

First Impressions

Director / Pastor

Ministry: First Impressions / Jesus Changes Everything

Reports To: Head of Jesus Changes Everything (Weekend Experience ministry leader)

Status: Full-time, salaried (40 hours per week)

Location: Cypress; additional campus support as assigned

This opening may be filled as Director of First Impressions or First Impressions Pastor. Title and salary placement reflect ministry experience and education and are confirmed through SCG's hiring and compensation approval process.

Director — Salary: \$40,000–\$60,000 annually

Pastor — Salary: \$70,000–\$100,000 annually

THE OPPORTUNITY

Help guests feel seen, find their way, and take a next step following Jesus. Lead the teams and environments that make SCG's weekend services and special events welcoming for first-time guests and regular attenders.

Develop team leads who recruit, equip, and care for volunteers, making serving a natural expression of discipleship. Bring a warm presence and dependable follow-through. A pastoral appointment also includes SCG's pastoral spiritual leadership and shepherding expectations.

WHAT YOU'LL DO

- Lead the weekend First Impressions experience across greeters, ushers, shuttles/carts, lobby and welcome teams, communion, parking, café, and Merch House; maintain a visible, welcoming presence and address needs as they arise.
- Recruit and onboard volunteers, review interest forms weekly, and use Planning Center People to connect gifts with serving opportunities. Coach team leads to recruit, train, lead, and care for their teams; supervise assigned paid staff, if applicable.
- Coordinate schedules and communication in Planning Center Services. Address coverage gaps before services and events, and ensure required training, screening/security clearance, and name tags are in place before volunteers serve.
- Keep Volunteer Central and hospitality areas ready with Facilities and ministry partners. Coordinate supplies, communion setup/cleanup, café readiness, merchandise restocking with Communications/Marketing, and attendance counting/reporting through team leads.
- Partner with Events on volunteer support for Christmas, Easter, concerts, Trunk or Treat, December Nights, and other approved special events.
- Connect volunteers with Community Life groups, classes, and care; partner with Send It on serving pathways. Provide spiritual encouragement and, when appointed as Pastor, pastoral leadership and shepherding.

- Organize quarterly volunteer appreciation moments and one annual appreciation event. Evaluate guest experience, coverage, leadership development, and team health; communicate results and improvements to your supervisor.
- Steward resources and document repeatable processes. Work within delegated authority, budgets, safety policies, and shared-resource approvals; coordinate facility/event use through Planning Center Calendar and required approvals. Escalate safety and out-of-scope care needs promptly and report emergency decisions outside normal authority within 24 hours.

WHO YOU ARE

- A follower of Jesus with a growing relationship with Him, regular personal devotion, and a Christlike personal and family life. You'll affirm and sign SCG's Statement of Faith and align with the SCG Playbook and leadership commitments.
- Committed to active SCG membership, regular worship attendance, participation in an SCG discipleship group, and a life of serving, sharing, and sacrificial generosity.
- A ministry leader with 3–5 years of church or ministry leadership experience, including recruiting, training, developing, and leading volunteer teams, with demonstrated ability to turn vision into dependable execution and healthy teams.
- A warm, clear communicator and collaborative coach who delegates well, takes initiative, uses sound judgment, protects confidentiality, solves problems, and adapts under deadlines and during busy seasons.
- Proficient with office, web, and email tools, and able to learn Planning Center.
- Preferred: a bachelor's or advanced ministry/seminary degree; experience leading a large, diverse volunteer ministry and developing team leads; proficiency in Planning Center Services and People. Seminary education and prior pastoral leadership are preferred for appointment at the Pastor level.

WORK SCHEDULE

Regular office hours are Tuesday–Friday, with 1–2 flex days determined by the evening/weekend schedule and supervisor. Be present during weekend services and available for seasonal events, evenings, and additional hours as ministry needs require. The role works primarily on campus in indoor and outdoor guest-service environments, with regular walking/standing and hands-on coordination of hospitality spaces. Maintain regular, timely attendance and sustainable work rhythms with your supervisor.

WHY SCG

SCG helps every person find and take their next step following Jesus. First Impressions puts that mission into practice by removing unnecessary barriers, treating people with dignity, and making the next step clear. You'll live the SCG Way: Be Blessable; Stay Flexible. Keep Showing Up; Life Together; Own It. Hospitality becomes ministry as volunteers are known, equipped, appreciated, and connected to discipleship.

HOW TO APPLY

[Apply Here](#)