



DO WHAT
YOU LOVE.



FAITH CHAPEL
PRODUCTION MANAGER
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 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.

Gne
THIRTY NINE

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



THE FAITH CHAPEL STORY

Faith Chapel is a non-denominational family that is one church in two locations. Our central campus is in Birmingham, AL—an affordable, family-friendly city that is one of the largest in the state and still expanding. Our second campus location was launched in the fall of 2019 in Columbus, GA—a military town that is the 3rd largest city in GA. At Faith Chapel, the mission and vision is “to grow people up through God’s Word to Reflect Jesus.”

Faith Chapel launched in April 1981 in the 4-room home of its Founding Pastor, Mike Moore. Over several decades, through God’s faithfulness, Pastor Mike developed what began as a small home-based Bible study into a growing congregation of thousands committed to transforming lives and families through its weekly worship services, local outreach, and national television broadcast. In December 2002, Faith Chapel completed construction on its \$16 million, 3,000-seat “WordDome” worship facility, which through God’s help, the church paid for entirely debt-free. In 2010, the church completed construction on another of its major building projects—a \$27 million family activity center known as “The Bridge.” Consisting of six interconnected Domes, The Bridge houses many amenities including a 12-lane bowling alley; a Christian teen dance club; a smoke-free and alcohol-free Christian adult event facility; an indoor playground for children; a fitness center complete with strength training equipment, an indoor track, and basketball courts, and a lobby area with a centrally located climbing wall. The vision of The Bridge is to provide a safe place where people of all ages can form life-giving relationships. The facility serves as a strategic tool used by Faith Chapel to “bridge” the gap that exists between those far from God in the community and the local church.

In June 2022, Pastor Mike announced a new season of ministry as he transitioned out of his role as the Senior Pastor at the end of 2022. On January 1, 2023, his son, Michael K. Moore assumed the Lead Pastor role. The leadership and members of Faith Chapel have embraced this new beginning and are excited to walk by faith into a fresh vision, knowing that our best days are still ahead!

CORE VALUES

GOD'S WORD: We commit to let God's Word guide our everyday lives

PEOPLE: We aim to love people the way God loves people

TEAMWORK: We work together to achieve more than we could alone

EXECUTION: We get things done with integrity and excellence

JOB SUMMARY

The Production Manager leads the people, systems, and processes that support Faith Chapel's worship services, ministry experiences, special events, and online broadcasts. This role ensures audio, video, lighting, presentation, staging, IMAG, recording, and livestream elements are planned, staffed, tested, and executed with excellence. This is not simply a Sunday operator position. The ideal candidate will lead the entire AVL environment: developing volunteers, overseeing systems, troubleshooting technical issues, and personally stepping into different production roles when needed. Working across the Experience Division and in partnership with Worship, Programming, Creative, Digital, Facilities, IT, ministry leaders, and campus teams, this person will maintain clear, consistent production standards across campuses and venues. The right candidate combines strong technical expertise with proven people leadership. This role regularly works in live production environments with elevated sound levels, stage lighting, cables, equipment, and time sensitive activity. The position requires the ability to stand or walk for extended periods, bend, reach, climb approved ladders, travel between locations, and lift or carry up to 50 pounds with or without reasonable accommodation.

This job description describes the general nature and essential responsibilities of the position. It is not intended to be an exhaustive list of every duty, responsibility, or qualification. Responsibilities may be adjusted as ministry needs change. Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions of the role.

WE ARE ONE THIRTY NINE

TECHNICAL PROFILE

Primary Technical Strength

Audio needs to be this person's strongest technical discipline. They should have comprehensive, A–Z knowledge of audio and be capable of understanding and troubleshooting the entire audio environment. Experience with our exact equipment (FOH Console: Allen & Heath dLive & Lighting – Birmingham: grandMA2) is beneficial, but deep technical competency and the ability to quickly understand different systems is most important.

Technical Knowledge Areas

They should have a strong understanding of:

- Audio systems and signal flow
- Digital audio consoles
- Switchers
- Faders
- Patch bays
- AVL networking
- Broadcast mixing
- Gain structure and EQ
- Lighting programming
- Video/visual systems
- Basic IT and networking
- Cable and cord management
- Troubleshooting and system maintenance

Hands-On Expectations

This is a leadership position, but the person still needs to be technically hands-on. They should be able to:

- Program lighting and prepare systems for volunteers to operate.
- Step behind the audio console when necessary.
- Troubleshoot audio, video, lighting, networking, and signal-flow issues.
- Understand broadcast and FOH environments.
- Diagnose problems quickly during live services.
- Train volunteers on equipment and systems.
- Move between different production disciplines when necessary.

KEY RESPONSIBILITIES

Services and Events

- Lead production for weekend services, rehearsals, churchwide experiences, ministry events, and assigned external events.
- Oversee audio, video, lighting, presentation, staging, IMAG, recording, and livestream execution for in person and online audiences.
- Translate ministry vision and the approved run of show into technical plans, cues, staffing assignments, setup requirements, rehearsal schedules, and backup plans.
- Lead line checks, sound checks, technical rehearsals, team huddles, and service debriefs; document and implement needed improvements.
- Operate a critical production position when needed and provide calm, decisive leadership when technical issues arise.

Volunteer and Team Leadership

- Recruit, onboard, train, schedule, coach, encourage, and care for production volunteers serving in audio, video, lighting, presentation, camera, stage, broadcast, and producer roles.
- Lead a large volunteer production team and manage different personalities and skill levels.
- Build clear training and cross training pathways that develop technical skill, spiritual maturity, leadership capacity, and sufficient depth in every critical position.
- Help volunteers grow from entry-level positions into higher-responsibility roles.
- Use Planning Center or the approved scheduling system to maintain accurate schedules, confirm coverage, and communicate expectations.
- Develop volunteer leaders who can lead teams and train others; build team leads who can take ownership of different AVL areas.
- Identify and develop leaders; coordinate assigned staff, contractors, and guest technicians with clear standards and accountability.
- Create an environment where people are both cared for and held to a standard of excellence.

