



# MOSAIC

## Job Description Lynchburg, Virginia

**Job Title:** Lead Pastor

**FLSA Status:** Exempt

**Reports To:** Board of elders

**Job Type:** Full-time

**Positions Supervised:** Worship Lead, Children's Director, Church Administrative Assistant, Youth Director, Bookkeeper, and Facilities Manager

**Position Summary:** The Lead Pastor at Mosaic is the staff member to whom the Elders have delegated responsibility to take point in living out the mission and vision of Mosaic Church, including the day-to-day supervision and support of the staff, as well as the primary teaching/preaching role within the church. The person in this role embodies living in grace as well as servant leadership principles. Moreover, the Lead Pastor at Mosaic lives to equip the local saints for vibrant ministry through the power of the Holy Spirit in and through other capable leaders and volunteers.

### **Key Responsibilities:**

- **Mission, Vision and Culture Advancement**
  - Shepherd Mosaic Church consistent with the *Distinctives of Mosaic Church* (see attached) and our core values, and with the counsel and support of and full accountability to the Board of Elders.
  - Ensure the mission and vision of Mosaic Church are actively lived out across the full scope of church ministries.
  - Facilitate the Mosaic Church strategic plan, including:
    - its creation with the Board of Elders, deacons, and leadership
    - its execution with and through the Board of Elders, deacons, ministry staff and members
    - regularly updating it with the leadership to reflect that it is a living document.
  - Exemplify and ensure that the desired culture of Mosaic Church is protected and developed.
- **Ministry of Word and Observances**
  - Serve as the primary preacher, teaching approximately 35-39 times per year and devoting appropriate hours to study and preparation.
  - Equip and encourage the elders, deacons, and laity in the body with pastoral calling or gifts, giving them the opportunity to preach and developing their gifts.
- **Church officer and Staff Leadership**
  - Set the tone for ministry oversight by constantly communicating vision and keeping leadership aligned and resources prioritized according to Mosaic's vision and mission.

- Serve as the “shepherd to the shepherds” and be responsible for the initial training and ongoing discipleship of the elders and deacons.
- Provide supervision to ministry staff to equip and support them to meet the ministry goals and develop professionally.
- **Discipleship**
  - Besides shepherding leadership and staff, assist with the discipleship and engagement of other Mosaic members, as well as visitation and ad hoc pastoral care teams.
  - Equip the body for the application of grace in daily living and for loving the local community with the sacrificial love of Christ.

#### **ATTRIBUTES OF A SUCCESSFUL CANDIDATE:**

- Agreement with the [Mosaic Statement of Faith](#) and the [Mosaic Distinctives](#).
- Meet the qualifications of an elder as outlined in scripture.
- The candidate demonstrates servant leadership qualities of humility, empathy and listening skills along with a deep desire to support and develop the person before them
- Have a history of sound ministry experience increasingly led by The Holy Spirit.
- Have a heart to see the Kingdom of God expanded in Central Virginia.
- A demonstrated ability to work well with a team of ministry leaders and volunteers
- Be enthusiastic for ministry and a willingness to serve people of all ages.
- Effective teacher and preacher to a variety of audiences
- Have a shepherding temperament and kind heart.
- Exceptional problem-solving and conflict resolution skills
- Ability to work in partnership with the elders to identify and engage the giftings and calling of all the saints within the body
- Married or engaged candidates must be in a state of relational health and harmony without unresolved or hidden conflicts and fully supported by the partner.
- Live a lifestyle of integrity but be open and honest about human failings.
- Experience with change management and leading organizational transition
- Ability to organize and motivate a team to achieve its goals
- Demonstrated commitment to all facets of their own growth including spiritually, emotionally, cultural intelligence and as a leader.



## Our Beliefs

### We behave what we believe.

Some Christians view the word “*doctrine*” as almost a curse word. They reason that doctrine is to be avoided because doctrine causes division among Christians.

While it is true that doctrine does cause division, if the division is due to a disagreement over an important biblical teaching - division is not necessarily a bad thing. The Christian faith, more than any other, is based on doctrine.

We have 7 doctrines that we feel are essential and non-negotiable at Mosaic. If any of these are removed from our beliefs, then our faith is empty and void. If they cause division to the point that someone feels they can't support them, then they should probably find another church to fellowship in.

The other problem we have in the Body of Christ at large, is the tremendous amount of division due to doctrines that should not have “essential” status.

Although every doctrine carries some importance, and there are dedicated Christ-loving believers on every side – we simply believe you should not divide over non-essential issues.

