GORDON COLLEGE
Opportunity Profile
Chaplain
The Institution

Founded in 1889 as a missionary training institute in Boston, Gordon College has emerged as one of the country’s top Christian liberal arts colleges and the only nationally ranked Christian college in New England.

Gordon is strategically located along what has been termed the “I-95 power corridor” as it is only a few hours away from the financial and political capitals of the Western world (New York and Washington, D.C.). Just north of Boston, with its renowned universities and vibrant industries in finance, technology, and health care, Gordon is well positioned to expose students to world-class learning and professional opportunities. Faculty members have ready access to vibrant intellectual and research communities, providing connections that energize their scholarship, teaching, and mentoring. This facilitates a commitment to lifelong learning among students, and a significant majority of Gordon graduates earn advanced degrees.

At the same time, Gordon’s magnificent campus of 450 wooded acres—just three miles from the Atlantic Ocean—retains a quintessential New England charm. The College’s proximity to the beautiful, historic areas of Salem and the North Shore, the woods and beaches of Cape Ann, and the mountains of Vermont and New Hampshire also create rich opportunities for recreation and personal growth. This is a great place to live and work.

Gordon’s Christian identity is broadly evangelical, with more than 40 denominations represented among the students, faculty, and staff. At Gordon, a commitment to biblical Christian faith is no impediment to the pursuit of truth; in fact, a deeply-rooted faith both inspires and orders this pursuit. Gordon students freely examine complex issues and hear diverse opinions within a coherent framework of faith, growing in the moral imagination and critical-thinking skills required for faithful leadership that serves the common good.

Gordon faculty are both academic and spiritual mentors, equipping students to lead ethically and effectively in their chosen professions. Gordon staff also play a key role in student development, and many mentor students or advise student clubs. Staff and faculty alike enjoy a collegial, Christ-centered workplace.

Gordon’s vibrant life of the mind is evident not just in its curricular offerings but also extends through the College’s academic centers and institutes as well as its partnerships with professional and scholarly organizations. Gordon has recently launched the Global Honors Institute through a transformational investment of $25 million by an anonymous donor. This builds on the strong philanthropic results of recent years, which have produced successive years of record fundraising. Gordon invests these resources in the next generation, developing leaders for the global church. Gordon College values the Christian tradition of openness to inquiry and truth—of “freedom within a framework of faith,” to cite a phrase frequently heard on campus. This is a place that takes the life of the mind and the life of faith seriously.

Consistent with its founding vision, Gordon’s identity and reach are worldwide. A high percentage of students take advantage of Gordon’s well-regarded global programs, gaining the essential personal and professional skills needed in a world that is increasingly interconnected. The hope is that 90% of Gordon students will have a substantive global experience by the time they graduate, and Gordon is making steady progress in achieving this goal by 2020. Gordon alumni are best-selling authors, business leaders, visionary entrepreneurs, effective public servants, Broadway actors, scientists, Ivy League professors, and faithful pastors—to name just a few vocations—in virtually every region of the world. The combined blessings of location, heritage, scholarship, and global vision continue to inspire the mission of Gordon College: to graduate women and men distinguished by intellectual maturity and Christian character, committed to lives of service and prepared for leadership worldwide.
The Opportunity

Education in the Christian liberal arts tradition at Gordon is interested not only in academic excellence, but also in spiritual formation. The Chapel Office at Gordon College plays the leading role in campus spiritual life, offering a variety of programs to support students in their spiritual growth and to encourage full-life discipleship to Jesus. These programs include corporate worship services, spiritual-life groups, service-learning and mission trips, mentoring relationships, and pastoral counseling.

Under the direction of the Vice President for Student Life, the Chaplain is responsible for the development and implementation of the chapel program, spiritual formation, community service, and short-term mission trips through the Gordon College Student Ministries. The Chaplain exercises administrative supervision over the Chapel Office, the Director of Worship and Christian Life, and the Administrative Assistant for the Chapel Office and works very closely with the Associate Dean for Spiritual Formation and many colleagues across campus. The following are how these responsibilities are formalized:

- Provides positive and creative leadership for all activities of the Chapel office, ensuring that there is an on-going program of discipleship, student ministries, missions, and corporate worship to encourage spiritual growth and opportunities for service.
- Selects, trains, supervises, and evaluates department staff.
- Leads and oversees chapel theme and speaker selection for weekly services and special programs.
- Coordinates a process of continuous evaluation and improvement of all programs of the Chapel Office to maximize their effectiveness.
- Preaches and participates in Chapel services at regular intervals; leads public prayer and otherwise represents the College at appropriate public events.
- Co-leads (with the Associate Dean for Spiritual Formation) the Wood Fellows program for first--and second--year students interested in missions and ministry.
- Ministers to the sick and bereaved in the College community (including all students, faculty and staff); leads the community pastorally in times of tragedy or crisis.
- Advises the Office of Student Life and others in matters of College policy and suggests ways to strengthen the spiritual development of the College community.
- Leads the Equip pre-college summer program and coordinates all aspects of this recruiting initiative.
- Works with the Associate Dean for Spiritual Formation to support the integration of faith in the academic disciplines and across the campus.
- Works collaboratively with the offices of Student Life, Athletics, Counseling, and other campus departments in addressing the complex needs of students.
- Engages in pastoral counseling with students regarding their spiritual, emotional or social concerns; is available to faculty and staff as appropriate.
- Communicates accessibility to students by regular attendance at student and community activities.
- Serves on the Chapel committee and assumes other institutional committee assignments as designated or assigned.
- Advances the College’s efforts in drawing and retaining students and donors locally and globally.

