



**CHEMISTRY**  
STAFFING

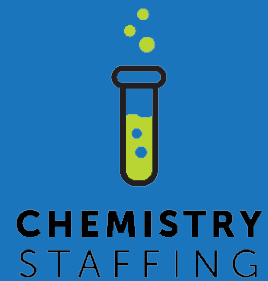
# **CHURCH & CANDIDATE PROFILE**

## **PRODUCTION TECHNICIAN**

Compassion Christian Church  
Savannah, Georgia

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## POPULATION OF CITY

Savannah - 147,000

## POPULATION OF COUNTY

Chatham - 296,000

## COMMUNITY OVERVIEW

Savannah is a long-standing city known throughout the country for its beautiful coastal landscapes, its well-preserved architecture and its rich, vibrant history.

## WHY PEOPLE LIKE LIVING HERE

There are four reasons people love living here. These are our coastal location, the historical value of our past, our great food and our Southern charm.

## CHURCH HISTORY

Compassion Christian Church was founded in 1964 and known as Savannah Christian Church for many years. Over the years, we've seen an expansion that covers seven campuses, a multi-racial, multi-generational congregation, and a church that has made it its mission to lead people to Jesus not just in Southeast Georgia, but all across the world.

## VISION, MISSION, VALUES

At Compassion Christian Church, we stand on scripture. Our mission is to lead people to a life-changing relationship with Jesus, and we strongly believe that we cannot do that unless we stand on scriptural truth. We are a community of Christ-centered believers striving to make an impact on our world.

Our staff exemplify our CORE4 Values:

- We are roof wreckers -- we are willing to rip the roof off to get our friend to Jesus.
- We are game changers -- we are able and willing to do whatever it takes to advance the Kingdom.
- We reflect E4 -- based on Ephesians 4, we believe that raising others up to do the task is the ultimate goal; not just doing the task.
- We/Me -- We over me always; we choose the good of the team over personal gain or preference.

## AVERAGE WEEKEND ATTENDANCE

6,898

## IS YOUR CHURCH MULTISITE?

Yes

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## **ATTENDANCE TREND**

Growing

## **HOW MANY CAMPUSES?**

7

## **OVERVIEW OF WEEKLY WORSHIP GATHERING**

Henderson Campus (Broadcast Campus) -- Sunday Services 9a & 11a, 5p & 7p

Bluffton (SC) Campus - Sunday Services 9a & 11a

Downtown Campus - Sunday Services 9a & 11a

East Campus - Wednesday Services 6:45p & Sunday Services 9a & 11a

Effingham Campus - Wednesday Services 6:45p & Sunday Services 9a, 11a, & 5p

Midway Campus - Sunday Services 9a & 11a

Statesboro Campus - Sunday Services 9a & 11a

Online - Wednesday 6:45p and Sundays 9a, 11a, 1p, 3p, 5p, 7p

## **WORSHIP STYLE OF YOUR CHURCH**

We are a central model church and have a Central Worship Pastor who has indirect oversight of our worship pastors – they work collaboratively to determine the song choices (list of 30 songs at any given time) in order to ensure songs we sing are theologically sound and match our culture. We are a contemporary worship environment.

## **TELL US ABOUT YOUR FACILITY**

- Each campus has their own facility, with the exception of Bluffton which is a setup tear down with plans to build in 2 years.
- Our total square footage is 493,000 square feet for all of our facilities combined.

## **OVERALL BUDGET (THIS FISCAL YEAR)**

\$2,444,000

## **OVERALL LONG-TERM DEBT OF THE CHURCH**

\$9,654,997

## **DENOMINATIONAL AFFILIATION AND/OR OTHER PARTNERSHIPS**

Non-denominational -- Christian Church

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## GOVERNANCE & POLITY

Jesus

Elders

VST (Vision & Strategy Team)

## CURRENT PAID STAFFING LEVEL

All of our staffing is paid

## MAJOR MINISTRIES OF THE CHURCH

- Kids
- Students
- Outreach (Global & Local)
- Discipleship
- Care (member care & benevolence)
- Leader Development

## OUTREACH PROGRAMS OVERVIEW

We believe that the love of Jesus is not meant to be contained inside the walls of a church building. Committed to making a difference, it's our hope to look like Jesus not only in our local communities, but all across the globe.

### DISASTER RESPONSE

- Compassion Outreach is partners with Samaritan's Purse.

