



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

**STUDENT MINISTRIES
PASTOR**

Mosaic Church
Ocean Springs, MS

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POPULATION OF CITY

17,000+

POPULATION OF COUNTY

143,617 +

COMMUNITY OVERVIEW

Mosaic is located on the gulf coast of Mississippi in one of the greatest small towns in America – Ocean Springs. Ocean Springs has a reputation as an arts community. Its historic and secluded downtown area, with streets lined by live oak trees, is home to dozens of art galleries, restaurants, and vintage shops. This amazing city also boasts one of the top-rated school districts in the State of Mississippi. Ocean Springs, MS has commonly been compared to a smaller version of Austin, TX or Boulder, CO.

WHY PEOPLE LIKE LIVING HERE

Appropriately named a “Dream Town” by Coastal Living, Ocean Springs has a lot to offer. The “gem of the Gulf Coast” is the perfect mashup of independent shops, art galleries, and culinary treasures, most of which are located in a quaint historic district. At night the city comes alive thanks to a number of venues that feature live music on an almost nightly basis. Outdoor opportunities include hiking trails, beaches, island fun, and some of the best fishing around.

CHURCH HISTORY

Mosaic Church launched in August of 2008. In the following years, Mosaic Church had to rent larger and larger facilities in order to accommodate the growth until 2015 when Mosaic purchased and renovated the Bienville Shopping Center. This new campus contains a 1,100 plus seat auditorium, 4,000 square foot lobby and public area, 9,000 square feet of children’s area, 12,000 square feet of adult education and church administration offices, and over 375 parking spaces.

Over the past 4 years, the current pastor has been building a 20-year team. During that time the church has more than doubled in weekly attendance. Mosaic Church has a fantastic reputation in the region for being a church that is “for” people and works hard at reaching people with the Gospel of Jesus Christ.

VISION, MISSION, VALUES

Our Vision:

To reach the 180,000 people on the Mississippi Gulf Coast who do not have a church home.

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Core Values:

These 4 values keep the vision of Mosaic Church clear:

- **Truth:** While there is truth in other sources, science, universities, and even other religions, the Bible is our standard for truth. Where other sources differ from the Bible, we rely on the Bible for absolute truth. We believe the Bible to be the inerrant Word of God.
- **Worship:** The Bible tells us the truth about who God is, and it also shows us the truth about who we are. If you know the truth about who God is, what He has done for you, and you know the truth of who we are, the only response is to worship Him. Truth leads to worship.
- **Community:** When you love something, don't you want to experience that "something" with other people who also love the same thing? Be it your favorite sports team, hobby, etc.; you likely enjoy it with people who also love it. This is community. Christianity is no different in this respect. Because we love Jesus, we naturally want to do this thing called Christianity with others who love Jesus.
- **Outreach:** Lastly, the more we love something, the more we want others who are NOT involved to experience what we love. This naturally leads to outreach, our fourth core value. There are over 180,000 people on the MS Gulf Coast that do not know Jesus. Our mission is to introduce them to the "real" Jesus and connect them to one another.

AVERAGE WEEKEND ATTENDANCE

1500+

ATTENDANCE TREND

Growing

OVERVIEW OF WEEKLY WORSHIP GATHERING

- We currently have three services: Thursday at 7 pm and Sunday at 9:30, & 11 am
- Preaching Style: Expository with an emphasis on application
- Music Style: Modern Worship
- We offer in-person services as well as an online service.
- February 2020: Average Weekly Attendance 2139
- March 2022: Average Weekly Attendance 1500+

TELL US ABOUT YOUR FACILITY

- In 2015, we opened our doors to our newly renovated 37,430 square foot facility.
- Sanctuary: Seating Capacity of 1100; State of the Art Video & Music Systems
- Chapel: Seating Capacity 320

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- Children's Area: We have a large group room with a stage to accommodate many events in Mokids! plus 9 different rooms for age appropriate small groups.
- Lobby: Large space that hosts our MoJo coffee bar and our connect desk.
- Education Wing: Within the education wing, we have 6 different rooms for classes/groups to use.
- Fellowship Hall: Large space to accommodate groups, after service events and also has a full kitchen attached.
- Office Suite: Staff offices are located here as well as two conference rooms and a staff kitchen.

OVERALL BUDGET (THIS FISCAL YEAR)

\$1,800,000

OVERALL LONG-TERM DEBT OF THE CHURCH

Debt free as of March 2022

DENOMINATIONAL AFFILIATION AND/OR OTHER PARTNERSHIPS

Non-Denominational

GOVERNANCE & POLITY

- Lead Pastor lead, elder supported.
- The leadership team consists of our Lead Pastor, Executive Pastor, and Creative Arts Director.