The 7 Doctrines we feel are essential beliefs are as follows:

# Doctrinal Statement/Our Essential Beliefs

*Supporting Scriptures provided upon Request*

1. **The Bible** – The Bible is God’s Word to us. Human authors, under the supernatural guidance and inspiration of the Holy Spirit, wrote it. It is the supreme source of truth for Christian beliefs and living. Because God inspires it, it is the truth without error.
2. **God** – We believe there is one God who is the creator and ruler of the universe. He eternally exists in three persons: the Father, the Son, & the Holy Spirit.
3. **Jesus Christ** – We believe in the deity of Jesus Christ, His virgin birth, His sinless life, and His bodily resurrection from the dead to demonstrate His power over sin and death, His miracles, His ascension into heaven, and His return to earth to reign as King of Kings and Lord of Lords.
4. **The Holy Spirit** – The Holy Spirit is co-equal with the Father and the Son. He is present in the world to make people aware of their need for Jesus Christ. He lives in every Christian from the moment of salvation. He provides the Christian with the power to live a Godly life and understand spiritual truth. He gives every believer a spiritual gift when they are saved.
5. **Human Beings** – People are made in the spiritual image of God, to be like Him in character. People are the supreme object of God’s creation. All people were born marred by a state of disobedience toward God called “sin.” This state and its resulting behaviors separate people from God. That separation will be eternal in a place called Hell unless all people are born-again by the spirit of God.
6. **Salvation** – Salvation is initiated by God and is a free gift to all who personally accept it. Once we accept Jesus Christ as our personal savior we are assured of spending eternity in heaven with God. We are saved by faith, and not by our own self-improvement or good works.
7. **Church** – We believe there is One Church (bride) that Jesus Christ (bridegroom) is coming back for. The Church is made up of born-again Christians all over the world. The Church is the people and the people are the Church.

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In Essential Beliefs  
**we have unity.**

*“Make every effort to keep the unity of the Spirit through the bond of peace. There is one body and one Spirit... there is one Lord, one faith, one baptism, and one God and Father of us all...”* (Eph. 4:3-6)

In non-essential beliefs  
**we have liberty.**

*“Accept him whose faith is weak, without passing judgment on disputable matters... Who are you to judge someone else’s servant? To his own master he stands or falls... So then each of us will give an account of himself to God... So whatever you believe about these things keep between yourself and God.”* (Romans 14:1,4,12,22)

In all our beliefs  
**we show forth love.**

*“...If I hold in my mind not only all human knowledge, but also the very secrets of God, and if I have the faith that can move mountains – but have no love, I amount to nothing at all.”* (1 Cor. 13:1-2)

## The Apostles Creed

We also embrace the ancient roots of the Christian faith as expressed by the early followers of Jesus. These early followers expressed their faith and beliefs in the form of Creeds (a statement of faith and belief). The most universally accepted of these Creeds is the Apostles Creed.

I believe in God, the Father Almighty,  
Maker of heaven and earth.

And in Jesus Christ, His only Son, our Lord,

who was conceived by the Holy Spirit,  
born of the virgin Mary,  
suffered under Pontius Pilate,  
was crucified, died and was buried.

He descended into hell.

On the third day He rose again from the dead.

He ascended into heaven  
and sits at the right hand of God the Father Almighty.

From thence He will come to judge the living and the dead.

I believe in the Holy Spirit, the Holy Christian Church,  
the communion of saints,  
the forgiveness of sins,  
the resurrection of the body,  
and the life everlasting.

Amen.

## Mosaic Distinctives

1. Recognizing that each of us came to Christ as wounded and wounding sinners, Mosaic Church will seek to live humbly as saints because of the grace of God and the gift of salvation.
2. Believing that God deals with us on the basis of grace, we will be a community which is growing in grace as we relate lovingly to one another.
3. Knowing that relationship with God is a journey, Mosaic Church will seek to patiently accept people where they are while offering a path toward maturity.
4. Believing that God has revealed Truth in Holy Scripture, Mosaic Church will seek to comprehend and walk in the Truth under the direction of the Holy Spirit who is our teacher.
5. Recognizing that we are a community of people from diverse Christian backgrounds, we will seek unity in doctrinal essentials, but allow for diversity of thought on non-essentials.
6. Knowing that life is often messy, Mosaic Church will seek to live authentically, honestly owning challenges without being defined by them.
7. Believing that God's ways are not limited by history or tradition, Mosaic Church will seek to remain open to fresh ideas and methods for conducting ministry while remaining solidly Gospel focused.
8. Trusting in God as our ultimate hope, Mosaic Church will not pedestalize leaders but seek to create a community of servant-leaders who are humble and accessible.
9. Knowing that we were placed in this community at this time, Mosaic Church will seek to live out the Kingdom mission God has given us.

## Mosaic Distinctives

10. Believing that God is worthy of the very highest praise, Mosaic Church will nurture sincere, whole-hearted worship permeating every area of our personal and collective lives.
11. Knowing that we are spiritual, emotional, and relational beings, Mosaic Church will encourage holistic growth through Counseling, Coaching and Mentoring which facilitates Biblical healing, transformation, and discipleship.
12. Desiring to make the widest variety of people comfortable in our gatherings, Mosaic Church will conduct worship and teaching experiences in environments that are relaxed and less formal.
13. Certain that God desires to accomplish His purposes in partnership with us, Mosaic Church will emphasize the priority of corporate and individual prayer in all worship, planning, decisions, and ministry.