What makes working at Gordon great?

- This is a campus that loves God, and strong Christian values infuse every aspect of our workplace.
- A competitive retirement plan with a 5% institutional match.
- A generous benefits package, which includes ample paid vacation and sick leave, a weeklong holiday break between Christmas and New Year’s that requires no additional vacation time, and competitive medical and dental benefits packages that include an array of provider options.
- A beautiful, park-like campus environment with hundreds of acres of woods and lakes to walk and explore. Great coffee shops and restaurants are close by, and the vibrant arts, sports, shopping, and culture of the city of Boston is an easy drive away.
- A mission-led organization that wants employees to deepen in their professional, personal, and spiritual strengths and is committed to colleagues’ growth.
- Tuition remission for you and your family members, including opportunities at Gordon-Conwell Theological Seminary and other Christian institutions across the nation.
The Candidate

We are looking for a hopeful, winsome leader who feels called to serve the next generation by strengthening the College through leading the Chapel team as they develop the next generation of Christian leaders. We recognize that God has gifted every person with unique gifts and backgrounds, and while the selected candidate may not meet every qualification, we believe there are several things that are important for Gordon’s Chaplain, including the following.

- Expresses a vibrant personal faith commitment in the Evangelical Protestant tradition as affirmed in the College’s Statement of Faith.
- Possesses a mature understanding of and commitment to the values of the Christian liberal arts tradition and to the Gordon College mission.
- Demonstrates a passion for the spiritual development of both undergraduate students, faculty, and staff.
- Is familiar with the unique ethos of higher education, and is excited by the prospect of working alongside colleagues who are active scholars and teachers.
- Has successful experience in pastoral care and spiritual leadership.
- Possesses exceptional communication skills on both the interpersonal level and when speaking in front of groups.
- A resourceful outlook that can stretch limited resources for maximum impact.
- An accomplished, collaborative leader who can win the trust and confidence of the faculty and is able to mobilize faculty and academic leaders.
- A humble spirit that can connect in meaningful way with individuals from a variety of racial and socioeconomic backgrounds, as well as students and faculty who have come from a diversity of worship traditions.
- Is committed to mentorship and has a track record of developing other mentors.
- Is able to interact with and speak to important cultural issues in a compelling way that is Christ-honoring and consistent with the College’s Evangelical Protestant tradition as affirmed in the College’s Statement of Faith.
- Record of strong administrative and organizational skills, including staff development and fiscal accountability.
- Demonstrated ability to design and oversee programs supporting spiritual formation, particularly among emerging adults.
- Ability to build relationships with and earn the trust of the varied constituents of the Gordon community.
- A master of divinity or equivalent degree is required. A doctoral degree is a plus. Coursework in the spiritual formation of college-age students is a strong plus.

We want to build a distinctively Christian workplace where goals are regularly exceeded, and people are cared for. And because we want the Gordon campus to reflect the shalom of God’s kingdom, the senior leaders at Gordon seek to show an appreciation of, a sensitivity to, and a respect for a diverse environment that draws people from many different social, economic, cultural, racial, and ethnic backgrounds.

The ideal candidate will fully embrace the unique mission of Gordon College and the ethos of collaborative decision-making that sets higher education apart from other sectors. We believe the best leaders at Gordon also embody a liberal arts mindset that thinks across domains of knowledge and forges connections across ideas, people, and organizations. The Chaplain will need to embody sound judgment, the highest ethical standards, and a commitment to the ideals for Christian living and leadership.
The Chaplain, like all Gordon faculty and staff, is expected to live in a vital relationship with Jesus Christ, and, in being a senior leader of Gordon College, to be grounded in Biblical wisdom, a church community, and ongoing spiritual practices. The selected candidate will have a record of active involvement in Christian ministry and local church life and can enthusiastically support the College’s Statement of Faith, Statement of Life and Conduct, Statement of Shalom, Statement on Sexual Ethics, and Philosophy of Education. The candidate will reflect godly character, an excellent work ethic, an optimistic outlook, confident humility, and impeccable integrity.

Applications and nominations will be accepted until a Chaplain is appointed. However, for most favorable consideration, candidates should submit materials by September 30, 2019. Nominations, expressions of interest, and applications will be treated with complete confidentiality.

If, after prayerfully reviewing this information, you believe this role fits you well, or if you know someone you would like to recommend, please contact:

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