



BAY AREA CHINESE BIBLE CHURCH

Announces an Employment Opportunity as
SENIOR PASTOR

CHURCH PROFILE

Bay Area Chinese Bible Church (BACBC) is a Bible-teaching, gospel-centered church passionate about reaching people and growing them into passionate followers of Jesus Christ. We are a multicultural and intergenerational body of Christ that is growing in our love for God, each other, our local community, and the world.

BACBC's rich and interesting history in the San Francisco East Bay Area began in the summer of 1956, when Pastor Sen and June Wong held a two-week Vacation Bible School for neighborhood children in their duplex apartment on East 27th Street in Oakland. Most of these children were American born Chinese, who would be the first in their family to attend church. Over the next 65+ years, many of those original attendees grew with our church and served it faithfully throughout its transitions from Oakland to San Leandro and now to our current home in Alameda. Our English congregation grew as the members served faithfully, brought their immigrant parents to church and began raising their own families in the church. Our Cantonese and later Mandarin congregations also grew steadily consisting of mainly overseas born Chinese immigrants from Hong Kong (Cantonese congregation), and Mainland China and Taiwan (Mandarin congregation). BACBC is a true family church that ministers to different members within the same family (e.g. parents are immigrants from overseas, attending Cantonese or Mandarin services and children are local born Chinese attending our Youth and eventually English Adult ministries). A unique and impactful part of our church's history has been its educational ministries through Coastline Christian Schools (previously known as Chinese Christian Schools).

Our church has averaged 800 in attendance every Sunday pre-pandemic which includes worship services in different languages - English, Cantonese, Mandarin, and we have a robust children's and youth ministry. During the week, we have a preschool and K-8 educational ministries serving on average of 400 students and their families.

SENIOR PASTOR

BACBC is seeking a SENIOR PASTOR who does ministry with God's Word (Bible) as our authority. This role provides leadership and does ministry in spiritual unity, with integrity and honesty, with excellence motivated by love for God and others. The SENIOR PASTOR does ministry with cultural sensitivity in growing ministries by building unity and relationships among the other language specific lead pastors, ministry directors, deacons, staff, church members, parents of our school ministries, and the local community. The SENIOR PASTOR serves as the chief administrator and supervises up to nine senior staff members. The SENIOR PASTOR provides

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spiritual guidance and care (shepherds) and provides leadership over the church's staff and oversight of the overall ministries' operations.

GOVERNANCE

The SENIOR PASTOR reports to the Deacons in the Church Council who are elected officers. He leads the Ministry Leadership Team (known as the MLT, which are the Congregational Lead Pastors). The SENIOR PASTOR leads and informs the Church Council on all important aspects of the operation of the overall church ministries. The SENIOR PASTOR will be guided by the Church Council and [BACBC Mission, Vision, and core values](#). The SENIOR PASTOR will lead the ministry staff, directors, preschool and school leaders within the organization to accomplish this mission.

KEY RESPONSIBILITIES

Leadership/Shepherd:

- Sets a personal example of spiritual leadership and care over church and schools communities
- Responsible for spiritual growth plans for direct reports and Boards
- Guides the staff and volunteer leaders through spiritual and ministry development to align to the overall church mission and vision
- Serves and leads the Church Council (Ministry Leadership Team and Deacons) in vision casting, strategic planning and developing church objectives
- Unifies the congregational and educational ministries around the Church and School visions and missions
- Leads the congregational and educational ministries to make healthy disciples, and growth for development of multi-generational discipleship

Ministry/Kingdom Work:

- Guides staff leaders and develop annual BACBC congregational and educational theme
- Fosters relationships and leading/serving in ministries with other Alameda and Bay Area like faith pastors/churches
- Grows and be active in significant local community relationships (i.e. BACBC in Alameda, and Bay Area communities)

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Stewardship:

- Accountable to Deacons and pastoral staff to provide leadership and development of biblically-based preaching and teaching ministries
- Serves with the BACBC Church Council, Coastline Christian School Board, and Tiny Treasures Preschool Board to develop policies and procedures for all church, school and preschool employees
- Partners with ministry leadership, operational directors, and Boards to ensure alignment to mission and vision for financial stewardship
- Manages and develops the MLT to ensure the mission and vision alignment across all congregations
- Accountable to the Deacons to develop priorities to advance the mission and vision of the church

Administration:

- Regular meetings with direct reporting staff for growth/development, accountability, and performance assessment/planning
- Provides direction for church's business and financial management, including consolidated annual budget formulation, stewardship of resources, planning and financial forecasting and reporting
- Guides and involves the Boards for leadership employment, and inform for hiring, dismissal, and retention of church, school, and preschool staff
- Participates regularly/monthly meetings for the three Boards
- Be an ex-officio member of all boards and committees.

Clergy Responsibilities:

- Administers Baptisms and the Lord's Supper
- Provides pastoral counseling in times of crisis and ministers to the sick, dying and bereaved
- Performs weddings, family dedications, and funerals, providing appropriate preparation and support
- Performs other job duties as assigned at the discretion of the deacons

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MINIMUM QUALIFICATIONS

- A minimum of 5 years of experience as a senior and/or lead pastor in a North American Asian church
- Required to have a Master of Divinity
- Experience in leading and building teams
- Leadership experience in a multi-language ministries
- Proficient computer skills in a Microsoft Windows environment, use of Word, Excel, PowerPoint, etc. and web-based/Google applications.
- Required to communicate at a proficient level in English (both in conversation and in writing).
- Evangelical Christian commitment and lifestyle (I Timothy 3:1-7) consistent with our Articles of Faith.

NOTE: BACBC's normal process is a one year evaluation period before consideration as a pastoral staff.

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