

North York (Chinese) Baptist Church

Position Title: Mandarin Speaking Sub-Congregation (MSC) Pastor (2-year Contract)

Position Reports to the Senior Pastor

Purpose of Position:

- To teach, shepherd and motivate the MSC members towards being the called and sent people of God to fulfill the Great Commission and to practice the Greatest Commandment.

Summary of Duties and Responsibilities:

Under the guidance of the Senior Pastor and according to the mandates defined by the Board of Deacons, the MSC Pastor, working as a team with other pastors, assumes leadership in pastoring and developing the MSC. The pastor is responsible for developing and implementing strategies necessary to achieve the purpose of the position and fulfill the following duties and responsibilities in the short and long term.

- Taking ownership of the overall well-being of a people group within the church.
- Taking prime responsibility for the MSC worship services.
- Casting the vision to win, retain, and help people commit to the Lord.
- Preaching Sunday sermons as assigned by the Senior Pastor.
- Providing pastoral care to the congregants.
- Performing functions such as counselling, visitation, and teaching Sunday school.
- Leading congregation-wide prayer meetings.
- Being responsible for baptismal classes.
- Taking a leadership role in coordinating with all the MSC ministry groups.
- Providing spiritual guidance and support to ministry group members.
- Identifying problems/weaknesses in church ministries and recommending possible solutions wherever possible.
- Promoting harmony among the sub-congregations and facilitating understanding of the MSC ministry.
- Work with the Senior Pastor and pastors of all sub-congregations. Ensure that the ministry plan supports the church's direction and complements the activities of other ministries.
- Performing other projects or special assignments as required.

The nature of these tasks reflects the general functions of a local church and the uniqueness of NYCBC. Responsibilities also reflect the tri-cultural characteristics of NYCBC as a church comprised of Cantonese Speaking (CSC), Mandarin Speaking (MSC), and English Speaking (ESC) sub-Congregations.

The MSC Pastor, working under the guidance of the Senior Pastor, is nevertheless expected to exercise independence and sound judgment.

Requirements and Qualifications:

- Born-again Christian with a pastoral heart demonstrated genuine love and faithfulness to the Lord and those under his care.
- Strong preacher with a good understanding of the Word of God and the Western and Chinese cultures.
- Good trainer and model in evangelism with strong evangelistic passion.
- Graduated from an accredited theological seminary or equivalent, with a minimum of five years of relevant pastoral experience in North American Chinese churches. Ongoing desire and willingness to continue in education/professional development are expected.
- Strong oral and written communication skills in Mandarin and English, and preferably also in Cantonese.
- Demonstrated spiritual maturity, interpersonal skills, organizational ability, initiation, sound judgment, perseverance, and ability to work within a team.
- Sets an example to others as a Christian in active service.
- Excellent people skills. Proven Team builder and player. Relational with different age groups to contribute to the unity of the church.
- Able to submit to the spiritual authority of the Senior Pastor. Able to work as a team with other pastors. Ability to supervise and administrate and follow the church policies and procedures.
- Recognizing that this role is integral to the church's overall faith and practice, the incumbent must agree to abide by the Church's Bylaws and policies, including but not limited to the Ethical Conduct Policy and the Non-Harassment Policy, and be subject to the church's authority in the same manner as all members of the church, and is expected to attend the church's worship services and prayer meetings.