

# CHRIST THE KING

— D O R C H E S T E R —

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Christ the King Presbyterian Church is seeking a lead pastor for its Dorchester congregation.

A church and community profile, growth plan and job description are attached.

Please send a cover letter, resume, and ministerial data form (if you have one) to [CTKPastoralSearch@ctkdorchester.org](mailto:CTKPastoralSearch@ctkdorchester.org).

Find us online at [ctkdorchester.org](http://ctkdorchester.org).

## **ABOUT CHRIST THE KING DORCHESTER (WHO WE ARE)**

### **Facts About CTK Dorchester**

- Christ the King Dorchester (CTKD) started in 2003 as a small group Bible study in the neighborhood of Dorchester with the distant idea of one day becoming a local congregation.
- CTKD officially launched public worship services in 2007 before calling the Rev. Daniel Rogers to be its first Lead Pastor in January 2008
- Average attendance on Sunday evenings at CTKD is approximately 120 adults and children.
- The large majority of members and attendees live in Dorchester.
- CTKD is a cross-cultural, multi-ethnic church representing over 15 different nationalities, ethnicities and socioeconomic backgrounds.

### **Facts About Dorchester**

- Dorchester is the largest and most populous neighborhood in the city of Boston.
- Dorchester's current demographics are as follows: 40% African-American, 30% caucasian, 15% Hispanic/Latino and 10% Asian. The last few decades have seen a huge influx of immigrants move into Dorchester, particularly from Vietnam, Cape Verde and Haiti. Over 50 different nationalities and ethnicities are represented in Dorchester.
- 85% of children in Dorchester grow up in single-parent homes.
- Every year a significant number of the homicides in Boston occur in Dorchester.
- Dorchester has experienced a surge in gentrification in recent years with a growing population of young urban professionals moving into the neighborhood.

### **Philosophy of Ministry**

Mission & Vision: The mission of Christ the King Dorchester is to extend the Kingdom of God in Dorchester and beyond. The vision of Christ the King Dorchester is to be a gospel-driven, cross-cultural, community-based church who loves Jesus and people who need a Big Savior.

Core Values: The entirety of our church's ministry and existence are built on the following four core values: Kingdom of God Focused (Luke 4:14-21), Jesus Christ Centered (1 Corinthians 2:1-5), Holy Spirit Empowered & Dependent (Psalm 127:1) and Church 7 Days A Week (Acts 2:44-47).

### **Affiliations**

- CTKD is a congregation of the Presbyterian Church in America (PCA), a denomination rooted in the historic Christian faith expressed by The Westminster Confession of Faith, the Larger Catechism, and Shorter Catechism.
- CTKD is just one congregation of Christ the King Boston (PCA), a multi-congregational church committed to church-planting in the city of Boston. There are currently eight different congregations worshipping throughout metro Boston as well as the greater Boston area.
- CTKD is also a member of The New City Network a family of churches that is committed to planting, growing and encouraging cross-cultural, multi-ethnic churches in urban contexts that pursue the poor.

## **GROWTH PLAN (WHERE WE'RE HEADED/WHO DO WE WANT TO BE?)**

By God's grace Christ the King Dorchester is a young and healthy local congregation that has sought to faithfully live out our mission extending God's Kingdom in Dorchester and beyond while at the same time growing into our vision of being a gospel-driven, cross-cultural, community-based church who loves Jesus and people who need a Big Savior. At the same time, we also recognize that there are significant areas in the life of the church where we need to grow.

With the church entering into its eleventh year as a worshipping congregation we are trusting God for growth in the following areas:

### **Growth in Discipleship/Leadership Development**

As a church we desire:

- A clearly defined and unified vision for discipleship for all members
- A comprehensive plan for implementing discipleship ministries at CTKD
- To promote long-term sustainability for leadership as well as prevent burnout among leaders
- Contextualized systems/methods of leadership development (raising up additional elders and deacons)
- To do the hard work of investing in, raising up and empowering minority men and women to be leaders of our church

### **Growth in Missional Effectiveness**

As a church we desire...

- Teaching, leading and equipping for all of our members in the area of cross-cultural, multi-ethnic evangelism
- A redefined and refocused sense of mission - who are we called to reach?
- Clearly defined plan for missional outreach in Dorchester

### **Growth in Cross-Cultural & Multi-Ethnic Engagement**

As a church we desire...

- Dialogue across racial and ethnic lines regarding issues of racial reconciliation, racial solidarity and issues of inequality
- To give voice to minorities about their experiences being part of majority-culture church that finds its roots in a majority-white denomination
- To think thoughtfully about how our church is welcoming to non-white, non-majority-culture friends, families and neighbors
- We need to think thoughtfully and be willing to examine thoroughly any systems, philosophies of ministry, style of worship, etc.

### **Growth in Vitality/Stability**

As a church we desire...

