

VCBC Senior Pastor - Job Description

Final version

Approved by members at Members Quarterly Meeting on April 26, 2009

The Senior Pastor is to be the chief shepherd, preacher, and leader of the Vancouver Chinese Baptist Church. He is responsible for the spiritual welfare, growth and life of the entire church body, i.e. including all language congregations and missions. He is to provide leadership and guidance in all areas of church life: mission, discipleship, evangelism, ministry planning, vision-casting and church growth through the respective Lead Pastors.

Specific Areas of Responsibility

- A. **Preaching and Worship Leadership**
The Senior Pastor is responsible for the preaching ministry of the church, working together with the respective congregational pastoral staff teams and Worship Ministry Teams and others (as necessary) to plan and deliver biblical, uplifting and inspiring worship services that are relevant and challenging to members and visitors in today's world without compromising the absolutes of God's Word.
- B. **Leadership Development and Discipleship**
 1. The Senior Pastor is responsible for supervising and mentoring all other pastoral staff of VCBC.
 2. The Senior Pastor will initiate the training and development of all the Deacons in its role as spiritual leaders of the church.
 3. The Senior Pastor will initiate and lead the training of the members of the congregations in the area of discipleship and Bible study to engage their understanding of the Bible and Christian theology.
 4. The Senior Pastor will seek to recognize and call forth the potential of persons as leaders / servants of God, providing opportunities for their training, growth and discovering/using their gifts for ministry in their daily lives.

C. Congregational Relations and Pastoral Care

1. The Senior Pastor will lead and assist the respective Deacons with maintaining the care and shepherding of the various congregations.
2. The Senior Pastor will provide counseling, personally or by delegation of pastoral staffs or Deacons, as requested for individuals, couples, families and/or groups to enter a healing relationship.
3. The Senior Pastor should be proactive in identifying problems/challenges within the church and offer creative solutions for conflict resolution, working alongside the Deacons and other Church leaders.

D. Vision Casting and Strategic Planning

The Senior Pastor will take the initiative and work with the appropriate Committees / Board, and Ministry teams to create (for approval by the congregation) and implement the vision and strategic plan for communication, outreach and growth of the church.

E. General Administration and Church Operations

1. In conjunction with Church Council and other groups, the Senior Pastor oversees the administrative management of the entire church.
2. The Senior Pastor leads the church in co-operation with denominational convention and local association in matters of mutual church interest and concern.

Qualifications

- Possess the qualifications in 1 Timothy 3:1-7
- Graduate from a recognized seminary
- Subscribe to and agree with the *Baptist Faith and Message*
- Ordained Baptist minister with at least five years of North American pastoral experience
- Fluent in both English and Cantonese; Mandarin is an asset
- Strong leadership, supervisory skill and inter-personal skill and gifts
- Experienced in multi-staff and multicultural settings