CURRENT PAID STAFFING LEVEL

Full-Time Paid Positions:

- Lead Pastor
- Executive Pastor
- Creative Arts Pastor
- Communications Director
- Groups Pastor
- First Impression & Connections Director
- Student Pastor
- Children's Director
- Facilities and Maintenance Director

Part-Time Paid Positions:

- Human Resources and Finance Director
- Administrative Assistant to Lead Pastor

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- Administrative Assistant
- Family Life Coordinator
- Custodian

Hourly Position: Childcare workers (10)

MAJOR MINISTRIES OF THE CHURCH

MoKids!:

- MoKids! ministers to children birth-5th Grade. MoKids! meet during all worship services.

Student Ministry:

- Student Ministry ministers to teens 6th-12th grade. Middle Schoolers meet at the church on Sunday evenings from 5-6:30pm. High Schoolers meet in homes throughout the community on Sunday evenings from 5-6:30pm.

Mosaic Groups:

- Mosaic Groups are for our adults. During these meetings our adults study God's Word, share what God is teaching them, pray together, hang out, have fun, and challenge each other to grow deeper in their faith.

Celebrate Recovery:

- Recovery Groups are for those who are working through their hurts, hang ups and habits. These groups include Divorce Care, Divorce Care for Kids, Grief Share, Celebrate Recovery, etc.

Lay Counseling:

- Our Lay Counseling ministry is designed help people overcome obstacles in their life and reach their full potential in Jesus Christ by providing practical, applicable, and life-changing truths/resources from God's Word and life experiences.

Mentoring Programs:

- We believe that the greatest threat to a person's faith may never be addressed in a weekend service, but could be immediately addressed in the right relationship. Our mentoring program is designed to provide this relationship.

OUTREACH PROGRAMS OVERVIEW

We believe that the more we love something, the more we want others to experience what we love. This naturally leads to outreach, our fourth core value. There are over 180,000 people on the MS Gulf Coast that do not know Jesus. Our mission is to introduce them to the "real" Jesus and connect them to one another. One out of every ten dollars given to Mosaic Church goes to support missions, locally and around the world. We support groups that:

- Plant churches internationally
- Feed starving children
- Minister to prison inmates

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- Invest in our teachers and schools
- Leadership training for business leaders (Leader's Edge)

IN THE MOST GENERIC SENSE, HOW WOULD YOU DESCRIBE YOUR CHURCH THEOLOGICALLY?

Evangelical - Conservative

Clarification - most of our staff come from a Baptist background. We get somewhat uncomfortable with labels that don't have definitions. That being said, we would consider ourselves evangelical – conservative, but not the type of church that majors on the minors.

PUBLISHED THEOLOGICAL STATEMENT

The Bible

The Bible is God's Word to us and was written by human authors under the supernatural guidance of the Holy Spirit. We believe that all of scripture points towards the Gospel. The gospel is the good news of God's grace invading the darkness of this world. It is the grand narrative of creation, the fall, redemption, and consummation ordained by God and orchestrated through the life, death, resurrection, and ascension of Jesus Christ. Christ's crucifixion is the heart of the gospel. His resurrection is the power of the gospel. His ascension is the glory of the gospel.

It's All About Jesus

We believe that the Bible and all of human history points to one person, Jesus and that Jesus is 100% man and 100% God. Because of this, everything we do is all about Jesus. Our goal for ministry is: make Jesus clear and love people.

The Trinity

In the very beginning, there was God. God has always been and will always be and has eternally existed in three persons: the Father, the Son, and the Holy Spirit. The Trinity is three persons in one God, with all three persons being equal without one being superior over the other.

Jesus

We believe that the eternal Son of God and second person of the Trinity became flesh, adding humanity to his divinity, and entered into human history as the God-Man, Jesus Christ. Jesus alone is one person with two natures, fully God and fully man. The Holy Spirit miraculously conceived Jesus Christ and born of the Virgin Mary in Bethlehem to redeem sinful man as the only mediator between God and man. We believe that Jesus Christ lived a perfectly righteous and sinless life, died in place of sinners, fully absorbing the wrath of God, paying the just penalty for their sins and reconciling them to God. Because He is both our Savior and example, we genuinely love Jesus Christ and seek to live with and like Him by the power of the Holy Spirit.

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The Holy Spirit

The Holy Spirit is present in the world to make men aware of their need for Jesus Christ. From the moment a person surrenders their life to Jesus Christ, The Holy Spirit inhabits every part of who they are. He provides conviction of sins, understanding of spiritual truth, and guidance in doing what is right. The Holy Spirit creates within every believer a Spiritual Gift in which they use to further God's Kingdom and reach non-believers for the sake of the Gospel. As Christians, we seek to live under the constant guidance of The Holy Spirit.

