

Mandarin Ministry Pastor Position - Overview

- **Location:** Victoria Chinese Alliance Church, 2845 Gosworth Rd, Victoria, BC
 - **Nature of Employment:** Full-time, salaried pastoral staff
 - **Church Background:**
A trilingual church (Cantonese, Mandarin, English) with a 50-year history. The Mandarin congregation has around 40 members and is part of a church-wide community of about 200 attendees. The pastoral team includes the senior pastor and assistant pastors for Cantonese and English ministries.
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Main Responsibilities

- Lead and expand the Mandarin ministry under the guidance of the senior pastor and the Elder Board.
 - Preach at least three times a month and take on additional preaching duties as needed.
 - Develop leadership and discipleship training programs.
 - Oversee Sunday School ministry and train teachers.
 - Implement outreach programs and evangelize with members.
 - Provide pastoral care through visits and counseling.
 - Manage fellowship groups and Bible study programs.
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Qualifications

- Strong spiritual maturity with good character and a close relationship with God.
- Leadership qualities aligned with 1 Timothy 3:1-13 and Titus 1:5-9, showing compassion, patience, and vision.
- A clear calling to serve the Mandarin ministry and evangelism.
- Preaching gifts and enthusiasm.
- Collaborative spirit with good communication skills.

- Proficiency in Mandarin (oral and written) and ability to communicate in English.
 - Graduated from a Bible-based theological seminary (or equivalent).
 - At least three years of church-related work experience, with preference for North American experience.
 - Able to plan and complete assigned tasks under the senior pastor's guidance.
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Preferred Qualifications

- Experience teaching and mentoring in the church.
 - Ability to lead discipleship programs and outreach initiatives.
 - Experience in pastoral care and visiting ministries.
 - Experience working collaboratively with other pastors under church leadership.
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Church Governance Structure

- The church is led by Christ as the head.
- Elders are elected by the congregation and oversee the church.
- The council, led by the senior pastor, manages daily operations.
- All pastors and staff report to the church council, which is accountable to the congregation through annual or special meetings.