

# DIRECTOR OF FIRST IMPRESSIONS

**Department:** *Weekend Experience*

**Reports To:** *Pastor of Weekend Experience*

**Status:** *Full Time*

**Compensation:** *\$40,000 – \$70,000 per year*

## THE OPPORTUNITY

The first person someone meets at SCG might be the reason they come back. As the Director of First Impressions, you're not just building a volunteer team — you're building a pastoral culture. Every greeter, usher, parking volunteer, and lobby host is a potential point of connection between a weekend attender and the Jesus who Changes Everything.

This role is for a leader who understands that hospitality is discipleship. You'll develop and shepherd the volunteers and team leads who create the weekend experience — investing in them as people, not just managing them as a workforce. You'll also be a visible, welcoming pastoral presence on campus every weekend: the first face people know, the first conversation that makes SCG feel like home.

## WHAT YOU'LL DO

- *Develop, shepherd, and invest in volunteer team leads — building leaders who can pastor and care for their own teams*
- *Recruit volunteers from the congregation and provide a clear onboarding experience that connects serving to the discipleship arc: Living Differently, Sending It*
- *Maintain a consistent pastoral presence at all weekend services — in the lobby, the courtyard, with the people*
- *Ensure all weekend volunteer positions are filled with trained, capable people across greeters, ushers, shuttles, lobby, communion, parking, café, and merch house*
- *Coordinate volunteer support for all special events including Christmas, Easter, Trunk or Treat, and December Nights*
- *Maintain clear scheduling and communication through Planning Center Services*
- *Host quarterly volunteer appreciation moments and one annual volunteer appreciation event*
- *Work with the Pastor of Weekend Experience to connect volunteers into deeper community and discipleship pathways*

## WHO YOU ARE

- *A fully committed follower of Jesus who sees hospitality as pastoral ministry, not logistics*
- *A people developer first — you invest in leaders, not just recruit them*
- *Warm, naturally engaging, and comfortable being the first face people see at SCG*
- *3-5 years of experience leading volunteer teams in a church or ministry setting; seminary or ministry degree preferred*

- *Able to lead, develop, and care for a large, diverse volunteer team with consistency and heart*
- *Proficient in Planning Center or willing to learn it quickly*
- *Active member of SCG; signed SCG Statement of Faith*

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## WORK SCHEDULE

Regular office hours Tuesday – Friday with 1–2 flex days based on weekend schedule. Weekends during services.

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## WHY SCG

At SCG, First Impressions isn't a department — it's a philosophy. We believe the weekend experience is one of the most powerful discipleship tools we have, and the Director of First Impressions is at the center of it. You'd be leading the team that makes every person who walks through our doors feel seen, welcomed, and one step closer to Jesus.

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## HOW TO APPLY

We'd love to hear from you. To apply for this position, please submit your resume at [scgchurch.org/jobs](https://scgchurch.org/jobs). Along with your resume, please print, sign, and upload the Vision, Beliefs & Leadership Commitment document beginning on the next page. Your signature confirms that you have read, understood, and agree with SCG Church's mission, core beliefs, and leadership expectations.

**To apply:** [scgchurch.org/jobs](https://scgchurch.org/jobs)

SCGCHURCH.ORG · (714) 761-5100 · [INFO@SEACOASTGRACE.ORG](mailto:INFO@SEACOASTGRACE.ORG)

# VISION, BELIEFS & LEADERSHIP COMMITMENT

SCG CHURCH · CYPRESS, CA

This document outlines what SCG Church believes and what we ask of every staff member. Please read it carefully, sign it honestly, and return it with your resume.

## OUR VISION

SCG Church exists because Jesus Changes Everything. Everything we do flows from three convictions:

### JESUS CHANGES EVERYTHING

Through faith in Jesus, we are not simply improved — we are made brand new. The old life marked by sin, shame, and separation is replaced with a new identity grounded in grace, freedom, and purpose. *2 Cor. 5:17*

### SO WE LIVE DIFFERENTLY

Because Jesus has changed us, our lives no longer follow the patterns of the world. Our minds are continually renewed by God's truth, leading us to think, speak, and act in ways that reflect His character. *Rom. 12:2*

### AND WE SEND IT

The new life we have in Christ is not meant to stay within the walls of the church. Jesus sends us into our communities, workplaces, and neighborhoods to carry His message through our words and our actions. *John 20:21*

We expect every staff member and leader to live this vision — attending services regularly, engaging in an SCG Discipleship Group, giving, serving, and living on mission in everyday life.

## WHAT WE BELIEVE & HOW WE COMMIT TO LIVE

For each statement below, please read the belief and the corresponding commitment. Your signature represents your agreement to each.

### Scripture *2 Tim. 3:16-17*

The Bible is the inspired, authoritative, and entirely trustworthy Word of God — our final authority for faith and practice.

**I commit to:** submit to the authority of Scripture as the final word on all issues of faith and practice.

### God, Jesus Christ & The Holy Spirit *Matt. 28:19; Col. 1:15; John 16:13*

We believe in one God — Father, Son, and Holy Spirit. Jesus is fully God and fully human: born of a virgin, sinless, crucified, bodily risen, and coming again. The Holy Spirit indwells every believer, empowers holy living, and distributes spiritual gifts.

**I commit to:** affirm the historic Christian faith as summarized above and teach nothing that contradicts it.

### Humanity, Sin & Salvation *Rom. 3:23; Eph. 2:8-9*

All people are made in God's image and possess inherent dignity. All have sinned and are separated from God — a problem no human effort can solve. Salvation is a free gift received by grace alone, through faith alone, in Christ alone.

**I commit to:** rest my hope in Christ alone and lead others toward Him as the only way to redemption.

### The Church *Heb. 10:24-25*

The Church is the Body of Christ. Regular participation in the local church — gathering, serving, giving, and growing together — is not optional for followers of Jesus.

**I commit to:** participate fully in the life of SCG Church: attending services, engaging in community, serving, and stewarding my time, talents, and finances for God's Kingdom.

**Marriage & Purity** *Gen. 2:24; Matt. 19:4-6; 1 Cor. 6:18-20*

Marriage is a covenant between one man and one woman. All sexual expression is designed to be experienced within that covenant. SCG pastors may only officiate ceremonies that conform to this conviction.

**I commit to:** honor marriage through chastity (if unmarried) or fidelity (if married), and affirm the Biblical definition of marriage and sexuality.

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**Personal Conduct & Conflict** *Matt. 18:15-17; James 5:16*

Leaders at SCG are called to pursue purity, avoid substances or behaviors that harm themselves or others, confess and repent of sin, and resolve conflict God's way — privately first, then with a witness, then with leadership.

**I commit to:** pursue holiness, respond rightly to sin in my own life, and follow the Matthew 18 model in all conflict.

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**SIGNATURE**

By signing below, I affirm that I have read, understood, and agree with SCG Church's Vision, Beliefs, and Leadership Commitment.

FULL NAME

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SIGNATURE

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DATE

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ROLE / POSITION APPLYING FOR

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EMAIL ADDRESS

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*Please return this signed document with your resume at [scgchurch.org/jobs](http://scgchurch.org/jobs)*

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