Minister of Production

Position Overview

The Minister of Production serves as a vital part of the worship ministry team, overseeing all technical production elements that support the church's gatherings and events. This role blends technical expertise with a heart for worship, ensuring that audio, video, and lighting work together to create an environment where people can encounter God without distraction.

Key Responsibilities

Audio Production

- Oversee all aspects of live sound reinforcement for weekend services, special events, and ministry gatherings

- Mix front-of-house and monitor audio for worship teams, speakers, and special performances

- Maintain, troubleshoot, and upgrade audio equipment including consoles, microphones, speakers, and in-ear monitoring systems

- Develop and implement audio standards and best practices across all services

Video Production

- Manage all video systems including cameras, projection, and broadcast/streaming infrastructure

- Oversee live video direction and switching for in-person and online services

- Coordinate the creation and display of sermon graphics, lyric slides, and motion backgrounds

- Collaborate with Minister of Worship Arts for special assigned video storytelling elements, such as but not limited to, baptism videos, mission partner videos, sermon bumpers etc.

- Support recording and archiving of services and ministry content

Lighting Production

- Design and execute lighting environments that support worship and teaching moments
- Operate and maintain lighting consoles, fixtures, and control systems
- Collaborate with the worship team to develop lighting cues and atmospheres that complement each service
- Ensure stage and house lighting meet both aesthetic and safety standards

Team & Volunteer Leadership

- Recruit, train, and shepherd a team of production volunteers
- Build a culture of excellence, humility, and servant leadership within the tech team
- Create training resources and pathways for volunteers at all skill levels
- Schedule and coordinate volunteer teams across all services and event

Qualifications

Required

- Personal faith in Jesus Christ and active participation in the local church
- 3+ years of hands-on experience in live production (audio, video, and/or lighting)
- Proficiency with industry-standard production equipment and software
- Strong problem-solving skills and the ability to remain calm under pressure
- Excellent communication and interpersonal skills

Preferred

- Experience in a church or ministry production environment
- Familiarity with broadcast/streaming platforms and workflows
- Working knowledge of ProPresenter, Dante networking, or similar tools
- Experience leading and developing volunteer teams

-Degree from an accredited Seminary

General Staff Responsibilities:

Serve with ministerial staff, attend staff retreats and weekly staff meetings; contribute to the evaluation and direction/design of ministries and the church as requested.

Attend and participate in Deacon retreats annually and monthly meetings as needed.

Give leadership or assistance in special projects as needed.

Develop and maintain budgets for areas of ministry oversight.

Other duties as assigned by the Senior Pastor or Executive Pastor.

Professional and Spiritual Development:

Spend consistent time in maintaining appropriate spiritual disciplines.

Engage in networking and learning opportunities concerning best practices in areas of overall responsibility.