

## COMPASSION CHRISTIAN CHURCH JOB DESCRIPTION

Position Title	Department	Reports to
Videographer	Worship Experiences	Creative Content Manager
Employment Status	FLSA Status	Effective Date
<input type="checkbox"/> Temporary <input checked="" type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time	<input type="checkbox"/> Non-Exempt <input checked="" type="checkbox"/> Exempt	02.2026- cdb/HR

### WHO WE ARE

We are guided by our fundamental values, our **CORE4**, which define our culture, but it's our mission that drives everything we do: to **LEAD OTHERS TO A LIFE-CHANGING RELATIONSHIP WITH JESUS**.

- Roof Wrecker (RW): Willing to go above and beyond to help others connect with Jesus.
- Game Changer (GC): Committed to doing whatever it takes to advance the Kingdom.
- Ephesians 4 (E4): Focused on raising others up to fulfill their potential and contribute.
- We Over Me (W/M): Prioritizing the good of the team over personal gain.

### POSITION SUMMARY

A Compassion Christian Church videographer produces video and photo content that advances the church's vision and mission, including planning, shooting, editing, exporting, and archiving media for services, events, promotions, and testimonies; maintains production equipment; recruits, trains, and supervises volunteers; and delivers high-quality visual storytelling that creates opportunities for people to encounter Jesus.

### ESSENTIAL DUTIES & RESPONSIBILITIES

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

- **Creative Production & Capture (GC, RW):** Create video and photo pieces that communicate Biblical truths and the church's values—services, sermon series, promotions, testimonies, events, and spiritual growth opportunities—and capture video/photos of events, baptisms, people, and everyday campus life.
- **Production Execution & Media Management (W/M):** Determine projects and priorities with the Creative Content Manager, schedule shoots, shoot, edit, export, and properly archive all video and photo assets; deliver final files in required formats and maintain an organized archive.
- **Volunteer Leadership & Development (E4, RW):** Recruit, train, mentor, equip, schedule, and supervise volunteers supporting camera, editing, and production roles; build team capacity and develop leaders.
- **Equipment Care & Technical Maintenance (W/M):** Maintain, care for, inventory, troubleshoot, and coordinate repair or replacement of all video, photo, audio, lighting, and related equipment.
- **Industry Research & Improvement (GC):** Continually research industry trends and provide suggestions for workflow, technique, and content improvements.
- **Additional Responsibilities (W/M, GC, E4):** Perform other duties as assigned.

### COMMITMENT TO CHRIST and CCC

- Demonstrates a personal relationship with Jesus Christ and actively engages in spiritual growth.
- Participates in regular accountability with a designated staff partner or approved individual.
- Adheres to the Mission, Vision, Core Values, Philosophy of Ministry, and Statement of Faith of CCC.
- Supports and upholds the policies and procedures outlined in the CCC Employee Handbook.

## TEAMWORK and PROFESSIONALISM

- Embraces a collaborative team mindset and actively contributes to the objectives of the Vision & Strategy Team (VST).
- Maintains the highest standard of personal conduct and lifestyle, as outlined in the Team Assumptions.
- Demonstrates a commitment to excellence in all work, recognizing its significance.

## MINIMUM QUALIFICATIONS

- **Experience:** Professional experience across the full photo and video production process — pre-production (script/story development, planning), production (site selection, lighting, audio, and camera operation), and post-production editing. Knowledge of motion graphics, visual effects, and compositing is preferred.
- **Education:** Bachelor's degree in video production or a related field preferred; candidates with demonstrated proficiency and equivalent experience in both video and photo work will be considered.

## Knowledge, Skills, and Gifts:

- **Spiritual Character & Team Fit:** Demonstrates integrity, humility, a servant-hearted attitude, and a commitment to the church's mission to create opportunities for people to encounter Jesus; friendly, collaborative, and prioritizes team goals over self.
- **Technical & Software Skills:** Proficient with Adobe Creative Suite (Premiere, After Effects, Photoshop, Lightroom) and experienced in full video/photo workflows. Comfortable learning new systems, processes, and software quickly; able to adapt to and implement emerging tools and workflows.
- **Communication & Workflow:** Excellent written and verbal communication; able to work independently with efficiency, composure, and good judgment; able to multitask, prioritize assignments, meet deadlines, and maintain organized media workflows.
- **Volunteer Leadership & Development:** Proven ability to recruit, train, mentor, schedule, and develop volunteers; strong interpersonal skills and a commitment to raising others up to lead.
- **Physical Activity & Responsibilities:** May be required to lift, carry, pull, bend, climb, and push to set up for shoots; ability to operate church vehicles as needed.

**EMPLOYEE ACKNOWLEDGEMENT:** I understand and acknowledge that my employment with Compassion Christian Church is "at-will," meaning it can be terminated by either party at any time, with or without reason, and with or without notice. This job description, along with any other provided documents, does not constitute an employment contract or guarantee of continued employment.

I have read and understand the contents of this job description. I understand that it may be subject to change and does not alter my "at-will" employment status.

Reviewed with employee by

Signature: \_\_\_\_\_ Name (print): \_\_\_\_\_

Title: \_\_\_\_\_ Date: \_\_\_\_\_

Received and accepted by

Signature: \_\_\_\_\_ Name (print): \_\_\_\_\_

Title: \_\_\_\_\_ Date: \_\_\_\_\_