

Co-Senior Pastoral Residency  
Mosaic Church  
139 Crofton St. SE  
Grand Rapids, MI 49507  
[www.mosaicgr.org](http://www.mosaicgr.org)

*Mosaic exists to be a multi-ethnic church living out Jesus' kingdom values, bringing racial equity and gospel freedom to the city of Grand Rapids.*

- 6-12 month residency
- At the end of 6 months, Mosaic and the resident will discern if it's a good fit to complete an additional 6 months.
- \$1000 / month stipend

Mosaic Church is a new church plant that launched in April 2022. We are an intentionally multi-ethnic and antiracist church. We believe in the saving grace of Jesus Christ and in the authority of Scripture. We are intentionally located in a low-income part of the city, meeting at the Seidman Boys & Girls Club. Mosaic is a part of the Evangelical Covenant Church denomination.  
[www.covchurch.org](http://www.covchurch.org)

We have a diverse staff and leadership team, but believe that an authentically antiracist, multiethnic church will have multi-ethnic shared leadership in the senior pastor level of authority. This means shifting from the standard senior pastor model to a co-senior pastor model where these positions are filled by a diversity of ethnicities who are equal in authority, working as a team. We also believe a strong biblical case can be made for shared leadership versus the lone person at the top and that there are many benefits to both the church and the senior leaders when this happens. Our founding pastor, Noah Filipiak, is white and will be one of our co-senior pastors. A primary purpose of the residency is to identify co-pastors for the co-senior pastor leadership structure.

This 12-month Co-Senior Pastoral Residency is for:

1. Women or men who are open to discerning if Mosaic and the co-senior pastor model is a good fit for them.
2. Women or men who want experience in church planting.
3. Women or men who feel called to the role and tasks of a senior pastor.
4. Women or men who believe in the multi-ethnic church model.
5. Women or men who feel called to urban ministry.

Seminary education is welcomed, but not required. Openness to beginning a part-time seminary program (one class per semester) is required if resident doesn't currently have a seminary degree.

We have one residency position open and may open a second as finances become available.

The future co-senior pastor model will most likely start with two co-senior pastors, both working half-time and being paid a half-time salary. Co-senior pastors will need a supplemental income, while still having time during the week to put in 16 hours of work toward Mosaic, plus Sunday mornings. Small group attendance is required and counts towards these 16 hours. The Co-Senior Pastor Residency will copy this pattern of hours.

Candidates must understand there is no promise or guarantee that this residency will turn into a co-senior pastor job offer. These 12 months are a season of discernment for both parties, with both trusting that God will open and close the right doors for both parties. It is a true season of discernment, understanding that one party or the other may conclude that the fit isn't there for the co-senior pastor model. Mosaic will bless any candidate who completes their 6- or 12-month residency in good standing and it's felt by either party that it would be best to pursue a traditional senior pastor role elsewhere and/or any role in ministry elsewhere.

Candidates must:

- Have strong ability to take initiative. This includes generating new ideas, recruitment of people to those ideas, and leading the implementation of the idea.
- Have strong preaching gifts.
- Have ability to recruit new people into the church.
- Have an understanding of racial inequity and the biblical precedence behind racial justice and equity.
- Have an understanding of major theological concepts.
- Be able to identify and solve problems.
- Be able to develop and oversee leaders.
- Model financial responsibility, the fruits of the Spirit, and a path of discipleship that includes celibacy before marriage and fidelity within marriage between a man and a woman.
- Be able to display trauma-informed leadership (effectively minister to those who have been affected by trauma)
- Understand the complexities of multi-ethnic leadership and ministry.
- Be teachable.

Candidates will spend their time doing senior pastor-level tasks such as preaching, shepherding, and learning how to guide the church. They will join Pastor Noah on missional activities like Summer Lights (Wednesday evenings at Garfield Park, for 8 weeks in the summer), monthly Family Nights at the Seidman Boys & Girls Club, and a weekly 1-2 hour volunteer shift at the Seidman Boys & Girls Club. They will also spend some time in each ministry area to learn the ins and outs of the church and church planting (including but not limited to children's ministry, youth ministry, set up team, greeting, AV team, coffee team, visiting various small groups, etc.). These latter roles will be in small sample sizes as part of the learning experience for the resident. Candidates will attend staff meetings and leadership team meetings. Candidates will

be overseen by Pastor Noah Filipiak, with input from the Mosaic Leadership Team. Job tasks will fluctuate throughout the 12-month residency.

Our ideal candidate has a strong calling for urban, multi-ethnic, senior pastor-level ministry, but who does not need their full-time income to come from this vocation.

Being bilingual in English and Spanish is a bonus, but not a requirement.

Please visit [www.mosaicgr.org](http://www.mosaicgr.org) to learn more about Mosaic Church.

Please send resumé, cover letter, and audio or video preaching sample to Pastor Noah Filipiak [nfilipiak@mosaicgr.org](mailto:nfilipiak@mosaicgr.org) (If you don't have a recording of you preaching, please record a sample sermon with no audience).