



The Creative Arts Team at Crossroads Community Church is excited to announce a new position: **Video & Technical Director**.

Our desire to communicate effectively through video has led us to develop a video production studio, and to hire various contractors to provide better quality video for worship services and marketing. At the same time, we have worked to upgrade and improve our tech equipment and team. This has led to advances in lighting, audio, live-streaming, and more. Even with the strides we've made, it is clear the time has come to move from contractors and the spare time of the current staff, to a new position for a part-time, in-house team member.

We are looking for someone who will become immersed in the Crossroads culture and our surrounding area, and produce great content that will communicate the gospel and tell our stories in that context. We're looking for an artist whose canvas is the screen and loves to create.

The main focus of this position will be video production, so that is what we are looking at most carefully in our hiring process. We're searching for someone skilled in all aspects of video – from filming and editing, to production, motion graphics, and text treatments. Most importantly, videographers need to know how to tell a story and engage their viewers with great content. On the tech side, we would prefer candidates to have live audio console experience, and a general knowledge of AV equipment. A strong understanding of current design, video, and cultural style trends is also a plus.

Finding someone with the necessary skills, who is willing to fill a $\frac{3}{4}$ time position, and fits with the culture of Crossroads and our staff will be challenging. But we believe God is in this and He will guide us to the right person.

One potential challenge of the position is that it's not full time. But this could be an advantage in certain situations. For example, not everyone wants or needs to work a full time ministry job. Many creative people also prefer to build their own businesses or pursue outside contract work. That would be possible in this context. So while it's not for everyone, we are confident that for the right person it will be a great fit.

Interested in applying? Here's your next steps...

1. Check out Crossroads website, www.crossroadson23.com, view a few past services, and get a general feel for our church community. Having a good fit is very important, so make sure our vibe is a match with yours.
2. Submit a resume and 3 full length examples of your video work, including one story/testimony/interview. Please submit the videos as shareable links.
3. Start a dialogue. Ask some questions! Connect with us in some way.

We look forward to hearing from you!

Jim Jensen

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Worship and Programming Director

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Marketing and Communications Director

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Ministry Action Plan - Video and Technical Director

Leader - Jim Jensen

Year - 2018

The video and technical director position at Crossroads is a 29 hour a week position. Generally speaking, the director will spend two thirds of their hours on video production and one third on tech.

Essential Duties and Responsibilities:

- Shoot, Edit, and Produce videos for use in Sunday worship services, marketing, and other ministries of the church. Our current video categories include bumpers, countdowns, personal stories, ministry reports, outreach/evangelism videos, and weekly announcements
- Develop, train and equip a volunteer video production team
- Coordinate the use of the video production room and maintain the video equipment
- Develop, train, and equip the Sunday tech team in partnership with the Creative Team (audio, lighting, media, live video)
- Schedule the Sunday tech team using Planning Center Online
- Prepare the auditorium and equipment for weekly rehearsals and services
- Maintain tech equipment and make recommendations for upgrades
- Oversee video and tech related budget lines in Creative Arts in consultation with the Creative Team
- Attend staff meetings (bi-monthly), Creative Team meetings weekly, and Production Team meetings (4-6 per year)

Proficiency, Skills, and Experience

- Adobe Premiere Pro
- Adobe Photoshop, Illustrator
- Motion graphic software (After Effects or similar)
- Pro level familiarity with DSLR filming and equipment, video lighting, and audio technique
- General filming, editing, and video production proficiency
- General knowledge of AV equipment. We use the Allen & Heath GLD 112 audio console, Jands Vista lighting software, a Tricaster video switcher, and ProPresenter software for media
- Familiarity with Planning Center Online
- Live audio mixing experience preferred

Spiritual and Ministry Practices

- Model Christlikeness
- Consistent Exercise of Spiritual Disciplines
- Equip Ministry Servants and Equippers
- Lead or Participate in a Weekly Small Group
- Generosity As Evidenced by Giving the Lord His Tithe
- Outreach As Evidenced by Invitations, Servant Evangelism and Relationships with the people who need Jesus
- Participating Member of the church
- Follow the Guidelines of the Employee Handbook

Team Responsibilities

- Models Excellence: Does one's sacrificial best
- Models Teamwork: Works together with teammates to fulfill the mission and vision
- Models Trust: Dependable on a daily basis and consistently reliable; works to develop authentic relationships
- Models Respect: Honors and supports the ideas and gifts of others; relates to others in humility
- Models Effective Communication: Articulates ideas in a manner that is clear to the recipient; listens intently to others