



# Trinity Christian Chapel

## Pastoral Search • Lead Pastor Position

### Overview

**POSITION TITLE:** Lead Pastor

**CHURCH:** Trinity Christian Chapel

**LOCATION:** 269 Greentree Road, Sewell, NJ 08080

**DENOMINATION:** Christian & Missionary Alliance (C&MA)

**CHURCH SIZE:** 114 average attendance (sanctuary capacity: 240)

**POSITION TYPE:** Full-time, salaried, exempt with housing allowance

**COMPENSATION:** Competitive salary commensurate with experience and education

**BENEFITS:** Comprehensive benefits package

**EDUCATION SUPPORT:** Opportunities for continuing education and professional development

**WEBSITE:** [www.tcchapel.com](http://www.tcchapel.com)

**PHONE:** (856) 725-7398

Trinity Christian Chapel is seeking a vibrant new lead pastor who will lead our congregation in the power of the Holy Spirit to shepherd our congregation and reach our community. The Lead Pastor is to provide oversight to the general spiritual condition and direction of the congregation, including the provision of spiritual leadership through preaching/teaching. He is to partner with the Elder Board to establish vision for the church and facilitate financial oversight, leadership and shepherding of the congregation.

## **Qualifications**

- Bachelor's degree minimum required, M.Div or MA in biblical or pastoral studies preferred
- Minimum of 5 years church ministry experience as lead or associate pastor preferred
- Ordained by the Christian and Missionary Alliance (C&MA) or able to meet the qualifications for ordination by the C&MA
- Be a man of God who demonstrates the Biblical qualifications for an elder (I Timothy 3; Titus 1; I Peter 5:1-4)
- Skilled at rightly dividing the Word of God (II Timothy 2:15)
- Dedicated to modeling, teaching and encouraging the Great Commission (Matthew 28:18-20)
- Endorses, models and teaches biblical principles of stewardship (tithes, time, talents, resources)
- Able to submit to and implement policies decided together with the Elder Board
- Commitment to biblical doctrine and preaching

## **Church Context & Accountability**

The Lead Pastor is accountable to the Church Elders and the C&MA constitution, and is expected to abide by financial laws and civil responsibilities that align with the Word of God.

Our leadership structure includes a team of five Elders who provide spiritual and directional oversight for the church. The Lead Pastor serves as one of the Elders, working collaboratively with the Elder Board to guide the congregation.

## **Key Responsibilities**

### **Spiritual Leadership**

- Serve as primary preacher/teacher and determine the preaching schedule for all public services
- Equip the saints for work of ministry (Ephesians 4:12; Matthew 28:18-20)
- Provide spiritual leadership, training and encouragement to Elders and Ministry leaders
- Oversee development of ministry strategies that balance internal and external ministries
- Lead staff, elders and congregation in forming goals aligned with God's will for Trinity Christian Chapel
- Provide and encourage regular opportunities for corporate prayer
- Supervise and encourage staff members to utilize their spiritual gifts and calling
- Be Biblically grounded in teaching and leadership

- Faith-motivated leadership based on God's promises
- Encourage strong lay participation utilizing spiritual giftedness

## Relational Ministry

- Develop a kindred spirit among the congregation
- Engage with congregation one-on-one and in group settings to foster healthy Biblical fellowship
- Actively lead and participate in small group ministries while mentoring and developing new leaders
- Foster healthy relationships with local church leaders and civil authorities
- Facilitate Christ-like resolution of issues that may arise among staff, elders, and congregation
- Provide pastoral and crisis care for church families and minister to the community
- Lovingly and humbly shepherd the entire flock of God (1 Peter 5:1-3)

## Administrative Leadership

- Supervise and coordinate administrative and pastoral staff through weekly meetings
- Coordinate church committees through monthly Elder Board meetings
- Implement and administer God's vision for His Church in cooperation with the Elder Board
- Ensure fiscal responsibility and good stewardship of financial resources
- Ensure adequate delegation of fiscal and management responsibilities
- Maintain proper documentation of position descriptions and standard operating procedures

## Personal Growth and Renewal

- Glorify God through the use of spiritual gifts (1 Corinthians 12-14; Romans 12; Ephesians 4)
- Commit significant time to renewal, reading and research for personal and organizational health
- Attend educational and professional conferences for ongoing development
- Maintain a consistent prayer life for the leadership, ministries, and direction of Trinity Christian Chapel

## Why Join Our Ministry Team

- **Vibrant Congregation:** Join a church family that genuinely knows and demonstrates the love of Jesus
- **Missional Focus:** Lead a congregation with a heart for the lost and strong missions commitment
- **Growth Potential:** Guide a church poised for expansion in a growing community
- **Strong Foundation:** Build on established ministries with high participation rates among congregants
- **Talented Team:** Work alongside dedicated staff and gifted volunteer leaders
- **Modern Facilities:** Utilize a well-maintained campus with technical audio/visual capabilities
- **Financial Stability:** Lead a congregation with a weekly budget of \$7,340 and consistent giving

## Unique Opportunities

- **Outreach Development:** Identify and implement new outreach strategies for our community

- **Leadership Development:** Mentor and equip the next generation of ministry leaders
- **Strategic Growth:** Guide our church through intentional growth initiatives
- **Community Impact:** Build on our reputation as a welcoming, Bible-teaching church
- **Digital Expansion:** Enhance our online presence and ministry capabilities

## About Trinity Christian Chapel

Ask any visitor or new member of Trinity Christian Chapel what they like most about the church and the answer is almost always how friendly the people are. That's not by accident. Hospitality is the engine that runs this congregation. Currently, we are a small church with a big mission: to spread the Gospel of Jesus Christ through outreach and by genuinely welcoming everyone who enters the sanctuary.

