



CHEMISTRY
STAFFING

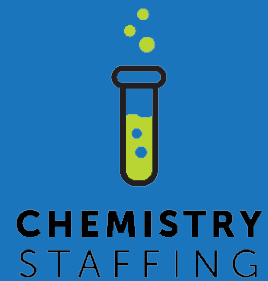
CHURCH & CANDIDATE PROFILE

DIRECTOR OF MUSIC AND WORSHIP

LakeRidge Methodist Church
Lubbock, Texas

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LakeRidge Methodist Church
Lubbock, TX



Population of City

260,000

Population of County

312,000

Community Overview

Lubbock comes from the humble beginnings of tall grasses and roaming buffalo when it was first discovered by the infamous Spanish explorer, Coronado. On his search for the "City of Gold", he first named the land where Lubbock now sits the Llano Estacado. Lubbock was officially named a city in 1902. Twenty-one years later, in 1923, Lubbock citizens fought to win the bid to establish Texas Technological College – now Texas Tech University. Currently, approximately 260,000 people call Lubbock home. The city was built on a thriving farming industry and made great strides in the cotton industry as well. Today, Lubbock continues to produce two to three million bales of cotton per year and the area is the largest contiguous cotton-growing region in the world. Lubbock is often referred to as the "Hub City" because it is the center or hub for education, health care and the economy for the region often called the South Plains that is situated in the southern part of the Texas Panhandle.

Why People Like Living Here

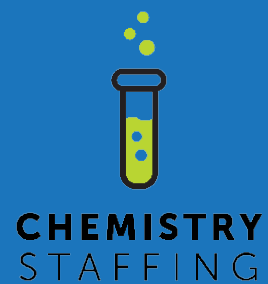
Lubbock combines the amenities of a city with a small town charm. Over the last decade Lubbock has been one of the fastest growing cities in Texas. The cost of living in Lubbock is very affordable. In 2021, Lubbock was voted the ninth-most affordable city in the United States. As a mid-sized city, transportation in Lubbock is pretty cheap and easy. Gas prices are 14 percent lower than the national average, and commutes generally only run about 18 minutes. Lubbock is home to Texas Tech University, which was established on February 10, 1923, as Texas Technological College. The Texas Tech University System has the seventh-largest enrollment in the state of Texas. Lubbock is also home to other college campuses in the city, including Lubbock Christian University, South Plains College, Wayland Baptist University, and Sunset International Bible Institute. Most notably known as the region's hub for a diverse selection of sectors including healthcare, education and agriculture, the "Hub City" is an ever growing metro area rich in opportunity. With a robust technology sector on the rise, software developers from across the country, namely the Silicon Valley, are discovering Lubbock as an attractive market thanks to the many resources inside the city including the Lubbock Coding Academy, Texas Tech University, the Innovation Hub at Research Park and South Plains College.

Church History

Lakeridge United Methodist Church was founded in 1979. It is unique among Methodist churches in that its founding pastor was here for 37 years before retiring. It is currently 44 years old, and its second lead pastor, Lyndol Loyd, has been here for seven years. The church was founded on the southwest side of Lubbock just as growth was beginning in

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that part of the city. The city has experienced significant growth and now extends well south of the present campus. LakeRidge is still situated in a very vibrant part of the community. The church has had a long history of focus on missions and has grown to be the largest church in our denomination's Annual Conference (regional body). In 2022 LakeRidge disaffiliated from the United Methodist Church and has moved into the Global Methodist Church. This historic decision was based on the continued movement of the United Methodist Church to a more progressive theological position.

Mission, Vision and Values

Our mission is to connect generations with Jesus to impact our world.

Our vision is to cultivate World Changers by:

- Engaging our church family
- Connecting generations
- Developing leaders
- Engaging our community
- Breaking the cycle of poverty
- Engaging our world

We value:

- Love: Grace in every relationship
- Growth: Through God's transforming power
- Prayer: Upward and outward
- Share: The story of Jesus
- Action: Ready to serve

Average Weekend Attendance

732

Overview of Weekly Worship Gathering

Each Sunday morning, LakeRidge Methodist Church offers three structured worship services to accommodate a variety of preferences and engage members of all ages. Each service is approximately one hour in length. Sanctuary service has two identical services at 9:15 and 10:30. It is a mixture of traditional and contemporary musical styles accompanied by our sanctuary choir, orchestra, instruments of praise, handbells and piano. This modern twist on classic worship includes traditional Methodist liturgy and live messages. LakeRidge Praise (LRP) has one service at 10:30. LRP meets in the Activity Center in the south end of the church. LRP is a more casual service that focuses heavily on Worship through music. The band leads the congregation with a contemporary style each Sunday. It is great for any age, especially kids who want to dance and wiggle as we spend an hour in prayer, praise, and scripture. The Pastor's sermon comes via video each Sunday morning.

