



Christ



TREASURED
ABOVE ALL
THINGS



LEAD PASTOR PROFILE

westgatechurch

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WESTGATE CHURCH

INTRODUCTION

For over forty years, Westgate Church has been a light for the gospel in the MetroWest suburbs of Boston. Located just off Route 30 in Weston, our congregation includes roughly 120 households living and working in over 30 towns throughout the region. We are a family of believers centered on the gospel of Christ, with a vision to see Christ treasured above all things throughout MetroWest Boston and in every corner of the earth.

HISTORY

In 1973, Wayne Anderson, Minister to Students at Park Street Church in Boston, developed a vision for a church plant in the western suburbs of Boston. A group of thirty young adults from Park Street committed themselves to this church plant. This group combined with an existing Bible study that met at the home of Harry and Carol Azadian in Weston, and together, these two groups formed Westgate Church. Westgate was officially founded in 1975 and became part of the Evangelical Free Church of America (EFCA) in 1997.

OUR LEAD PASTORS

Wayne Anderson, 1975 – 1981

Samuel Hollo, 1982 – 2007

Brandon Levering, 2011 – June 2019

MILESTONES

1975 – First service held at Regis College on June 1, 1975

1976 – Worship Services held at Meadowbrook School through 1992

1982 – Sam Hollo called as Senior Pastor

1992 – Dedication of Westgate Church building at 100 Winter Street, Weston, MA

1995 – Westgate Christian Academy was founded and closed in 2010

1997 – Affiliation with EFCA commenced

2000 – Bruce Daggett called as Associate Pastor

2007 – Sam Hollo resigned

2008 – David Brooks served as Intentional Interim Pastor until 2010

2011 – Brandon Levering called as Lead Pastor

MISSION & VISION

OUR MISSION: To glorify God as a family of believers who make disciples for Christ.

OUR VISION: Christ treasured above all things throughout MetroWest Boston and in every corner of the world.



COMMUNITY AND MINISTRIES

- Shepherding Care
- Discipleship
- Fellowship Dinners and Activities
- Home Groups
- Men's Ministries
- Women's Ministries
- Missions (Local and Global)
- Music Ministry
- Outreach and Visitation
- Prayer Ministry
- Retreats
- Short Term Missions Trips
- Sunday School
- Vacation Bible School
- Worship
- Youth Group

CORE VALUES

Core values are what shape our church's culture and provide guidance in fulfilling our mission and pursuing our vision.

GOSPEL-CENTRALITY

Everything flows out from and points back to what God has done for us in the life, death, and resurrection of his Son. The gospel is not just a message for non-Christians; rather, the same grace of God at work to rescue us from sin's penalty also transforms, equips, and strengthens the whole of Christian life and mission. We never outgrow our need for the gospel.

SUBMISSION TO SCRIPTURE

The Bible has authority over us, because God has authority over us, and in the Bible God speaks. As God's own self-revelation, it is the source and standard for all that we believe and teach, do or say, and however we live. All of life and ministry must be submitted to Scripture.

DEPENDENCE ON THE HOLY SPIRIT

If we are to accomplish anything for the Lord by way of life and ministry, it will only happen according to God's will, by the power of his Spirit, and for the sake of his glory. We must be fully and completely dependent upon the Holy Spirit.

MATURITY IN CHRIST

We want to see people grow up in Jesus and to become mature in Christ—steadfast and stable, reflecting Christ's character, serving God joyfully, and bearing fruit in every good work to the glory of God.

GRACE-FUELED RELATIONSHIPS

Because Christ does not relate to us on the basis of our performance for him, we don't want to treat each other on a performance-based model. And so we seek to treat one another with the love and grace with which Christ treats us, cultivating relationships marked by forgiveness, sacrificial love, encouragement, and service to one another.

LOVING PEOPLE

The gospel is about changing lives, not just running programs. So while we recognize the usefulness of various ministry models, and utilize several kinds of ministry programs, our first concern is loving people and cultivating spiritual maturity.

EVERY MEMBER ON MISSION

Making disciples for Christ is not just for the so-called "professionals." We want to help every member live as a missionary, treating every sphere of their personal lives as their mission field (e.g. home, work, church, school, grocery store). Wherever we are, whatever we do, we are always being sent for the sake of the gospel.

