

**HIGHLIGHTS**

- Emphasis on the strategic integration of **community and technology**
- Extensive **media strategy** experience from executive management to engineering
- Created and managed a professional **media production** department for over ten years
- Co-founded **non-profit corporation** dedicated to community Internet access and networking

**EDUCATION**

- Master of Divinity, May 2006, D.V.**  
Calvin Theological Seminary, Grand Rapids, Michigan
- Master of Arts in Telecommunication Media Arts, August 2003**  
Michigan State University, East Lansing, Michigan
- Bachelor of Arts in Telecommunication, May 1989**  
Calvin College, Grand Rapids, Michigan

**MINISTRY EXPERIENCE**

- Calvin Institute of Christian Worship**, Grand Rapids, Michigan, 2002-2006  
Concurrent Internship: worship media research, writing, and lecturing; occasional projects  
See also [www.LeadingWithLight.com](http://www.LeadingWithLight.com)
- Jubilee Fellowship Christian Reformed Church**, St. Catharines, Ontario, 2004  
Summer Assignment: preaching, pastoral care, worship media initiative
- Pine Rest Christian Mental Health Services**, Cutlerville, Michigan, 2005  
Summer CPE: Chaplain for Children & Adolescent unit and Adult outpatient unit
- Seymour Christian Reformed Church**, Grand Rapids, Michigan, 2003-2006  
Volunteer: Marriage class, Premarital counseling, *Alpha*, Liturgy planning & leading, Youth teacher

**MEDIA EXPERIENCE**

- Senior Product Manager and Business Development Manager, Avid Technology Inc**  
Tewksbury, Massachusetts, 2000 to 2002 ([www.avid.com](http://www.avid.com))
  - Served **multiple leadership roles** on AvidProNet, an ASP services development team
  - Managed \$2M budget for **marketing communications** programs and personnel
  - Managed direct reports, recommending salary, promotion, and termination decisions, conducted performance evaluations, and encouraged staff development
  - Served as **Editor-in-Chief** for on-line magazine on AvidProNet.com
  - Managed potential **partner relationships** and evaluated technology in **business development**
  - Developed **digital marketplace initiatives** for business-to-business exchange
  - Evaluated customer requirements and analyzed workflow needs to **design and deliver products**
  - Managed **customer relationships** in entertainment, advertising, post, and broadcast markets
  - Represented company in **public relations and speaking** opportunities
  - Participated in high-level direct sales calls and RFP responses with **high-profile customers**, including Sony Pictures, Warner Brothers, DIC Entertainment, HBO Productions
- Media Production Manager, Calvin College**  
Grand Rapids, Michigan, 1995 to 2000 ([www.calvin.edu](http://www.calvin.edu))
  - Management*
    - Provided **enterprise-wide vision** and strategy for electronic media
    - Managed **production facilities** for both web development and video production
    - Hired, trained, and supervised **web development** team, video crew, and producer team
    - Administered **budget** and other management functions
  - Production*
    - Consulted with both **in-house and external clients** to determine communication needs
    - Developed **user-driven strategies** according to client needs and resources
    - Produced a variety of **media projects** including:
      - Corporate web site, departmental sub-sites, special event sites

- Video informational, training, and promotional programs
- Television commercials, discussion programs, and talk show series
- Live event production, reinforcement, and capture
- Supported video production classes and seminars

**Technical**

- Led **corporate Web development team** through several redesigns
- Developed **multi-media authoring systems** (HTML, still & streaming media)
- Developed plan for campus-wide **multi-media production**
- Converted video facilities to **digital recording and post-production**
- Designed & installed basic **non-linear video editing** system

**Board of Trustees Member, GrandNet, Inc.**

Grand Rapids, Michigan, 1996-1999 ([www.grandnet.org](http://www.grandnet.org))

- Developed an integrated agency for community networking
- Founded area's first web professionals association (GrandNet Web Professionals)
- GrandNet sponsors a civic web site, educational conferences, and various user groups

**President, FreeNet Services, Inc. Board of Directors**

Grand Rapids, Michigan, 1994-1996 ([www.grfn.org](http://www.grfn.org))

- Organized 501(c)(3) corporation dedicated to community networking
- Wrote by-laws
- Negotiated merger with likeminded 501(c)(3)
- Recruited strategic members for Board of Directors

**Video Producer, Calvin College**

Grand Rapids, Michigan, 1989 to 1995 ([www.calvin.edu](http://www.calvin.edu))

- Produced, scripted, directed, and edited a variety of video projects
- Hired, trained, and supervised production team
- Developed policy manual, records system, and resource library
- Designed & installed hybrid linear/non-linear video editing system
- Designed and installed analog multi-format A/B-roll video editing system
- Designed and supervised video studio control room renovation
- Supported video production classes and seminars

**Founder and moderator, Avid-L on-line community**

<http://www.avid.com/community/maillist/index.html>, 1994-present

- Established world-wide community of professional video & film editors

**PUBLICATIONS**

*Leading With Light: Worship Media as Liturgical Practice* [Online Weblog].

<http://www.LeadingWithLight.com/>

"Leading with Light: Practical Ideas for Using Video Projection in Worship." *Reformed Worship* 76 (2005).

"The CRC and Christian Day Schools: A Short History of Principles and Practice." *Stromata* 46 Winter 2005.

"First Things First." *Reformed Worship* 71 (2004).

"Projectors in Worship." *Reformed Worship* 72 (2004).

"Sectarianism and Canonization: Qumran to Yavneh." *Stromata* 45, Winter 2004.

"Silver Screen, Sacred Story: Using Multimedia in Worship (Book Review)." *Reformed Worship* 71 (2004).

"Visual Media Technology in Christian Worship." Thesis (M.A.), Michigan State University, Dept. of Telecommunication, 2003.

"The Commonwealth Gets Connected" *Hotwired* (<http://www.hotwired.com/>) 1995. Available at <http://www.koster.com/hotwired/>

"The Phone Companies' Worst Nightmare" *Hotwired* (<http://www.hotwired.com/>) 1995. Available at <http://www.koster.com/hotwired/>

**- Professional references available on request -**