



**CHEMISTRY**  
STAFFING

# **CHURCH & CANDIDATE PROFILE**

**EXECUTIVE PASTOR**  
Zarephath Christian Church  
Zarephath, New Jersey

# EXECUTIVE PASTOR

## Zarephath Christian Church

Zarephath, New Jersey



### Population of City

68,578

### Population of County

346,875

### Community Overview

Franklin Township, NJ is considered part of Central NJ in Somerset County. Zarephath is one of the communities that make up Franklin Township and is home to ZCC. Franklin is the 19th most populous community in NJ, with easy access to both the NY and Philadelphia metropolitan areas.

### Why People Like Living Here

Central New Jersey offers a diverse portfolio of activities for individuals and families alike. The Jersey Shore is certainly one place everyone enjoys, and there are plenty of beach areas that are within a short driving distance. For those that love the "Big City," you can easily find your way into New York via a number of modes of transportation (Rail, Bus or Car), all less than an hour away. Within minutes of ZCC are rail lines that can also transport you to Philadelphia, Boston, Washington DC, and beyond. When it comes to sports we like to say we have it all, including multiple NHL, NFL, NBA and MLB teams all within easy travel distances. Now when it comes to housing, schools and shopping, Central New Jersey offers some of the best in the Tri-State area. And if you think NJ is all about the NJ Turnpike and wall-to-wall Industrial areas, we invite you to explore the backcountry experiences that The Garden State has to offer.

### Church History

Pillar Ministries was founded in 1901 as an Evangelical Protestant denomination in Denver, Colorado. In the years following, branches were established around the US as well as the UK and Liberia. Today Pillar is headquartered in Zarephath, NJ, also home to ZCC, the local church ministry with a strong local community outreach through a food pantry, clothing center and health clinic. Pillar Ministries also operates radio stations in NJ, Ohio and Colorado, along with schools in Colorado and California.

Zarephath Christian Church (ZCC) was founded in 1989 and had the opportunity to grow creatively and quickly through its access to seven hundred acres and free radio time through the Pillar Ministries radio station Star 99.1. Rapid growth caused the church to move from the campus chapel into the Wilson Gymnasium and eventually added overflow seating in the Life Center. ZCC's growth was a true reflection of the multicultural diversity of the surrounding community, with over 40 countries represented in the congregation.

# EXECUTIVE PASTOR

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Zarephath, New Jersey



ZCC's mission of "love, live, serve like Jesus" catalyzed people, and they grew in their faith, served with their gifts, started multiple ministries, and became a church known for being like Jesus. By 2014 the church had grown to 2,000 people. Unfortunately, the Senior Pastor fell morally, which resulted in the loss of nearly 1,000 people. The following Senior Pastor led for 3 years but resigned over core theological differences. This happened at the same time as the pandemic. The loss of another pastor, coupled with the pandemic, caused the church to drop to 300 people.

God continued to work amongst his people and in the community. ZCC brought in Scott Jones as Interim Pastor in 2020 to help the church heal, refocus and unify to accomplish the mission God had given ZCC. Combining his strong leadership, fresh vision, and the faithfulness of its staff and volunteers, ZCC has grown to nearly 1,000 in attendance each weekend. New families arrive each week, and the church continues to see people saying "YES" to Jesus. There is a buzz about what God is doing as ZCC continues to love, live, and serve like Jesus.

### **Vision, Mission, Values**

ZCC is a community of people built around one idea, which has become our mission to love, live and serve like Jesus.

Our vision is to have you journey with us around a series of epic ideas that God invites us to experience (Grace, Growth, Group, Gifts, Generosity, Go).

ZCC's core values - [zcc.live/about](http://zcc.live/about)

### **STATEMENT OF FAITH**

GOD: Jesus Christ is God, the eternal Son and second person of the Trinity. He is equal to the Father and Holy Spirit. The Son humbled himself in heaven and was born on earth to the Virgin Mary by the supernatural conception of the Holy Spirit. He is fully God and fully human.

