



Job Description

Job title	<i>Cantonese People Pastor</i>
Job Type	<i>Full Time Position (37.5 hours/week)</i>
Group	<i>Cantonese People Group</i>
Reports to	<i>Cantonese People Pastor Lead and Purpose Pastor Lead</i>
Location	<i>Bayview Campus - 9670 Bayview Ave, Richmond Hill, Ont. L4C 9X9</i>
Compensation and Benefits	<i>Salary Range: \$57,000-\$69,000 per annum depending on experience Benefits: Vacation and ACEM Extended Health & Dental Benefit</i>
Vacancy Status	<i>This is an existing vacancy</i>
Date	<i>February 2026</i>

Church Background

Richmond Hill Christian Community Church (RHCCC), a Member of the Association of Chinese Evangelical Ministries (ACEM). RHCCC is a Purpose-Driven church to carry out the five purposes of the New Testament Church: Worship, Fellowship, Discipleship, Ministry, and Mission. We are a multi-cultural, multi-generational, and multilingual evangelical church which ministers in English, Cantonese, and Mandarin. To learn more about RHCCC, visit <https://whccc.ca/rhccc/e/>

Reporting structure

This position reports to both Cantonese People Lead and Purpose Pastor Lead (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.

Duties and responsibilities

1. To empower leaders and volunteers to serve and to facilitate collaboration and partnership among different Purpose teams.
2. To lead ministry leaders and volunteers to serve together.
3. To be able to assist administrative and general pastoral duties (i.e. baptism, holy communion, teaching, preaching, funeral, wedding and visitation)
4. Responsible for DTM Cantonese project, ministry base and such other ministries as may be assigned by the Cantonese People Lead and the Purpose Pastor Lead.

5. To help people to live out a purpose-driven (PD) life following the Intentional Discipleship Pathway (IDP).

Qualifications

Personal Qualifications:

- 1) Committed Christ-follower who feels a call by God into missional ministry
- 2) Desires to help the congregation, the unchurched, local and global communities encounter and grow in Christ
- 3) Demonstrates organizational and leadership skills
- 4) Ability to work with people from different cultures/ speak different languages.
- 5) Ability to mobilize people and coach teams.
- 6) Have established connections or ability to build connections with the local community
- 7) Proficiency in Cantonese (helpful knowing English and/or Mandarin)
- 8) 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:

- 1) MDiv. from Accredited Seminary or equivalent.
- 2) At least 3 years' experience working with churches.
- 3) With some experiences of marriage and family ministry; worship; or ministry mobilization will be an asset.

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 reports to this position

Nil

AODA Accommodation Statement

RHCCC is committed to providing an inclusive and barrier-free recruitment process. We welcome and encourage applications from people with disabilities. Accommodation is available on request for candidates taking part in all aspects of the selection process.