GATEWAY CHURCH
890 Sarnia Rd. London ON N6H 5K1
519-473-2804

# Job Title: Production Pastor

**Position**: Full-Time
**Wage range:** $50,000 - $60,000 Annual Salary
**Location:** Gateway Church - 890 Sarnia Rd., London
**Reports to:** Associate Pastor

## Overview:

Gateway Church is a vibrant and dynamic multi-campus community that helps people take a step in the right direction toward discovering and developing a relationship with Jesus. We are passionate about creating an environment where individuals can experience spiritual growth, authentic community, and meaningful relationships. As we continue to grow, we are seeking a highly motivated and dedicated Production Pastor to join our team and ensure that our production, including media, sound, and lighting support the overall mission of Gateway Church.

## Position:

The Production Pastor provides visionary and operational leadership for all production environments across the church. This role ensures that our experiences are executed with excellence, creativity, and intentionality. The Production Pastor oversees audio, video, lighting, livestream, and technical systems while developing volunteer teams and implementing scalable systems that support Sunday, special events and various other programs. Ideally, the Production Pastor will work alongside the Pastoral team in fostering a spiritual sense of God's presence through music, creativity, and community.

**Responsibilities:**

1. Planning & Strategy
   - Provide insight and creativity to the planning and design of our Sunday experiences.
   - Collaborate with the Weekend Experience Strategy Team (WEST) to shape cohesive weekend experiences.
   - Develop a long-term production strategy (equipment upgrades, system integration, campus scalability).
2. Weekend & Event Execution
   - Oversee all technical elements of Sunday experiences and special events, in unity and synergy with the Worship Director.
   - Develop a culture of excellence in sound, media, lighting, video projection, and livestream production.
   - Lead the Sunday experiences team huddle from a technical standpoint and troubleshoot issues in real time.

- Provide scheduling and support to all rentals that require technical elements.

3. Team Leadership & Volunteer Development
    - Recruit, train, schedule, and pastor all production volunteers.
    - Build clear onboarding pathways and skills development opportunities for volunteers.
    - Foster a healthy, encouraging team culture rooted in servant leadership.
4. Systems & Infrastructure
    - Maintain an inventory of all production equipment and coordinate repairs/upgrades.
    - Oversee (sound/video/lighting) budgets and capital planning.
    - Create operating procedures to ensure consistent, repeatable performance.
    - Ensure compliance with safety standards and electrical best practices.

**Qualifications:**

- Experience in leading a team with a pastoral approach focused on practical and spiritual growth and encouragement.
- 3–5+ years of experience in live production leadership (church or comparable environment).
- Strong working knowledge of digital audio consoles, lighting programming, video switching, and broadcast systems.
- Experience managing volunteers and/or staff teams.
- Familiarity with Dante networks, DMX, NDI, and networking principles (preferred).
- Budget management and capital planning experience (preferred).
- Current credentials with the Pentecostal Assemblies of Canada (preferred).
- Diploma or Bachelor's degree in biblical studies, theology, ministry, or a related field (preferred).

**How to Apply:**
Interested candidates should submit a resume and cover letter to admin@wearegateway.ca.
Please include "Production Pastor Application" in the subject line.
Applications will be accepted until Thursday, April 30, 2026.

Gateway Church is an equal opportunity employer. We encourage candidates from diverse backgrounds to apply. Gateway Church reserves the right to hire before the closing date if an appropriate candidate is found.

**Closing Date:**
April 30, 2026