### GLOBAL OUTREACH

- Together, we are able to support 34 Global Partners in 26 countries.

### LOCAL OUTREACH

- Because of faithful generosity and a willingness to serve, we currently have the opportunity to partner with 14 local partners here in our local region.

### LATINO MINISTRY

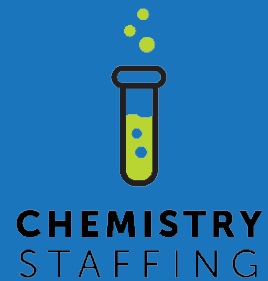
- We welcome our Latino community with open arms, and provide translation services via a downloadable app at our Henderson Campus, Sundays at 11AM.

## IN THE MOST GENERIC SENSE, HOW WOULD YOU DESCRIBE YOUR CHURCH THEOLOGICALLY?

Evangelical - Conservative

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## **PUBLISHED THEOLOGICAL STATEMENT**

Our mission is to lead people to a life-changing relationship with Jesus, and we strongly believe that we cannot do that unless we stand on scriptural truth. Our core beliefs are listed below in order to illustrate our doctrine and the basis for our teachings.

### Jesus

- We believe that Jesus of Nazareth is the Messiah, the Son of the Living God and God in human form. We believe that the virgin-born Son of God died for our sins, was buried, rose from the dead and is coming again. We believe He is both fully God and fully man. Philippians 2:5-7, John 14:19, John 8:58, John 1:1, 14, Colossians 2:9

### Bible

- We believe that the Bible is the inspired Word of God, the written record of His supernatural revelation of Himself to man, absolute in its authority, complete in its revelation, final in its content and without any error in its teaching and is "living and active" ever speaking to our present circumstances. Hebrews 4:12, 2 Timothy 3:16-17, 2 Peter 1:20-21

### Sin and Salvation

- We believe that all people are guilty of sin because all people are born with a sin nature, which leads all people to sin. Jeremiah 17:9, Romans 3:23
- We believe the substitutionary death of Jesus on the cross is the sole basis of atonement for the sins of mankind. Isaiah 53:3-6, 2 Corinthians 5:21, Romans 5:8
- We believe that the forgiveness of sins and the gift of eternal life are promised to those who trust Jesus Christ as their Lord and Savior. John 3:16-17, Ephesians 2:8-9
- We believe the New Testament teaches that the pattern for following and receiving Jesus as Savior is to believe in Jesus as God's Son and Savior of the world, to repent of personal sin, to confess Jesus as Lord and to be immersed in baptism. Romans 10:9, Acts 2:38-39, Romans 6:3-4
- We believe in the assignment of all people to heaven or to hell at their time of death or at the time of Christ's return. Hebrews 9:27, 2 Thessalonians 1:8-9, Revelation 20:1, 2 Corinthians 5:6-10

### Holy Spirit

- We believe that those who receive Christ also receive the indwelling presence of the Holy Spirit: He marks them as the possession of God, manifests the fruit of righteousness in their character, and endows them with spiritual gifts for ministry. 2 Corinthians 1:21-22, Galatians 5:22-23, 1 Corinthians 12:4-6
- We believe that a spiritual gift is a special ability, given by the Holy Spirit to every believer, to be used to minister to others and thereby build up the Body of Christ. 1 Peter 4:10, Romans 12:6-8, 1 Corinthians 12:7-11

### The Local Church

- We believe the Church should seek unity with all believers in matters essential to the universal Christian faith, and contend for liberty in all matters wherein the Lord has not spoken through His Word. Ephesians 4:2-6

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- We believe the local church is an autonomous body which cooperates with many Christian agencies, but is regulated or dominated by none. Ephesians 5:23B
- We believe love is to be shown to all people as the central trait of the Christian faith. John 13:35, 1 Peter 4:8
- We believe the mission of the Church is to reach the spiritually lost for Christ, to teach with the goal of "forming Christ in them" and to mobilize believers to accomplish God's purposes in the world. Matthew 28:18-20
- We believe that the pattern of the New Testament was to observe the Lord's Supper each week. Acts 2:42
- We believe that each believer should give a generous, intentional, regular, proportional gift of his or her income to God, through the local church, as a spiritual discipline. Scripture gives us the tithe (one tenth) as the normal beginning point of giving for a believer. Malachi 3:10, 1 Corinthians 16:2, 2 Corinthians 9:6-7

