



DOUGLAS DALE WELCOME

make things • build people

Washington, DC • SF Bay Area, CA



Relevant Experience

✉ iam@douglaswelcome.com

☎ 619.302.7528

📶 douglaswelcome.com

SOFTWARE

- Adobe Creative Suite
Photoshop, Illustrator, InDesign,
Premiere, Audition, Dreamweaver
- A/V Production
MIDI protocol, Protools, Logic,
Ableton Live, Main Stage, Final
Cut, ProPresenter
- Self Hosted CMS for Web
Drupal, Joomla, Wordpress,
Blackboard, Moodle
- Web Development
CSS, PHP, JS, and HTML
- Data Visualization
Mapbox and CartoDB
- Microsoft Office Suite

HARDWARE

- Project Sustainability
- A/V Systems and Installation
- Theater Lighting Design and
Installation
- Networking/IT
- Hardware Design and Prototyping
with Microcontrollers and Discrete
Circuits
- Electrical, Plumbing, Construction,
and Fabrication

PROFESSIONAL AFFILIATIONS AND SERVICE

- Society for Music Theory
- Music Theory Society for the Mid-
Atlantic; Student Representative
- International Society of Bassists
- College Music Society
- Wesley Foundation-Univ. of
Maryland; Board Member

EDUCATION

BM, Bass Performance, 2008;

Magna Cum Laude,

Point Loma Nazarene University

MM, Jazz Studies, 2012;

San Diego State University

Grad. Studies, Music Theory, 2015;

University of Maryland

CREATIVE DIRECTOR/ MUSIC DIRECTOR

Winter 2014 - Summer 2016

InspireDC/The Table Church: Washington, DC

- Developed a cohesive organizational creative aesthetic and brand while overseeing implementation across three worship service locations and times
- Produced various marketing campaigns through digital and print graphics, media tool kits, promotional videos, and social media strategies. These projects included the:
 - “Be Rich” giving campaign, resulting in the increase of the annual budget by 36%
 - “Easter Sunday” campaign which resulted in a 76.4% increase in attendance with a sustained 23.5% increase over the next 3 months
 - “Community Group” campaign increasing program involvement by 30%
- Recruited and collaborated with volunteer teams for ongoing creative projects, including: music, graphic design, web design and development, film making, photography, interior and stage design, and A/V tech
- Cultivated a leadership infrastructure for creative arts teams to train and recruit new volunteers at all locations
- Managed worship service planning and scheduling in collaboration with church leadership
- Spearheaded a creative arts team manual, outlining team vision and values as they align with the organization’s overall mission
- Streamlined and standardized worship service logistics to facilitate on-boarding new team members
- Collaborated and strategized with community leaders to launch and lead a new multiethnic worship service representative of the surrounding neighborhood’s diversity
- Planted and fostered relationships with musicians and artists who are connected with the larger Washington cultural scene

GRAD COORDINATOR: AMERICA COUNTS

Summer 2012 - Summer 2015

Leadership and Community Service Learning, University of Maryland: College Park, MD

- Trained and coordinated approx. 150 college student math mentors who served approx. 300 elementary students at 8 different public schools in Prince George’s County, MD
- Fostered a team of 20 student leaders by designing and leading regular retreats, reflections, and strengths-based leadership workshops
- Formulated and implemented a training track focused on elementary math pedagogy, broad issues concerning education policy, and leadership development, and facilitated individual feedback sessions to further student reflection and growth
- Collaborated on a 16-month project to produce eight competency rubrics for student development curriculum and program assessment
- Produced training videos and launched online training modules for mentor development
- Built and maintained relationships with partner school faculty and administration
- Orchestrated Maryland Counts Day each spring, which included hosting approx. 300 America Counts elementary school students and staff to the university and partnering with other departments on campus to develop college and career readiness activities



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MUSIC FACULTY

Fall 2011 - Summer 2013

Capitol Hill Arts Workshop: Washington, DC

- Designed and developed a pedagogical website to engage students and to bolster communication with parents
- Developed and taught curriculum for child and adult music courses, including instrument making, rock band camp, electronic studio music, and private instruction

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INSTRUCTOR & SHOW DIRECTOR/PRODUCER

Fall 2011 - Summer 2013

School of Rock: Washington, DC

- Directed and produced seasonal shows, including auditioning students and directing rehearsals, and programming material for a two-hour production

GRADUATE ASSISTANT, JAZZ STUDIES

Fall 2010 - Spring 2011

San Diego State University: San Diego, CA

- Directed undergraduate jazz combo, including developing student musicians, facilitating rehearsals, and programming concert material
- Designed online course components for MUSC151, including writing test bank questions commissioned by McGraw-Hill for David Lee Joyner's *American Popular Music* and creating and uploading multimedia content onto Blackboard

ACCOUNT EXECUTIVE

Fall 2008 - Spring 2009

Fuel Power Marketing, San Diego, CA

- Managed client communication, including accounts payable and receivable
- Facilitated new marketing campaigns, including brand creation and design projects
- Boosted customer support services and streamlined communication regarding product and marketing strategies
- Initiated sales process with new clients by prospecting, scheduling appointments, making initial presentations, understanding business needs, developing proposals, closing sales



Courses Taught

MUSC141: MUSIC FUNDAMENTALS

SU 2013, FA 2014

University of Maryland

A hybrid lab/classroom course where students learn fundamental music theory concepts and apply them through guided and peer reviewed composition projects.

EDCP318: APPLIED LEADERSHIP IN AN EDUCATIONAL CONTEXT

FA 2012 - SP 2014

University of Maryland

An undergraduate course that through the combination of analyzing of educational policy and first-hand experiences in the classroom, student learn to practice leadership for positive social change in the context of the Prince George's County Public School System.

GUEST LECTURE: RESEARCH METHODS AND PROCEDURES

SP 2012 - SP 2014

Washington Journalism Center

An introduction workshop to academic research, including developing a topic, viable research questions, and proposing and defending a researched argument.

MUSC151: INTRODUCTION TO AMERICAN POPULAR MUSIC

FA 2010, SP 2011

San Diego State University

An online/lecture hybrid survey of American popular music and the relevant social and political issues as they pertain to cultural context.