

STEVEN J. KOSTER

631 Mulford Dr SE
Grand Rapids, MI 49507
(616) 247-3911 Home
(616) 481-2687 Mobile
kosta@koster.com

HIGHLIGHTS

- Extensive **media strategy** experience from engineering to executive management
- Created and managed a professional **media production** department for over ten years
- Provided enterprise-wide **vision and strategy** for electronic media
- 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 http://koster.typepad.com/leading_with_light/

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)

- 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)

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)

- 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)

- 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
- Developed budget and fund-raising plan

Video Producer, Calvin College

Grand Rapids, Michigan, 1989 to 1995 (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 [Web Site Blog].

http://koster.typepad.com/leading_with_light/

"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 -