



CROSSROADS CHURCH | JOB DESCRIPTION

Position Title:	Creative Videographer
Department:	Creative Arts
Reports to:	Creative Arts Pastor
Hours:	Full Time; 40 Hours

Position Summary:

The Creative Videographer serves as a visual storyteller for Crossroads Church, helping communicate the mission, vision, and ministry of the church through compelling, high-quality video content. This role collaborates closely with the Creative Arts Pastor and Communications team to produce engaging visual media for weekend services, online platforms, ministry initiatives, and special events.

The ideal candidate is both highly creative and highly organized. Someone who thrives in fast-paced environments, understands visual storytelling at a high level, and can execute projects from concept to completion with excellence, efficiency, and heart.

Key Responsibilities:

- 1) Produce high-quality, story-driven video content for weekend services, social media, online platforms, ministry initiatives, and internal communication needs.
- 2) Capture/edit compelling footage of worship services, ministry events, testimonies, outreach efforts, and assigned mission trips.
- 3) Develop engaging visual storytelling content that connects people with the life and mission of the church.
- 4) Recruit, develop, schedule, and lead volunteer video team members and creatives.

VIDEO PRODUCTION & EDITING

- Oversee the full video production process—from creative concepting and pre-production planning to filming, editing, delivery, and archiving.
- Produce a wide range of engaging content on a regular basis, including:
 - Sermon series bumper videos & online teaching content
 - Podcast episodes
 - Life Group and discipleship videos
 - Event promotions and recap videos
 - Social media reels and short-form content
 - Lyric and worship videos
 - Testimony and story-driven videos



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- Cinematic short film and documentary-style projects
 - Ministry and missions highlight videos
 - Internal training and orientation videos
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- Capture high-quality, story-driven visuals using professional cinematography techniques, including full manual camera operation, intentional composition, lighting, framing, and camera movement.
 - Edit compelling video content with strong pacing, sequencing, sound design, music selection, color grading, and motion graphics that reinforce storytelling and audience engagement.
 - Plan and coordinate production logistics including locations, scheduling, talent coordination, props, wardrobe, equipment preparation, and shoot execution.
 - Operate and maintain cinema cameras, DSLR/mirrorless cameras, audio equipment, lighting gear, drones (if applicable), and related production tools with excellence and professionalism.
 - Ensure high production standards through proper audio recording, lighting techniques, media organization, file management, equipment care, and archiving best practices.
 - Stay current with industry trends, emerging technologies, storytelling techniques, and digital media best practices, particularly within church, worship, and online content environments.

WEEKEND SERVICE MEDIA

- Produce engaging service media for weekend gatherings, special services, and ministry events.
- Regularly capture impactful footage and b-roll of worship services, ministry environments, and church life across all campuses.
- Help shape worship experiences through intentional visual storytelling and creative media integration.
- Collaborate with pastors, worship leaders, and creative teams to ensure video content supports the overall service experience.
- Assist in the creative planning and execution of seasonal events, conferences, and church-wide campaigns.

ONLINE & DIGITAL CONTENT

- Create engaging social media content optimized for digital platforms and audience engagement.
- Produce video content for podcasts, YouTube, livestreams, online classes, and digital ministry resources.
- Develop video assets for church-wide communication, campaigns, initiatives, and seasonal events.
- Create internal-use content including training videos, onboarding resources, volunteer development content, and ministry curriculum videos.
- Collaborate with the Communications team to maintain consistency in branding, messaging, and visual identity across platforms.



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TEAM LEADERSHIP & COLLABORATION

- Recruit, train, develop, and pastor volunteer video team members.
- Foster a healthy, encouraging, creative, and spiritually vibrant team culture.
- Communicate effectively with staff/volunteers/ministry leaders throughout all stages of projects.
- Lead projects with professionalism, flexibility, and composure under deadlines and changing priorities.
- Contribute creative ideas, innovation, and collaboration to the broader Creative Arts teams.

STAFF RESPONSIBILITIES

- Adhere to the Staff Handbook and Staff Code of Conduct.
- Meet regularly with leadership for development, accountability, discipleship, and spiritual growth.
- Attend staff meetings, creative meetings, trainings, and ministry gatherings as assigned.
- Actively participate in the life and ministry of Crossroads Community Church.
- Support and contribute to the culture, unity, and mission of the Creative Arts and Communications teams.

PERSONAL PROFILE

The ideal candidate will be:

- A self-starter who is organized, efficient, and highly motivated.
- Passionate about visual storytelling, creativity, and excellence.
- Collaborative and team-oriented with strong interpersonal skills.
- Highly detail-oriented with a commitment to seamless execution.
- Creative with a strong aesthetic eye for composition, lighting, pacing, and design.
- Teachable, humble, flexible, and receptive to feedback.
- Emotionally mature and able to lead through pressure, deadlines, and unexpected challenges.
- Positive, solutions-oriented, and enthusiastic about continual growth and improvement.
- Capable of managing multiple projects simultaneously in a fast-paced environment.
- Strong communicator and collaborator able to teach systems, workflows, and processes effectively.
- Passionate about developing and empowering the next generation of creatives and visual storytellers.



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Qualifications:

- A growing and authentic personal relationship with Jesus Christ.
- Demonstrate a lifestyle of integrity, character, and spiritual maturity consistent with biblical principles (1 Timothy 3:1–7).
- Fully support the mission, values, and ministry philosophy of Crossroads Church.
- Be willing to become an active member and participant in the life of Crossroads Church.
- Possess strong relational, organizational, and communication skills.
- Be accessible, responsive, adaptable, and able to work collaboratively with staff and volunteers.
- Demonstrate the ability to learn and master new software, systems, and technologies quickly.
- Possess excellent written and verbal communication skills.
- Minimum of 3 years of professional video production or creative media experience preferred, ideally within a large church, ministry, agency, or fast-paced creative environment.