

**Position Posting - English Speaking Congregation Pastor
Richmond Chinese Alliance Church (RCAC)**

The English Congregation Pastoral Search Committee is currently seeking applicants to fill the position of Pastor of English Ministry. We are seeking a pastoral leader to join a dynamic mature pastoral team, to lead our growing English-Speaking Congregation, now averaging an attendance of 200 each week. If you are an English-speaking pastor who would look forward to implementing creative ministries in art, culture, and rich theological teaching through a strong team environment, then we would look forward to talking to you. All interested applicants are encouraged to submit inquiries and applications to english.hiring@rcac.ca.

About Richmond Chinese Alliance Church

Richmond Chinese Alliance Church (RCAC) is a multicultural and multigenerational church with an average weekend attendance of 950. Our church has a vision to be a missional community of God, growing towards healthy relationships, and deepening our spiritual life in Christ through worship. Our goal is to be united as one church lived out through five congregations (1 English, 3 Cantonese and 1 Mandarin). We desire to be transformed by Jesus and sent to impact our world with the Gospel. We are a family united in desire and joy to glorify God.

(More information can be found at www.rcac.ca)

RCAC is currently in a season of intentional transition – preparing to search for a new Lead Pastor for the church as a whole. This is an exciting and transformative process as we seek God for renewal, health, direction, and ongoing spiritual formation. The leadership of the church is prayerfully discerning who we are as a church and who we hope to become in the years ahead as we faithfully pursue ministry in the Richmond, BC area. Each of the five congregations is led by a sincere, spirit-led pastor who together form an experienced, dynamic, and diverse pastoral staff team.

RCAC is located at 10100 No 1 Rd, Richmond, BC, in a multicultural residential community that is close to a vibrant tourist and local community of Steveston located in Southwest Richmond. Steveston is an upper-middle class established community in Richmond which has an even mix of local and immigrant families. The general population has a large percentage of Cantonese and Mandarin speaking residents.

RCAC initially started in 1977 as a Chinese-speaking congregation. The English congregation was born out of a need to serve immigrant families which now includes inter-generational families with strong ties to the children and youth ministries.

About the English Congregation and Ministry

- There is great opportunity here to implement creative ministries rooted in art and culture and rich theological teaching.
- We have a great team of mature lay leaders who have been committed to their ministries for the long haul, some have been serving for over a decade.
- We have an average attendance of 200 each week, made up of a large demographic of those who were raised in the church, in addition to the newcomers we welcome each week.
- The culture values intentional relationships over programs. We desire to know each other through fellowshiping in community groups; we try to keep our programs minimal but intentional.
- Our worship services place a strong emphasis on the Word. Our liturgy is centred on Scripture, with lyrics that long to capture the essence of theology. We value preaching that is rich with detailed exposition. We desire to really be centred on proclaiming the Gospel in every aspect of our worship gatherings and overall ministry focus.
- Current staffing for the congregation includes a Children's Ministry Pastor and a Youth and Young Adults Pastor.

What Type of Pastor Are We Seeking?

Character Qualities

- An English-speaking pastor who desires deepening authentic relationships would be well suited here. Pastoral presence is a high value for us.
- Biblically rooted, walks in godliness, Holy Spirit empowered, devoted to prayer, pursuing a deeper spiritual life.
- Humble dependence on God.
- Demonstrates integrity, transparency, and courage.
- Committed to continual personal growth - professionally and spiritually.

Competencies and Skills

- Has an understanding and sensitivity to the cultural background of 2nd generation Chinese immigrant families.
- Compassionate in serving our congregation on a personal level – a shepherding pastoral heart.
- Has a clear, Christ-centered understanding of the Gospel and have a proven ability to teach Scripture to a congregation by shaping minds, hearts, and whole lives.
- Is able to disciple individuals in their walk with Jesus and shepherd a vibrant and nurturing community.
- Ministry development skill to develop missional ministries, both locally and globally.

Leadership Style

- Leadership that inspires others to serve in the church, community, and city.
- Collaborative – enjoys working in a team environment within the English-speaking congregation and with the wider pastoral leadership team to carry out other ministries of the church as needed.
- Able to give direction with a balance of sensitivity and leadership. Oversees the worship service of the English congregation through prayer, planning, preaching, and administering Holy Communion.
- An equipping leadership style – can identify, recruit, and develop lay leaders by encouraging and equipping them to serve in their areas of giftedness.

Preferred Qualifications

Education

- Bachelor's degree theological training from an accredited Christian institution.
- A Master's degree (or higher) from an accredited theological seminary is an asset.
- Able to obtain credentials with the Christian & Missionary Alliance of Canada.

Experience

- 5 years of experience in church ministry or equivalent is preferred.
- Language - effective oral and written English communication skills. Working knowledge of Cantonese and/or Mandarin is an asset but not a requirement.

Salary Range

- \$68,000 to \$78,000 (based on experience and qualifications)