

LOVE
WHAT
YOU DO.



XPERIENCE CHURCH

DIRECTOR OF PROGRAMMING
JOB PROFILE



**CONNECTED.
RESULTS-DRIVEN.
BEST IN CLASS.**



THE XPERIENCE CHURCH STORY

In the summer of 2011, God began stirring a vision for planting a church in the hearts of Kyle & Justeina Brownlee. Kyle had been in full-time ministry for 10 years at Teen Challenge in Brookings, SD and Justeina was leading a national women's ministry. 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. After receiving confirmation from the Lord, they connected with the Association of Related Churches (ARC), and ARC helped them develop a game plan to launch a church. After that, they started building the launch team, hosting vision meetings, and preparing to launch Xperience Church.

On September 16, 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 was planning to do through Xperience Church. Just 6 months after launch, the attendance had grown to the point that a second service was needed. Over the next two years, attendance continued to steadily grow and in March 2015, Xperience Church launched a third Sunday morning service. In 2016, they launched services in their local correctional facility. In 2017, they launched the Defiance Dream Center and began ministering in the country of Belize.

By 2018, attendance had grown to over 1,000 people in weekly attendance over 3 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 for the Lord to provide wisdom and clarity on the next steps. By the end of 2018, the pastors 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 1, 2019 they held their very first service at Northtowne Mall in Defiance. Just 3 months later, the world shutdown due to COVID19. Thankfully, the new space allowed them the opportunity to record and stream services online, which helped keep the church family connected during the pandemic. Weekend services resumed in June 2020 and they spent the next two years navigating through a world that had been greatly impacted by COVID. By the end of 2022, attendance had grown back close to pre-COVID numbers and they have started planning for the future. Xperience Church knows that God has called them to plant churches, launch dream centers, and impact prisons in more communities across NW Ohio, and are once again praying for wisdom and clarity on His timing and direction.

XPERIENCE CHURCH

VISION & MISSION

OUR VISION IS TO CONNECT PEOPLE TO A GOD-FIRST LIFE. OUR MISSION IS TO HELP PEOPLE: KNOW GOD, FIND FREEDOM, DISCOVER PURPOSE, AND MAKE A DIFFERENCE

CORE VALUES

- + We are passionate – we put our heart into everything
- + We are committed – we do whatever it takes
- + We are generous – we GET to give
- + We are excellent – we always bring our best
- + We are life-giving – we build up rather than tear down
- + We are authentic – we are real about where we have been and where we need to go



JOB SUMMARY

The Director of Programming will recruit, equip, pastor and lead Programming Directors (Worship, Production, Communications, Creative) to reach their full potential. This will include clarifying and casting vision for each area of assigned oversight. This person will provide leadership, development, and coordination within the church and team as a whole.

PERSONAL PROFILE

- + Strong leader
- + Competent
- + Pastoral
- + Experienced
- + Foundational



CANDIDATE COMPETENCIES

- + Passion for the church, the vision, people and serving in the Kingdom
- + Professional representation of the church and the Lord in all things
- + Pastoral, discerning, and confident leadership style
- + Commitment and investment in the well-being and success of the local church
- + Passion towards and eagerness to learn
- + A bachelor's degree in ministry, business, or a related field
- + Five or more years of leadership and management experience within a church
- + Proven experience in team building, leadership development, administration, systems management, and problem solving is strongly preferred
- + Work history in executive and staff leadership is imperative for this role
- + Experience and knowledge in the areas of programming (worship, production, communications, and creative)

ESSENTIAL DUTIES & RESPONSIBILITIES

- + Lead and provide general management of day-to-day church operations, through an executive team framework
- + Play a key role in executive team to help the vision become reality through unity
- + Provide oversight of all creative, design, and live production aspects of the church
- + Establish efficient systems for executing weekend services, delivering creative assets, and all external communication/marketing
- + Support the Lead Pastor in expressing the creative vision of the church and facilitating weekend services that support the sermon
- + Implement a leadership pipeline to train and develop both current and future leaders within programming teams
- + Ensure that the systems and structures in place for the church are scalable for growth and used to help each specific ministry area
- + Facilitate effective communication and feedback channels between programming teams and campus/ministry teams





DEFIANCE, OHIO

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 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 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 & the Maumee. Defiance also cherishes & honors its great history. Numerous historic homes and buildings are preserved to keep the history alive. Defiance truly is a great place to live.

We love what we do!

Group ONE39 is a transformational recruiting firm and leadership organization. We transform churches and ministries by delivering best in class talent and we help leaders increase their capacity for growth and reach. We create this transformation through established propriety interviewing systems, assessments, and simple memorable tools to help leaders understand themselves and connect well with others.

Our vision is transformation & our mission is

Transforming people + organizations

Values



Fun

We will laugh hard & often.



Generosity

We will give & not take.



Integrity

We will be the same in public & private.



Team

We are better together.



Simple

Complexity is the enemy of growth.