

Production Pastor

Location | Ann Arbor

PT FLSA Classification | Commissioned, Non-Exempt, Full Time

Reports to | Worship Pastor

Influenced by | Campus Pastor

Position Summary:

Under the direction of the Campus Pastor with influence by the Worship Champion, the Production Director (PD) holds the responsibility and authority over the execution of weekend gatherings at the campus, as well as pastoral care and technical skills development of the production teams. The PD is responsible for building and developing a healthy and thriving production team (audio, video, lighting and stage crew). The PD proactively works to ensure that the cohesive, centrally defined 2|42 weekend Vision, Values, and Standards (VVSs) and brand guides are understood, supported, programmed toward, and protected in all aspects of the weekend execution and review.

Proven experience in team building, vision-casting/execution of vision, and training leaders for ministry; ability to thrive in a fast-moving environment; working knowledge of the Bible; tactical/quick thinker with proven ability to equip leaders and organize functional structures; transformational leader of leaders; effective communicator to adults of all ages; able to connect and coach multi-generationally; recognition that the position is more than a “job”, it is a ministry opportunity.

What To Expect From Us:

- Clear expectations for your leadership, ministry impact, and work-flow
- A work environment that will challenge and inspire you to be the best follower of Christ you can be (*ex: Jesus first, then spouse, then family, then ministry*)
- A leadership team that trusts you.
- A leadership team committed to being led by God to impact our communities
- Coaching and support for your God-given calling
- A church that encourages and fans your gifts and talents

As a 2|42 Community Church Staff Member:

All Ministry positions at 2|42 work in a team. You will need to work well with existing team members and align to decisions that are made, even if you don't agree with them. A good team member has open and honest conversations, allows tensions to exist within the team but always supports the team's decisions and directions outside of the team meetings. Relational intelligence will be a key component to ensuring collaboration with the ministry teams.

- Meet 2|42's Leadership Expectations
- FT Attend “All Staff” meetings, Campus Staff events, and Leadership Community events
- Respond to all correspondence (*email, voicemail, Slack, etc.*) within 24 hours either through direct communications or an automated reply letting someone know when they

- should expect a correspondence back.
- Lean on the systems and resources provided by 2|42 community Church (our databases, leadership pipeline, and any cross-campus interactions).
- That you meet and uphold our [Leadership Expectations](#) and agree to the [2|42 Statements of Beliefs](#), our [Mission and Core Values](#).
- Operate consistently with the [2|42 Campus Model](#)

Job Responsibilities include but not limited to:

- Have a keen eye for technical weekend experience execution and an ability to think critically, as well as an understanding that the weekend experience is the priority: all other tasks are secondary to consistent and excellent execution of weekend services.
 - Stage patched correctly and all patching checked before rehearsals.
 - All mics/packs ready and stage plot posted before rehearsals/services.
 - All equipment in working order and checked before rehearsals.
 - Filling all volunteer positions with trained and capable volunteers (taken through our volunteer training process: I do, you watch, we talk; you do, I watch, we talk, etc.).
 - Volunteers given and trained on everything needed to be successful in their roles (roadmaps, brand guides, VVSs).
- Brings vision and creativity to sound, lighting, video, and stage design.
- Must have the desire and ability to develop and train team members spiritually and technically.
- Must be a good organizer and planner.
- Possess the mentality of team and collaboration.
- Ability and passion to recruit and equip volunteers to help people take next steps with God.
- Demonstrate and maintain a level of technical knowledge to properly program, maintain and develop all aspects of production arts that will include:
 - Knowledge of Digital Audio Sound Consoles (DigiCo + Midas) and IEM monitoring (LiveMix + P16's)
 - Knowledge of ProPresenter
 - Knowledge of Intermediate Video Switching
 - Knowledge of Lighting Design Concepts and Light Programming (Jands Vista)
- Ability to oversee quality control of live service environments.
- Other job duties may be assigned

Personal Characteristics:

The successful candidate will have a deep and growing relationship with God, active involvement in the leadership of the church and campus, and have a commitment to maintaining healthy and accountable relationships. A Christ-honoring lifestyle marked by, servanthood, generosity, joy, a love for bible study and prayer. A growing passion to shepherd others in their walk with God and to work effectively with many key leaders is necessary.

Integrity in finances, relationships, and time management are expected.

- A clear and vibrant commitment to Jesus Christ displayed through their personal faith and devotional life.
- A passionate love for the church and a healthy understanding and embracing of its history
- A solid commitment to the authority of Scripture and a well-developed personal theology.
- Sets a positive example and serves as a role model in their personal life.
- Warm, encouraging personality that connects well with others.
- A team player who's able to both follow and lead while always being FLEXIBLE.
- Great recruiter and trainer of others.
- Clear personal and professional vision.
- A passion for continuous improvement.
- A "whatever it takes" attitude.

Competency & Desired Qualifications:

In addition to the qualifications listed below, additional leadership competencies required are: team building, vision-casting and training leaders for ministry; ability to thrive in a fast-moving environment; excellent working knowledge of the Bible; tactical thinker with proven ability to equip leaders and organize functional structures; transformational leader of leaders; effective communicator to adults of all ages; proven effectiveness in a multi-staff & multi-campus setting; able to connect with people across generations.

- Greater awareness and proficiency of tech beyond 'big room' sound/lighting/video
- General installations and repair.
- An understanding of networking and IT enough to engage with our contractors.
- Ability to trouble-shoot in other elements of technology that are linked with the building and being a liaison for our suppliers and contractors (HVAC, Alarm Systems, Access Systems etc).
- Avid learner who is able to carry out product research for future upgrades to our systems.
- Experience in production that supports both weekend events and special events.
- Ability to represent 2|42 in front of our rental clients with appropriate deportment that fits the role.
- Ability to represent 2|42 in the tech and innovative spaces in the wider washtenaw county.

Sacerdotal Duties:

This position will report to the Campus Pastor and will become a member of our Campus Leadership Team. As such, this staff position will act in pastoral roles, such as: teaching, baptism, funerals, communion, baby dedications, worship services, spiritual counseling, and administrative affairs of the church.

Employee:

Reviewed by:

Signature

Signature

Printed Name

Name and Title

Date

Date