



SENIOR PASTOR

Organization: Mandarin Presbyterian Church

Location: Jacksonville, Florida

Website: www.mandarinpres.com

ORGANIZATIONAL OVERVIEW AND OPPORTUNITY

Organizational Overview

Mandarin Presbyterian Church (MPC) was established in 1961, in what was then a rural area of Jacksonville, Florida known as Mandarin. Since then, the area has experienced significant residential growth and commercial development and is one of the most established communities in Southern Duval County.

MPC is searching for a Senior Pastor who will create, cast and mobilize our congregation toward its God given vision. Over the last two decades we have grown from an average worship attendance of 100 to over 700 with a membership of 1220. From September 2020 through May 2021 our average weekly in person attendance was 299 and on line was 371. We are thankful for where God has taken us but eagerly anticipate the next season of ministry as we continue to expand the kingdom of God in our area. We want a pastor who is not only a good communicator of Biblical truth but one who can help us develop a vision to expand our influence in our community which is projected to grow by 25% in the next decade.

We are a church that values authenticity, and our staff and congregation strive to be real and vulnerable in our ministries and present an open and honest face to all who come. We acknowledge that we are sinners who have been saved by God's grace.

MPC currently staffs 18 full and part-time employees, not including nursery and custodial workers. We benefit from strong staff synergy. Our current pastoral staff positions include:

- Senior Pastor
- Executive Pastor (will be considered with input from next Senior Pastor)
- Associate Pastor for Congregational Care

- Associate Pastor for Teaching & Adult Discipleship
- Associate Pastor for Small Groups & Connection
- Associate Pastor of Next Generation Ministries
- Parrish Associate

The Associate Pastor of Next Generation Ministries leads a team comprised of both full and part-time staff, including:

- Children's Ministry Director
- Middle School Director
- High School Director
- Children's Ministry Assistant
- Student Ministry Assistant
- Birth-K Coordinator

Additionally, our Next Generation Ministry includes Mandarin Presbyterian Preschool, which was established in 1964 as a private preschool serving the Jacksonville and North St. Johns County areas. With a staff of 25, the preschool serves 142 families with children 2 – 5 years old.



MPC has two properties located less than ¼ mile apart.

- **Mandarin Road Campus**
 - Church offices
 - Preschool
 - Meeting Space
 - River House

- **Loretto Road Campus**
 - Sanctuary
 - Classrooms
 - Meeting Space

In December 2014, MPC changed denominations from the Presbyterian Church (USA) to the [Covenant Order of Evangelical Presbyterians \(ECO\)](#).

During our 57-year history, MPC has been led by only four Senior Pastors. Our most recent senior pastor had to return to California due to family health issues after serving for only eighteen months. The Rev. Dr. Joel Giles is serving as our transitional pastor during our search. The new Senior Pastor will add to this heritage of leadership and will lead our congregation into what God has planned for MPC. We are a united congregation optimistic and excited about a future of growth and expansion of our mission field.

Opportunity

MPC is in a strong financial position to take a bold step for Christ in our community. Our current operating budget for the 2021 fiscal year exceeds \$2,000,000, and we finished 2020 with an operating budget surplus. We have no long-term mortgage debt, and we have a revolving line of credit available for cash needs with a \$2,000,000 credit limit. All debt service is covered by current income without impact to our ministries. MPC has ample property for future capital development. MPC's last capital campaign was in 2000 to build our current sanctuary.

MPC is located in a family-friendly, diverse and established community in Southern Duval County (Jacksonville). MPC also serves the adjacent northern portion of St. Johns County, which is a suburb of Jacksonville that attracts residents for its quality of schools. The projected population growth of St. Johns County and Southern Duval offers potential for new and expanded ministry opportunities, outreach and membership growth for MPC.

BELIEFS, MISSION AND VALUES

Beliefs

MPC is a **Christ-centered community** that is committed to encountering the love and vitality of life found only in Jesus Christ. By experiencing and sharing God's transforming love, hearts are changed, lives are renewed, relationships are made, the joy in Jesus Christ is felt, the Gospel is revealed, Jesus Christ is praised, the Bible is taught, missions are encouraged, and God is

worshipped in real and exciting ways. We are a community of believers that strives to **“Love People to Love Jesus Christ.”**

MPC is passionate about ensuring an environment where all who come can discover and strengthen their personal relationship with Jesus. We endeavor to develop and focus on activities and programs that align with our Mission Statement while planning for those yet to come.

Mission

Loving people to love Jesus Christ by inviting, connecting, equipping and serving.

Inviting:

We believe there has never been anyone like Jesus, and we are committed to reaching out to our community, neighbors, coworkers and friends. We will do all we can to get as many as we can to encounter the love found only in Jesus Christ.

Connecting:

We believe that responding to the love of God found in Jesus includes connecting with His family, the church. We will intentionally connect with each other... encourage each other... and care for each other.

