

## Overview

Calgary Chinese Alliance Church (CCAC) is a growing, multicultural and inter-generational community of Christ followers located in the NE Calgary community of Beddington. We are looking for a passionate full-time pastor to lead our church, consisting of over 700 members from children to adult, in three congregations (Cantonese, English, and Mandarin). Our desire as a church is to focus on the three key aspects of our Christian faith: Gospel, Discipleship, and Mission, helping people to grow holistically along a church-wide Discipleship Pathway. Our leadership structure consists of a Senior Pastoral Team (SPT), comprised of a Senior Pastor and two Lead Pastors who function as a team to give leadership and direction to our team of pastors. The SPT works closely with the Board of Elders to give Direction, Oversight, and Teaching to the church as a whole.

## Part I – Prerequisites

1. Fully embraces the mission, vision and values of CCAC, recognizing their membership to the church, participating in the regular life of the church through Corporate Worship, Biblical Teaching and Life Groups
2. A love for people, with excellent interpersonal and leadership skills
3. A good understanding of culture and the cross-cultural challenges in a multi-cultural church
4. Able to mentor and equip others in a multicultural, multi-staff team environment
5. Mature Christ follower who has a vibrant relationship with Jesus Christ
6. Spiritually gifted in the areas of Leadership, Evangelism, Preaching, Administration
7. Experience serving in a Chinese church context, minimum six years of ministry experience
8. Master's Degree from an accredited bible college/university/seminary
9. Accredited or eligible for accreditation as a licensed worker with Christian & Missionary Alliance in Canada
10. Proficient in English, fluency in Cantonese and/or Mandarin is an asset

## Part II – Essential Responsibilities:

### 1. Church Oversight

- Chairman of the Board of Elders
- Ensures proper doctrinal and theological teaching and understanding
- Strategizes collaboration between all congregations and ministries to align with church vision
- Develops effective discipleship pathways
- Leads and develops strategy for participation in local and global mission
- Serves as primary contact point for interaction and engagement with other churches, outside agencies and organizations
- Takes on ultimate responsibility for ministries in the church

### 2. Staff Development

- Works with pastoral team to lead, empower, develop, and implement ministry plans in accordance with church vision
- Strategizes spiritual and professional development opportunities to maximize ministry effectiveness and health
- Provides spiritual care and support to pastoral staff to ensure health and wholeness in life and ministry

- Ensures accountability to job description and ministry roles and responsibilities
- Commits to building healthy team practices and resolution of conflict when necessary -  
Manages and approves staff conferences and vacation

### **3. Worship Ministry**

- Oversees and gives church-wide direction on worship and pulpit ministries
- Participates regularly in the preaching and teaching of God's Word, helping to ensure gospel centeredness and alignment with church vision and direction
- Helps to assess effectiveness of worship ministries in regards to content, style, structure and design

### **4. Ministry Committee Leadership**

- Gives overall direction to ministry committees in the development of ministry plans
- Ensures ministry committee alignment with overall church vision
- Facilitates collaboration and partnership with other congregations/church ministries
- Reviews and evaluates execution of ministry plans

### **5. Pastoral Ministry**

- Provides leadership and guidance in leading the pastoral team in the areas of discipleship, counselling, mentoring, accountability, and encouragement
- Provides pastoral care to the congregations through visitation, counselling, and prayer

### **6. Administrative Responsibilities**

- Oversees the administration and management of all areas of congregational ministries in consultation with the Board of Elders and Senior Pastoral Team
- Gives ministry reports to the BOE on a monthly basis, in collaboration with ministry committees
- Oversees development of annual church-wide budget
- Leads and supports the Senior Pastoral Team, ministry pastors, and office staff in fulfilling their roles and responsibilities

To apply for this position, please send your cover letter, including a brief testimony, and resume to:  
[pastoralsearch@ccac.life](mailto:pastoralsearch@ccac.life)

Only applicants who are being considered for this position will be contacted for follow-up.