

City

With a vibrant arts scene, diverse dining, and abundant outdoor recreation, Kalamazoo is a dynamic and welcoming place to call home. The presence of Western Michigan University, Kalamazoo College, and Kalamazoo Valley Community College infuses the city with energy, diversity, and opportunity. Located just a short drive from the shores of Lake Michigan, Kalamazoo offers an exceptional quality of life for young professionals and families alike.

Mission

Lighthouse Community Church exists to **know God and show God** by making disciples of Jesus Christ. We do this by helping people connect to **God, Community, and Purpose**.

Staff Culture

The Lighthouse staff is a dynamic, fun, and mission-driven team passionate about helping people experience the love of Jesus. We believe that love transforms lives—and ultimately the world. We pray together, laugh often, lead boldly, and work with purpose. If that excites you, you'll fit right in.

Position: Community Pastor/Director

Full-Time (Approximately 40 hours/week)

Reports to: Lead Pastor

Position Overview

The Community Pastor/Director provides vision, leadership, and strategy to help people of all ages become fully integrated into the life and mission of Lighthouse Community Church.

This role focuses on helping people **connect, belong, and grow**—both within the church and out in the community—by building strong systems, developing leaders, and creating clear next steps for spiritual growth.

What You Bring

- A vibrant and growing relationship with Jesus
- A commitment to excellence with a positive, can-do attitude
- Strong verbal, written, and interpersonal communication skills
- A team-first, servant-hearted mindset
- A builder's mentality—you create and improve, not just maintain
- Self-motivation and strong initiative

Additional Expectations

- Active participation in the life of the church, including small groups
- Faithful tithing to Lighthouse Community Church

Preferred Qualifications

- Licensed or ordained in The Wesleyan Church
- Entrepreneurial mindset with a passion for innovation
- Strong evangelistic heart
- Gifted communicator

Key Responsibilities

1. Leadership & Ministry Oversight (50% | 20 hours/week)

Reach People in the Community

- Develop and lead local outreach strategies and partnerships
- Plan and execute church-wide community serve events (4x per year)

Connect People to Community

- Oversee Hospitality, First Impressions, and connection environments (including “The Hub”)
- Lead Sunday morning connection strategies:
 - Volunteer pre-service huddles
 - Guest engagement and next steps
- Develop and grow small groups and community pathways

Strengthen People in Their Faith

- Oversee and develop “Discover” environments, such as:
 - Discover Lighthouse
 - Discover Jesus
 - Discover Baptism
 - Discover Membership
 - Lead, care for, and develop all teams within your areas of responsibility
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2. Planning & Team Development (10% | 4 hours/week)

- Recruit, onboard, and train new team members and leaders
- Coordinate scheduling and communication (Planning Center, email, etc.)

- Develop and prepare curriculum as needed
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3. Staff Responsibilities (20% | 8 hours/week)

- Participate in all-staff and supervisory meetings
 - Maintain consistent and timely communication (within 24 hours during the workweek)
 - Assist with additional pastoral duties as needed (visitation, weddings, funerals, preaching)
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4. “Choose Your Own Adventure” (20% | 8 hours/week)

We value your unique gifting. You'll have the opportunity to lead or develop an additional ministry area based on your passions and strengths. Examples include:

- Sports Ministry
 - Tech / Media / Video
 - Other areas you're excited to build
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Compensation

Salary is competitive and based on education and experience.

To apply, please send a cover letter and resume to riley@mylcc.church