Our congregation of 114 worshippers is a vibrant community committed to Biblical teaching, contemporary worship, and missional outreach. Located in Washington Township, we serve a growing suburban area with approximately 60,000 people within a five-mile radius of our church.

## Our Mission & Vision

**MISSION:** To reach unbelievers and turn them into growing, serving, reproducing Disciples of Christ (Matt. 28:19-20).

We use four words to simplify our mission: **Reach, Grow, Serve and Reproduce.**

### VISION:

- To be intentional about reaching our community and nation through outreach events, U.S. mission trips and equipping believers to share their faith
- To be actively involved in global outreach through financial support, mission trips, and prayer
- To disciple believers into Christ-likeness through expository teaching, classes/seminars, small groups, and one-on-one discipleship
- To start new ministries and partner with existing ones to meet physical, emotional and spiritual needs
- To challenge and equip all believers to discover their gifts and serve both inside and outside the church
- To provide culturally relevant, relational, and Biblically centered children and youth ministries
- To maintain and multiply small groups throughout our community
- To plant other churches
- To participate in community-wide movements with other evangelical churches to demonstrate unity in Christ

**VALUES:** Values guide our priorities, practices, and perspective:

- Intentional outreach - Local and global
- Intentional discipleship - Individually and collectively
- Empowering people for service

- Planting churches
- Corporate prayer
- Networking with other churches
- Developing leaders
- Team ministry
- Biblically centered/culturally relevant
- Small groups
- Grace/truth orientation
- Expository preaching, with occasional topical preaching
- Children/youth education

**STRATEGY:** Our strategy for fulfilling God's mission and vision is summarized as CHAPEL:

- **C** - Commit to sharing Christ and attending an outreach
- **H** - Help support God's work through your tithes and offerings
- **A** - Attend a Sunday service, small group and our growth classes
- **P** - Pray and read the Word daily
- **E** - Enlist in a ministry or area of service based on your spiritual gifts
- **L** - Live daily by the power of the Spirit

## **Our Ministry Context**

Trinity Christian Chapel is located in Washington Township, NJ - a growing suburban community with approximately 49,378 residents. The area offers:

- Convenient location just 20 minutes from Philadelphia
- Easy access to major highways (Routes 295, 95, 676, NJ Turnpike)
- Diverse population (82.1% white, 6.2% African American, 5.4% Hispanic, 4.1% Asian)
- Strong school district with multiple elementary, middle, and high schools
- Predominantly Catholic community with significant opportunity for evangelical outreach

Our congregation reflects a mix of approximately 60% white-collar and 40% blue-collar workers, with 74 current members and an average attendance of 114 worshippers.

The church property is a five-acre parcel with a 240-seat sanctuary and a 9,600-square-foot Christian education/office wing that includes a nursery, five Sunday School rooms, kitchen, conference room, youth pastor's study, senior pastor's study, general church office, and handicapped-accessible restrooms. The church owns the building and property with a mortgage of about \$60,000 held by the Alliance Development Fund. The 2025 operating budget is \$381,676.

## **Our Worship Style & Ministry Approach**

We are Biblically centered and contemporary in our style. We seek to be culturally relevant while being centered in the Word, prayer, and holiness.

Our 10AM Sunday worship service features:

- Contemporary music led by a talented worship team
- Relevant, expository preaching
- Modern audio/visual technology with dual projection screens
- A warm, welcoming atmosphere

We value both internal discipleship and external evangelism through:

- Vibrant small groups for various demographics
- Comprehensive Sunday School and children's ministries
- Youth ministry for 6th-12th grade students
- College and young adult ministry
- Multiple outreach initiatives to the community

## **Staff & Leadership Structure**

You'll lead a ministry team that includes:

- Betty Cressman (Church Administration)
- Diane Anderson (Children)
- Pastor Joe Wade (Youth)
- Erin Dombrowski (Worship Leader)
- Open (Worship Administration)

Working alongside a dedicated Elder Board of five men who provide spiritual oversight and direction for the church. As well as highly committed Deacons and Deaconesses who serve along-side the Elders without ruling authority. They serve in practical ministries and meet felt-needs among the congregation.

## **Application Process**

To apply for this position or learn more about this opportunity, please contact:

The Metro District Office of the C&MA at 973-412-7025 or email [office@metrocm.org](mailto:office@metrocm.org).

We invite you to prayerfully consider if God is calling you to this unique leadership opportunity as we seek to follow His will for our church family.