SIN: God created us in His own image to have an abundant life, but our sin, passed down by Adam & Eve, separated us from God. Each of us born into this world is separated from God and falls short of God's perfect standard. But in His love for us, He provided a way of restoration through Jesus Christ.

SALVATION: Jesus Christ died on the cross and rose from the dead. He paid the penalty for our sin and bridged the gap between God and people. The Bible says "Christ died for sins once and for all, the righteous for the unrighteous, to bring you to God." God has provided the only way. Each person must make a choice. For a full Statement of Faith, go to [zcc.live/about](http://zcc.live/about)

### **Average Weekend Attendance**

1000

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### Overview of Weekly Worship Gathering

Our services are inspirational, energetic and relatable. The teaching is both expositional and topical, depending on the series. The style is conversational, highly interactive and application driven. Services last approximately 70 minutes and include teaching, worship, vision time, testimonies, inspirational videos, etc.

### Worship Style of Your Church

The worship experience at ZCC is contemporary (Elevation, Hillsong, Phil Wickham, etc.). Our services are designed to move explorers to take steps towards Jesus and inspire the church to fulfill the mission to love, live and serve like Jesus.

### Tell Us About Your Facility

ZCC has five buildings that make up the local church portion of the Zarephath campus. The largest and newest of these is the Ministry Center where services are held along with housing the ZCC offices and some classrooms. This building was completed in 2016 and is approximately 60,000 sqft. The auditorium makes up the largest portion of the building with a seating capacity of 2,200. In addition, we have a 12,000 sqft Children's Ministry building, an 8,000 sqft Spanish Ministry worship center, and two 5,000 sqft Outreach center buildings that are home to our Food Pantry, Clothing Center and Medical Clinic. All of this is part of a 700 acre campus that makes up the community of Zarephath.

### Overall Budget (this fiscal year)

\$1.8m

### Overall Long-Term Debt of the Church

0

### Denominational Affiliation and/or other Partnerships

Non-Denominational

### Governance & Polity

ZCC is a senior pastor-led church. We have a church board where the senior pastor serves as the chairperson and the role of the board is to advise the senior pastor and provide accountability.

### Current Paid Staffing Level

- Full-time: senior pastor, executive pastor, nextgen pastor, worship pastor, director of outreach, (2) administrative assistants, (2) facilities custodians
- Part-time: children's ministry director, facilities custodian, (2) outreach coordinators.
- Our Parent organization provides finance services, IT support, and property maintenance support.

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### Major Ministries of the Church

- Men's Ministry: weekly Tuesday night Bible Study, Monthly Saturday Men's Breakfast
- Women's Ministry: Quarterly on-site women's retreat (1 Day)
- Life Groups: Currently there are 28 groups meeting weekly
- Children's Ministry
- Student Ministry
- Young Adult Ministry
- Local Outreach
- Global Outreach
- Marriage Ministry
- Worship & Arts

### Outreach Programs Overview

- My Neighbors Ministry: local community outreach supplying food and clothing to those who needed it most. Serving hundreds of families each month.
- Quarterly evangelism training to mobilize people to share their faith within their circles of influence.
- Diaspora outreach to Muslim and Hindu communities.

### In the most generic sense, how would you describe your church theologically?

Evangelical - Conservative

### What theological hills will you die on?

- The Trinity
- The authority and inspiration of the Scriptures
- Justification by faith through grace
- Virgin birth, bodily resurrection and return of Jesus

### Hot-Button Social/Cultural Issues for Your Church

ZCC takes a firm pro-life position but is sensitive to those who may have had an abortion.

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### Biggest Church 'wins' in the last 18 months?

