



DO WHAT
YOU LOVE.



XPERIENCE CHURCH

PRODUCTION DIRECTOR
JOB PROFILE



A person with a backpack is walking from left to right in the foreground, slightly out of focus. In the background, the Manhattan Bridge spans across the frame, with its steel structure and suspension cables clearly visible. The scene is set during sunset or sunrise, with a warm, golden light illuminating the bridge and the surrounding city buildings. The sky is a mix of orange and blue. The overall mood is urban and dynamic.

Gne
THIRTY NINE

WE EXIST TO BRING
TRANSFORMATION
TO PEOPLE AND
ORGANIZATIONS
ONE STRONG HIRE
AT A TIME



THE XPERIENCE CHURCH STORY

In the Summer of 2011, God began stirring a vision for planting a church in the hearts of Kyle and Justeina Brownlee. Kyle had been in full-time ministry for ten years at Teen Challenge in Brookings, SD (a men's drug and alcohol rehab facility that Kyle had graduated from before joining the staff), and Justeina was leading a national women's ministry that she had started hosting conferences and speaking to women of all ages across the country. However, they had always desired to lead together in ministry and felt God stirring their hearts for the local church.

After several opportunities fell through, they began investigating the option of planting a church. There was a couple that they were friends with in Defiance, Ohio, and they began praying and dreaming about possibly launching a church in this rural community in NW Ohio. After receiving confirmation from the Lord, they connected with ARC (the Association of Related Churches), and ARC helped them develop a game plan for launching a church. After that, they started building the launch team, hosting vision meetings, and preparing to launch Xperience Church. On September 16th, 2012, Xperience Church held its first service in the Defiance YMCA. 264 people attended that first service, with 11 people committing their lives to Christ. That day was just the beginning of what God planned to do through Xperience Church.

Just six months after launch, the attendance had grown to the point that a second service was needed. Over the next two years, attendance continued to grow steadily, and in March 2015, Xperience Church launched a third Sunday morning service. In 2016, they launched services in the local correctional facility. In 2017, they launched the Defiance Dream Center and began ministering in Belize. By 2018, attendance had grown to over 1,000 people in weekly attendance over three services. The children's ministry had grown to the point where it was outgrowing the space at the YMCA, and it was evident that they needed to explore other options. They began praying, as they had done since the very first day of the church, for the Lord to provide wisdom and clarity on the next steps. By the end of 2018, they were in discussions with the owner of the local mall regarding a vacant space that had opened up. They signed a lease in March 2019 and finished renovations in November. On December 1st, 2019, Xperience Church held its very first service at Northtowne Mall in Defiance.

Since then, Xperience has continued to grow each year. In 2020, Xperience Church was named the 33rd fastest-growing church in the country by Outreach Magazine. By the end of 2023, weekend attendance had continued to grow and exceeded 1,400 attendees per week. In 2024, Xperience was named the 89th fastest-growing church in the country by Outreach Magazine, without adding any additional services or campuses. Average weekly attendance is currently averaging over 1,700 people per weekend in November. Xperience knows that God has called them to plant churches, launch dream centers, and impact prisons in more communities across NW Ohio, and are praying for wisdom and clarity on His timing and direction. They would love for you to be part of what God is doing there!

XPERIENCE CHURCH VISION & MISSION

VISION: to connect people to a God-first life.

MISSION: to help people: Know God, Find Freedom,
Discover Purpose, and Make a Difference.

CORE VALUES

- **We are all in:** We don't just show up - we put enthusiasm, passion, and genuine effort into all that we do.
- **We do whatever it takes:** We are committed to going the extra mile and finding a way to overcome challenges. We see the opportunities, not the problems.
- **We get to give:** We are generous in all that we do. We consider it a privilege to give, not an obligation.
- **We always bring our best:** Excellence is our standard. God gave us His best and we give Him ours. Every detail matters.
- **We build up rather than tear down:** We are committed to being life-giving and bringing out the best in others.
- **We are real:** We value relationships and we believe those relationships are strengthened through authenticity.
- **We pray first:** We don't just want good ideas, but we want God ideas. We seek the Lord first.

JOB SUMMARY

The Production Director (PD), serves Xperience Church as the most senior staff member of the Production Department. The PD is directly responsible for overseeing all aspects of production, including video, lighting, audio, and media for all services and events. The PD is also directly responsible for leading the department staff & volunteer teams, as well as maintaining the production equipment needed to support all events.

WE ARE ONE THIRTY NINE

CANDIDATE COMPETENCIES

- Demonstrate a strong commitment to the Christian faith.
- Align with the mission and values of Xperience Church.
- Tithe regularly to Xperience Church.
- Maintain a positive, fun, and engaging attitude.
- Exhibit loyalty and a servant-hearted mindset.
- Demonstrate the ability to manage multiple projects and meet deadlines in a fast-paced environment.
- Operate as a high-capacity, multi-tasking individual who can work independently without constant supervision.
- Possess excellent written and verbal communication skills.
- Have a minimum of five years of experience leading and managing a technology team in a local church.
- Demonstrate proficiency in audio, video, lighting, and media systems.
- Possess proven experience in team building and leadership development.



ESSENTIAL DUTIES & RESPONSIBILITIES

- Lead, develop, manage, and pastor the Xperience Church Dream Team staff, leaders, and volunteers.
- Recruit and train new production team members.
- Coordinate and collaborate with Xperience staff to ensure creative efforts align with the overall church vision.
- Oversee communication and scheduling for meetings, rehearsals, special events, and Sunday services.
- Utilize tools (CCB, Monday.com, etc.) to communicate and keep the team informed about upcoming events and responsibilities.
- Oversee the systems, processes, and structures of the Xperience Production Department.
- Steward the Production Department budget.
- Coordinate with the Director of Programming to align on the vision for services and special events.
- Provide AVL technical guidance across the organization.
- Establish, monitor, and evaluate metrics for the Production Department.
- Establish and execute annual goals for the Production Department.
- Direct all hiring and termination processes for Production Department staff roles.
- Evaluate and develop the Production Team.
- Oversee the day-to-day administrative operations of the Production Department, providing vision and direction.



DEFIANCE, OH

Defiance, OH is a rural community in Northwest Ohio - halfway between Fort Wayne, Indiana, and Toledo, Ohio. The population in the city of Defiance is around 17,000 people. Defiance is a safe community that shows great support for local small businesses.

Living in Defiance offers residents a sparse suburban feel mixed with a rural landscape. Defiance has a lot of parks, and the public schools in Defiance are above average. Defiance is home to several factories and has a strong blue-collar demographic, but it also has many young professionals in a variety of industries. Residents are passionate about everything from politics to local sports. There are several smaller communities close to Defiance with similar demographics.

Defiance is a crossing point for two large rivers, the Auglaize and the Maumee. Defiance also cherishes and honors its great history. Numerous historic homes and buildings are preserved to keep the history alive. Defiance truly is a great place to live.

WHO WE ARE

We are bold. We are diverse. We are the catalyst for transformational change by connecting dynamic leaders, driven by a unique calling, equipping & empowering them to create exponential impact.

OUR WHY

We exist to bring transformation to people and organizations, ONE strong hire at a time.

OUR VALUES

EXPERTLY SKILLED
WILDLY EFFECTIVE
AUDACIOUSLY INNOVATIVE
BOLDLY AUTHENTIC
PASSIONATELY TRANSFORMATIONAL
UNUSUALLY GENEROUS