GOSPEL PARTNERSHIPS BEYOND WESTGATE

Westgate is one local expression of Christ's universal Church. For this reason, we value gospel partnerships beyond Westgate, not only within our EFCA denomination, but with other gospel-preaching churches and organizations throughout MetroWest Boston and New England, along with missionaries serving in the far reaches of the globe.

CORE COMMITMENTS

These eight commitments supply the strategy for how we hope to see Christ treasured above all things in MetroWest Boston and in every corner of the world.

GOD-CENTERED WORSHIP

Treasuring Christ is ultimately about worship. Gathering for worship on Sundays is our regular reminder and recognition that God is the center of the universe, not us. So we gather weekly as a family united by the gospel to make much of God through God-centered song, prayer, Scripture, sermons, financial giving, and sacrament.

BIBLICAL EXPOSITION

You cannot treasure someone whom you do not know, and you're not treasuring them if you don't listen carefully when they speak. Therefore, we place significant weight on gathering around, and under, the preaching of God's Word. We make it our purpose to preach from the whole counsel of God, both Old and New Testaments, in such a way that the message and aim of the sermon is driven by the biblical passage being preached.

PRAYER

Christ will not be treasured above all things if God does not show up, and since the way we express our dependence on God is through prayer, nothing we do in his name or service will amount to anything if we are not first and faithfully devoted to prayer.

LIFE-ON-LIFE DISCIPLESHIP

Disciples are followers of Christ, so we want to grow in spiritual maturity and be Christ-like in character. Because the church is a family, we want to grow in Christ together, sharing life in and around the good news of Jesus. That Christ may be treasured above all things, we want to see all of Westgate equipped for gospel service and growing toward steadfast maturity in Christ.

CHRIST-CENTERED COMMUNITY

What unites the church are not our common interests, age, ethnicity, financial status, or stage of life, it's our common faith in Jesus Christ who has made us one through the cross and resurrection. Therefore, we're committed to sharing life as a family, growing in Christ together, and enjoying fellowship in the gospel and for the gospel.

LOCAL OUTREACH

Jesus sends his church into the world to bear witness through gospel proclamation matched with merciful and loving service. As a congregation who gathers in Weston, but resides in over thirty towns across MetroWest Boston, our strategy for outreach is to both invite people in and go out to where they are to help them find life, freedom, and joy in treasuring Christ.

CHURCH PLANTING

Fulfilling the Great Commission is more than making individual disciples or growing existing churches, it also means establishing new churches wherever disciples are being made. This is particularly true in New England, where less than 4% attend a gospel-preaching church, and in MetroWest Boston, where there's approximately one gospel-preaching church for every 10,000 people.

GLOBAL MISSIONS

Christ's commission to his church applies not only to reaching people with the gospel locally, but making disciples of all people groups around the globe (Matt. 28:18-20). To that end, we view supporting and participating in global missions as an essential ministry of Westgate Church.

LEADERSHIP

Westgate Church is congregationally governed and elder-led, under the ultimate authority and headship of Christ. Practically speaking, this means that our church is led through a combination of elected leaders, paid staff, and volunteer leaders, subject to congregational oversight, as governed by our church By-laws.

ELECTED LEADERSHIP

- **Elder Board:** 5-11 men elected from the congregation who meet the qualifications of elder laid out in 1 Timothy 3:1-7 and Titus 1:5-9 and serve up to two consecutive 3-year terms. They are responsible for the spiritual care and oversight of the congregation. In addition to those elected men, the Lead Pastor and any full-time Associate Pastors also serve as elders.
- **Deacon Board:** 5-11 members, men or women, who meet the qualifications of a deacon laid out in 1 Timothy 3:8-13 and serve up to three consecutive 2-year terms. They are responsible for the orderly administration of the business affairs of the church, the administration of all other church matters which are not the primary responsibility of the Board of Elders, and such other responsibilities as may be delegated to it by the Board of Elders.
- **Missions Board:** 5-11 members, men or women, who serve up to three consecutive 2-year terms. They are responsible for developing and administering our Mission program at Westgate.
- **Nominating Committee:** six members serving a one-year term, three are elected from the general membership, and three are members and representatives from each Board. Their responsibility is to present to church members one or more nominees for each elective office to be filled
- **Officers:** three among our elected leadership, who not only serve important roles in leading the church but have official responsibilities with respect to our legal status as a 501(c)(3) non-profit corporation. The **President** is an elder, elected by the Elder Board, who, in addition to his regular elder responsibilities, functions as the chief executive officer of Westgate. The **Treasurer** functions as the chief financial officer, chief accounting officer, and is elected by the congregation at the Annual Meeting. The Treasurer serves as an ex-officio, voting member of the Deacons. The **Clerk** is a deacon, elected by the Deacon Board, who is responsible to record and maintain records of all official church business.

