



# *Citylife* Presbyterian Church

Chestnut Hill Congregation Pastor  
Job Description

## OUR MISSION

We welcome people to experience the gospel and to grow as servant leaders who love God and neighbor.

## OUR VISION

To achieve personal, communal, and cultural renewal in Christ.

## OUR CORE VALUES

We value grace.

We value truth.

We value humility.

We value love for our neighbors.

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# About Citylife Presbyterian Church

Citylife Church seeks to expand God's Kingdom in the city of Boston and beyond. We hope to bring renewal in every sphere of life by the power of the Gospel of Jesus Christ. Our desire is to foster a community of love that reaches out with the historic Christian truths of the Gospel. We welcome skeptics, seekers, and those who share the church's vision to be a Gospel-oriented, outwardly-faced community of God's grace.

We have recently reaffirmed our strategic vision and refined the articulation of our purpose and goals. We call our vision "**Citylife One**":

- We are One Church, with Many Congregations
- We offer One Promise, with Many Journeys
- We share One Vision, with Many Goals

**First, we are one church with many congregations.** We share the same gospel DNA which is one gospel (Ephesians 4), one faith, one theology, and one worship.

- One Gospel - We don't just believe the Gospel but want to be shaped by the Gospel for all dimensions of life and ministry.
- One Faith - We share a common belief and common values.
- One Theology - We are reformed, confessional, presbyterian, and Gospel-centered.
- One Worship - Our worship is intentionally Christ-centered in preaching and Gospel-centered in our liturgy.
- One Vision

We are a family of congregations unified by Citylife's DNA. We hope to add to this family of congregations over time. This congregation pastor job description is specifically to lead our Chestnut Hill congregation

# About Citylife Presbyterian Church (continued)

**Second, we offer One Promise, with Many Journeys.** As a church, we want to grow disciples of Christ by caring for, nurturing, and equipping all people at Citylife. We want everyone at our church to know that there is a growth trajectory for every individual - having a gospel Christian worldview, knowing how to engage our world with necessary resources to be an ambassador of the gospel and also to be a good neighbor.

There are many journeys and pathways for this to happen, and we want to encourage individual expression and experience in this shared journey. By participating in the life of our church, we want each person at our church to:

- Hear the gospel
- Engage in fellowship and community
- Hear Christ-centered preaching
- Receive care in times of need
- Use your gifts and resources to serve our church and our neighbors
- Learn how to read, interpret, apply the Bible and receive a basic overview of theology
- Be provided with necessary resources when placed in leadership positions
- Be equipped with a Christian worldview

**Third, we share Our Vision: To achieve personal, communal, and cultural renewal in Christ.** Our goals correspond to the shared vision of helping all people at Citylife to connect with God, connect with one another, and connect with our culture.

# 5 Strategic Goals and Priorities

Our vision of achieving personal, communal, and cultural renewal in Christ is supported by five strategic goals and priorities.

## **Church Vision**

One Gospel, One Faith, One Theology, One Worship

## **Operations**

Establish organizational leadership and processes for better communication and execution

## **Teaching & Discipleship**

Empower and equip to live out faith in and outside church

## **Community**

Increase diversity of voices in decision-making and better care for underserved parts of *Citylife*

## **Mercy & Evangelism**

Embrace outward-facing gospel and equip and resource the church for acts of mercy and evangelism

# Citylife Structural Overview

Citylife is made up of three congregations today.

**Boston (Downtown)  
Congregation**  
with a weekly  
attendance of  
approximately 400

**Chestnut Hill  
Congregation**  
with a weekly  
attendance of  
approximately 150

**Chinese  
Congregation**  
with a weekly  
attendance of  
approximately 50

We are planning to launch a Brazilian congregation late summer 2020.

This job opening is for the congregation pastor of **Chestnut Hill**.