Trinity Christian Chapel  
269 Greentree Road  
Sewell, NJ 08080

## Addendum: Additional Church Information

### Mission Aligned Ministries

#### REACH

Trinity Christian Chapel seeks to reach non-believers by sowing the seed of the gospel locally, regionally and globally. These are our current ministries post-Covid. We desire a pastor who will identify new ministries for outreach.

- **Child Evangelism Fellowship:** A partnership with Child Evangelism Fellowship through their after-school program at local schools and through their backyard Bible clubs.
- **Addictions/Recovery:** An outreach to help those in our community who struggle with addictions through our Christ-centered program. We also have a weekly support group for family members.
- **Homeless Outreach (Camden):** A ministry that reaches out to the homeless in Camden to share the Gospel and provide food, clothing and toiletries.

#### GROW

Trinity Christian Chapel seeks to help new and existing believers grow in their relationship with God and each other through:

- **Sunday Services:** Teaching the Word through books of the Bible and relevant topics
- **Discipleship Classes:** Including Newcomers, Evangelism, Spiritual Growth, Spiritual Gifts, Bible Doctrine, Apologetics, Christian Counseling, Financial Management, Marriage & Family, and Prophecy
- **Prayer Ministry:** Regular congregational opportunities for corporate prayer
- **Small Groups:** Various groups for men, women, singles, couples, and young adults
- **Children's Ministry:** Sunday school classes establishing Biblical foundations
- **Youth Ministry:** Programs for 6th-12th grade students
- **College and Young Adults:** Supporting young adults through their transition to adulthood

#### SERVE

Trinity Christian Chapel equips God's people to discover their gifts and serve in ministries through:

- **Deacons and Deaconesses:** Meeting practical needs of our congregation
- **Child Care/Nursery:** Clean, efficient, and safe care for children from infants to 4 years

- **Care Team:** Prayer warriors supporting those with special needs and challenges
- **True Women's Center:** Partnership with an organization supporting women with unexpected pregnancies
- **Food Donation Pick Up and Delivery:** Supporting local shelters and food pantries
- **Video Ministry:** Running ProPresenter during services
- **Greeter/Usher Team:** Welcoming visitors and facilitating services
- **Worship Team & Sound:** Leading the congregation in God-centered worship
- **Visitor Follow Up:** Connecting with new visitors
- **Hospitality Ministry:** Serving refreshments on Sunday mornings

## REPRODUCE

Trinity Christian Chapel transforms personal decisions for Christ into growing, serving and reproducing disciples through:

- **Leadership Development:** Fostering growth into ministry leadership positions
- **Church Planting:** Planting additional churches in unreached neighborhoods
- **Discipleship/Mentoring:** Pairing mature believers with new believers
- **Kidz Zone:** Ministry for all children through 5th grade
- **Kidz Praise Team:** Children's worship team that performs throughout the year
- **Women's Ministry:** Fellowship, strengthening relationships, and service opportunities
- **Alliance Women:** Supporting Alliance International Workers and worldwide C&MA goals
- **Men's Ministry:** Strengthening men through monthly gatherings, Bible study, and annual retreat

## Church Strengths and Opportunities

### STRENGTHS

- Strong Spirit-filled servant leaders
- A church family that knows and demonstrates the love of Jesus
- Uplifting praise and worship through talented musicians
- High percentage of ministry participation among congregants
- Heart for the lost and training in evangelism
- Vibrant outreach through VBS, prayer walking, and one-on-one evangelism
- Active home studies for both discipleship and evangelism
- Strong missions focus with recognized C&MA financial support
- Christian education wing
- Advanced sanctuary audio and visual systems
- Balanced ministries in Evangelism, Worship, Discipleship, and Fellowship

### OPPORTUNITIES FOR IMPROVEMENT

- Increased emphasis on prayer throughout the congregation
- Diverse prayer meeting opportunities



- Development of future workers, teachers, and leaders
- Increase in children/youth sponsored activities
- Outreach to young adults and prior attendees
- Return to community outreach initiatives (e.g., walk and reach, random acts of kindness)

## **Church History**

Trinity Christian Chapel's roots go back to May 4, 1967, when the steering committee of Wedgewood Community Church decided to join the Christian and Missionary Alliance. The church changed its name to Faith Community Church, and their first service under the C&MA was held on June 25, 1967, with fifteen charter members. The church purchased the current property in Washington Township and was dedicated on December 1, 1968.

Through the years, the church has been led by several pastors:

- Rev. Charles W. Mauren Jr. (1967-1968)
- Rev. David R. Jones (1969-1975)
- Rev. Lester E. Rigdon (1976-1980)
- Rev. Philip G. Pelphrey (1980-1984)
- Rev. Dennis Episcopo (1985-1992)
- Rev. Bruce W. Black (1993-1995)
- Rev. Mark W. Price (1996-1997)
- Rev. James F. Hay Jr. (1998-2005), under whom the name was changed to Trinity Christian Chapel
- Rev. Mike Nimer (2006-2017), during which time attendance grew from 90 to 450
- Rev. Jim Ammerman (2018-2021)
- Rev. Doyle DeGraw (2022-present)