Human Beings

Humans stand separated from all creation as the only created being that is made in the image of God. Although every person has tremendous potential for good, all human beings are sinners by both nature and choice. All fallen people are by nature sinners, children of wrath, and destined to death. Therefore, all sinners need a savior and a new nature, that's why we trust in Jesus alone for new and eternal life.

Salvation

Through faith, we are united with the risen Christ, raised with Christ, and granted the same Holy Spirit power that raised Christ. The benefits of Jesus' resurrection include the forgiveness of sins, justification, sanctification, and ultimately glorification. We believe that justification through the work of Jesus Christ is possible by grace alone, through faith alone, in Jesus Christ alone. His righteousness is imparted to us at the time of saving faith, simultaneous with our justification, and brings us new life by the Holy Spirit, who regenerates us with a new nature and begins sanctifying us to become increasingly more like Jesus. Salvation is a gift that is only made possible through the works of Jesus Christ, and because of this, we believe that everything we do will rise and fall on the actions of Jesus.

Baptism

Baptism is for the individual who has received the saving benefits of Christ's atoning work and has become His disciple. In obedience to Christ's command and as a testimony of faith, a believer should be baptized in the name of the Father, Son, and Holy Spirit. Water baptism symbolizes a person's union with Christ in the likeness of His death and resurrection. It signifies that a former way of life has been put to death and depicts a release from the mastery of sin. Mosaic Church practices and teaches believer's baptism. Before being baptized at Mosaic Church, we require you to walk through Baptism Class. The class covers the biblical significance of baptism, frequently asked questions and gives you an opportunity to share your testimony. If you were baptized as a believer before Mosaic Church, we don't require you to be baptized again unless your baptism preceded conversion.

WHAT THEOLOGICAL HILLS WILL YOU DIE ON?

- Jesus is the only way
- Inerrancy of Scripture
- Triune God

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HOT-BUTTON SOCIAL/CULTURAL ISSUES FOR YOUR CHURCH

We try not to major on the minors in regards to social/cultural issues. Lifestyle issues have to be dealt with in light of whether or not the person we are engaging is a believer or not.

BIGGEST CHURCH 'WINS' IN LAST 18 MONTHS?

- Financially, we have improved in the last 18 months despite facing a global pandemic
- We have launched a new daily podcast called "The Loop" to increase online engagement.
- We have added four additional staff.
- During covid we had over 115 people give their life to Christ.
- During 2021, launched "Who's Your One Initiative" in Student Ministry to reach more teens.

BIGGEST OPPORTUNITY FOR YOUR CHURCH IN THE NEXT 12 MONTHS

- Prepare for future launch of a campus
- Increase our community engagement so we can reach more people with the Gospel
- Increase attendance for all Groups
- Increase Student Ministry so that we can reach more teens with the Gospel

CHURCH'S BIGGEST CHALLENGE FOR THE FUTURE

- Finding the right staff to help us fulfill our vision. We have a big vision, and we need the right people on the bus
- Help people prioritize church attendance and service within the church in a post-Covid world

TITLE OF POSITION YOU ARE HIRING

Student Ministries Pastor

CATEGORY OF HIRE

Student Pastor

FULL TIME POSITION?

Yes

OVERALL DESCRIPTION OF THIS POSITION

The Student Pastor is responsible to oversee all ministries pertaining to 6th through 12th grade at Mosaic Church. The Student Pastor must be a team player, be a leader of leaders, have a servant's heart, and have full buy-in to the mission and vision of Mosaic Church. Chemistry with the Mosaic staff and dedication to the seven staff commitments is a must.

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Core competencies must include exceptional verbal and written communication skills, the ability to recruit volunteers, and the ability to accomplish goals through our volunteers. The Student Pastor must demonstrate a positive “can-do” attitude at all times and possess the ability to work and communicate to both large and small groups.

REPORTING RELATIONSHIP

Executive Pastor

GOALS AND EXPECTATIONS

- Grow the Student Ministry both numerically and spiritually
- Equip students to be leaders within their sphere of influence
- Build volunteer teams in order to maximize ministry impact
- Strategize new and creative ways to reach more teens with the Gospel
- Equip parents to be the primary faith trainer in their homes

DO YOU HAVE A JOB DESCRIPTION FOR THIS ROLE?

