

I. Graphic Artist

Reports to: Vice President of Marketing and Community Impact

The Ability to Share the Gospel of Jesus Christ with Others

First and foremost this position must be able to effectively minister and communicate to listeners and others in the community the heart of what it means to follow Jesus Christ wholeheartedly. This must come, not simply from head knowledge, but from a vibrant and active daily walk with Jesus Christ as personal Savior.

The position will work under the Vice President of Marketing and Community Impact and will assist in all content related needs for Encouragement Media Group which oversees our radio ministries: 89.5 KVNE, Lift Worship, The Well-Bible Teaching station and Fuzión, our Hispanic Christian station as well as Evergreen and Modo Vida which are streaming stations.

EMG has been in existence since 1983 in East Texas and there are 19 staff members who are very devoted to the mission of the ministry which is: We exist to glorify God by encouraging others, connecting our community and pointing people to Jesus Christ. All staff are faithful to steward and come along side younger/newer staff to train and encourage them in their role. We function as a family of mature believers that is serving God in a biblical manner. Maintaining this culture is important.

Position Summary

We're seeking a creative and mission-minded Graphic Artist with a passion for music and ministry to join our team. This role supports the marketing and donor development efforts of Encouragement Media Group through impactful, strategic visual design. You'll work on campaigns that promote our stations, engage listeners, and communicate effectively with donors across digital, print, and social media platforms.

Key Responsibilities

- Design visual assets for a wide range of needs including digital ads, print materials, donor communications, social media graphics, event branding, and more.
- Collaborate with the Marketing, and Development teams to create cohesive, branded campaigns.
- Create billboard graphics, various mailings, promotional cards, other promotional items such as tents, banners, table clothes, signage, t-shirts and more.
- Design materials for donor engagement, such as donor flyers, thank-you cards, email campaigns, and fundraising event collateral.
- Maintain brand consistency across all visuals while innovating within design guidelines.

Encouragement Media Group - Job Description

Graphic Artist



- Manage multiple projects simultaneously and meet tight deadlines in a fast-paced, ministry-driven environment.
- Contribute to brainstorming sessions and strategic planning for campaigns and events.
- Stay current on graphic design trends, especially within the Christian and music industries.

Qualifications

Required:

- Proven experience in graphic design, ideally in the music, nonprofit, or faith-based sectors.
- Proficiency in Adobe Creative Suite (Photoshop, Illustrator, InDesign, etc.).
- Strong portfolio demonstrating creative and versatile design work.
- Understanding of branding, typography, layout, and color theory.
- Excellent communication and collaboration skills.
- Strong organizational skills and the ability to meet deadlines.

Preferred:

- Experience designing for donor development or fundraising.
- Familiarity with the Christian music industry and listener/donor demographics.
- Basic video editing or animation skills a plus.
- Knowledge of digital marketing and social media best practices.

Personal Attributes

- A heart for ministry and alignment with the mission and values of Encouragement Media Group.
- Passion for Christian music and the power of media to impact lives.
- Self-motivated, detail-oriented, and a team player.
- Creative thinker with a solution-oriented mindset.

The aforementioned statements are not intended to encompass all functions and qualifications of the position; rather, they are intended to provide a general framework of the requirements of the position. Job incumbents may be required to perform tasks not specifically addressed in this job description.

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- A born again believer of Jesus Christ with a strong and growing walk with the Lord (Romans 3:23, Romans 6:23, Romans 5:8, Romans 10:13, Romans 10:9-10)
 - A heart for service, with Jesus Christ serving as our example (John 13:1-17)
 - Committed to uphold and integrate the Encouragement Media Group model of pointing people to Jesus as a core process and belief. This includes communicating the heart of the Gospel while with listeners in person, by phone, social media, letter or other form of communication. (Mark 16:15, Psalm 96:3)

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- Willingness and eagerness to pray to God the Father, through His Son Jesus Christ, verbally (out loud) for and with fellow staff members, listeners and people in the community.
- Ability to answer basic questions about the Christian faith and explain to someone how they can become a Christ-follower
- Agreement with and a willingness to hold to the Encouragement Media Group Statement of Faith, Statement on Sanctity of Human Life, Statement on Marriage, Gender and Sexuality, Final Authority on Matters of Belief and Conduct, History of Education Radio Foundation of East Texas. All in both belief and practice
- Willing and committed to hold to the policies described in our employee manual
- Willing and able to lead and participate in required staff prayer times and Bible-based devotionals in the context of our beliefs as outlined in our Statement of Faith
- Commitment to be active in a local Bible-believing church, recognizing the importance of such a commitment. (Hebrews 10:25, I Timothy 5:17)

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I understand the requirements of this Marketing Position and am capable of

- **C** = Constantly (At least Daily) **F** = Frequently (At least Weekly) **O** = Occasionally (At least Monthly) **R** = Rarely (Annually)

*Essential Physical Effort / Working Conditions Marked with an asterisk *

Physical Demands:

Standing*	F
Walking	F
Sitting*	C
Lifting	F
Carrying	F
Pushing*	O
Pulling*	O
Climbing	O
Balancing	O
Stooping	O
Kneeling	O
Reaching*	O
Fine-Motor Handling*	C
Time-Sensitive Reactions*	C
Feeling*	O
Talking*	C
Rep. Motion*	C
Eye / Hand Coordination*	C
Eye / Foot Coordination	F

Vision/Sight/Hearing:

Vision-Far Acuity*	F
Vision-Near Acuity*	C
Vision-Depth Perception*	C
Vision-Peripheral	C
Color Vision*	C
Listening*	C
Hearing Acuity	C

Environmental Conditions:

Extreme Cold	O
Extreme Heat	O
Temp Changes	O
Humid	O
Noise*	F
Vibration	O
Work Alone and Around Others*	F
Time-Sensitive Deadlines*	F

Travel Requirements:

Local day trips	O
Overnight	O

Physical Strength:

Sedentary Work*	C
Light Work*	F
Medium Work	F
Heavy Work	O
Very Heavy Work	R
Amount / pounds lifted	50
Amount / pounds carried	50

performing these tasks.

Signature: _____ **Date:** _____