

# English Ministry Townhall

Sunday July 11, 2010

English Ministry Update

# Agenda

- Search process
- Process with specific applicant
- Next Steps
- Feedback from congregation

English Ministry Update

# Search Process

- English Minister Search Committee
  - Personnel Committee:
    - Margaret, Philip, Anthony, Yuk Woo, Joe, Alicia, Eva
  - 2 English congregational members named by EMC:
    - Davin, Carlin
- Job posting available on TCBC website
  - Also posted to various seminaries & websites

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# Interview process to date

- Resume received; multiple phone interviews by search committee
- Site visit in June:
  - Met with pastoral staff
  - Informal dinner with subset of relevant groups
  - Met with EMC
  - Interview with search committee
  - Preached to English congregation
  - Met with EMC chair
  - Lunch with Deacon Board
  - Open meeting with any of the above
- Unanimous endorsement from all parties to proceed to next steps
  - EMC recommendation based on applicant's deep understanding of English Ministry in a Chinese church setting

English Ministry Update

# Next steps

- Preaching in August
- Possible seminar on “English Ministry in a Chinese church”
- Possible other seminars/meetings with other groups in the church
- Possible soonest formal motion to hire during September round of meetings:
  - Search committee
  - Deacon Board
  - Executive Board (with input from EMC)
  - Members Meeting

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# Feedback from the congregation

- Questions on process
- Questions on what has transpired
- Do you want further meetings with applicant?
- What are you looking for in an applicant?
  - EMC is proposing a congregational survey

English Ministry Update

# Appendices

1. Job posting
2. Proposed congregational survey

English Ministry Update

# Appendix 1: Job posting (on TCBC Website)

**English Minister Job Position: English Minister**, Toronto Chinese Baptist Church, Toronto, Ontario

- **Employer:** Toronto Chinese Baptist Church
- **Location:** Toronto, Ontario
- **Brief Description**  
Seeking an English minister to work with our current pastoral staff and English ministry to shepherd and disciple our English congregation.
- **Position Description**
- **Role and Responsibilities**
- Work within ministry under the Sr. Pastor, and in partnership with all pastoral staffs
- Regular preaching in the English worship services, Sunday School teaching, providing pastoral care, conduct ordinances, exercising leadership in the planning, coordination and direction/ support/accountability of various ministries, including evangelism
- Making disciples, developing and equipping of lay leaders
- Facilitate and oversee Sunday adult Christian education
- Lead and facilitate prayer ministry
- Oversee lay leadership (English Ministry Committee) in various ministries:
  - Sunday children's ministry
  - Community outreach
  - Sunday youth classes
  - Youth fellowship
  - Fellowships and cell groups
  - Pastoral and deacon liaison

## English Ministry Update

- **Description of Church and Community**
- Started in 1967, TCBC has an evangelical calling and mission to its community
- Tri-lingual church: English (200 people), Cantonese (250 people) and Mandarin (200 people)
- English congregation (estimate): children-youth (17%), students (33%), 25-34 years old (21%), 36-55 (21%), 55+ (8%)
- Located in Chinatown area and diverse neighbourhood, community services, universities/ colleges, hospitals, TTC, AGO, Harbourfront community
- Large percentage of congregational participation in Sunday Schools with diverse topics and various fellowships and cell groups covering most age and language groups
- Variety of outreach programs and local support
- TCBC current pastoral staff: Senior Pastor/Cantonese Pastor, English Pastor (vacant), Mandarin Pastor, Youth Pastor (vacant) and Children's Pastor (vacant)
- **Requirements**
- **Qualifications and Education Requirements**
- genuine and personal devotion and commitment to Christ and his teachings
- is called and committed to the ministry of TCBC and its community
- doctrinally sound preacher and teacher of God's word
- has been baptized (full immersion)
- possesses spiritual maturity and integrity, and demonstrates godly servant qualities
- strong shepherd heart
- exercises strong leadership, communication and visionary qualities
- demonstrates organizational skills and team work abilities
- has a minimum of MDiv level of theological education at an accredited Association of Theological Schools institution or equivalent
- 5 years minimum of church ministry leadership experience in North America

## English Ministry Update

- **Preferred Skills**
- experience in working with English, Cantonese and Mandarin people in a team environment an asset
- 5 years of church pastoral experience in North America
- strong background in discipleship training
- Background in Chinese culture an asset but not required

## English Ministry Update

# Appendix 2: Congregational Survey

- From CBOQ Pastoral Search Manual
  - [http://www.baptist.ca/documents/Transforming\\_Churches/CL\\_Pastoral\\_Search\\_Manual.pdf](http://www.baptist.ca/documents/Transforming_Churches/CL_Pastoral_Search_Manual.pdf)
- See p 28 of manual, **FORM 3 - LEADERSHIP EXPECTATION PROFILE**

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# Categories of Ministry Skills

- Apostle – church planter, visionary
- Bishop – protector of church from error and wrong
- Deacon – servant/leader, helper of needy
- Evangelist – communicates Gospel to all ages
- Preacher – able to make Scripture plain & relevant
- Priest – shares sense of awe & praise before God
- Prophet – theologian, sees social implications of Gospel
- Shepherd – caregiver, counselor, overseer of flock
- Steward – administrator of gifts & resources
- Teacher – equipper, disciple-maker

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# Leadership Characteristics

- Adaptable
- Biblically Oriented
- Communicator
- Community Oriented
- Denominationally Loyal
- Developer of Lay Leadership
- Enabler
- Evangelistic Leader
- Mission Minded
- Organized
- Person of God
- Reliability
- Spiritually Mature

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# Ministry Priorities

- Administration
- Adults
- Association & Denomination Work
- Change Agent
- Children
- Community Leader
- Counseling
- Crisis Visitation
- Discipleship
- Evangelism
- Family Ministry
- Inter-Church Cooperation
- Key Leader
- Leadership Development
- Pastoral Care Giver
- Preaching
- Seniors Sensitive
- Social Ministry
- Stewardship
- Teaching
- Theology
- Visiting
- Worship
- Youth Work

English Ministry Update

# Personal Attributes and Character Priorities

- Administration Skills
- Admirable
- Approachable
- Attentive
- Compassionate
- Communication Skills
- Compatibility
- Creativity
- Enthusiastic
- Listener
- Loyal
- Persevering
- Personally Strong
- Sense of Humour
- Teachable Learner
- Trustworthy
- Truthful

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