PAID STAFF

To accomplish our mission and vision, Westgate also employs several staff. Any employees of Westgate must agree with our Statement of Faith and meet the respective qualifications of their role, whether elder-like (e.g., pastoral staff) or deacon-like (e.g., ministry directors, support staff).

VOLUNTEER LEADERS

In addition to the elected leaders who serve on a volunteer basis, there are several other opportunities for leadership within the church. While each ministry typically has an elder, pastor, or Board overseeing it, we need volunteer leaders in all of our ministries, including, but not limited to, Home Groups, Sunday School, Kids Journey, Youth Ministries, Music Ministries, Bible Studies, and Prayer.

CONGREGATIONAL OVERSIGHT

As a congregationally-governed church, not only do we draw our leaders from within the congregation (with the occasional exception of paid staff, for whom we may search outside the church as well), the membership as a whole has the responsibility for wisdom, support, and accountability concerning our leaders and the direction of our church. This is expressed most directly in our **annual meeting** each February (or occasional special meetings mid-year), where we discuss and vote on nominees for boards, budgets for the year ahead, and any proposed changes to our By-laws.

LEAD PASTOR PROFILE

REPORTING: Reports to and works in partnership with the Elders.

PRIMARY OBJECTIVE: To provide leadership, instruction, and care in shepherding Westgate Church in accordance with our vision to see Christ treasured above all things.

REQUIREMENTS

As a member of the elder board and a spiritual leader for our congregation, the Lead Pastor must meet the following qualifications:

Character and Conviction

- A personal relationship with Jesus Christ marked by spiritual maturity, humility, joy, love, prayer, and an utter dependence on the gospel of Jesus.
- A life that accords with the character qualifications for elders laid out in 1 Timothy 3:1-7 and Titus 1:5-9.
- Agreement with Westgate Church's Statement of Faith.
- Agreement with and desire to live out Westgate Church's Vision Statement.
- Agreement with and desire to lead us according to our core values and core commitments.
- The Lead Pastor must also pass a full background/criminal report check.

Skill and Experience

As the point person among our leadership community, the Lead Pastor will be skilled in leading a local church in further developing and realizing its vision. He will be a humble and personable leader, who genuinely values people, values collaboration and shared ownership, and is able to delegate authority while retaining responsibility. He will have demonstrable experience working with and leading teams, developing and empowering leaders, and working in a multi-staff church or ministry setting. More specifically, he will have a passion to see people reached for Christ and be able to cultivate a culture of evangelism and personal discipleship within a local church. These leadership skills will be instrumental in helping Westgate take next steps in realizing its vision by developing the church's core commitments of local outreach, life-on-life discipleship, and church planting. Being missions minded, he will also faithfully and prayerfully support Westgate's global mission ministries.

As the primary preaching pastor at Westgate, the Lead Pastor must be able to faithfully and effectively communicate God's Word to the congregation. He must be committed to biblical exposition, able to preach from the whole counsel of God, both Old and New Testaments, in such a way that the message is faithful to Scripture, centered on Christ, and brought to bear on daily life in a clear and compelling way. He will have experience setting the direction of the preaching ministry and coordinating it with other elements of the weekly worship gathering. He must also value a team approach to preaching, being comfortable with not merely sharing the pulpit, but training and developing other preachers.

As a shepherd, the Lead Pastor must be compassionate toward people and passionate about the spiritual maturity of the flock. He will be gifted in helping Christians apply the gospel to all parts of life, having experience in personal discipleship, pastoral counseling, and conflict resolution specifically, skills in handling conflict and helping others work through conflict. He must also be capable of building relationships with nonbelievers and be eager to explain the gospel to them. He will also have experience equipping others in pastoral care, as the Westgate elders and other pastoral staff share this responsibility with him.

