



Recommendation of the Music Committee to the Personnel Committee for the Hiring of Zack Ross as Minister of Music (Organist/Choirmaster)

Upon Jake Mauk's recent resignation as Minister of Music, the Music Committee realized that its task of finding an individual with gifts and qualifications comparable to Jake's would be daunting. Lakeside has been fortunate to have Jake and organist Zack Ross as a dynamic music duo at Lakeside over the past few years. Their combined talents have strengthened our music program immeasurably.

Shortly after Jake's resignation, Zack Ross expressed to Dr. Grammer and the staff his interest in becoming Lakeside's next Organist/Choirmaster and Minister of Music. The Music Committee soon came to appreciate that he is highly qualified for the position. During his career before coming to Lakeside as our organist in 2023, Zack held positions as Organist/Choirmaster, accompanist, or conductor for various churches and choral ensembles. He holds a degree in Sacred Music and Choral Conducting from Westminster Choir College, an increasingly rare accomplishment, as so many of these programs unfortunately are being phased out of existence. His interest and skill in liturgy have been apparent to us and to the staff as he has led our congregation in worship through both music and spoken word during his tenure at Lakeside.

After interviewing Zack at length, the Committee found him to be excited about the possibilities ahead for music at Lakeside. He has promised to continue the tradition of musical excellence brought by Jake and our previous leaders while also nurturing the growing musicianship of our children and meeting the challenges of both conducting and accompanying our adult volunteers and choral scholars.

In addition to his considerable qualifications, Zack considers Lakeside not just a job but his church home, and he is well-loved by the staff, choir, and congregation. A native of Eastern NC and a graduate of NC State, he and his partner Philip Davis reside in Stantonsburg, and he has expressed his desire to remain in the area long-term.

Because the Music Committee finds him admirably up to the task of continuing the legacy of musical excellence at Lakeside, we unanimously and enthusiastically recommend the hiring of Zack Ross for the position of Lakeside's new Minister of Music (Organist/Choirmaster) for the duties that are included in the attached job description.

Music Committee:

Carol Lucas, Chair
Will Underwood, Vice Chair
Leslie Paszek, Secretary
Jim Ashby
Sue Bulluck

Teresa Herring
Patsy Marshburn
Jason Schodt
Marion Weathers

May 12, 2026