting
- Can turn on a soundboard and recall scenes to use

Equipper or Doer?

Everyone loves a "Doer." Our church culture is volunteer-led. Those who excel at equipping are most effective.

Attractional Vs. Missional

Our Service Programming Team Win is "to engage people and lead them to Jesus so they want to come back and bring an unchurched friend."

Budget Area Supervision

\$69,500

Our Technical Director helps oversee our SPT budget.

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Personal Characteristics Desired

- Team player
- Strong follow-through
- Enthusiastic
- Energized by people
- Positive/pleasant demeanor
- Well written, organized, and have a strong follow-through

What would immediately disqualify someone?

We would not hire a candidate who was not humble.

Other “Must Have” Skills

- Process emails in a timely manner
- Show up to meetings on time and prepared
- A leader among leaders

Other “Nice to Have” Skills

- We are looking for someone to bring the Working Genius of galvanizing to our team.
- Our church has worked to develop a culture of songwriting. This skill is not necessary but would be nice to have.
- Our church has a large ministry called Celebrate Recovery. MCADs oversee providing worship to this ministry. Those with a heart to minister to those with “hurts, habits, and hang-ups” are a win.
- Video skills in scriptwriting, storyboarding, interviewing, and editing often help produce creative content.
- Ideally, this person would stay for at least 5 years.

Finally...

The perfect hire is a Christ-centered, gifted worship leader who can offer and execute creative service elements with grace, humility, and teamwork.

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Public Job Posting

Music & Creative Arts Director - Norfolk Campus

Grace Bible Church

Norfolk, Virginia

Grace Bible Church in Norfolk, Virginia is looking for a Music & Creative Arts Director for their Norfolk Campus. They are looking for a team player with a minimum of 3 years of experience leading worship. The person will prepare and execute the musical worship element of Sunday services through a Spirit-led and prayerful process of planning, rehearsal, implementation, and evaluation. Their perfect hire would be a Christ-centered, gifted worship leader who can offer and execute creative service elements with grace, humility, and teamwork.

What you'll be doing:

- Preparing and executing musical worship through planning, rehearsal, implementation, evaluation, and volunteer team building
- Creating Ableton multi-tracks and maintaining Norfolk's AVL and minister/train production volunteers
- Working with the team to plan and implement creative elements related to the Sunday service experience
- Providing feedback to the video director to ensure video quality
- Participating and being a working member of the Norfolk Campus Staff

Skills you'll need to have:

- Follower of Jesus Christ, exhibiting a growing relationship and spiritual maturity
- Strong communication skills
- Strong follow-through
- Enthusiastic
- Energized by people
- Positive/pleasant demeanor
- Well written, organized, and have a strong follow-through

Besides great beaches and bay access, who doesn't love being just 2 hours away from breath-taking mountains with endless hiking trails! Norfolk is home to many performing art complexes and festivals. Revitalization in the downtown has brought restaurants, coffee shops, boutique shopping, and great music to the area. Commercial ports, the military, (Norfolk is the largest naval station in the world) and tourism keep this city a thriving place to work and live.

Does this sound like an environment in which you would like to serve?

Apply here: <https://www.chemistrystaffing.com/grace-bible-music-creative-arts>