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Tell Us About Your Facility

- Our facility is located conveniently within the midst of multiple facets of traffic flow that allows a quick and easy commute to an ever-expanding area of potential growth. Our building consists of 170,000 square feet of multi-purpose spaces, classrooms, worship and prayer rooms, and spaces designed specifically for fellowship and fun for children of all ages. We've undergone multiple phases of construction since our inception that are all seamlessly joined together cohesively for the purpose of Connecting Generations with Jesus to Impact our World. Our spaces are purposefully designed to create a welcoming environment with modern furnishings and aesthetic elements that contribute functionally to the experiences of members and guests alike.
- Our sanctuary is a large, yet inviting space with oak pew seating for more than 1000 and state-of-the-art audio and video provisions. Our chapel is a more traditional and intimate space with stained glass offerings and oak pew seating for 250 whose primary use has been weddings and funerals but is also used each week by our preschool program for worship.
- Our Activity Center is a large multi-purpose space containing contemporary environmental lighting with state-of-the-art audio and video for our contemporary praise service each Sunday with seating for 300 or more.
- Our Student Ministry area is equipped with arcade, video, and table games and a 15' LED video wall, lighting and sound system in the worship space that seats around 100.
- Our Children's Ministry spaces consist of modern elements that create a park-like feel with an art room, a cooking room, worship spaces, a science room that houses a large saltwater fish tank and a game room.
- Our adult classrooms are contemporary and functional with modern audio/video amenities and varied seating capacities of up to 120 people.

Overall Budget (this fiscal year)

\$3,040,000

Overall Long-Term Debt of the Church

\$1,100,000

Denominational Affiliation and/or other Partnerships

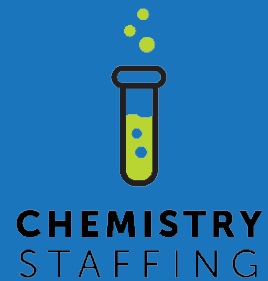
LakeRidge is a member of the Global Methodist Church.

Governance & Polity

The Church Council functions as the governing agency for the local church. The Church Council is comprised of the chair persons of three other standing committees and persons elected at large. The Church Council is responsible for mission and ministry in the life of the church and has the final say in critical decisions made by the church. Other standing committees that order particular aspects of the life of the church are the Financial Stewardship Team, Staff Parish Relations Committee, and Board of Trustees.

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Current Paid Staffing Level

FULL TIME:

- Lead Pastor
- Executive Pastor
- Dir. Of Worship
- Associate Dir. Of Worship
- Director of Technical Arts
- LRP Worship Leader
- Evangelism and Young Adults
- Director of Student Ministries
- Asst. Student Minister
- Dir. of Children's Ministry
- Asst. Dir. of Children's Ministry
- Nursery Director
- Financial Assistant
- 6 Building/Custodial Staff members
- Facilities/Admin/IT Director
- Secretary - Graphics
- Communications - Marketing
- Receptionist
- Hospitality Director
- Pastor's Admin. Asst.

PART TIME:

- Financial Admin.
- Dir. Of Pastoral Care
- 5 Media Techs
- Singles Director
- Missions Coordinator

Major Ministries of the Church

YOUTH:

- If there is one thing students will know by the time they graduate is that God has a PLAN, a PURPOSE, and a DESTINY for their lives. They will hear it repeatedly. Jeremiah 29:11 "For I know the PLANS I have for you declares the Lord, (God has a PLAN), plans for you to prosper, and not to harm you, but to give you hope and a future.
- Romans 8:28 And we know that in all things God works for the good of those who love him, who have been called according to His PURPOSE. (God has a PURPOSE)

