



## Director, Creative Arts

**Job Classification:** Exempt / Full-Time

**Your Team:** This position reports to the Executive Pastor of Leadership and works closely with the admin team, ministry staff, and pastoral team.

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### OUR MISSION

We equip people to experience a whole new life, with Jesus and like Jesus, more every day.

### OUR VISION

Reach the next generations  
Serve the most vulnerable  
Multiply Churches

### OUR LEADERSHIP STANDARDS

**RULE OF LIFE** | *An intentional plan to be with Jesus and become like him more everyday* |

**COMMUNITY** | *Our formation into the image of Jesus happens in authentic community where we cannot hide* |

**UNITY** | *We seek unity with the Holy Spirit, which leads to unity with each other* |

**RIGHTEOUSNESS** | *Living in right relationship with God and one another* |

**TITHE** | *We honor God by giving him the first tenth of our finances through VC* |

### POSITION SUMMARY

The Creative Director leads and builds the creative expression of Vancouver Church, shaping how people see, feel, and experience what God is doing in and through our community. This role is responsible for developing a growing creative culture and department that turns vision into reality across every platform and gathering. From digital content to in person environments, the Creative Director will help create moments that move people toward life with Jesus. This is a builder role. You will develop systems, raise up leaders, and establish a creative engine that scales as our church grows and multiplies. The right leader will bring both creative instinct and strategic clarity, with a desire to innovate, take risks, and continually raise the level of excellence in everything we produce.

## **RESPONSIBILITIES**

- Define and carry the creative vision of Vancouver Church, shaping how our church is experienced on campus and online
- Lead the tone, feel, and storytelling of our church so every expression reflects our mission and culture
- Create work that is engaging, memorable, and worth sharing
- Partner with the teaching team to shape the creative direction of sermon series and key moments
- Champion brand consistency across all visual and digital expressions
- Oversee the creation of sermon series graphics, event visuals, slides, signage, and digital assets
- Build and lead a creative workflow that turns vision into clear, compelling, and scalable communication, delivered on time with excellence
- Prioritize projects based on church-wide impact and strategic initiatives
- Oversee how content is distributed across all platforms to maximize reach and engagement
- Ensure content reaches the right people at the right time with strong engagement
- Track performance and adjust strategy to improve reach and effectiveness
- Build a culture of storytelling that captures and shares the work of God in people's lives
- Oversee photography and video for Sundays, events, testimonies, and campaigns
- Build, develop, and lead a growing creative team of staff and volunteers
- Identify and raise up future leaders in design, media, and content creation
- Create a culture where creatives are empowered, challenged, and growing in both skill and ownership
- Partner with ministry leaders to clarify message, audience, and next steps
- Help ministries move from ideas to clear communication that drives engagement

## **PERSONAL RESPONSIBILITIES**

- Live according to the defined VC Culture
- Maintain God-ordained priorities in your life by putting Jesus Christ first, your spouse second, your children third and the ministry fourth.
- Expectations are that you spend 70% of your time fulfilling your personal job responsibilities, 20% supporting your fellow team members and 10% on personal/professional development.
- Invest and invite the lost to know Jesus and come to Vancouver Church.

## **QUALIFICATIONS & ABILITIES**

- A clear testimony of faith in Jesus Christ and a vital growing personal relationship with Him.
- Experience as a leader, specifically in the faith-based community.
- Strategic and creative thinker with the ability to organize and problem solve in difficult and sensitive situations.
- Strong relational skills and an enthusiastic presence for leading, training, communicating and presenting information.
- Skilled with design techniques, tools and principles involved in production of print layouts, original illustrations, and original graphics.
- Skilled in Adobe Illustrator, Adobe Photoshop & Adobe InDesign
- Excellent writing, editing, layout and design, professional printing/publishing skills.

- Strong knowledge and understanding of current trends in digital media/social media.
- Superior project management and time management skills.
- Commitment to ongoing personal and professional growth.

#### **EDUCATION and EXPERIENCE**

- 2+ years of successful experience in Graphic and Website Design
- Bachelor's Degree in Fine Arts, Marketing, Graphic Design, or equivalent education preferred
- A successful track record of 2+ years in a similar or like position.

#### **CONTINUING EDUCATION/TRAINING**

Willingness to participate in and provide continued training as appropriate

#### **COMPENSATION**

**CLEARANCES** Background Clearance