## Final Authority For Matters Of Belief and Conduct

- The statement of beliefs does not exhaust the extent of our beliefs. The Bible itself, as the inspired Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the sole and final source of all that we believe. Genesis 1:27

## Social Issues

- We are frequently asked to bring clarity to our position on these issues. We are aware there are many sins GOD desires to protect us from — racism, prejudice, gluttony, sexual promiscuity, adultery, etc. This is our attempt to address the complex social issues that surface most often in our setting. As you consider these, remember that we are all equally in need of God's grace.
- We believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged and every other stage or condition from conception through natural death. We are therefore called to defend, protect and value all human life. Psalm 139:13-16
- We believe that God created marriage to be exclusively the union between one man and one woman, and that sexual intimacy is to occur exclusively within that union. Genesis 2:24, Jeremiah 29:6, Isaiah 62:5, Leviticus 18:22, Leviticus 20:13
- We believe that God wonderfully and immutably creates each person as male or female, and that these two distinct, complementary genders together reflect the image and nature of God. We believe that gender is assigned by God at birth and the Holy Scripture does not permit an individual to alter their sexual identity physically or otherwise. Genesis 1:27

## WHAT THEOLOGICAL HILLS WILL YOU DIE ON?

See above... our statement of faith are all non-negotiables

## HOT-BUTTON SOCIAL/CULTURAL ISSUES FOR YOUR CHURCH

All potential staff sign off in agreement with our Team Assumptions where we all agree to not partake in tobacco, alcohol, drugs. This is not because we believe drinking is a sin, but because we want to set the example and not cause anyone we serve to falter.

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## **BIGGEST CHURCH 'WINS' IN LAST 18 MONTHS?**

- We have seen many come to a life-saving relationship with Jesus. 1/2022 - current = 612 baptisms
- Opening our 7th campus -- which also took us across state lines and into South Carolina
- Moving into a central campus model -- and all committing to 50 honest laps in this model

## **BIGGEST OPPORTUNITY AND CHALLENGE FOR YOUR CHURCH IN THE NEXT 12 MONTHS**

Our Senior Pastor, Cam Huxford will be retiring in September of 2024 after faithfully serving in his role for the past 40 years. These next 12 months bring excitement and sadness. Cam is deeply loved and respected and will be deeply missed. But we are honored by the way he is navigating this process along with our elders.

## **TITLE OF POSITION YOU ARE HIRING**

Production Technician

## **FULL TIME POSITION?**

Yes

## **REPORTING RELATIONSHIP**

The campus Production Technician reports directly to the Central Production Director, and indirectly to the Campus Pastor at the campus assigned.

## **GOALS AND EXPECTATIONS**

- Engage relationally and develop strong bonds with the campus staff, specifically the Worship Leader/Pastor and the Campus Pastor.
- Being willing and able to do whatever it takes to advance the kingdom.
- Help to enhance the culture of the church/campus by equipping those serving in the production area and helping others to grow in their skills and abilities.
- Consistently lay down their personal preferences for the good of the team.

## **DO YOU HAVE A JOB DESCRIPTION FOR THIS ROLE?**

Position Summary

- To further the mission of the Church by effectively planning, overseeing, leading, directing, and developing the volunteer Production Teams associated with the assigned campuses services. This position is responsible for the technical elements of services and events including, sound engineering, lighting, and media, (i.e., video, computer graphics, and animation). This individual is the primary technician for the assigned Campus.

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## Essential Duties and Responsibilities

The essential functions include, but are not limited to the following:

- Carry out the objectives of the Vision & Strategy Team and model a collaborative team mindset.
- Model a collaborative team mindset.
- Oversee all aspects of recruiting, training, and development, scheduling and planning for the Production Teams for the campus Worship services. This includes all sound technicians, lighting technicians, video technicians and other volunteers as needed.
- Participate in evaluating, planning, and gathering resources for ministry events as needed.
- Ensure the proper care and maintenance of all lighting, sound, video, and related equipment. Any issues should be reported back to the Production Ministries Director.
- Assist the Production Systems Coordinator with installing, maintaining and updating production systems across all campuses.

