



三藩市第一華人浸信會
First Chinese Baptist Church

Position Announcement: Pastor for Chinese-Speaking Ministries

1 Waverly Place, San Francisco, CA 94108-2118, California, USA

<https://www.fcbc-sf.org/> info@fcbc-sf.org

Our Church



Mission Statement

The First Chinese Baptist Church of San Francisco is a multigenerational bilingual bicultural church. Through the power of the Holy Spirit, we are called to be a people so transformed by God's gracious love in Jesus Christ that we joyfully commit ourselves in worship, witness, discipleship, and ministry.

Church Affiliation

FCBC is located in the heart of San Francisco Chinatown. Organized in 1880, the church is affiliated with the American Baptist Churches of the USA, and locally with the Chinese Christian Union of San Francisco.

Church Profile

The church has an active membership of 500+. The current church staff is structured with a Senior Pastor, a Pastor of Chinese Ministries, an Associate Pastor English Speaking Ministries, a Pastor of Community Outreach Ministries, Church Administrator and Bookkeeper.

Church Ministries

Consistent with our mission statement, the three pillars that support our ministries are congregational worship, discipleship training and witness through missions. All three are

essential to the connectedness of our many generations, languages, and cultures. All three are essential to our service as one body in Christ.

Congregational Worship

We have an English worship services, and a Chinese worship service.

Discipleship Training

Scheduled concurrently with worship services are church school classes for children, youth, and adults. Eighteen fellowship groups spanning youth to seniors meet regularly. Choirs, bell choirs, regional Bible study groups, camps, retreats and conferences provide additional opportunities for fellowship, study and service.

Witness Through Missions

Our members live throughout the San Francisco Bay Area. Outreach to friends and coworkers draws people, both English and Chinese speaking, from as far as 50 miles. The church's major missions priority is reaching and serving the SF Chinatown community. Through ESL and citizenship classes, we nurture relationships that bring the Good News of Christ to adult immigrants. Our Reception Ministry program reaches out to neighbors and visitors to Chinatown. Day Camp serves community children full-time during the summer months to reach the children and their families for Christ. On the national and world stage, we support the work of American Baptist missions. And more directly, through water and coffee projects, we are committed to team-based missions in Thailand.

The Position

FCBC is accepting applications for the position of Pastor for Chinese-Speaking Ministries. The Pastor for Chinese-Speaking Ministries is responsible for the following:

- ◆ Leads all aspects of the Chinese-speaking related pastoral duties, including but not limited to evangelism, spiritual life development, interpreting the faith, nurturing fellowship, lay leadership development and pastoral care.
- ◆ Develops the Sunday morning worship service and preaches in Cantonese.
- ◆ Oversees Chinese-speaking program development such as initiating and implementing ministries for all ages, including new immigrants.
- ◆ Shares church home responsibilities, to ensure the safety and security of all attendees.
- ◆ Works collaboratively with church staff, elected church officers, boards and committees.
- ◆ May assume additional administrative and other church related responsibilities.

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Position Minimum Qualifications: Education, Training

- ◆ Possesses a Master of Divinity degree from an accredited seminary or its equivalent.
- ◆ Has strong biblical knowledge and application of the Bible, and is able to demonstrate the faith as a living testimony.
- ◆ Able to work effectively in an American Baptist Church and agrees substantively with Baptist principles. Willing to join regional and American Baptist USA events.
- ◆ Possesses strong understanding of Chinese cultures.
- ◆ Reads and writes in Chinese with fluency in the Cantonese dialect.
- ◆ Communicate effectively in the English language.
- ◆ Able to function effectively and cooperatively in a multiple staff situation.
- ◆ Function effectively in an English-Cantonese bilingual and bicultural church setting.

Position Desired Qualifications: Skills, and Experience

- ◆ Year of experience: Minimum of 2-year full time experience in pastoring a Chinese congregation.
- ◆ Value church unity.
- ◆ Understands American culture.

Conditions:

- ◆ The Pastor for Chinese-speaking ministries works cooperatively and collaboratively with the Senior Pastor, who has the responsibility of coordinating and overseeing the work of the church staff.
- ◆ The Pastor of Chinese Speaking Ministry works under the leadership of the Senior Pastor who ensures cooperation in administrative and human resource matters.
- ◆ Salary, benefits, and moving expenses are to be negotiated with the Search Committee subject to final approval of the church membership. The total compensation package includes salary and housing allowance, church paid health insurance and pension.
- ◆ The terms of the position are subject to the termination/resignation procedures outlined in the Church Constitution. *(Article VII, Section I, B, 4.)

Salary and Benefits

Salary, benefits and moving expenses are negotiated with the Search Committee subject to the final approval of the church membership.

The total annual salary and benefits package range is:
<\$73,381.10 - \$95,959.90>

Application Procedures

A complete application for the position requires submission of the following:

- ◆ Cover letter, expressing reasons for interest in the position
- ◆ Current resume
- ◆ Minimum 2 references
- ◆ Up to 3 recent sermons in Cantonese (digital file)
- ◆ Statement of Faith

Please forward your application or direct any questions to:

Ben Man
Search Committee Chair
Email: search@fcbc-sf.org
Mail:
First Chinese Baptist Church
1 Waverly Place
San Francisco, CA 94108

All applications will be acknowledged and treated confidentially.

Key Links

American Baptist Churches of the USA website: <http://abc-usa.org>

Completed applications must be submitted by January 15th, 2024