- To see our church's membership double in growth in the next 3-5 years
- To see overall attendance on Sunday evenings as well as involvement in ministries throughout the week double in growth as well
- Long-term financial sustainability
- To teach, equip and disciple our church when it comes to stewardship

# Christ the King Presbyterian Church

## Job Description

### POSITION TITLE

Congregation Lead Pastor

### OVERVIEW

Christ the King Presbyterian Church is a multi-congregational, multi-ethnic church that seeks the gospel renewal of greater Boston for the glory of God and joy of the city—a collection of local worshipping, nurturing and missional congregations that reflect the ethnic, cultural and economic diversity of the city and seek to make disciples who obey, enjoy and glorify God with their whole lives—together sharing gospel values, kingdom commitments, and a common vision for the city.

### TYPE OF POSITION

Full-time salaried, FLSA exempt professional; compensation and benefits outlined in separate Terms of Call.

### PRIMARY RESPONSIBILITIES

The Congregation Lead Pastor provides spiritual, pastoral and executive leadership for the assigned congregation consistent with the stated purpose, mission and vision of Christ the King Presbyterian Church, within its multi-congregational structure, and in accordance with Presbyterian Church in America (PCA) church polity. The Congregation Lead Pastor is a collegial member of and active participant in the pastoral staff of the church.

The Congregation Lead Pastor serves alongside the local ruling elders to help the congregation fulfill its mission and purpose by providing leadership in the areas of preaching, teaching, worship, prayer and pastoral care.

### ESSENTIAL FUNCTIONS

Gospel: Connecting People to God

- Primary responsibility for preaching, teaching, corporate worship and prayer within the congregation
- Faithfully preaches the Scriptures, administers the sacraments of the church, and encourages prayer within the congregation
- Oversees adult, youth and children's education in partnership with congregation ruling elders, ministry staff and volunteer leaders

Community: Connecting People to One Another

- Shepherds the people of the congregation and provides pastoral care and counseling (1 Peter 5:2-5)
- Oversees the discipleship ministries of the congregation (Bible studies, community groups, personal discipleship etc.)
- Keeps the elders and church Session informed regarding members and pastoral concerns

Mission: Connecting People to the World

- Practices personal evangelism; encourages and equips the congregation for witness
- Designs and implements outreach initiatives within the community
- Encourages investment in the global mission of the church, both through local outreach and international missions

Leadership and Management

- Works with congregation ruling elders and others in church leadership to ensure accountability and faithfulness to the congregation's vision and purpose
- Responsible for development of leadership for the congregation; identifies, equips and trains emerging leaders

- Ensures that the elders, deacons, and ministry leaders are appropriately cared for and supported in their respective offices and roles; regularly meets with and encourages officers and staff

#### Administration

- Reports monthly to the Session regarding activities and future goals
- Involved in annual budgeting process for the congregation
- Provides overall administrative oversight of the congregation's ministry teams
- Supervisory responsibility for all directly reporting employees

#### Global Responsibilities

- Participates fully as a collegial member of the pastoral team of the multi-congregational church
- Serves to advance the mission and vision of the multi-congregational church as a whole; advocates for church planting and other cross-congregational ministries both in his own congregation and throughout the church
- Active involvement in the Southern New England Presbytery and the PCA General Assembly, including regular attendance at presbytery meetings and service on presbytery committees

#### Personal and Professional Development

- Maintains an active prayer, devotional and study life
- Cultivates a passionate relationship with God that drives all other aspects of his life
- Seeks regular evaluation of his own ministry effectiveness, including preaching, shepherding and leadership
- Ensures significant time for family life and maintains personal health and well-being

#### QUALIFICATIONS AND REQUIREMENTS

- Must demonstrate the qualifications of an elder described in 1 Timothy 3 and Titus 1:
  - *The saying is trustworthy: If anyone aspires to the office of overseer, he desires a noble task. Therefore an overseer must be above reproach, the husband of one wife, sober-minded, self-controlled, respectable, hospitable, able to teach, not a drunkard, not violent but gentle, not quarrelsome, not a lover of money. He must manage his own household well, with all dignity keeping his children submissive, for if someone does not know how to manage his own household, how will he care for God's church? He must not be a recent convert, or he may become puffed up with conceit and fall into the condemnation of the devil. Moreover, he must be well thought of by outsiders, so that he may not fall into disgrace, into a snare of the devil. (1 Timothy 3:1-7 ESV)*
  - *This is why I left you in Crete, so that you might put what remained into order, and appoint elders in every town as I directed you—if anyone is above reproach, the husband of one wife, and his children are believers and not open to the charge of debauchery or insubordination. For an overseer, as God's steward, must be above reproach. He must not be arrogant or quick-tempered or a drunkard or violent or greedy for gain, but hospitable, a lover of good, self-controlled, upright, holy, and disciplined. He must hold firm to the trustworthy word as taught, so that he may be able to give instruction in sound doctrine and also to rebuke those who contradict it. (Titus 1:5-9 ESV)*
- Graduate of a theological seminary or equivalent education that meets requirements for ordination within the PCA (must meet requirements for ordination in BCO 21-4)
- Adherent of the Reformed tradition as indicated by essential agreement with the Westminster Confession of Faith and the Shorter and Larger Catechisms (BCO 21-4.e., f.)
- Ordained or ordainable in the Presbyterian Church in America
- Minimum of 3 years pastoral experience
- Proven experience as an institutional or departmental leader in a church or ministry setting
- Excellent expository preaching skills