

RIVERVIEW CHURCH MINISTRY ACTION PLAN

Worship Pastor

Primary Area of Focus - Worship and Music Team Leadership

Updated - 8/31/2026

Rules of Engagement

1. Meet regularly with the Executive Director and Lead Pastor to ensure alignment, update progress, and discuss new initiatives
2. Maintain confidentiality as required for the organization
3. Be prepared for and attend all required meetings
4. Make decisions based on the best interest of the Gospel and Riverview Church
5. Lead worship as a pastor first and a musician second — the goal of every service is a congregation engaged in worship, not an audience watching it
6. Ensure the music in our services is theologically robust, casually excellent, singable, and carries a pastoral fingerprint
7. Always be looking for opportunities to serve others as well as the church at large

ROLES.	RESULTS. What does success look like?	RESPONSIBILITIES. What actions produce results?
Lead Worship Leader	• The congregation sings; participation (not performance quality) is the primary measure of a service's worship • Song selection leans God-ward and is theologically rich, tied to the sermon text, and consistent enough across weeks and venues that the congregation can learn and own the songs • Worship carries appropriate sacred weight (communion, corporate prayer, scripture, and moments of reflection are integrated thoughtfully) • Services have room for flexibility; excellence serves presence	• Serves as the primary worship leader at the Holt venue, leading 2–3 weekends per month • Leads worship at each of the other venues at least once per quarter, maintaining relational presence and consistent worship culture across all of Riv • Prepare and lead worship sets that flow from the preached text, introducing songs in ways that point the congregation to who God is • Model the difference between leading worship and performing music • Curate and regularly evaluate song list for theological alignment, singability, and congregational engagement • Balance musical variety (a Riv value) with the consistency the congregation needs to participate and be able to articulate where that line is and why • Lead and collaborate with the Worship Design Team so music and message form one service, not two segments
Worship Culture & Philosophy	• Riv has a written, articulated philosophy of worship (what it is, who it's for, and what it's meant to produce) and every band leader, musician, and tech volunteer can state it • Each venue has a designated, developed Worship Leader who owns worship at that venue, leads 2-3 times a month, and is accountable to the Worship Pastor • Worship leaders are being developed and	• Write the worship philosophy in year one, in collaboration with the Lead Pastor and teach it relentlessly to every band and tech team • Identify, appoint, and develop venue-specific Worship Leaders; meet with them regularly for coaching, feedback, and care • Build and run a worship leader development pathway (theological

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	musicians are trained into leaders through intentional coaching, mentorship, and theological formation • A regular service evaluation process exists: services are reviewed, feedback reaches the people who plan and execute, and the people executing services have a voice in planning them • Worship quality and philosophy are consistent across venues while allowing each venue appropriate local expression	training, song introduction and transition coaching, platform leadership) that turns musicians into leaders • Lead band leader meetings and retreats with feedback for continual improvement • Work with the Worship Design Team to close the gap between what was planned and what happened • Work with the tech and production teams to clarify live-flex authority: who may adjust what, when, so services can breathe without losing coherence • Develop, cast vision for, and train the next generation of young leaders.
Pastor of Musicians	• The volunteer musicians and worship staff across Riv's venues are known, shepherded, and cared for • Musicians understand their serving as ministry and can articulate how music communicates theology • The volunteer musician pipeline is healthy: new musicians are continually recruited, onboarded, and developed; no venue or service is chronically strained • Burnout is watched for and addressed; serving loads are sustainable • Spaces and pathways exist for musicians' spiritual growth, informal discipleship, and leadership development	• Know the musicians by name, story, and spiritual condition • Build rhythms of care: check-ins, prayer, presence at rehearsals across venues, availability in crisis • Recruit and train new volunteer musicians continually, with specific attention to venues and services under strain • Create discipleship and development pathways for musicians beyond their platform role • Oversee the worship staff with regular check-ins, training, and collaboration
RivMusic & Community Presence	• RivMusic continues producing original songs and arrangements that serve congregational worship first; releases exist to give the church songs to sing, and their quality reflects well on Riv • Riv maintains a genuine, appropriately-sized presence in the Greater Lansing music community	• Write, arrange, and produce original music as capacity allows, prioritizing songs the congregation can sing on Sunday • Maintain relationships with local musicians and selected community partnerships • Keep RivMusic Studio available as a resource for church-focused projects • This role is secondary to weekend worship, venue leader development, and musician care