## Expectations & Conditions of Employment

- Exhibits a meaningful and growing personal relationship with Jesus Christ.
- Engages in a regular and ongoing (meeting at least monthly) accountability relationship with a staff partner or other approved person.
- Recognizes that our work is important and deserves our very best.
- Models the Biblical standard of personal conduct and lifestyle as agreed upon in the Team Assumptions.
- Supports and adheres to the Mission, Vision, Core Values, and Philosophy of Ministry of CCC, and the Statement of Faith.
- Supports and adheres to the policies and procedures found in the CCC Employee Handbook.
- Pastoral Staff must be active, participating members of Compassion Christian Church or be willing to become a member at the beginning of employment.

## Minimum Qualifications

### Experience:

- The preferred candidate will have professional experience in live event production. This will include proficiency in concert sound, lighting, computers and video.
- Education: A Bachelor's degree in audio/video/lighting production or a related field is preferred. Consideration will be given to candidates having experience and demonstrated proficiency in field.

### Knowledge, skills, and gifts:

- Candidate must exhibit excellent skills in the areas of concert/theater lighting and live sound engineering.
- Candidate must have a basic knowledge of Renewed Vision's ProPresenter.



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- Candidate must have the ability to work independently with efficiency, effectiveness and composure; must have excellent written and verbal communication skills; and must be able to multitask and prioritize work assignments.
- Candidate must exhibit excellent organizational and interpersonal relational skills. The ability to recruit, train and develop volunteers is an essential part of this position.
- Must possess a friendly attitude, a willingness to work collaboratively with others, and have a strong heart for service.

## EDUCATIONAL PREFERENCES

Important but not a deal breaker... if there is equivalent training and experience, we are willing to make exceptions on formal education

## AGE VS EXPERIENCE

Both -- we want someone who is coachable no matter their age and we definitely need someone who is experienced. More than anything we want someone knowledgeable and someone who is looking to commit to the long term.

## DENOMINATIONAL AFFILIATION

They need to be in alignment with our beliefs.

## EQUIPPER OR DOER?

Equipper 60% and Doer 40%

## ATTRACTIONAL VS. MISSIONAL

Attractional 40% and Missional 60%

## BUDGET AREA SUPERVISION

Unsure

## PERSONAL CHARACTERISTICS DESIRED

- Integrity
- Light-heartedness
- Communicates well
- Attention to detail
- Organized
- Fun
- All in

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## **WHAT WOULD IMMEDIATELY DISQUALIFY SOMEONE?**

- Someone who was not willing to agree to our team assumptions.
- Someone who gossips or handles conflict in a passive manner.
- Someone who takes themselves too seriously.
- Someone who doesn't own their mistakes and learns from them.

## **URGENCY**

Urgent, but we will wait for the right person. The "right bus, right seat" is very important to us.

## **FINALLY...**

We are looking for someone who is technically sound in audio, lighting, and media, who is passionate about recruiting and equipping others, who loves Jesus, and is all about His kingdom and not their own.

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## Public Job Posting

### Production Technician

#### Compassion Christian Church

#### Savannah, Georgia

Compassion Christian Church in Savannah, Georgia, is a community of Christ-centered believers striving to make an impact on our world. They are looking for a Production Technician to join their team for one of their seven campuses. The Production Technician will be effectively planning, overseeing, leading, directing, and developing the volunteer Production Teams associated with the assigned campuses services. This position is responsible for the technical elements of services and events, including, sound engineering, lighting, and media, (i.e., video, computer graphics, and animation,). This person will be the primary technician for the assigned campus.

### What you'll be doing:

- Overseeing all aspects of recruiting, training, development, scheduling, and planning for the Production Teams for the campus Worship services. This includes all sound technicians, lighting technicians, video technicians, and other volunteers as needed.
- Participating in evaluating, planning, and gathering resources for ministry events as needed.
- Ensuring the proper care and maintenance of all lighting, sound, video, and related equipment.
- Assisting the Production Systems Coordinator with installing, maintaining, and updating production systems across all campuses.

### What skills you need to have:

- Exhibit a meaningful and growing personal relationship with Jesus Christ.
- Professional experience in live event production.
- Excellent organizational and interpersonal relational skills.
- A friendly attitude, a willingness to work collaboratively with others, and have a strong heart for service.

Savannah is a long-standing city known throughout the country for its beautiful coastal landscapes, its well-preserved architecture, and its rich, vibrant history. The public beaches of Tybee Island are a 20-minute drive from Savannah. On the way to Tybee, Fort Pulaski National Monument sits at the mouth of the Savannah River, offering a peek at Savannah's history during the Civil War.