KEY RESPONSIBILITIES

Technical Systems and Broadcast

- Maintain the readiness and reliable operation of audio, video, lighting, presentation, broadcast, streaming, communications, staging, and related infrastructure.
- Establish preventive maintenance, inventory, repair, system documentation, access control, equipment replacement, and emergency recovery processes.
- Troubleshoot problems, coordinate repairs, and resolve recurring issues at the root rather than repeatedly managing them during live services.
- Oversee livestream and recording quality, including broadcast audio, cameras, video switching, graphics, streaming delivery, quality checks, backup workflows, and media handoffs.
- Recommend scalable, cost conscious technology and workflow improvements while ensuring production work follows safety practices and church policies.

Planning, Administration, and Multiple Campus Support

- Participate in early planning with Experience, Worship, Programming, Creative, Digital, Facilities, IT, ministry leaders, and campus teams so production needs are identified before execution begins.
- Review requests for scope, feasibility, staffing, cost, and lead time; maintain clear plans, schedules, project updates, risks, owners, and deadlines.
- Support consistent production standards across campuses and ministry environments, including major services, holidays, funerals, weddings, conferences, community events, and temporary or off site environments.
- Train and support campus production leaders and coordinate equipment, staffing, transportation, setup, testing, operation, and strike as assigned.
- Manage assigned budgets, quotes, vendors, rentals, purchasing, reconciliations, equipment recommendations, and regular updates to the Experience Division Director.

KEY RESPONSIBILITIES

Ministry and Staff Responsibilities

- Model Faith Chapel's beliefs, values, culture, and standards; approach production as ministry by praying with the team, caring for people, and developing leaders.
- Participate in staff meetings, prayer, training, and planning; protect confidential information and perform other duties that support Faith Chapel's mission.

CORE COMPETENCIES

- **Spiritual Maturity:** Leads from a growing relationship with Christ and treats technical service as ministry.
- **Technical Excellence:** Prepares reliable, distraction free environments and remains calm when conditions change.
- **People Development:** Equips and releases others instead of becoming the only person who can solve a problem.
- **Clarity and Collaboration:** Communicates expectations and translates ministry vision into executable plans across departments.
- **Ownership and Stewardship:** Takes responsibility for results and manages people, equipment, time, and finances responsibly.
- **Adaptability:** Learns quickly, embraces feedback, and adjusts to changing priorities and technology.



QUALIFICATIONS

Required

- A committed follower of Jesus Christ whose character, conduct, and beliefs align with the mission and values of Faith Chapel.
- Three to five years of progressively responsible experience in live production, technical arts, broadcast, or a closely related environment; church or multiple campus experience is strongly preferred.
- Advanced proficiency in at least one production discipline, such as audio, video, lighting, or broadcast, with strong working knowledge of the remaining disciplines.
- Working knowledge of audio signal flow, wireless systems, video routing and switching, cameras, lighting control, ProPresenter, live streaming, recording, basic networked AV, and Planning Center or comparable platforms.
- Demonstrated experience recruiting, training, scheduling, and leading teams with varied technical skill levels.
- Strong planning, communication, documentation, troubleshooting, and decision making skills.
- Ability to remain calm, lead clearly, and solve problems in time sensitive live environments.
- Availability to work Sundays, evenings, weekends, holidays, rehearsals, and special events and to travel between campuses as ministry needs require.

Experience Profile

- Approximately 5–7 years of relevant production experience, with meaningful experience specifically within the church environment.
- Current church production experience is highly preferred.
- Experience in weekend church production and worship environments.
- Understands how to work with pastors and worship leaders.
- Can lead and train non-professional volunteer-driven teams.
- Knows how to handle last-minute service changes.
- Understands balancing excellence with ministry.
- Knows the pace and demands of church production.

Preferred

- A bachelor's degree in production, audio, video, broadcast, communications, technical theater, or a related field is preferred but not required.
- Experience supporting high attendance services, multiple campuses, portable environments, or broadcast quality livestreams.
- Experience managing budgets, equipment life cycles, vendors, rentals, contractors, and capital recommendations; relevant technical certifications are a plus.

SUCCESS METRICS

- Services, rehearsals, broadcasts, and events are prepared, staffed, tested, and executed without preventable technical distractions.
- Production requirements, owners, budgets, risks, and deadlines are identified early and communicated clearly.
- Volunteer teams grow in skill, spiritual maturity, leadership, and depth so critical roles do not depend on one person.
- Systems are organized, documented, maintained, and supported by backup plans; recurring issues result in measurable improvements.
- Production standards remain consistent across campuses, and budgets, vendors, schedules, and administrative responsibilities are managed accurately.





BIRMINGHAM, AL

Birmingham, Alabama is a great Southern metropolitan city that is on the rise. Young professionals are attracted to move here because of an abundance of career opportunities and a low cost of living (we were recently ranked as one of the nation's ten most affordable cities).

The South is synonymous with its food, and Birmingham's robust restaurant scene has plenty of acclaimed restaurants to please any foodie.

A growing tech/entrepreneurship scene is emerging within the city, anchored by Innovation Depot. Locally founded companies like Shipt have experienced rapid success here in recent years.

From local concerts to historic museums to local sports (Birmingham Barons minor league baseball, UAB athletics - The Birmingham Legion's professional soccer club) to outdoor food markets, the Magic City is one of the U.S.' most creative, affordable, and lively places 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