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- Eph. 1:11 Through our union with Christ we too have been claimed by God as his own inheritance. Before we were even born, he gave us our DESTINY, that we would fulfill the PLAN of God who always accomplishes every PURPOSE and PLAN in his Heart. (God has a DESTINY)
- The mission statement we have for this Department is to see student(s) Saved, Equipped, Empowered, Discipled and Serving (S.E.E.D.S.).
- There are Youth services geared towards helping Student(s) identify their gifts, their callings and EQUIPPING them on how to step into that and operate in those gifts and then EMPOWERING them to use them. DISCIPLESHIP happens on 2 levels. The first one is on Sunday Mornings, (Donuts & DEVOS) we break up into SMALL GROUPS according to grade levels. (Example: JV Boys, JV Girls, HS Boys, and HS Girls). We walk with our Student(s) in a corporate setting, praying together, talking through things together, and answering questions together. Basically, doing life together as a church family. The second level is in person, this happens occasionally when a Student(s) is in need of some personal time outside of the group.
- Next is training up our Student(s) for SERVING. From helping straighten chairs in the worship area, to picking up trash after services, to helping usher, take up offerings, lead prayers in the Main Services, and serve in Service Projects provided by our church.

CHILDREN'S MINISTRY

- In addition to nursery, our Children's department offers Preschool Sunday School for 3 and 4 years olds using a fun and interactive curriculum that teaches Bible stories and real-life applications. The children begin each class in their classroom for a Bible lesson and craft, then move to the "big" room where they experience a large group activity related to the lesson. Classes are offered at 9:15 AM and 10:30 AM. Kindergarten thru 3rd graders rotate classes each week at 9:15 AM and 10:30 AM. Sunday school for this age group is a fun and exciting program that follows the Rotational Learning Model. This Sunday school program allows kids to experience the Bible in many different ways.
- Ridge 45 - Ridge 45 is a specially designed program for 4th and 5th-grade students. These kids experience a special time of praise, worship, and games that is followed by relevant Bible teachings geared directly toward their age and maturity. Ridge45 also has many extra-curricular activities, such as service projects, corn maze trips, and other fun activities. Ridge45 meets for Sunday School at 9:15 AM and for youth group on Wednesdays 6:30 to 8:00 PM

HOSPITALITY

- Hospitality oversees the Holy Grill team for Wednesday night meals, the coffee area, ushers, greeters, welcome desks, golf carts, baptisms, wedding coordinating, décor, holidays, special events, nursing home baking and annual events.
- Assisting with funerals, safety & security team and communion.
- Hospitality makes sure everything is in place on Sunday mornings to meet the needs and support other departments during worship services and throughout the week.

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Outreach Programs Overview

MISSIONS

- LakeRidge supports the following LOCAL ministries with volunteers and financial resources:

CHANGE 4 CHILDREN

- Change for Children is a ministry operation directly out of LakeRidge that provides weekend food bags to middle school students in LISD, Frenship, and Lubbock Cooper Schools. We are currently sending home 450 bags each weekend directly through the schools.

OPEN DOOR

- Open Door strives to cultivate community, opportunity, and restoration with people experiencing poverty and homelessness in Lubbock by providing a loving and Christ-centered environment to all who walk through the doors.

LUBBOCK IMPACT

- Lubbock Impact's mission is to transform lives, renew minds and educate families. They do this by ministering to people through a food ministry, a clothes closet, the medical, optometry, and dental clinics.

FELLOWSHIP OF CHRISTIAN ATHLETES

- Fellowship of Christian Athletes' mission is to lead every coach and athlete into a growing relationship with Jesus Christ and His church.

REGENERATION MINISTRY

- Regenerations Ministry's focus is to introduce young kids and youth to Jesus, help them find their identity, meaning and fulfillment through a relationship with Him.

DOMESTIC AND GLOBAL AVANT

- Avant does church planting, church support ministries, media, education, camp and business, with the hope to establish churches among the unreached: mature nationally-led churches that desire to plant more churches, first in their own city and then all over the world.

CIRCLE OF HOPE

- Circle of Hope International exists to witness the Good News of Jesus Christ by engaging in works of mercy and justice alongside the world's most impoverished people in Malawi, Africa.

NEW LIFE CHILDREN'S HOME

- New Life Children's Home is a Christian ministry that strives to raise and disciple Guatemalan children and youth: offer holistic, trauma-competent care, attending to their physical, emotional and spiritual needs in a family atmosphere.

RECONCILED WORLD

- Reconciled World administers discipleship training for rural church congregations in East Africa to empower them to walk in obedience to God in all areas of their lives. Reconciled World develops church leaders into Master Trainers who in turn provide training for congregations in their community.

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IN THE MOST GENERIC SENSE, HOW WOULD YOU DESCRIBE YOUR CHURCH THEOLOGICALLY?

