





# LANCE HOUGH

## CONTACT INFO

3625 E. 51<sup>st</sup> Ave, #E302  
Spokane, WA. 99223

 925 - 216 - 2135

 lancedoes@gmail.com

 <https://www.linkedin.com/in/lance-hough-30246219/>

## SKILLS

### PROFESSIONAL

Strategy & Process Development

Team Building

Communications & Marketing

Graphic Design

Video Production

Social Media

Change Management

## EDUCATION

### GRADUATE

Granada High School, Livermore, CA.  
1997 - 2001

## ABOUT ME

Long-time professional creative arts director seeking a new opportunity after relocating to Spokane, WA. Passionate about telling unique stories with relentless creativity that connect people to purpose and to each other. Vastly experienced and highly skilled across multiple technical platforms. Proven track record as a relationally focused program and team builder.

## EXPERIENCE

### CREATIVE ARTS PASTOR

CROSSROADS CHURCH | OCT. 2013 - SEPT. 2020 | FREMONT, CA.

As a department head and member of the executive leadership team, led and oversaw the entirety of creative brainstorming, planning, scheduling, production, communications, and execution, with 3 direct staff reports and multiple volunteer teams over multiple locations.

- Led collaborations with team members to create and implement dynamic and engaging programs, events, and communications.
- Developed new creative planning processes and systems that fostered unity of vision, clarified communication, and enhanced vital programs and events.
- Recruited, trained, developed, managed, scheduled, and mentored multiple staff and volunteer teams.
- Responsible for the completion of many and varied tasks, including: Video production, graphic design, presentation compilation, script writing, and event planning.

### PRODUCTION COORDINATOR

CROSSWINDS CHURCH | JAN. 2006 - NOV. 2012 | DUBLIN, CA.

A vital member of the creative team responsible for the completion of many and varied tasks, including: creative direction, video production & editing, graphic design, presentation compilation, creative writing, and marketing communications.

- Primary department communicator, maintaining clear contact with multiple people across departmental lines, both within and outside of the organization.
- Conceptualized, designed, collaborated on, refined, and produced print pieces (fliers, pamphlets, brochures, cards, posters, banners, and booklets) to promote and advertise various programs, classes and events.
- Consistently and efficiently completed multiple deliverables simultaneously to meet strict deadlines.



## SKILLS

### TECHNICAL

Microsoft Office 365



Apple Productivity Suite



FinalCut Pro X



Adobe Creative Suite



Photography/Videography



Social Media



## AWARDS & CERTIFICATIONS

### Ordained Pastor

*Crossroads Church, 2018*

### Microsoft Certified Solutions Associate Certification

*Microsoft Office 2012*

### Chevalier, 2x Distinguished Service Award, & Past Master Councilor

*Pleasanton Chapter, DeMolay International*

### Hope of America Award

*Rotary Club, Livermore, CA., 1997*

## EXPERIENCE (CONTINUED)

### INTERNAL COMMUNICATIONS SPECIALIST

ORCO CONSTRUCTION SUPPLY | MAY 2002 – SEPT. 2005 | LIVERMORE, CA.

Reported directly to the CEO, serving as a liaison from corporate to 23 branch locations across 3 states. Developed and spearheaded a monthly employee recognition program to significantly boost team morale and enhance overall corporate climate.

- As a founding member of a new department, collaborated in the creation and implementation of new business processes.
- Responsible for change communication regarding company-wide new inventory and ordering system.
- Project leader for first-ever company yearbook and primary editor for company newsletter, responsible for budgeting, equipment purchases, photography, creative writing, and publication design.
- Frequently traveled to branches to observe operating procedures, photograph events, communicate important organizational initiatives, and provide opportunities for branch management and employees to voice concerns and ask questions.

## REFERENCES



### PAUL McGOVERN SENIOR PASTOR

Crossroads Church | Fremont, CA  
*Supervisor for 7 years*  
paul@visitcrossroads.church  
510 – 579 – 2872



### DWAYNE PETTY EXECUTIVE PASTOR

Crossroads Church | Fremont, CA  
*Supervisor for 7 years*  
dwayne@visitcrossroads.church  
510– 825 – 1965



### MIKE MASON STUDENT & FAMILY PASTOR

Crossroads Church | Fremont, CA  
*Supervisor & Peer for 14 years*  
heymikemason@gmail.com  
925 – 640 – 0555



### MELISSA McDOWELL CREATIVE ARTS ASSOCIATE

Crossroads Church | Fremont, CA  
*Direct report for 4 years*  
melissa@visitcrossroads.church  
530 – 514 – 7816