



210 South High Street
Warsaw, Indiana 46580
(574) 267-7044

November 2025

Job Description: Director of Fine Arts (Full Time)

Reports to: Senior Pastor

I. ACCOUNTABILITY

The Director of Fine Arts is accountable to the Session through the Personnel Committee and reports to the Sr. Pastor

II. VISION

Fine arts are the beautiful expression of God's gifts of grace to us. Creation reveals that God is the ultimate artist as, "The heavens declare the glory of God." We even see God commissioning artists for the Temple (Exodus 31). Our mission statement says that we will "show Christ as beautiful"; therefore, we see the arts as a way to express gratitude, communicate spiritual truths, and create things of beauty that point to God's creativity and love. All arts within the life of WEPC will align with our beliefs and seek to develop people who use their skills to glorify Christ.

III. GENERAL DESCRIPTION

The Director of Fine Arts provides leadership to the WEPC's fine arts ministry, encouraging congregational participation and community involvement in the fine arts. The Director will work to weave the fine arts into the life of the church.

IV. RESPONSIBILITIES

- A. Grow and manage a comprehensive fine arts ministry that is collaborative, wide-ranging, and interactive (orchestra, adult and children's choirs, handbells, theatre, poetry, and pottery).
 - i. Link with organizations, people, and resources beyond the congregation that are interested in the fine arts to develop programs that inspire, nurture and challenge people to use their gifts to glorify Christ.
 - ii. Help plan and execute the annual season of shows or performances.
 - iii. Continually learn both about the fine and performing arts and about the people in the congregation and community in order to plan programs appropriate to their needs.
 - iv. Collaborate with the Worship Director in designing and producing multi-disciplinary services and programs throughout the year.
 - v. Seek to enhance WEPC's footprint and influence in the arts in our community.
 - vi. Work with necessary teams to ensure coordinated building usage.

B. Develop and implement a fine arts program to include a broad expression of the arts throughout the church.

- i. At the discretion of the pastoral staff and Worship Director, incorporate the arts into worship.
- ii. Get to know the people of the congregation in order to plan programs and experiences that will help them grow in their appreciation of the fine arts and develop skills as appropriate.
- iii. Plan and execute a music, arts and drama camp for children.
- iv. Offer music/instrument and voice lessons for the church and community (private lessons for outside compensation allowed), but lessons given as a ministry of the church are also encouraged.

C. Explore creative uses of fine arts/theater and collaborate with outside organizations.

- i. Create a culture where people in our community and the surrounding area who are invested in the arts think of WEPC as their home.
- ii. The community is blessed to have CAP (Community Arts Program). Should it be mutually beneficial, WEPC could work closely with CAP to bless our community.
- iii. Reinvigorate “Masterworks” (or similar programs) in the community.
- iv. Work with The Wagon Wheel and Warsaw High School on collaborative projects.
- v. Seek grant funding that supports this ministry (this could be used to enhance our own auditorium/theatre, music practice spaces, and art room, but can also include Warsaw/Winona Lake arts in general).
- vi. Offer art gallery and poetry reading space.

D. Qualifications

- i. Be a follower of Jesus Christ and a person of integrity.
- ii. Have a vision and passion for arts within the life of the church and community.
- iii. Have a Bachelor of Fine Arts or Music or equivalent degree. A Masters in Arts or Music is desirable.
- iv. Minimum 3 years of related experience.
- v. Ability to organize and produce events involving all ministries of the church.
- vi. Ability to develop an annual budget.
- vii. Experience with all current electronic/computer hardware, programs and software, including lighting and sound board, related to this position.

