

DEVELOP

LCBC DEVELOPMENT PROGRAMS



The mission of LCBC (Lives Changed By Christ) is to introduce people to Jesus and together fully follow him.

DEVELOP exists to develop world-class leaders impassioned to serve the local Church. It is a 2-year leadership development program that provides practical ministry experience and cohort-based training in the areas of Campus Leadership, Worship, and Production.



SPIRITUAL DEVELOPMENT

By the end of DEVELUP, you will resolve to keep growing as a fully devoted follower of Christ, and relate what the Bible teaches to the challenges of life and ministry.

PROFESSIONAL DEVELOPMENT

By the end of DEVELUP, you will lead with courage and confidence at a director level, and display a thorough grasp of LCBC's ministry areas and DNA.

RELATIONAL DEVELOPMENT

By the end of DEVELUP, you will apply leadership skills to serving as an exemplary team player, and demonstrate compassion toward others and humility in leadership.



CAMPUS LEADERSHIP PROGRAM

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The Campus Leadership Program is 24 months and provides practical training and ministry experience in the following environments:

KIDMINISTRY

Playing an active role in lives being changed, one kid at a time, by providing a solid Biblical foundation for faith, engaging worship, and meaningful LIFE Group relationships.

STUDENT MINISTRY

Challenging and investing in students so they are accepted where they are and challenged to change as they surrender each area of their lives to Jesus.

NEXT STEPS

Helping adults take their best next step on their spiritual journey as they trust Jesus, learn to follow him, and invest in others through small group settings.

GUEST EXPERIENCE

Providing world-class guest experience at the local location, equips and empowers leaders to care for, challenge, and grow the local Church.

ADDITIONAL OPPORTUNITIES

Theological Training

Financial Peace University

Leadership Conferences

Leadership Training and Experience

Character Forums

Personal Coaching & Communication Training

Staff Visioning

Upon successfully completing the 2-year DEVELUP Program, you will be able to transfer, for free, 18 credits toward a Master of Arts in Ministry or Master of Divinity at Lancaster Bible College.

MONDAY – THURSDAY

Each week will consist of personal development, relevant ministry team experience, engagement in various ministry environments, and weekly planning, preparation, and prayer.

SATURDAY – MONDAY

Each staff member will actively engage in weekend ministry in a Campus Leadership capacity. Attendance at one of our weekend gatherings is required.

*This is a 40-45hr/week position. Each staff member will be provided an entry-level salary, and a benefits package will be made available.

FREQUENTLY ASKED QUESTIONS

1 Who should apply for the Campus Leadership Program?

The Campus Leadership Program is designed for leaders who take initiative, are willing to work hard, love to learn, and want to grow in their leadership abilities as they serve in a local church setting.

2 Can I work a part-time job?

To allow the program to be most effective, part time jobs are not allowed. Our desire is to provide a salary sufficient to meet the basic financial needs of each staff member in the program.

3 When does the program begin?

Each staff member should be moved and ready to start work at LCBC by August 4.

4 What happens once I complete the program?

Completing the DEVELOP program does not obligate LCBC to provide a current or future staff position. However, based on each person's growth and performance, the DEVELOP Program Director may serve as a reference towards a staff position at LCBC or another like-minded church.



WORSHIP PROGRAM

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The Worship Program is 24 months and provides practical training and ministry experience in the following environments:

WEEKEND GATHERINGS & REHEARSALS

Each staff member will gain experience by being part of our weekend teams.

COLLEGE AGE CONNECT

Each staff member will gain experience by leading worship in our College Age Connect environment.

STUDENT MINISTRY

Each staff member will gain experience by leading worship in our Student Ministry environment.

WEEKLY STAFF MEETINGS

Each staff member will have the opportunity to engage in our weekly staff meetings.

ADDITIONAL OPPORTUNITIES

Musical Training

Theological Training

Financial Peace University

Leadership Conferences

Leadership Training and Experience

Character Forums

Personal Coaching & Communication Training

Staff Visioning

Upon successfully completing the 2-year DEVELUP Program, you will be able to transfer, for free, 18 credits toward a Master of Arts in Ministry or Master of Divinity at Lancaster Bible College.