Evangelical - Conservative

PUBLISHED THEOLOGICAL STATEMENT

- The members of LakeRidge Methodist Church have a vibrant faith that expresses itself through ministries of service and love. Our congregation has a rich history of engaging in Bible study, small group connections, intercessory prayer, meaningful worship, and living generously in our world.
- As Methodists, we share the unique theological emphasis of the Wesleyan Tradition. Further, we value the contributions of all Christian faith traditions and celebrate our unity of faith in Jesus Christ.
- At LakeRidge Methodist, we affirm the historic beliefs of Christianity, as expressed through the Apostles' and Nicene Creeds. We believe that God's love has been poured out to all creation through the death and resurrection of Jesus Christ, and that we can experience the
- grace and presence of God in our world today through the Holy Spirit.
- We value Scripture as God's holy and inspired word to humanity, and trust that through prayerful reading, reflection and discussion, God will speak to our deepest questions and needs in life.
- We welcome everyone to join us in this exciting journey of faith, regardless of your church background or present life circumstances. God desires to work in your life in powerful ways, and we feel privileged to be a community of faith in which God's grace can be experienced and lived out in the world.
- To learn more, go to www.globalmethodistchurch.org and read the doctrinal standards at length.

WHAT THEOLOGICAL HILLS WILL YOU DIE ON?

Theological non-negotiables for LakeRidge would be the following:

- Belief in the virgin birth
- The necessity of the atoning sacrifice of Jesus Christ on the Cross
- The Trinitarian nature of God as Father, Son and Holy Spirit
- The bodily resurrection of Jesus Christ from the grave.
- The authority of scripture
- The global nature of the gospel
- The exclusivity of Jesus as the way, the truth and the life
- Affirmation of the Holy Spirit as the manifest presence of God with us now

HOT-BUTTON SOCIAL/CULTURAL ISSUES FOR YOUR CHURCH

We have recently disaffiliated from the United Methodist Church and joined the Global Methodist Church. The presenting issue in our disaffiliation was over issues of human sexuality. The stated position of the UMC was that all people are of sacred worth but that the practice of homosexuality is incompatible with Christian teaching. Our

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congregation believes this, but it was not being upheld by denominational leadership. The UMC was not supposed to ordain self-avowed practicing homosexual persons as pastors and clergy were not supposed to perform gay wedding ceremonies, yet there were places across the denomination where this was being allowed. The core foundational issue in our disaffiliation was over biblical authority. The presenting issues around human sexuality were symptomatic of biblical authority not being upheld in the way stated in the UMC Book of Discipline.

Biggest Church Wins in the Last 18 Months

- Successful disaffiliation from the United Methodist Church and joining the Global Methodist Church by a congregational vote of 94.5%
- Playing a vital role in the establishment and leadership of the West Plains Conference of the GMC
- Pastoral staff participation in an Exponential Multipliers Learning Community cohort centered around the idea of "what does it look like when the gospel goes viral?"
- Reinvigorated young adult ministry

Biggest Opportunity for your Church in the Next 12 Months

- Church wide participation in the Alpha Course
- Fall church wide experience based on Experiencing God by Henry Blackaby
- To take the energy that we had to place in the lengthy disaffiliation process and redirect it toward fulfilling our mission to make disciples of Jesus who worship passionately, love extravagantly and witness boldly.

Church's Biggest Challenge for the Future

- Helping the congregation develop an evangelistic mindset where people feel equipped to take good conversations and convert them into God conversations and ultimately into gospel conversations.
- Helping our congregation move from an attraction based model of church to a mission based model of being the church.

Title of Position You Are Hiring

Director of Music and Worship

Category of Hire

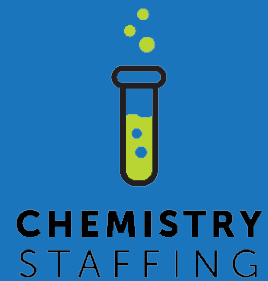
Worship Pastor

Full Time Position?

Yes

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Reporting Relationship

Lead Pastor

Overall Description of Position

The Director Music and Worship will oversee all aspects of worship as it relates to music. Our desire is that through personal devotion to God, the Director will be able to build relationships with volunteers and staff in ways that provide opportunities for people to experience God through worship. The Director will lead a diverse program that includes a Sanctuary Choir, a praise team, Handbell Ringers, Sanctuary Orchestra, Sanctuary Praise Team, Scholarship Singers, Youth Worship Teams, and Vertical Praise (children's choir). This position directly supervises 3 staff members: Director of Contemporary Worship, Director of Technical Arts, Associate Director of Music.

