PASTOR OF DISCIPLESHIP AND COMMUNITY
Mosaic Christian Fellowship
Northvale, NJ
Population of City
4,500

Population of County
932,202

Community Overview
Our local area is a small town suburb. Our county is known as one of the most densely populated Asian communities in the U.S. and also one of the most densely populated regions in the country overall. We are an upper-middle-class neighborhood with some pockets being very upper class. We are in the shadows of NYC and many people are dual-identity (suburb and city).

Why People Like Living Here
Northvale has some of the best schools in America and a suburban, safe life. The community is based around raising children and is very close to New York City for commuting to the city.

Church History
Mosaic started as an English ministry to the largest Korean Church (4,000-5,000 members) in Bergen County. The English ministry had a revolving door of pastors (no real issues, but personal issues and decisions caused pastors to move on). The ministry drew much of its identity from the Korean Church and they were looking for a long-term pastor for a long time. The church has been in rapid development in the past 5 years since hiring the current pastor: developing a small group system, starting a discipleship program, and setting up its first deacons. We are in the late stages of establishing our first elder session.

Vision, Mission, Values
Reach, Embrace, Disciple. These three words encompass our vision. While these words were only instituted this year (2020), we are now in the process of making this our DNA. Our values in doing so are Bible-based, Gospel-centered, and Movemental & Missional.

Average Weekend Attendance
220-250

Attendance Trend
Growing
Overview of Weekly Worship Gathering
We have two services. The first service is smaller and more intimate. The music is contemporary (Hillsong-y) and the preaching is exegetical but heart-focused. Tim Keller is a big influence along with the Gospel Coalition. We are Presbyterian but with a lighter liturgy.

Tell Us About Your Facility
We have a brand new building that we share with the Korean Mother church. We have a section of the new 80,000 square foot facility that seats around 300 people with various rooms for meetings and children’s ministry space.

Overall Budget (this fiscal year)
$520,000

Overall Long-Term Debt of the Church
0

Denominational Affiliation and/or other Partnerships
KPCA

Governance & Polity
Presbyterian

Current Paid Staffing Level
• Lead Pastor (full time)
• Associate Pastor (half time)
• College & Media pastor (half time)
• Children’s Director (part-time)

Major Ministries of the Church
Small groups; community-specific groups (women’s, men’s, married couples, family groups); discipleship; outreach; missions committee; children’s ministry; welcoming committee; worship team; college ministry; and media

Outreach Programs Overview
Local:
• VBS Outreach
• Senior Home
• Town Outreach Events
• Food Pantry
• New York City Outreach

International Missions:
• Morocco projects
• China Missions
• Bulgaria church plant partnership
• Tunisia (in process)

In the most generic sense, how would you describe your church theologically?
Evangelical - Conservative

Published Theological Statement
We are working on that but it is similar to the gospel coalition. One thing we would add is that our denomination tends to be slightly more open in the fact that they allow for women ordination. In submission to the denomination, we also allow for women elders and pastors but we have not yet had any. We are open to both.

What theological hills will you die on?

Hot-Button Social/Cultural Issues for Your Church
On most hot button issues we fall on the conservative side except women ordination.

Biggest Church ‘wins’ in last 18 months?
• Becoming an Independent Church
• Establishing a second service
• Discipleship Program up and multiplying fast
• Deacon Ordination and Installment
• New staff hires
• Elder training and Elder elections
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Biggest Opportunity for Your Church in the Next 12 Months
- Becoming a missional church (mobilizing our people)
- Reaching our community in Northvale/Norwood
- Discipleship becoming core to our values
- Church planting in Hoboken/Jersey City/Edgewater area

Church’s Biggest Challenge for the Future
- Lack of missional movement in members
- Discipleship still a foreign concept for many
- Diversifying beyond the Korean-American population
- Quality control for growing leadership
- Discipling young people well
- Developing a community for older members (45+)

Title of Position You Are Hiring
Pastor of Discipleship and Community

Category of Hire
Associate Pastor

Full Time Position?
Yes

Overall Description of this Position
The Pastor of Community and Discipleship will lead, organize and galvanize the spiritual community of Mosaic for discipleship and mutual spiritual growth. He/She will be the in charge of leading and equipping the pillar ministries of our church: discipleship and small groups.

Reporting Relationship
This person will work in tandem with the Lead Pastor. The Lead Pastor is the Lead Pastor, but we are seeking someone who can serve more of a partner than a disciple. All pastors work with and are supervised by the Session.

Goals and Expectations
- Develop our discipleship ministry into a strong and vibrant ministry (currently 60 people involved in discipleship with some strong mentors but need direction and equipping)
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- Develop our small group leaders. We currently have small group leaders. In the first year we are really looking for the pastor to love and befriend the leaders. Future goals involve development and expansion.
- Family Groups: Create and develop family small groups where parents can grow in the gospel and learn about spiritual formation.

Do you have a job description for this role

Job Summary: The Pastor of Community and Discipleship will lead, organize and galvanize the spiritual community of Mosaic for discipleship and mutual spiritual growth.