As a tested and mature servant of Christ, the Lead Pastor will have had a significant amount of experience in a ministry or church setting. He will have a graduate degree in biblical and theological studies (M.Div. or M.A., or the knowledge equivalent thereof), and be committed to ongoing development and learning. Experience with church planting is not required but a plus. Finally, he must sense God's call to minister in New England with its unique personality and heritage that makes it an exciting but challenging mission field.

LEAD PASTOR PROFILE

RESPONSIBILITIES

LEADERSHIP

Vision

- Collaborate with elders and staff to develop, detail, communicate, and champion the vision of the church.
- Champion Westgate's vision, mission, values, and commitments in the ongoing life of the church.
- Set priorities and oversee the development of strategies and systems for carrying out Westgate's vision, especially in developing our commitments to local outreach and life-on-life discipleship.

People

- Serve as a voting member of the Elder Board.
- Supervise, develop, and shepherd key staff and lay leaders.
- Exemplify and build an effective leadership culture at Westgate.
- Maintain timely and healthy communication with leadership community and congregation.
- Guard healthy, gospel-saturated relationships among church staff.
- Attend denominational meetings (Boston Module and Regional).

Gathered Worship

- Work with music staff in shaping gospel-rich, God-centered worship services each week, supplying the information necessary to connect chosen music selection(s) with sermon focus, and approving the weekly worship service plan.
- Participate in and/or preside over weekly worship services.

INSTRUCTION

Preaching

- Carefully prepare and faithfully preach gospel-centered expositions of Scripture for weekly and special services.
- Coordinate preaching plan and schedule, serving as the primary preacher.
- Provide instruction, opportunities, and feedback for other pastoral staff/elders who preach.

Discipleship and Training

- Develop staff and church leadership through discipleship and training.
- Periodically teach adult Sunday School and other learning opportunities.
- Supervise Men's and Women's Ministries.

CARE

- Build relationships with fellow elders for pastoral care and community.
- Provide shepherding oversight to a portion of the congregation, sharing visitation ministry with other pastors.
- Counsel congregants as needed.
- Plan and/or participate in weddings, funerals, baptisms, and dedications as needed.
- Remain current regarding theological and cultural issues and resources, able to help leaders and congregants navigate trends and developments.
- Maintain a healthy spiritual, physical, and relational life, including taking advantage of opportunities for continuing education and growth.



BELIEFS

GENERAL BELIEFS (EFCA 2008 STATEMENT OF FAITH)

GOD - We believe in one God, Creator of all things, holy, infinitely perfect, and eternally existing in a loving unity of three equally divine Persons: the Father, the Son and the Holy Spirit. Having limitless knowledge and sovereign power, God has graciously purposed from eternity to redeem a people for Himself and to make all things new for His own glory.

THE BIBLE - We believe that God has spoken in the Scriptures, both Old and New Testaments, through the words of human authors. As the verbally inspired Word of God, the Bible is without error in the original writings, the complete revelation of His will for salvation, and the ultimate authority by which every realm of human knowledge and endeavor should be judged. Therefore, it is to be believed in all that it teaches, obeyed in all that it requires, and trusted in all that it promises.

THE HUMAN CONDITION - We believe that God created Adam and Eve in His image, but they sinned when tempted by Satan. In union with Adam, human beings are sinners by nature and by choice, alienated from God, and under His wrath. Only through God's saving work in Jesus Christ can we be rescued, reconciled, and renewed.

JESUS CHRIST - We believe that Jesus Christ is God incarnate, fully God and fully man, one Person in two natures. Jesus-Israel's promised Messiah- was conceived through the Holy Spirit and born of the virgin Mary. He lived a sinless life, was crucified under Pontius Pilate, arose bodily from the dead, ascended into heaven and sits at the right hand of God the Father as our High Priest and Advocate.

THE WORK OF CHRIST - We believe that Jesus Christ, as our representative and substitute, shed His blood on the cross as the perfect, all-sufficient sacrifice for our sins. His atoning death and victorious resurrection constitute the only ground for salvation.

THE HOLY SPIRIT - We believe that the Holy Spirit, in all that He does, glorifies the Lord Jesus Christ. He convicts the world of its guilt. He regenerates sinners, and in Him they are baptized into union with Christ and adopted as heirs in the family of God. He also indwells, illuminates, guides, equips and empowers believers for Christ-like living and service.