The Chestnut Hill congregation also supports three additional paid staff members:

- an assistant pastor
- a youth director
- a children's ministry director

# Job Description: Chestnut Hill Congregation Pastor

## Roles and Responsibilities

### Church Vision

- Drive the church vision to the specific needs of the Chestnut Hill (CH) congregation with practical steps to grow members and impact the community
- Lead the CH congregation in grace and truth
- Exhibit spirit of leadership, risk taking, and entrepreneurship

### Operations

- Lead and manage CH staff (assistant pastor, youth director, children's coordinator) to be effective in accomplishing CH strategy
- Collaborate with CH volunteers
- Represent the unique needs of the CH congregation as a *Citylife* Teaching Elder
- Provide spiritual care to CH staff
- Encourage member involvement in CH ministries

### Teaching & Discipleship

- Oversee Sunday worship
- Provide pastoral care and guidance for CH ministries and community groups
- Prepare and preach the majority of sermons at CH
- Lead CH congregation in prayer

### Community

- Foster healthy relationships with *Citylife* Leaders and also other community and church leaders
- Model self awareness, vulnerability, and multi-cultural sensitivity
- Encourage relational growth within our CH community

### Mercy & Evangelism

- Partner with *Citylife* Neighborhood Outreach
- Model care for the underserved and marginalized in our congregation and community
- Embrace outward facing gospel of evangelism

# Job Description: Chestnut Hill Congregation Pastor

## Requirements

### Must Haves

- ❑ Ordained in the Presbyterian Church in America (PCA), Graduate Degree from an accredited theological seminary, and 5 years of preaching or ministry experience
- ❑ Be a committed follower of Jesus with a lifestyle and reputation of Christian faithfulness
- ❑ Be in agreement with the Mission, Vision, and Core Values of our church
- ❑ Have a high level of self-awareness and commitment to continual, relational growth
- ❑ Demonstrate Christ-centered living (1 Peter 1:15-16; 1 Timothy 3:1-7; Titus 1:5-9), honesty, confidence, teachability, humility (Philippians 2:5-7), patience and commitment in working with others (James 1:4)
- ❑ Have the conviction, passion, and giftedness to equip Christians for ministry (Ephesians 4:12)

### Nice to Haves

- ❑ Experience in marriage and family counseling
- ❑ Experience leading or supporting children and/or youth ministry

# Job Description: Chestnut Hill Congregation Pastor

## Compensation and Benefits (Fiscal Year 2020-2021)

- **Salary + Housing Allowance:** \$100,000 (this represents salary + housing allowance which will be determined by the Session with the staff member's input)
- **Health, Dental and Vision:** Full coverage (note: most FT staff are on their spouses health insurance and *Citylife* provides a monthly reimbursement of the spouse's monthly employee contribution; this is a significant saving to the church. If this arrangement isn't possible or desired by the staff member, then they will join the church's insurance, which will be at no cost to the staff member)
- **401K Retirement Savings Plan (Elective participation):** 2% of total compensation (\$2,000) employer contribution match; 2% employee contribution match (\$2,000 minimum requirement)
- **Expense Account:** \$1,500/year (\$125/month)
- **Phone Allowance:** \$900/year (\$75/month)
- **Books and Professional Development:** \$500/year (\$41.66/month)
- **Paid Vacation:** See attached PTO policy (a new FT hire would start at 15 PTO days; the breakdown of vacation vs ministerial development is not outlined anywhere)
- **Paid Sick Days:** 5 days
- **Ministerial Development:** TBD

# Application Process

- ❑ Email resume outlining education, professional, and ministry experiences and 3 references by July 15, 2020 to [chpastorsearch@citylifeboston.org](mailto:chpastorsearch@citylifeboston.org)
- ❑ Qualified applicants will be contacted by *Citylife* and will be asked to submit written responses to questions and a video of the applicant preaching
- ❑ Selected applicants will be contacted to participate in an interview by video conference
- ❑ Selected candidates will be asked to visit *Citylife* in-person to:
  - Meet with the search committee
  - Meet with the Session, the Senior Minister, and Staff
  - Preach at the Chestnut Hill campus on a Sunday and meet with church members



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