MONDAY – THURSDAY

Each week will consist of personal development, relevant ministry team experience, engagement in various ministry environments, and weekly planning, preparation, and prayer.

SATURDAY – MONDAY

Each staff member will be expected to engage in and attend the weekend gatherings.

*This is a 40-45hr/week position. Each staff member will be provided an entry-level salary, and a benefits package will be made available.

FREQUENTLY ASKED QUESTIONS

1] Who should apply for the Worship Program?

This program is designed for worship leaders who take initiative, are willing to work hard, love to learn, and want to grow in their leadership abilities as they serve in a local Church setting.

2] Can I work a part-time job?

To allow the program to be most effective, part time jobs are not allowed. Our desire is to provide a salary sufficient to meet the basic financial needs of each staff member in the program.

3] When does the DEVELOP program begin?

Each staff member should be moved and ready to start work at LCBC by August 4.

4] What happens once I complete the DEVELOP program?

Completing the program does not obligate LCBC to provide a current or future staff position. However, based on each person's growth and performance, the DEVELOP Program Director may serve as a reference towards a staff position at LCBC or another like-minded church.



PRODUCTION PROGRAM

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The Production Program is 24 months and provides practical training and ministry experience in the following environments:

WEEKEND GATHERINGS & REHEARSALS

Each staff member will observe, serve, and lead in the weekend gatherings across multiple locations.

COLLEGE AGE CONNECT

Each staff member will participate and help lead the audio, video, and lighting experience for College Age Connect.

STUDENT MINISTRY

Each staff member will coach and assist volunteer techs that serve in our Student Ministry environments.

WEEKLY STAFF MEETINGS

Each staff member will have the opportunity to engage in our weekly staff meetings.

ADDITIONAL OPPORTUNITIES

Audio, Video, and Lighting Training

Theological Training

Financial Peace University

Leadership Conferences

Leadership Training and Experience

Character Forums

Personal Coaching & Communication Training

Upon successfully completing the 2-year DEVELUP Program, you will be able to transfer, for free, 18 credits toward a Master of Arts in Ministry or Master of Divinity at Lancaster Bible College.

MONDAY – THURSDAY

Each week will consist of personal development, relevant ministry team experience, engagement in various ministry environments, and weekly planning, preparation, and prayer.

SATURDAY – MONDAY

Each staff member will be expected to engage in and attend the weekend gatherings.

*This is a 40-45 hr/week position. Each staff member will be provided an entry-level salary, and a benefits package will be made available.

FREQUENTLY ASKED QUESTIONS

1] Who should apply for the Production Program?

The production program is designed for anyone who has production interest and a desire to work in a local church setting.

2] Can I work a part-time job?

Yes, each staff member can work a part-time job, but DEVELUP must take priority over any outside work.

3] When does the DEVELUP program begin?

Each staff member should be moved and ready to start work at LCBC by August 4.

4] What happens once I complete the DEVELUP program?

Completing the program does not obligate LCBC to provide a current or future staff position. However, based on each person's growth and performance, the DEVELUP Program Director may serve as a reference towards a staff position at LCBC or another like-minded church.



APPLICATION PROCESS

- Complete LCBC's online DEVELOP Application for the program you're interested in
- Phone interview
- Face-to-face interview(s) with program directors and various LCBC staff members
- Director approval

IDEAL CANDIDATES

Campus Leadership/Worship Programs:

- Recent college graduate with a minimum of a bachelor's degree
- Desire to work in a local Church setting
- Proven leadership ability
- Emotionally healthy and able to work in a fast-paced team environment
- Support of LCBC's Doctrinal Basis and Values

Production Program:

- Recent high school or college graduate
- Desire to work in a local Church setting
- Experience in music or production
- Emotionally healthy and able to work in a fast-paced team environment
- Support of LCBC's Doctrinal Basis and Values



DEVELOP

If you would like to apply or have questions, visit:

LCBCDEVELOP.COM

LCBCCHURCH.COM