Goals and Expectations

- Successfully create a larger team of people to serve as praise singers in our sanctuary service
- Establish strong connections at our area universities for the recruitment of instrumentalists and vocalists for our choir and orchestra, one that moves beyond seeing playing for a service as just a gig or side hustle
- Foster a sense of community and discipleship amongst the choir, orchestra, hand bells and praise singers
- Develop a strong working relationship with the Pastoral Staff and Director of Contemporary Worship
- Establish clear and healthy expectations of what it means to serve in the choir, orchestra, and hand bells

Do you have a job description for this role?

Job Description

- The Director of Music Ministries will work with the Pastors and Worship Teams to minister through music and the other arts in the local church, community, and beyond. The Director of Music Ministries will report directly to the Lead Pastor.
- LakeRidge Methodist Church has a unique worship style that is blended between contemporary worship, traditional, and classical. The objective of the Music and Worship teams are to lead the congregation in ways that glorify the Triune God through impactful, prayerful, and relevant worship themes.

Overview of the Music and Worship Ministries:

- The Music Ministry Program includes a total of eight worship ensembles: Sanctuary Choir, LakeRidge Praise (LRP) team, Exaltation Ringers, Sanctuary Orchestra, Sanctuary Praise Team, Scholarship Singers, Youth Worship Team, and Vertical Praise (children's choir).
- This position directly supervises 3 staff members: Director of Contemporary Worship, Director of Technical Arts, Associate Director of Music.

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Responsibilities:

Adult Choirs/Praise Teams

- Direct the Sanctuary choir for all morning worship services and direct weekly rehearsals.
- Direct and coordinate the preparation of praise teams in the sanctuary.
- Select and program all music appropriately for the sanctuary choir.
- Select and coordinate all "special" music presentations.
- Work with associates and volunteers to manage all music libraries (ordering, cataloging, organizing, and storing)
- Serve as lead vocalist with praise team

LakeRidge Praise (LRP)

- Work with the Contemporary Worship to plan creative and innovative worship for LRP congregants.
- Hold weekly meetings with the worship leader to evaluate all aspects of the service.

Sanctuary Orchestra

- Nurture growth of full orchestra
- Direct and rehearse orchestral ensembles.

Exaltation Ringers

- Direct the Exaltation Ringers during both sanctuary worship services.
- Direct rehearsals.
- Select and program all music appropriately for the ensemble
- Promote growth and nurture with group and individual coaching.
- Oversee maintenance and care of handbells, tables, pads, covers, music and gloves
- Select and coordinate all "special" music programs.

Vertical Praise (Children's music)

- Work with Children's Ministry to plan and implement meaningful ways for Vertical Praise to take part in Sunday morning worship.

Other Responsibilities

- Plan all worship service and utilize worship planning software (Planning Center)
- Lead Congregational Singing
- Develop groups through fellowship and quality music making.
- Schedule and contract guest choirs, soloist, or other music groups.
- Meet regularly with worship teams and associates to plan and discuss worship.
- Meet regularly with the Pastor to plan and coordinate worship services.
- Administer music and worship budgets.
- Schedule regular maintenance of Pianos and instruments.
- Serve as staff coordinator for the worship ministry teams to assist the hospitality director in preparing ushers, greeters, acolytes, sound and lighting teams, etc.
- Oversee all music and worship aspects for funerals, special events, and weddings. (at the request of families and staff)

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- Work with children's, youth, college/young adult, and adult ministry teams to meet all worship and music needs. (i.e., Summer Musical, Retreats, Classes, Praise and Prayer, etc.)
- Promote growth of all music teams and worship programs by encouraging new membership, contacting prospects who wish to be a part of ministry through music.
- Supervise all full time/part time music and worship associates.
- Provide Lessons and/or connections to other resources for all music volunteers.
- Work in developing ministry creatively through: Drama, dance, technology, etc.
- Staff Liaison for the West Texas Children's Chorus (WTCC)
- Manage contracts of university student choral scholars.
- Perform all other duties the Lead and Executive Pastors deem necessary.

Educational Preferences

Formal music training in diverse styles. A bachelor's degree is required.

Age Vs Experience

We are looking for energy and a teachable spirit rather than a set experience or age level. The job entails working with diverse group of musical styles and genres. Consequently, the candidate will almost assuredly need baseline level of experience.

