English Congregation (Lead Pastor)

Position Title: Lead Pastor (English)
Position Status: Full-time
Ministry: English Speaking Congregation
Reports To: Senior Pastor or delegate
Posting Date: February 2026
Application Deadline: Until the position is filled

RHCBC, THE CHURCH

Richmond Hill (Chinese) Baptist Church (RHCBC) is a trilingual (English, Cantonese and Mandarin), multigenerational church with about 350 members. The English Speaking Congregation (ESC) has a regular worship attendance of about 110 people representing diverse age groups and life stages.

RHCBC seeks to be a Christ-centered church where people of different generations and cultural backgrounds worship, grow, serve, and follow Christ together. Our vision emphasizes **Intentional Discipleship, Intercultural Fellowships, Impactful Ministries, and Intergenerational Worship**.

The ESC is committed to a **CrossGeneration** church culture in which children, youth, young adults, families, and older adults are intentionally connected to worship, discipleship, fellowship, and service. Our 2026 theme, **"Called by Grace, Forming Families,"** reflects our desire to strengthen families and equip every generation to follow Christ faithfully. Our broader vision is **"Called by Grace, Following Through Generations, Transformed by Christ."**

POSITION OVERVIEW

The Lead Pastor (English) serves as the primary spiritual leader and overseer of the English Speaking Congregation, providing biblical preaching and teaching, pastoral care, spiritual leadership, discipleship, and ministry development.

The Lead Pastor will guide a multigenerational congregation toward RHCBC's vision, with particular emphasis on **CrossGeneration ministry, intentional discipleship, and family formation**. He will cultivate a church culture in which people of all ages are valued and actively engaged, encourage meaningful relationships across generations, equip families for faith formation, and help all ages grow as committed disciples of Jesus Christ.

The Lead Pastor works collaboratively with the **church-wide Pastoral Team**, English Ministry pastoral staff, deacons, ministry leaders, and lay leaders. He contributes to the spiritual health, **oneness, and unity of the entire church**, while providing leadership and pastoral oversight to the ESC.

MAJOR RESPONSIBILITIES

- **Provide strategic and ministry leadership** in implementing the church's overall vision and mission for the English-speaking congregation, overseeing the planning and execution of worship, teaching, and ministry initiatives, and establishing goals and objectives aligned with the church's strategic plan.

- **Cultivate a CrossGeneration church culture** that encourages meaningful participation, relationships, worship, discipleship, and service across generations, fostering a congregation in which people of different ages and life stages grow and serve together.
- **Shepherd and provide pastoral care** for an English-speaking congregation of 110+ worshippers, nurturing spiritual growth, community, discipleship, and a strong sense of belonging among individuals and families at different stages of life.
- **Provide regular biblical preaching and teaching** that is doctrinally sound, faithful to Scripture, clear, and relevant to the whole of life, helping people grow in their understanding of God and their ability to live out their faith.
- **Champion family discipleship and faith formation**, equipping parents, caregivers, and families to nurture faith in the home and strengthening the church's support for families as they grow together in faith.
- **Strengthen integration among age-specific ministries** by working collaboratively with Children, Youth, Young Adult, and Family Ministries to create intentional opportunities for intergenerational relationships, discipleship, worship, and service.
- **Lead and supervise ministry teams**, providing direction, guidance, and support to ministry leaders in planning, coordinating, and implementing programs and initiatives within their respective areas of responsibility.
- **Collaborate with the church-wide Pastoral Team, deacons, ministry leaders, and lay leaders** to advance RHCBC's overall mission and vision, strengthen collaboration among congregations and ministries, and foster unity, mutual support, and a shared sense of belonging throughout the church.
- **Recruit and equip ministry leaders and volunteers**, providing training, mentoring, spiritual support, and encouragement while helping members identify and exercise their gifts and calling in service to the church.
- **Develop emerging leaders across generations** by intentionally mentoring and creating opportunities for younger and older members to lead, serve, learn from one another, and contribute meaningfully to the life and mission of the church.

QUALIFICATIONS

Capabilities and Characteristics

- Mature faith in Jesus Christ, godly character, and a strong commitment and calling to serve the local church (1 Timothy 3:1–7, Titus 1:6–9, 1 Peter 5:1–4).
- Demonstrated commitment to **CrossGeneration and family ministry**, with the ability to unite a multigenerational congregation, foster faith formation across life stages, strengthen families, and cultivate a culture where faith is shared, modeled, and passed from one generation to the next.
- Proven passion for making disciples, developing leaders, and equipping ministry teams in a multigenerational church.
- Ability to develop and implement a vision for **intergenerational worship, discipleship, fellowship, and service**, while recognizing the unique needs of different generations.
- A strong understanding of family discipleship and the ability to equip parents and families to participate actively in the spiritual formation of the next generation.
- Strong relational, communication, and servant-leadership skills, with a compassionate understanding of personal and family issues.
- Ability and willingness to cultivate accountable relationships with leaders and foster a culture of trust, mutual care, encouragement, respect, and Christlike love.
- Self-motivated, passionate, teachable, and committed to continual learning.
- Assent to RHCBC's Statement of Faith, vision, and mission, and commitment to Baptist faith and practices.

Qualifications and Educational Requirements

- Minimum **5 years of ministry experience**, preferably including experience in a multigenerational church and/or CrossGeneration, family, or discipleship ministry.
- A **Master of Divinity (M.Div.)** or equivalent theological education from an Association of Theological Schools (ATS)-accredited institution.
- Proficient in English, both written and oral.

APPLICATION

Interested candidates are invited to prayerfully consider this opportunity and submit a **cover letter describing their faith journey and ministry calling, a statement of faith, and a detailed resume** to **personnel@rhcbc.org**.

We appreciate all candidates for their interest in serving with RHCBC. However, only those selected for an interview will be contacted.

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