



Job Description

Job title	<i>Cantonese Discipleship Pastor</i>
Group	<i>Cantonese People Group</i>
Reports to	<i>Cantonese People Lead and Purpose Lead</i>
Date	<i>October 17, 2025</i>

Location: Bayview Campus

Church Background

Richmond Hill Christian Community Church (RHCCC) is a Purpose-Driven, multi-site campus church that carries out the five purposes of the New Testament Church: Worship, Fellowship, Discipleship, Ministry, and Mission. We are a multi-cultural, multi-generational, and multi-lingual (3M) evangelical church which ministers in English, Cantonese, and Mandarin. To learn more about RHCCC, visit <https://rhccc.ca/rhccc/e/>

Reporting Structure

This position reports to both People Lead Pastor and Purpose Lead Pastor (The details refer to dual reporting structure). Though mainly focusing on developing ministries within the language ministry one belongs to, this role carries the expectation to work with congregants from other language ministries.

Job Purpose

The Discipleship pastor fulfills the mandate as described within the RHCCC Discipleship Pathway. The objective for Discipleship Purpose is to empower church congregation members to cultivate their spiritual maturity as a disciple-maker and become committed.

TRAIN THEM WELL: This role will provide leadership in the area of Discipleship, collaborating with all the purpose pastors but more specifically, the Fellowship Pastor and Ministry pastor to disciple the Congregation, lead a discipleship committee, and help church members become the Committed and spiritual mature in their walk with Jesus Christ.

Duties and Responsibilities

- 1) Purpose Ministry Leadership
 - a) Following the 3M Discipleship Purpose and Ministry Guidelines, provide leadership for the development of an environment where one can grow to love Jesus and

others and to encourage another to live a fruitful life through the obedience of the Words of God.

b) Christian Education

- I. Create biblical devotional & spiritual formation pathways, seminars, curriculum, and other resources specific to People Group needs
- II. Create Fellowship / Small Group Bible resources
- III. Teach and prepare Essentials materials on an ongoing basis.
- IV. Collaborate with other 3M Discipleship Pastors to develop, promote and teach church wide courses (Pre-marital classes, Parenting, etc)
- V. Creatively collaborate with other 3M Discipleship Pastors to strategize the Christian Education platform, including utilizing new technology.

c) Central Teaching

- I. Collaborate with Central Teaching to work on campaigns, sermon series.

2) People Ministry Leadership

- a) Shepherd the People Group by being present and available. Be part of the rhythm of RHCCC's church life through belonging to a fellowship / small group community.
- b) When call upon and assigned by Supervisor, officiate weddings, funerals, communion, baptisms.

3) Leadership Development

a) Equip

- I. Identify and develop leaders.
- II. Provide onboarding and ongoing training for all discipleship serving teams
- III. Teach Essentials

4) Collaboration & Handshakes with Purposes/Departments

a) Ministry Purpose

- I. Modify all Essentials curriculum as needed
- II. Process/launch new ministry applications

b) Central Teaching

- I. As needed, develop 3M initiatives (ex: Campaign resources)

c) Fellowship Purpose

- I. Collaborate with the fellowship team to provide Fellowship / Small Group bible resources

d) Worship Purpose:

- I. Collaborate to create communal spiritual formation practices and resources

e) Mission Purpose:

- I. Collaborate to create resources for new believers.

5) Administration

- I. Learn and adapt to new technology and church management software (i.e. Microsoft Teams, Planning Center, etc.)
- II. Create and manage annual budget
- III. Attend weekly staff meetings and actively participate in planning and discerning ministry direction
- IV. Provide monthly reports or as needed

6) Any other duties as assigned.

Qualifications

Personal Qualifications:

- Committed Christ-follower who feels a call by God into missional ministry
- Desires to help the congregation, the unchurched, local and global communities encounter and grow in Christ
- Demonstrates organizational and leadership skills
- Ability to work with people from different cultures/ speak different languages.
- Ability to mobilize people and coach teams.
- Have established connections or ability to build connections with the local community
- Proficiency in Cantonese (helpful knowing English and/or Mandarin)
- Willing to be part of RHCCC 3M team and family member, including being a full participant and member of a small group.

Education and Experience Qualifications:

- MDiv. from Accredited Seminary or equivalent.
- 5 years 'experience working with churches and faith-based organizations. Gifted in mobilization.

General RHCCC qualification:

(S) Teaching, Shepherd (models with their life a dependency on the great Shepherd), Knowledge, Writing, Administration (organizing and planning)

(H) Passion for Discipleship and Champion for Disciple-making. Passionate to help create and design biblical resources that are relevant and theologically sound for an intergenerational church. Experience with Spiritual Formation is a plus.

(A) Teaching, leading, writing, developing resources with varying mediums to engage a variety of people.

(P) Creative, adaptable, team player, scheduled leader

(E) Coaching a team of disciple-makers and content creators, small group leadership experience, teaching and theological experience.

Working Conditions

Tuesday to Friday regular office hours, including evenings and weekend responsibilities. Mondays are considered sabbath rest days for pastors. Flexible hours for hospital and home visits to congregants are required.

Physical Requirements

Nil

Direct report to this position

Nil