- The permanent hiring of Scott Jones as our Senior Pastor
- The hiring of a new NextGen Pastor
- Church Growth of 50%
- 120 people have said "YES" to Jesus
- Launched "Believe" Discipleship Journey resulting in the highest levels of engagement every seen at ZCC
- 150 people have taken a step in serving at ZCC
- Provided Christmas toys for over 500 families within the community
- "HarvestFest" local community outreach event that provided family fun and collected 200 coats for people in need

### Biggest Opportunity for Your Church in the Next 12 Months

- Maximize the impact of the "Believe" Discipleship Journey
- Taking the Worship Experience at ZCC to the next level
- Develop a leadership pipeline
- Cultivate a Generosity emphasis
- Develop a Strategic Plan for the next 5 years

### Church's Biggest Challenge for the Future

- To develop a financial and serving base to match the growth of the church.

### Title of Position You Are Hiring

Executive Pastor

### Full Time Position?

Yes

### Overall Description of this Position

The Executive Pastor will serve in partnership with the Senior Pastor to execute the mission of ZCC. He will be empowered to move the church forward through the alignment of the church's staff, business, and operational functions.

The Executive Pastor will develop and lead a high-impact pastoral team that embraces organizational health and performance through ongoing coaching, consulting and metric setting.

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### Reporting Relationship

Senior Pastor

### Goals and Expectations

- Development of strategic plan
- Staff alignment and development
- Initiate a plan for nurturing generosity within the congregation
- Overall audit of ministry effectiveness

### Do you have a job description for this role?

Position Summary: The Executive Pastor is the champion of mobilizing the staff and church resources to fulfill the ZCC mission to love, live and serve like Jesus. This role is designed for a person who truly wants to lead, innovate, dream, and have a share in developing a God sized vision for a church that is positioned to be one of the most influential churches in New Jersey. We are looking for a top tier leader who is ready for a bold challenge and wants to invest deeply in leaving a lasting legacy for the next generation

### Key Responsibilities:

#### Mission/Vision

- Partner with Lead Pastor in keeping the vision white hot before the staff and congregation.
- Create a strategic plan to guide the church in long term mission accomplishment.
- Bring cutting edge ministry solutions to growing a healthy church.

#### Leadership Development

- Lead, shepherd and coach Pastor/Director Team in goal setting and development of ministry.
- Develop systems and structures that create healthy collaboration amongst staff and seamless execution of ministry.
- Oversight of staff training, performance reviews and staff planning retreats.

#### Staff Culture Champion

- Trust: We build trust by our willingness to be vulnerable with one another.
- Conflict: We engage in healthy conflict to arrive at the best decisions in the shortest time.
- Commitment: We generate commitment by pressing for clarity on direction and priorities.
- Accountability: We ensure accountability by our willingness to challenge one another's behavior and performance.
- Results: We achieve results by celebrating wins that move our mission forward.

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### Planning

- Development and execution of strategic planning.
- Anticipate changes and create solutions to pivot in strategy and priorities.
- Assess staffing needs and hire strategic positions.

### Stewardship

- Partner with lead Pastor in creating an ongoing culture of generosity.
- Develop annual budget, goals, and a plan for implementation.
- Financial forecasting to support future ministry expansion.

### Qualifications

- Strategic thinker and planner.
- Knows how to make things fun.
- Teachable, self-motivated leader with a killer work ethic and strong follow through.
- Strong organizational leader with a proven record in growing organizations and teams.
- High emotional intelligence and social skills.
- Excellent verbal and written communication skills.

### Education and Experience

- Bachelor's Degree required with a Master's Degree in ministry, Business Administration or Organizational Leadership preferred.
- Minimum 5 years experience in similar role in a church of 1000 or more.

### Character and Alignment

- Live out godly character found in 1 Timothy 3:1-13.
- Financially support the vision of ZCC by faithfully tithing and investing in special offerings.
- Champion the mission, vision, and values of ZCC in the church and the community.
- Agreement with Zarephath Christian Church purposes and Statement of Faith.