THE CHURCH - We believe that the church comprises all who have been justified by God's grace through faith alone in Christ alone. They are united by the Holy Spirit in the body of Christ, of which He is the Head. The true church is manifest in local churches, whose membership should be composed only of believers. The Lord Jesus mandated two ordinances, baptism and the Lord's Supper, which visibly and tangibly express the gospel. Though they are not the means of salvation, when celebrated by the church in genuine faith, these ordinances confirm and nourish the believer.

BELIEFS

CHRISTIAN LIVING - We believe that God's justifying grace must not be separated from His sanctifying power and purpose. God commands us to love Him supremely and others sacrificially, and to live out our faith with care for one another, compassion toward the poor, and justice for the oppressed. With God's Word, the Spirit's power, and fervent prayer in Christ's name, we are to combat the spiritual forces of evil. In obedience to Christ's commission, we are to make disciples among all people, always bearing witness to the gospel in word and deed.

CHRIST'S RETURN - We believe in the personal, bodily and premillennial* return of our Lord Jesus Christ. The coming of Christ, at a time known only to God, demands constant expectancy and, as our blessed hope, motivates the believer to godly living, sacrificial service and energetic mission.

RESPONSE AND ETERNAL DESTINY - We believe that God commands everyone everywhere to believe the gospel by turning to Him in repentance and receiving the Lord Jesus Christ. We believe that God will raise the dead bodily and judge the world, assigning the unbeliever to condemnation and eternal conscious punishment and the believer to eternal blessedness and joy with the Lord in the new heaven and the new earth, to the praise of His glorious grace. Amen.

** The premillennial position is not essential to salvation nor to membership at Westgate Church.*

SPECIFIC BELIEFS PERTAINING TO FAMILY, CHURCH, AND COMMUNITY LIFE

1. We believe that Christian marriage has been created by God to join one man and one woman in a lifelong, exclusive relationship of mutual care, support, and intimacy. Marriage creates the family unit within which children (or a child) are born or adopted, and nurtured. God has created the husband's and wife's roles in marriage on the model of the relationship between Christ and His church.
2. We believe that fidelity in marriage and chastity in singleness are the only proper expressions of God's plan for human sexuality. We further believe that sinful behaviors including, but not limited to adultery, bestiality, bisexual conduct, fornication, homosexual behavior, incest, pedophilia, and sexual predation, as well as pornography are the results of mankind's fallen nature, and are impermissible. We believe that Jesus Christ offers healing through the Holy Spirit to persons entrapped in sexual sin, breaking its power in them and freeing them to know and experience their true identity and freedom in Christ.
3. We believe that God offers redemption and restoration to all who confess and repent of their sin, seeking His mercy and forgiveness through Jesus Christ.
4. We believe that every person must be afforded compassion, love, kindness, respect, and dignity. Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with scripture nor the doctrines of the church.
5. We believe that in order to preserve the function and integrity of the church as the local Body of Christ, and to provide a Biblical role model to the church members and the larger community, it is imperative that all persons employed by the church in any capacity, or who serve as volunteers in any leadership, teaching, or representational capacity, should abide by and agree to this Statement of Faith and conduct themselves accordingly.

METROWEST

WESTON, MA

Westgate Church is located at 100 Winter Street in Weston, approximately 15 miles west of Boston. The town of Weston was incorporated in 1713 and is 17+ square miles with a population of 11,389 as of June 2017. There are eight other churches in Weston of varying denominations. In the early 1990s, Westgate Church was very blessed to have the opportunity to purchase land in this affluent town.

Several Westgate families live in the town of Weston, but the majority of our congregation lives in over 30 towns and cities in the surrounding area.



METROWEST

A key component of the church's vision is ministering to MetroWest Boston.

The gospel is desperately needed in these communities. A recent survey found that although 57% of adults in the Boston area describe themselves as Christian, only 44% feel certain that God exists, and only 25% regularly attend religious services. And 33% of adults in the area have no religious or spiritual identity at all.¹ At the same time, MetroWest Boston is one of the most educated and affluent areas in America. Nearly 50% of adults here have a graduate or professional degree, and many MetroWest towns boast median family incomes higher than \$100,000.² The Boston area also ranks highly in volunteering and community service with over 25% of the population engaging in volunteer activities.³

We have a tremendous opportunity to reach the people of MetroWest Boston with the life-giving message of the gospel. We would like to capitalize on the community's intellectual curiosity and desire to serve by focusing on Biblical truths and the Lord's call to minister to those in need. We believe that the spirit of revival can take hold in MetroWest Boston, and we are looking forward to partnering with a pastor who feels God's call to minister in this unique and exciting region.

