

MISSISSAUGA CHINESE ALLIANCE CHURCH

CANTONESE MINISTRY (CM)

ASSISTANT PASTOR PROFILE

QUALIFICATIONS

Spiritual Character

1. Models the lifestyle of a fully devoted follower of Jesus Christ.
2. Support for and commitment to the core values of the church.
Mission Statement – MCAC is a faith community which glorifies God by becoming Seeker Friendly, Passionate in discipling believers, Caring towards the Community and Zealous in Missions.
3. Good family values and a life of integrity.
4. Exhibiting love and passion for God, for God's Word, for God's people and for the lost
5. Heart for evangelism to reach different cultural groups in society.
6. A humble heart – willing to be transformed by God
7. Demonstrates emotional health & knows his strengths & weaknesses
8. Relationally strong: able to love the people he serves; willing to make an emotional and relational investment in others' lives
9. A listener, approachable, willing to seek input from others

Giftedness, Strengths and Skills

10. A Team player and Team builder
 - Willing to develop a close working relationship with the Senior Pastor and submit to the Senior Pastor's authority and guidance.
 - Willing to work with the Board, other pastoral staff and congregations within the current structural framework of MCAC.
11. Able to preach and teach Biblical truth clearly, applying it in a practical and relevant manner.
12. Commit to discipling and equipping others through well thought out programs/ministries.
13. Good evangelism skills and able to motivate and equip others to fulfill the Great Commission.
14. Strong interpersonal skills - able to relate to a wide variety of age & language groups.
15. Heart to care for and serve the community & neighborhood they live in, in a missional way.
16. Sound organizational and administrative skills.

Experience

17. Sound theological knowledge and education (Master of Divinity or equivalent)
18. North American experience (Preferred)
19. Understands the cultural dynamic of a multi-lingual church
20. Capable of speaking and preaching fluently in Cantonese.
21. Mandarin & English as second languages are preferable

ACCOUNTABILITY

The CM Assistant Pastor reports directly to the Senior Pastor (to the Board of Elders when the Senior Pastor position is vacant). He shall serve under the supervision of the Senior Pastor and report to the Senior Pastor and the Board of Elders on the progress of MCAC/CM goals and ministries. He shall also serve together with a co-pastor in the ministry and share the leadership & responsibilities as delegated by the Senior Pastor or the Board of Elders.

RESPONSIBILITIES

1. Ministry Leaders Development and Accountability

- Supervise and guide the Ministry Committee and all levels of congregational leadership in the CM, in order to implement the mission and goals of MCAC
- Meet regularly with the leaders for future planning, discussion and prayer.
- Encourage their spiritual growth and develop their ministry skills.
- Oversee various operations and ministries within the English congregation, including Sunday worship services, the adult Sunday school program, prayer meetings, Bible study, fellowships and small groups etc.
- Work cooperatively with the staff team to enhance existing ministries and develop new ones to reach an ever growing and changing population within and beyond MCAC.
- Identify, equip and nurture new leaders within the CM to support the church's needs and growth.

2. Fellowship and Small Group Ministry

- Plan, develop and give oversight to the English Fellowship and Small Group Ministry for MCAC including: the recruitment, training and equipping of fellowship leaders and small group leaders; the developing of a network of coaches to oversee leaders; ensuring that new people are integrated into a fellowship and/or small group; and casting vision and direction for these ministries.
- Identify the interests, relationships and specific needs of MCAC's CM members and prospective members.
- To lead the congregation in recognizing the challenges inherent in specific demographic groups, recruiting leaders and providing ministries for them (i.e. singles, college students, young professionals, young couples, single parents, families, and the elderly).

3. Pastoral Ministry

- Conduct pastoral activities including weddings, funerals, baptisms, baby dedications, marriage preparation, marriage enhancement, parenting seminars, counseling, and communion services.
- Hospital and home visits to members and prospective members.
- Develop a caring ministry that supports those with physical and emotional needs. Coordinate church visitation plan where needed.
- Foster a healthy and spiritual working relationship among different ministry teams.
- Provide guidance for resolving issues in a Christ-like manner and on a timely basis.

4. Discipleship and Outreach Ministry

- Equip the people of God for life and ministry through adult Christian Education programs, fellowships and small groups.
- Encourage biblical stewardship regarding tithes, offerings and missions.
- Equip others in Bible study and Prayer and encourage the daily reading of Scripture and the practice of prayer.
- Develop lay leaders for worship and educate the congregation in the theology and practice of inspiring worship.
- Assist the Senior Pastor in the planning and development of new worship forms in accordance with congregational goals.
- Be a mentor, companion, resource, and role model for the leaders and families of the English congregation.
- Help the English congregation to understand and live out their Christian walk in every avenue of life so that the message and person of Christ will be conveyed to the wider community.
- Work with and guide CM leadership in the planning of regular and effective outreach and revival/renewal emphases.
- Provide leadership to community outreach opportunities, helping in the locating of possible missional opportunities.
- Assist Senior Pastor & Board of Elders to look for church planting possibilities.

- Develop, and give oversight to, a Newcomers Ministry that will follow-up newcomers and ensure they are introduced and integrated into the life of the church and membership.