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### **Education**

A bachelor's degree is required for this position, with a preference for a master's degree in the area of Ministry, Business Administration, or Organizational Leadership.

Candidates must have at minimum 5 years of experience in a large (1000+ weekly attendee) congregation either as an Executive Pastor or lead Administrator.

Must have a track record of growing ministries, improving and measuring ministry effectiveness, developing people, operations, and/financial experience. Though the role is highly focused on execution it requires a pastoral heart and approach.

The right candidate will envision this as a long-term assignment.

### **Experience**

Experience is more important than age.

### **Denominational Affiliation**

Would prefer someone from a theologically conservative, contemporary church that matches our DNA.

### **What skills are you looking for specifically?**

- Strategic thinker and problem solver
- Financial oversight and forecasting
- Ability to coach and develop staff
- Organizational leadership
- Ability to transform "Big Picture" plans into daily work

### **What technical abilities (if any) are required?**

Past experience with various Church Administration tools or software such as: CCB, Blackbaud, Pushpay, Planning Center, MS Excel, MS Project, Asana, etc.

### **Equipper or Doer?**

Equipper

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### **Attractional vs. Missional**

Missional 65%

Attractional 35%

### **Budget Area Supervision**

\$1.8m

### **Personal Characteristics Desired**

- Takes the mission seriously, but doesn't take themselves too seriously
- High EQ
- Highly engaging
- Approachable
- Decisive
- Enthusiastic

### **What would immediately disqualify someone?**

- Misalignment in theological distinctives
- Dismissed from a position on moral grounds

### **Urgency**

Immediate need

### **Other "Must Have" Skills**

- Commitment to excellence
- Attention to detail
- Ability to resolve conflicts

### **Other "Nice to Have" Skills**

- Capital campaign management
- Preaching/Teaching
- Marriage Ministry

### **Finally...**

The perfect candidate is an experienced highly gifted organizational leader with a heart of a pastor who is energized by empowering the staff to carry out the mission of the church.

# EXECUTIVE PASTOR

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### Public Job Posting

### Zarephath Christian Church

### Executive Pastor

### Zarephath, New Jersey

Zarephath Christian Church in the Franklin Township of New Jersey is a community of people built around one idea, which is to make it their mission to love, live and serve like Jesus. They are seeking an Executive Pastor to join their team. This person will serve in partnership with the Senior Pastor to execute the mission of ZCC. He will be empowered to move the church forward through the alignment of the church's staff, business, and operational functions. The Executive Pastor will develop and lead a high-impact pastoral team that embraces organizational health and performance through ongoing coaching, consulting and metric setting.

### What you'll be doing:

- Creating a strategic plan to guide the church in long term mission accomplishment.
- Bringing cutting edge ministry solutions to growing a healthy church.
- Leading, shepherding and coaching Pastor/Director Team in goal setting and development of ministry.
- Developing systems and structures that create healthy collaboration amongst staff and seamless execution of ministry.

### Skills you need to have:

- Strategic thinker and problem solver
- Financial oversight and forecasting
- Ability to coach and develop staff
- Organizational leadership
- Past experience with various Church Administration tools or software

Central New Jersey offers a diverse portfolio of activities for individuals and families alike. The Jersey Shore is certainly one place everyone enjoys, and there are plenty of beach areas that are within a short driving distance. For those that love the "Big City," you can easily find your way into New York via a number of modes of transportation (Rail, Bus or Car), all less than an hour away. Within minutes of ZCC are rail lines that can also transport you to Philadelphia, Boston, Washington DC, and beyond. When it comes to sports they like to say they have it all, including multiple NHL, NFL, NBA and MLB teams all within easy travel distances. Now when it comes to housing, schools and shopping, Central New Jersey offers some of the best in the Tri-State area. And if you think NJ is all about the NJ Turnpike and wall-to-wall Industrial areas, they invite you to explore the backcountry experiences that The Garden State has to offer.