The towns and cities of MetroWest Boston also offer:

- strong public and private schools
- local history that New England is renowned for
- year-round outdoor activities
- arts and culture, and many college and professional sports teams
- excellent healthcare
- a short drive to the ocean or mountains
- high tech and biotech, both of which are large industries in the MetroWest area – “the high tech sector is responsible for an estimated 15.9 percent (\$75.7 billion) of the overall state economy”⁴

¹ See The Pew Research Center's 2014 Religious Landscape Study, found at <https://www.pewforum.org/religious-landscape-study/metro-area/boston-metro-area/>

² See <https://www.bostonglobe.com/metro/2015/12/18/town-town-look-income-massachusetts/cFBfhWvbzEDp5tWUSfIBVJ/story.html>

³ See <https://www.nationalservice.gov/vcla/city/Boston-Cambridge-Quincy-MA-NH>

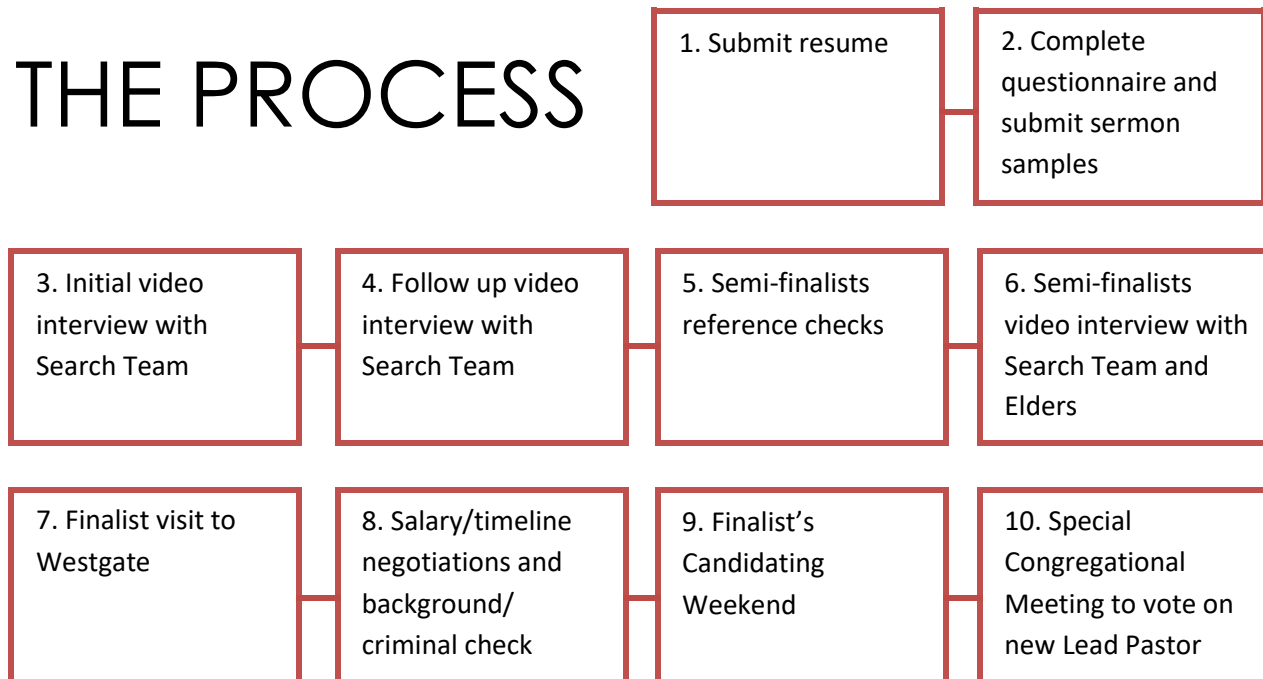
⁴ See www.cyberstates.org/pdf/press_releases/CompTIA_Cyberstates_2018_Massachusetts_PR.pdf

CONTACT

The Succession Planning Team fully respects the candidate's needs for complete confidentiality in the application process.

Please contact us to begin a dialogue at search@westgate-church.org

THE PROCESS



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