

Glen E. Aubrey

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Ministry Organization Consultant / Leader looking to help guide a growing church to achieve values-driven vision and mission through innovative methods, investment in staff, and creative ministry to the congregation

**Leadership Training • Core Team Creation / Implementation • Teaching • Preaching
Creative Arts Production • Staff Development
Planning/Performance/Evaluation Systems • Tracking/Reporting**

- ✓ **Over 25 years leading and directing executive ministry leadership and core team operations:** in-service presentations including preaching, teaching, music, and arts, outreach development strategies, project management, effective communication techniques, and research and analysis.
- ✓ **Renowned public speaker**, with over **30 years** of professional speaking/business presentation background. Exceptional written, analytical, and communication skills.
- ✓ **Professional musician:** writer and arranger/producer and performer of arts presentations in multiple service applications.
- ✓ **Team builder:** Successfully built over **250 highly-productive leadership and core teams** composed of paid and lay staff in multiple venues and operations.
- ✓ **Ordained minister** since 1982.
- ✓ **Published author:**
 - *Leadership Is—How to Build Your Legacy* (2005)
 - *Industrial Strength Solutions Build Successful Work Teams!* (2006)
 - *Core Teams Work Their Principles and Practices* (2007)
 - *L.E.A.D.—Learning, Education, Action, Destiny* and its accompanying study guide *Leadership Works* (2008)
 - *Arranging Notes* (2008)
 - *Go From the Night (Poetry)—Journeys of Thought, Meditations on Life* (2008)
 - *Lincoln, Leadership and Gettysburg* (2009)
 - *Freedom Light—Expressions of Hope and Evidence (Poetry)* (2009)See www.CreativeTeamPublishing.com and www.amazon.com search: 'Glen Aubrey'.
- ✓ **Published music writer and arranger:** Lillenas Publishing Company (NPH Kansas City, MO), and A.M.S.I.
- ✓ **Music composer and arranger** whose creations are recorded by: Tempo Records, Creative Music Enterprises

**Creative Ministry Teams, Inc. (CMT), El Cajon, CA (www.CreativeMinistryTeams.org) 1998 -Present
President and CEO**

CMT is a 501 (c) (3) ministry serving religious and community-outreach organizations, specializing in helping leaders and core teams of paid and lay staff maximize efficiency, productivity, and process completion. Areas of primary focus: leadership training, core team development, solution provision, communication effectiveness,

creative arts planning and presentation, and internal structure redesign and implementation (values, vision, mission, and message).

- Successfully completed over **350 client servicing projects** in non-profit organizations, fostering significant strategic and enduring results, targeting and improving critical leadership and team development issues. Utilized the needs assessment program he designed, Relationship and Operational Structure Analysis (ROSA) in multiple client applications. Redesigned organizational structures and enhanced management procedures, communication, and service provision through group training and facilitation programs including the Ministry Training Group (MTG) and Music Assistance Program (MAP) processes he created and implemented. **Client base** ranged from non-profit entities with **less than 100 to more than 10,000 attendees, lay volunteers, and paid staff**. For a partial list of clients and endorsements see www.CreativeMinistryTeams.org.
- Orchestrated and facilitated **comprehensive training programs**: conferences, retreats, seminars, and workshops for **thousands of attendees**.
- Proficient in computer usage.

Creative Music Enterprises, San Diego, CA (www.Creative-Music-Enterprises.com) 1979 -Present
Writer, Arranger, Orchestrator, Producer, Professional Pianist

CME is a **music production** company that has conducted **over 1,500 client projects**: non-profit, for-profit, private, and commercial. Primary concentrations: original writing, arranging, orchestration, studio production, and performance, virtually all styles.

- Composed and arranged **over 3,000 songs of multiple genres**.
- Provided voice-over talent in TV and radio applications.
- Produced numerous albums and hundreds of recording projects.
- Oversaw multiple live productions for theater, community service organizations, colleges, and churches utilizing Programming Arts materials he created, training teams in music, media, drama, technical services, support services, artistic direction, and administration.
- Fostered innovative arts communication techniques for non-profit organizations in the United States: California, Oregon, Arizona, Tennessee, Texas, Virginia, and Washington D.C., and internationally in the Philippines, Israel, Belgium, Holland, and Great Britain.
- Possesses **in-depth knowledge of music structures, performance, and programming techniques**.
- Arranges music without the use of a piano or other audible input.

EDUCATION, CERTIFICATIONS, and AFFILIATIONS:

Azusa Pacific University, Azusa, CA: BA, Religion

Ordained Minister through Creative Ministry Teams (current)

Board Member Christian Community Theater (1987 – 1993)

SESAC (since 1977)

PERSONAL:

I desire to be a catalyst and implementer of positive change. Ministry is a passion. I understand I serve God best by investing in His people most. I enjoy traveling, especially to Gettysburg, Washington D.C., Europe, and the Middle East. I observe and appreciate multi-cultural experiences. I am fulfilled when conducting conference center presentations, participating in speaking engagements, walking, bicycle riding, being alone and with family or close friends. I listen and value classical music (live or recorded, especially Mozart), profound religious artistic works, as well as enduring modern and pop music performances. I relish providing music to listeners who desire and appreciate it. I thoroughly enjoy reading. I fully engage in creatively stimulating conversations on uplifting topics, listening and responding to other people's well thought-out perspectives. I thoroughly enjoy a great football or baseball game. I am a student and teacher, a follower and leader.