

The River is a vibrant and diverse congregation located in downtown Kalamazoo, MI. With approximately 250 regular members, we are committed to fostering a welcoming community where individuals can grow spiritually and engage meaningfully in worship.

### JOB DESCRIPTION:

We are seeking a passionate and talented Worship & Connections Pastor to lead our congregation in authentic worship experiences while also facilitating connections and integration within the church community. The ideal candidate will have a deep understanding of Reformed theology, possess creativity in worship leadership, and demonstrate relational skills to help individuals connect and belong within the church.

### QUALIFICATIONS:

- An evident and thriving relationship with Jesus Christ and a passion for the local church.
- Minimum of a Bachelor's degree in theology, pastoral ministry, counseling, or a related field is preferred.
- Previous experience (3+ years) leading worship in a church setting, preferably within a Reformed tradition.
- Proficiency in vocal and instrumental music, with the ability to lead congregational singing and mentor other musicians.
- Strong organizational and communication skills, with the ability to work collaboratively in a team environment.
- Familiarity with audio, video, and lighting technology used in contemporary worship settings.
- A heart for pastoral care and a desire to shepherd and disciple worship team members.
- Previous experience or training in pastoral care, counseling, or connection ministry is preferred.
- Demonstrated ability to build relationships, connect with people from diverse backgrounds, and foster a sense of belonging within a community.

### RESPONSIBILITIES:

#### WORSHIP PASTOR:

- Lead and oversee all aspects of the worship ministry, including planning, organizing, and executing weekly worship services.
- Collaborate with the pastoral team to ensure that worship aligns with series themes as well as the overall vision and mission of the church.

- Recruit, train, and mentor worship team members, including musicians, vocalists, and technicians.
- Develop and maintain a diverse repertoire of worship songs that appeal to the congregation and reflect theological richness.
- Foster an atmosphere of excellence in worship by continually improving the quality of music, sound, and visuals.
- Provide pastoral care and spiritual support to worship team members, nurturing their personal and spiritual growth.
- Lead rehearsals and coordinate schedules for worship team members and volunteers.
- Stay informed about emerging trends and best practices in worship ministry, incorporating relevant elements into worship services.
- Participate in pastoral duties such as preaching, teaching, and pastoral care as needed, in collaboration with the lead pastor and pastoral staff.
- Engage with the congregation, building relationships and encouraging participation in worship and other church activities.
- Oversee the management of worship-related budgets and resources.

#### CONNECTIONS PASTOR:

- Develop and implement strategies for fostering connections and relationships within the church community, helping individuals feel welcomed, valued, and included.
- Serve as the primary point of contact for newcomers, providing information about church programs, ministries, and opportunities for involvement.
- Facilitate newcomer assimilation processes, including orientation classes or events, to help individuals learn about the church's history, mission, and values.
- Connect newcomers and existing members with appropriate resources, support systems, and community groups within the church.
- Follow up with newcomers and visitors to provide pastoral care, support, and encouragement as they explore their faith journey and involvement in the church.
- Collaborate with church leadership and ministry teams to ensure that individuals are connected to meaningful opportunities for service, discipleship, and spiritual growth.
- Maintain accurate records of connections and involvement within the church community, tracking progress and identifying areas for improvement.
- Foster a culture of hospitality and inclusion within the church, encouraging existing members to embrace and support newcomers in their journey of faith.
- Collaborate with the pastoral team to develop and implement strategies for fostering a sense of belonging and community among members.

THIS POSITION IS FULL TIME & REPORTS TO THE LEAD PASTOR