- Oversee all programming and ministry for students 6th through 12th grade (weekly meetings, camps, retreats, trips, special events, etc.).
- Work with the Executive Pastor to establish goals and objectives by prioritizing programs and evaluating progress regularly.
- Participate in weekly services, being available to volunteers, parents, staff, and students as needed.
- Create, implement and evaluate vision for Student Ministry in collaboration with other team members.
- Schedule and coordinate adequate volunteer coverage for all programs.
- Partner with parents of students by maintaining good communication and involving parents in ministry opportunities.
- Purchase, edit, and oversee the implementation of all curriculums.
- Implement and maintain the Leadership Ministry System by recruiting and overseeing all Student Ministry volunteers providing leadership, training, and appreciation.
- Maintain strategy for reaching and assimilating new students and families.
- Attend ongoing Student Ministry training and meetings when necessary...stay informed about current topics as they pertain to Student Ministry and education.
- Plan and manage Student Ministry budget...responsible for keeping expenditures at or below budget.
- Support the Mosaic Church policies and procedures as they relate to the safety and security of the students in the ministry, communicating this to volunteers and parents as required.
- Partner with the Children’s ministry staff in order to have a healthy “family ministry” department.

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- Partner with Children's Director in creating excellent Parent Partnership opportunities. This includes, but is not limited to:
- Family Dedication
- Parent training events twice a year
- Social media posts focused on encouraging and informing parents
- Develop a transition plan for upcoming 6th graders to Student Ministry
- Lead the Student Ministry Coordinator with excellence by ensuring that assignments and tasks are clearly articulated, and deliverables are met

EDUCATIONAL PREFERENCES

Bachelors degree expected

AGE VS. EXPERIENCE

Someone with at least 4 years of Student Ministry experience

DENOMINATIONAL AFFILIATION

Non-denominational

WHAT SKILLS ARE YOU LOOKING FOR SPECIFICALLY?

- Ability to relate to teens and their parents
- Theologically sound: has a thorough understanding of God's Word and is capable of imparting that knowledge to others
- People skills: shows love to those they lead in any capacity
- Talent scout: natural ability to identify and recruit volunteers
- Quality manager: ability to identify problems and solve them
- Communicator: ability to communicate clearly and concisely, both orally and in writing
- Able to lead multiple projects at once
- Self-motivated and flexible with strong organizational skills and the ability to work well with deadlines
- Demonstrate the ability to work independently as well as in a team

WHAT TECHNICAL ABILITIES (IF ANY) ARE REQUIRED?

- Microsoft Office
- A/V understanding

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EQUIPPER OR DOER?

Equipper

ATTRACTIVE VS. MISSIONAL

Our worship service is designed to be attractive, and our vision is missional. The Student Ministries Pastor will need to balance both.

BUDGET AREA SUPERVISION

Approx. \$30k

PERSONAL CHARACTERISTICS DESIRED

- Humble
- Results-oriented
- Vision centric
- Love for the unchurched
- Impeccable character
- Outgoing personality
- Sense of humor

WHAT WOULD IMMEDIATELY DISQUALIFY SOMEONE?

- Recent moral failure
- Reputation for creating silos within the ministry
- Divorced

URGENCY

7 - We would love to have this person join our team by August 2022

OTHER "MUST HAVE" SKILLS

- Fiscally responsible with their finances
- Team builder
- Organized

OTHER "NICE TO HAVE" SKILLS

- Situational leadership abilities (i.e. S1, S2, S3, S4)
- Detail-oriented

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FINALLY...

- Humble, hungry, and smart
- A leader of leaders
- A hard worker that sets targets
- Results-oriented
- A shepherd that falls in love with our vision and wants to see it come to fruition
- A builder and banker on the core value index (i.e. practical, team player, execution minded, relationship builder, ability to implement ways to best reach the community)

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Public Job Posting

Student Ministries Pastor

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Mosaic Church in Ocean Springs, Mississippi is seeking a Student Ministries Pastor to join their team. The Student Pastor is responsible to oversee all ministries pertaining to 6th through 12th grade at Mosaic Church. This person must be a team player, be a leader of leaders, have a servant's heart, and have full buy-in to the mission and vision of Mosaic Church.

What you'll be doing:

- Planning and leading outreach fellowship events
- Equipping students to be leaders within their sphere of influence
- Building volunteer teams in order to maximize ministry impact
- Strategizing new and creative ways to reach more teens with the Gospel
- Equipping parents to be the primary faith trainer in their homes

What you need to have:

- Exceptional verbal and written communication skills
- Ability to dream about what could be, partnered with the strategic ability to make it happen
- Ability to recruit and motivate volunteer leaders so that they are well equipped to minister to the students in our community
- Positive "can-do" attitude
- Self-motivated and flexible with strong organizational skills and the ability to work well with deadlines

Mosaic is located on the gulf coast of Mississippi in one of the greatest small towns in America – Ocean Springs. Ocean Springs has a reputation as an arts community. Its historic and secluded downtown area, with streets lined by live oak trees, is home to dozens of art galleries, restaurants, and vintage shops. This amazing city also boasts one of the top-rated school districts in the State of Mississippi. Ocean Springs, MS has commonly been compared to a smaller version of Austin, TX or Boulder, CO.

Does this sound like a place you'd like to serve?

Apply here: www.chemistrystaffing.com/mosaic-student-pastor