

Senior Pastor Job Description

Position Summary

Boston Chinese Evangelical Church (BCEC) is seeking a senior pastor to succeed our current Senior Pastor who will be retiring in October 2024. The senior pastor will be responsible for spiritual oversight and leadership at BCEC. Working collaboratively with the Board of Elders and Board of Deacons, the senior pastor will guide the church in spiritual growth, vision development, and strategic planning on ministries and staff management.

About BCEC

BCEC was founded in 1961 with an initial mission to reach Chinese immigrants in the Boston area with the Gospel and love of Jesus Christ. For over six decades, BCEC has expanded to include not only the immigrants but also individuals from all backgrounds. Today, we gather in six congregations using three languages (English, Cantonese, Mandarin) each Sunday and midweek ministry activities across two campuses in Boston's Chinatown and Newton, all for the purpose of worshipping God, edifying one another, and sharing God's Good News to our communities.

Qualifications

Education and Experience

- Master of Divinity or a similar level of theological training is required
- Minimum of 5 years of pastoral experience in multi-generational and multilingual ministries, which includes leading a team of staff and lay leaders
- Experience working with churches and organizations serving the Chinese community in North America

Spiritual Character

- A devoted and God-fearing follower of Christ who leads by example and demonstrates integrity in both word and deed
- A loving, servant leader who shepherds the staff and the congregants
- A courageous leader who is passionate about reaching, inspiring, and mentoring people to obey God and live out their faith in all circumstances
- A visionary, prayerful leader guided by the Spirit in discerning God's will
- A wise leader who meets the qualifications of an elder according to 1 Timothy 3, Titus 1, and 1 Peter 5
- An authentic leader with strong interpersonal skills and a high level of emotional and relational intelligence

Knowledge and Skills

- A deep understanding of the Bible and a commitment to sound, biblical doctrine and BCEC's statement of faith
- Ability to preach and teach with clarity and relevance to the community, culture, and society while staying true to the biblical foundation
- Strong leadership and team-building skills to develop staff and lay leaders and foster church-wide collaboration
- Ability to lead the leadership boards to cast a vision, execute plans, and motivate others to actively participate in the mission of the church
- Ability to understand the nuances of a diverse church congregation and lead effectively across generational and cultural differences to promote and nourish a unified church community
- Ability to strategize plans for discipleship and evangelism and mobilize the church toward common goals
- Proficiency in English is required, and additional proficiency in the Chinese language is desirable

Responsibilities

Spiritual Leadership

- Provide overall leadership to the church in pursuing BCEC's purposes and in cultivating inter-congregational unity
- As the Chairperson of the Board of Elders, lead the board to oversee the spiritual growth of BCEC and lead the development of vision, philosophy of ministry, strategic long-term plan, and staffing needs
- Oversee preaching and teaching to ensure alignment with the teachings of the Bible and BCEC's mission
- Provide spiritual leadership and collaborate with elders and pastoral staff to develop pastoral care ministry for the church
- Lead the Board of Elders in discernment on critical theological and social issues, and provide Biblical insight to the church

Pastoral Oversight

- Supervise and evaluate the pastoral staff to provide constructive feedback and build a cohesive pastoral team
- Provide a mentorship structure to the pastoral staff with effective support for growth and development
- Work with the pastoral staff and elders to develop holistic ministry plans for the church's growth and promote collective collaboration across campuses and languages
- Provide leadership to develop lay leaders and ministry teams with intentionality, especially the younger generation
- Among the church leadership, foster understanding, build relationships, and manage conflict

Community Engagement

- Foster a sense of community and belonging within the church through effective communication and relationship-building
- Actively engage with the local community to represent BCEC, build bridges, and establish the church as a blessing to society

Administration

- Collaborate with the Board of Deacons to provide oversight for BCEC's administrative and management functions, ensuring efficient operations and effective stewardship of resources

Application Process

Interested candidates are invited to submit:

- Cover letter
- Personal statement of faith
- Links to sample sermons or teaching materials
- Three letters of reference describing your work with their organization and overall experience in working with you
- Resume or CVs
- Personal testimony and call to ministry
- Names and contacts of three references

Please send the complete application by email to:

Personnel Deacons

Boston Chinese Evangelical Church

Email address: bod.personnel@bcec.net

For Further Information: Visit our website at www.bcec.net/jobs