Denominational Affiliation

The candidate would have to be in agreement with the beliefs of the Global Methodist Church both in principle and practice. A full description of those beliefs can be found at <https://globalmethodist.org/what-we-believe/>

How important is geographical location to you?

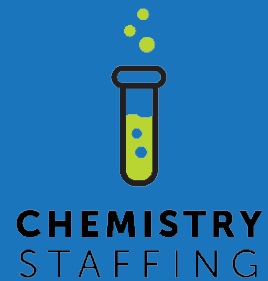
No restrictions. The person would need to be able to appreciate, relate and engage with the culture of our area.

What skills are you looking for specifically?

- Ability to lead the congregation vocally in singing
- Ability to lead the choir and recruit new members and scholarship singers for the choir.
- Strong oral and written communication skills in both large group and one on one communications.
- Ability to communicate effectively in setting up songs or transitioning from songs.
- Strong recruiting skills to identify people to be part of the music ministry from within the congregation and to recruit at local universities.
- Ability to lead musicians and vocalists ranging from those who are highly skilled to more entry level musicians and singers.
- Desire to develop others and help them grow in their faith.

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What technical abilities (if any) are required?

Other than skills listed above, there are not technical requirements that cannot be learned on the job. Familiarity with Planning Center and ProPresenter would be helpful.

Equipper or Doer?

Equipper

Attractional vs. Missional

We have traditionally been more attractional but desire to move more toward missional.

Budget Area Supervision

\$96,000

Personal Characteristics Desired

- Relatable and personable.
- Ability to motivate and attract volunteer musicians.
- Engaging personality in front of an audience.

What would immediately disqualify someone?

- We wouldn't hire someone if he or she didn't support the theological beliefs of the church and uphold our position on human sexuality.
- We wouldn't hire someone with poor communication skills or lacking in warmth of personality
- We wouldn't hire someone who doesn't have a college degree.
- We wouldn't hire someone who cannot lead vocally.
- We wouldn't hire someone who is still immature in his or her Christian faith.

Urgency

We would love to fill this position by early fall but understand the importance of patience in getting this hire right.

Other "Must Have" Skills

- High EQ in understanding how to relate to people and lead people.
- Strong vocal skills.
- Strong communication skills both written and oral.
- Someone who understands the unique challenge of leading a blended worship service.

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Other "Nice to Have Skills"

- While we are open to hiring a male or female for the position, we are currently lacking in strong male voices so it would be preferable to find a male candidate for this position, but not a must have.
- Experience leading hand bell choir.
- Desire to stay long term.

Finally...

We are looking for a passionate worshipper of Jesus with the skills to lead our congregation vocally and lead our choir and orchestra ministry

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Public Job Posting

LakeRidge Methodist Church

Director of Music and Worship

Lubbock, Texas

LakeRidge Methodist Church, part of the Global Methodist Church, seeks to connect generations with Jesus to impact our world. They are looking for a Director of Music and Worship to join their team. This person will work with the Pastors and Worship Teams to minister through music and the other arts in the local church, community, and beyond. The Director will lead a diverse program that includes a Sanctuary Choir, a praise team, Handbell Ringers, Sanctuary Orchestra, Sanctuary Praise Team, Scholarship Singers, Youth Worship Teams, and Vertical Praise (children's choir).

What you'll be doing:

Through direct leadership, team management and/or delegation:

- Directing the Sanctuary Choir for all morning worship services and directing weekly rehearsals
- Serving as lead vocalist with the praise team
- Leading congregational singing
- Developing groups through fellowship and quality music making
- Working with children's, youth, college/young adult, and adult ministry teams to meet all worship and music needs

What skills you need to have:

- Ability to lead the congregation vocally in singing
- Strong oral and written communication skills in both large group and one on one communication
- Strong recruiting skills to identify people to be part of the music ministry from within the congregation and to recruit at local universities
- Ability to lead musicians and vocalists ranging from those who are highly skilled to more entry level musicians and singers
- Desire to develop others and help them grow in their faith

Lubbock combines the amenities of a city with a small-town charm. Over the last decade Lubbock has been one of the fastest-growing cities in Texas with an affordable cost of living. Lubbock is home to Texas Tech University, which was established on February 10, 1923, as Texas Technological College. The Texas Tech University System has the seventh-largest enrollment in the state of Texas. Most notably known as the region's hub for a diverse selection of sectors including healthcare, education and agriculture, the "Hub City" is an ever growing metro area rich in opportunity.

[APPLY NOW](#)