

Graphic Designer

Contract Type: Independent Contractor (1099)

Point of Contact: Communications Director

Cadence: As Needed / Project-Based

Location: Remote-friendly, with occasional onsite collaboration preferred (Oceanside, CA)

Overview

Calvary Chapel Oceanside is seeking a mission-minded, contract-based Graphic Designer to collaborate with our Communications Team in delivering visually compelling materials that support church-wide messaging and ministry goals. This freelance role is ideal for a skilled designer who is passionate about using creative gifts to advance the mission of making disciples and reaching the community for Christ.

Scope of Work

As a 1099 contractor, you will work on a per-project basis, producing assets for digital, print, and in-service platforms in alignment with the church's branding and vision. You'll partner closely with the Communications Director and ministry leaders to create timely, high-impact visuals.

- **Weekend Services:** Design sermon series graphics, worship slides, lower thirds, and announcement screens
- **Ministry & Event Campaigns:** Develop visual assets for ministries, seasonal events, and outreach initiatives
- **Social Media Content:** Produce graphics for Instagram, Facebook, and YouTube to build engagement and encourage community
- **Print Collateral:** Create flyers, signage, banners, postcards, and other printed materials as needed
- **Digital Media:** Design web banners, app graphics, and downloadable resources
- **Brand Consistency:** Ensure adherence to brand guidelines including typography, color, and visual voice
- **Collaboration:** Participate in creative planning meetings, providing timelines, drafts, and final deliverables within agreed-upon timeframes

Ideal Contractor Qualifications

- 2–5 years of professional design experience

- Proficiency in Adobe Creative Suite (Photoshop, Illustrator, InDesign) and/or Canva
- Strong portfolio demonstrating typography, layout, and branding skills
- Highly organized with a self-driven workflow and strong time management
- Flexible and collaborative communicator who can adapt to project feedback
- Committed to the heart of church ministry and advancing the gospel through creative work

Contract Terms

- **Compensation:** Project-based, commensurate with experience and deliverables
- **Timeline:** Varies by project, typically with weekly or monthly assignments
- **Deliverables:** Must meet agreed-upon timelines and quality standards
- **Tools:** Designer to use own hardware/software; CCO will provide brand assets

Independent Contractor Disclaimer

This is a 1099 independent contractor engagement, not an employee or staff position. The selected contractor:

- *Operates independently and is not subject to church supervision or scheduling*
- *Provides their own tools, software, and workspace*
- *Is not integrated into the church's staff, ministry planning, or leadership*
- *Is responsible for their own taxes, insurance, and business expenses*

This engagement must comply with California's AB5 law and the ABC Test, which requires that the contractor:

- *Is free from control and direction in the performance of the work*
- *Performs work that is outside the usual course of the church's core operations*
- *Is customarily engaged in an independently established trade or business*

A written agreement outlining scope, compensation, and deliverables will be required prior to any engagement.