

Senior Pastor

CBCGB

Lexington, Massachusetts

The Chinese Bible Church of Greater Boston (CBCGB) is seeking a Senior Pastor (SP) to provide spiritual guidance and leadership to the church towards the church's vision

The Church Overview

The Chinese Bible Church of Greater Boston (CBCGB) is a non-denominational, evangelical church dedicated to bringing the gospel of Jesus Christ to unreached communities both near and far through worship, teaching, missions, community engagement, and discipleship training. Founded nearly 48 years ago by a group of Chinese immigrants in a house church, CBCGB now serves over 1,400 multicultural worshippers weekly in multiple services including Chinese-speaking and English-speaking congregations, across multiple campuses including its primary Lexington campus and downtown Boston. The primary campus has high-quality, well-maintained, well-equipped facilities and is in the process of significant expansion.

Church Vision and Mission

The vision of CBCGB is, “See every person become a disciple of Christ, across all cultures, from east to west, from Greater Boston to the world.” Based on this vision, the mission of CBCGB is, “To bring people across all cultures together in Christ to inspire, disciple and send them to be global disciple makers.” The vision and mission statements drive all church ministries; additionally, CBCGB continually trains and sends out missionaries globally to reach the unreached and plant churches. Past missionaries have included pastors, elders, deacons, and members of all dispositions and backgrounds. CBCGB has so far planted three local churches and many house churches.

Church Ministries

CBCGB is governed by the Board of Elders (BoE). The church has over 30 thriving ministries. Major categories include Chinese Ministry (CM, a Chinese-speaking ministry), Cross Bridge (CB, an English-speaking ministry), Youth Ministry (YM), Junior Ministry (JM), Children/Kids Ministry (KM). CM, CB and YM include fellowship, musical worship, Sunday schools, discipleship training, love and care ministries, and local outreach programs. The church as one body manages the finance, property, and mission programs through the Board of Deacons (BoD).

CBCGB has two main campuses. The primary is in the town of Lexington, and the other, City Outreach Ministry (COM), is in downtown Boston. Both have vibrant, loving, and accurate Bible-teaching ministries that consist of families across multiple generations and cultures, working professionals across many fields, and students from elementary to graduate schools in various universities and academic institutes.

Position Summary

CBCGB has been blessed by God with generations of pastors since it was established. Each has had a unique opportunity to carry on the mission of the church through various stages of growth. Currently we are looking for a Senior Pastor to embrace our vision and mission statements, drive ongoing strategic planning, lead our incoming generation of pastors and elders, shepherd our newly branded English-speaking congregation, devise strategies for reaching the increasing number of Chinese new immigrants of various ages and backgrounds, care for our ongoing building expansion project, and experience many other opportunities. A key discipleship responsibility will be to train CBCGB's faithful, available, teachable members to engage in spiritual missions in Massachusetts and beyond.

To guide CBCGB along its vision, the Senior Pastor will serve as the spiritual leader across all the ministries in conjunction with the Board of Elders, drive existing ministries, supervise pastoral and administrative staff, and preach at least twice a month in Chinese and once a quarter in English. In addition, the Senior Pastor will bridge various ministries to establish a healthy and effective Christ-centered culture in welcoming and caring for a diverse set of people, across different cultures, and with growing family lifecycles.

A successful candidate for this role must possess exegetical, expository, dynamic, relevant preaching skills; strong organizational and spiritual leadership; practical discipleship training experience; and able pastoral care. The candidate must be able to collaborate effectively with all layers of CBCGB church leadership. The candidate must understand modern spiritual challenges and needs of the congregants, and be able to establish an effective ministry to meet those.

OFFICIAL JOB DESCRIPTION

Required Qualifications

Doctrine

- Agrees with the Statement of Faith of CBCGB (<https://www.cbcgb.org/aboutus/statement-faith>)
- Agrees with the Vision Statement(s) and Mission Statement(s) of CBCGB (<https://www.cbcgb.org/aboutus/vision>)
- Is willing and able to adhere to the Bylaws of CBCGB (<https://www.cbcgb.org/resources/document/by-law>), including doctrinal statement and overall church organizational structure
- Is willing to accept the practice stated in the CBCGB Charismatic Statement ([https://www.cbcgb.org/sites/default/files/document/cbcgb/others/policy_or_procedure/CBCGB Charismatic Statement.pdf](https://www.cbcgb.org/sites/default/files/document/cbcgb/others/policy_or_procedure/CBCGB%20Charismatic%20Statement.pdf))

Professional Background

- Has at least 10 years' experience in pulpit ministry, with demonstrated practice in evangelistic teachings
- Has at least 3 years of experience pastoring in (Mandarin) Chinese and English congregations
- Possesses a Master's Degree or higher from a seminary

Professional Skills

- Collaborates effectively with congregations, demographics, and organizations
- Collaborates effectively with pastoral staff and lay leaders
- Has experience in teaching effectively in both small and large size venues
- Has experience in mentoring and discipleship training, pastoral care, and shepherding, across different demographics

Character

- Demonstrates a clear calling in pastoring
- Leads by example as a humble servant leader
- Demonstrates Christian living and service without reproach
- Is respectful towards the variety of cultural and ethnic backgrounds of congregants.
- Meets Elder qualifications as defined in 1 Timothy 3:1-7, Titus 1:6-9.

Preferred Qualifications

1. Has led, or been in senior leadership, for congregations of at least 500 regular congregants
2. Has experience in a senior leadership position as part of an organization of pastoral staff and lay leaders
3. Has experience preaching across different demographics and cultures
4. Has experience driving vision for achieving short, medium, and long term goals
5. Has hands-on experience creating and driving initiatives and ministries
6. Is passionate about missions
7. Has experience engaging with the local communities and local churches