Requirements
- 3+ years of full-time ministry experience
- A love for working in teams and seeing teams thrive more than individual success
- Enthusiasm and energy that comes from an excitement to serve the Lord! Enthusiasm and passion are contagious on a small staff like ours. The opposite is also contagious.
- An open heart to become close teammates with staff and church members
- Spirit led and prayerful in approach to ministry
- Tendency to engage problems creatively and solve problems with perseverance
- An excitement for learning and growth in staff meetings
- An excellent team builder
- A drive to work hard derived from conviction from the Lord
- A desire to become a part of the body of Christ at Mosaic Christian Fellowship
- A passionate conviction of Christ’s call for the church to make disciples
- Seminary degree required
- Ordination preferred but not required

Responsibilities

Discipleship
- Train and equip discipleship mentors alongside of Senior Pastor
- Train and equip disciple makers to make disciples who are on mission
- Lead one of the discipleship groups and set an example of disciple-making
- Work with elders to develop next stages of discipleship ministry

Small Group Ministry
- Shepherd, lead and guide small group leaders
- Create a system of recruiting and training new small group leaders
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- Train and equip small group leaders for embracing the community
- Create and execute a plan to incorporate members into existing groups
- Plan quarterly large group meetings alongside of small group leaders
- Further develop small group ministry to reach more congregants

Community Groups
- Oversee leaders of life-stage specific such as Men’s Group, Women’s Group, Married Couples Group and Young Men’s Group
- Craft life-stage specific equipping for each community-specific group
- Provide spiritual care for leaders of community groups

Family Discipleship & Community Building
- Family Groups: Create and develop family small groups where parents can grow in the gospel and learn about Spiritual formation
- Parent Training: Provide space and training for parents to be formed as godly parents
- Pastoring Parents: Pastor parents through the trials and joys of gospel centered parenting

Preaching (monthly)
- Preach once a month on average
- Expositional preaching from the Bible
- Christo-centric sermons preached to the heart

Presiding Worship
- Preside Sunday Sabbath Worship
- Organize worship with Lead Pastor, Worship Team and Media Team

Counseling and Spiritual Guidance
- Provide spiritual guidance for congregation members
- Strive to meet with at least two church members a week (three at the beginning to get to know the congregation)

Educational Preferences
Seminary Degree REQUIRED
Ordination PREFERRED
Reformed in Theology
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Denominational Affiliation
Not important, but Reformed

How important is geographical location to you?
Not important

What skills are you looking for specifically?
- Relational and Organized
- Goal Oriented
- People Mobilizer
- Team Builder

What technical abilities (if any) are required?
None

Equipper or Doer?
Equipper

Attractional vs. Missional
Attractional

Budget Area Supervision
$50,000 - $60,000

Personal Characteristics Desired
- A love for working in teams and seeing teams thrive more than individual success
- Enthusiasm and energy that comes from an excitement to serve the Lord! Enthusiasm and passion are contagious on a small staff like ours. The opposite is also contagious.
- An open heart to become close teammates with staff and church members
- Spirit led and prayerful in approach to ministry
- Tendency to engage problems creatively and solve problems with perseverance
- An excitement for learning and growth in staff meetings
- An excellent team builder
- A drive to work hard derived from conviction from the Lord
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- A desire to become a part of the body of Christ at Mosaic Christian Fellowship
- A passionate conviction of Christ’s call for the church to make disciples

What would immediately disqualify someone?
- No seminary training
- Out of context
- Not relational
- Not an equipper

Urgency
Immediately

Other “Must Have” Skills
- Team Builder
- Equipper
- Can lead families
- Organized

Other “Nice to Have” Skills
Good preacher

Finally...
- Reformed but relational pastor that can lead the staff while the lead pastor is gone
- A mobilizer of ministries and loves to open his/her home to people.
- Someone who loves to learn in groups and training gives him/her energy
Public Job Posting
Pastor of Discipleship and Community
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Mosaic Christian Fellowship in Northvale, NJ, is in search of a Pastor of Discipleship and Community. This person will lead, organize and galvanize the spiritual community of Mosaic for discipleship and mutual spiritual growth, overseeing small groups and preaching about once per month. They are looking for a relational leader who is passionate about Christ’s call to the church to make disciples.

What you’ll be doing:
• Train and equip discipleship mentors alongside of Senior Pastor
• Train and equip disciple makers to make disciples who are on mission
• Shepherd, lead and guide small group leaders
• Preach once a month on average
• Provide spiritual guidance for congregation members

Skills you need to have:
• A love for working in teams and seeing teams thrive more than individual success
• Enthusiasm and energy that comes from an excitement to serve the Lord!
• Spirit-led and prayerful in approach to ministry
• Excellent team-building skills
• A passionate conviction of Christ’s call for the church to make disciples
• Seminary degree preferred

Northvale, NJ is a small-town suburb close to New York City where many people in the community work. Northvale is a family-based community with some of the best schools in America while being a safe place to live. They one of the most densely populated Asian communities in the country and Mosaic Christian Fellowship started as an English ministry in a large Korean church.

Does this sound like a place you’d like to serve? Apply below:

http://www.chemistrystaffing.com/mosaic-christian-fellowship-discipleship-pastor