Equipping:

We believe we are called to align our lives with God’s purposes. We will help each other discover our gifts and grow our faith to be equipped for service.

Serving:

We believe God gives each of us unique purposes that can impact our community and the world. We will serve others in and outside the church, joining God’s kingdom work around us.

Values

Core values are expressions of the beliefs, hopes and promises of an organization. MPC believes it will:

- Glorify God and enjoy Him
- Be Christ-Centered
- Be Biblically faithful
- Be in prayer
- Connect and nurture all for ministry
- Reach out and plan for those who are yet to come

MINISTRY PROGRAMMING, MISSIONS AND OUTREACH

Ministry Programming

Our ministries are focused on helping the congregation grow in faith and witness and implementing our Mission Statement to impact our community. Our pastoral staff leads and directs many ministries, including Next Generation Ministries, small group ministry and Stephen Ministries.

- **Next Generation Ministries:** Our Next Generation Ministry believes that partnering with parents at every phase is key to faith development. We use Orange curriculum and conduct weekly Sunday school groups and youth programs.
- **Small Group Ministries:** We have more than 47 active small groups with more than 415 individuals participating. We also have an intensive 2-3 year discipleship program called Christian Leadership Concepts (CLC) for men and Becoming Like Christ (BLC) for women.
- **Epic College Ministry:** Outreach to build dynamic, biblically rooted, Spirit-filled communities where students can grow in their walk with the Lord and build deep relationships with other Christian students. We want every student to have an opportunity to know and follow Jesus Christ.
- **Community Ministry:** MPC hosts community-wide events each year which prior to 2020 collectively drew more than 5,000 people.
- **Online Services and Ministries:** In 2020 we developed and implemented online and virtual capabilities for worship, small groups, ministry programs, Sunday school, youth programs, visitations, home outreach, online resources and studies to grow in faith and discipleship.

Missions and Outreach

Support of missions and lay-led outreach to our community is a significant focus of MPC and fulfills our Mission Statement. MPC allocates 10% of the annual Operating Budget to support benevolences and has given more than \$3 million to local, national and international missions and missionaries since 2000. Prior to COVID, our youth group took annual Costa Rica mission trips, and adult mission trips were taken to Costa Rica and Cuba. In 2021, the youth will participate in domestic mission trips, with intentions to return to international missions in the future.

We foster an environment to encourage and facilitate outreach ministries initiated, developed and led by MPC church members. These ministries are predominately self-funded and are in addition to our 10% commitment to missions and benevolences.

Examples of these ministries include:

- The Daily Bread Food Pantry provides groceries to as many as 35 families weekly.
- Hope Encouragement Love Prayer (H.E.L.P.)
- Habijax
- GriefShare
- Iron Sharpens Iron
- Financial Peace University
- YoungLives
- Meals On Wheels

THE NORTHEAST FLORIDA GREAT BANQUET

In 2007, we became the host church for the Northeast Florida Great Banquet, a 72-hour Cursillo model experience. The Great Banquet has become a cornerstone outreach and has influenced the culture of authenticity prevalent in our congregation. More than 1400 people have accepted the invitation to feast in God's goodness and love.

POSITION DESCRIPTION

The Senior Pastor will nurture the spiritual health and maturity of MPC's congregation, provide leadership and direction to all ministries, manage growth, set vision, implement strategic change and promote our Mission. The Senior Pastor will be a member of ECO, and this position is under the supervision of the Session.

Expectations

- Preach the Gospel emphasizing the authority of Scripture
- Provide clarity for a spirit-led vision
- Provide leadership for growth and organizational development
- Develop a pathway for discipleship
- Design worship service form and content
- Serve as head of the church and moderator of the Session
- Supervise associate pastors and staff
- Provide for pastoral care for associate pastors, staff and congregation
- Provide for the implementation of our mission

CANDIDATE PROFILE

The following describe the characteristics of candidates for Senior Pastor:

Education

The candidate shall have earned a bachelor's degree and a minimum of a Master of Divinity from an accredited institution. Candidate must meet all educational requirements to be ordained into ECO.

Experience and Leadership Skills

The candidate shall have a minimum of five years of full-time pastoral experience in a multiple staff position organization with some time in a leadership or senior role. The candidate shall demonstrate significant theological and Biblical competency.

The following are considered critical leadership skills:

- A deep love for Jesus Christ
- Excellent communicator, teacher and preacher
- A motivating leader capable of resolving conflicts
- A visionary who is able to delegate and empower staff

- Capable of developing, encouraging and maintaining intergenerational relationships
- A desire to prepare for those yet to come

Personal Characteristics

The candidate shall demonstrate characteristics for ministry including:

- Relational and approachable
- Compassionate
- Authentic
- Independent, bold and confident with personal humility
- High energy and persistent
- Persuasive
- Willing to make decisions and take calculated risks
- Vulnerable and transparent
- If applicable, spouse/family should be involved

For more information and to apply, contact:
pnc@mandarinpres.com