



Fujian Evangelical Church
溫哥華基督教閩南堂

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12200 Blundell Road, Richmond, BC, V6W 1B3, Canada
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Job Title: Senior Pastor

Company: Fujian Evangelical Church (website: <https://fec-richmond.com/>)

Location: 12200 Blundell Road, Richmond, BC (in person)

Email: recruit@fec-richmond.com

Position Type: Permanent, Full-time, Salaried, Pastoral Staff

Salary range: \$80,000 - \$95,000 annually (plus benefits), based on experience and qualifications

Reports to: Church Council

Job Summary

Fujian Evangelical Church (FEC) is seeking a spiritually mature, culturally aware, and experienced Senior Pastor with a deep passion for preaching the Word of God, building discipleship, and leading a diverse congregation. The ideal candidate will demonstrate the ability to inspire, mentor, and lead individuals from varied cultural and ethnic backgrounds, fostering unity in Christ while honoring our differences. The senior pastor role involves providing spiritual leadership to both English and Chinese congregation through biblically sound and culturally relevant preaching and teaching while casting a clear and compelling vision for the church's future. This role includes close collaboration with staff and lay leaders to advance the church's mission, compassionate pastoral care, oversight of church operations, and the development of ministry teams and leaders. The pastor will also lead the church's outreach initiatives and evangelism strategies and build meaningful partnerships with the diverse communities locally and globally.

Qualifications/Requirements Summary

The successful candidate should have a Master of Divinity or equivalent degree from an evangelical seminary and at least five years of full time pastoral ministry with at least 3 years in a lead pastoral role. The candidate must demonstrate excellence in biblical preaching, leadership, and team development, along with strong communication, organizational, and interpersonal skills. Fluency in English is required, able to communicate in Mandarin or Minanese is an asset but not required. Above all, the individual should embody spiritual maturity, integrity, and a deep commitment to Christ-centered service.

About Us

FUJIAN EVANGELICAL CHURCH (FEC) is a Reformation Canada Network (RCN) Congregation. FEC started in January 1985 with five families to form a unique ministry among the Minnan-speaking people in the Greater Vancouver area. Today, aside from the Minnanese service, FEC has expanded to include Mandarin and English services. We are a diverse community of believers from various nations, backgrounds, and walks of life, united by our faith in Jesus Christ.

Vision: FEC exists to build up believers in Christ, equip them to serve Christ, and to win the lost to Christ for God's glory.

Mission: By God's grace, we will be a healthy and effective church for His glory by focusing on and achieving balance in the following four areas:

- Building up believers in Christ – Growth
- Equipping believers to serve Christ – Ministry
- Winning the lost to Christ – Outreach
- Reproducing leaders for Christ – Multiplication

Please visit the FEC website <https://fec-richmond.com/> to learn more about us.

Position Overview

Fujian Evangelical Church (FEC) is seeking a visionary and compassionate Senior Pastor to lead both its English and Chinese congregations into a new season of spiritual growth, community engagement, and global impact. The Senior Pastor will provide Christ-centered leadership through biblically sound and culturally relevant preaching and teaching, while casting a clear and compelling vision for the future of the church. This role involves close collaboration with staff and lay leaders to advance the church's mission, offering pastoral care, overseeing church operations, and developing ministry teams and leaders. The Senior Pastor will also guide outreach and evangelism efforts, cultivating meaningful relationships with diverse communities locally and globally. The ideal candidate will embody spiritual maturity, integrity, and a deep commitment to shepherding a multi-ethnic congregation with wisdom and grace.

Key Responsibilities

Preaching & Teaching

- Preach regularly biblically sound and culturally relevant sermons that inspire spiritual growth and community transformation.
- Teach and preach in a way that engages the diverse backgrounds and life experiences of our congregation.
- Oversee the church's educational ministries, ensuring biblical literacy, discipleship, and personal growth at all levels.

Leadership & Vision

- Lead the church with a clear, compelling vision that honors our diverse congregation and points toward the future growth of the church.
- Provide strategic leadership and direction, collaborating with pastoral staff, church staff, lay leaders, and the congregation to achieve our mission.
- Foster a culture of inclusivity, respect, and mutual understanding, ensuring the church reflects the love of Christ for all people.

Pastoral Care

- Provide pastoral care to individuals and families within the congregation, including counseling, prayer, and visitation.
- Support and encourage a network of volunteers, ministry leaders, and small group leaders helping them develop spiritually and emotionally.
- Lead the church in outreach and social justice initiatives that align with our values of compassion and service.
- Provide spiritual care for the sick, shut-ins and seniors.
- Administer the Sacraments (Holy Communion, Baptism and Public Profession of Faith) during worship services.
- Officiate memorial services upon request and help the bereaved family members with the planning of the service.
- Provide pre-marital counseling for couples as they prepare for marriage and officiate wedding ceremonies.

Administration

- Managing church operations, including coordination of worship services, special events, and ministry functions in collaboration with the Church Council and other church staff & ministries.
- Overseeing church communications and ensuring that church activities and teachings are effectively communicated to members and the community.
- Aligning processes with church policies and procedures as indicated in the Church Constitution.
- Meeting consistently (once a month) with the Church Council, and ministry staff.
- Collaborating with leadership of the praise & worship team on music for worship services, including communicating the order of services and music needed for special events.

Team Development & Staff Oversight

- Oversee the church staff, providing mentoring, training, and support to ensure effective ministry in all areas.
- Develop a healthy, collaborative staff culture that reflects our core values and mission.
- Equip lay leaders and volunteers to effectively serve in various ministry roles.
- Participate in the hiring and evaluating pastoral staff and church staff.

Engagement & Outreach

- Lead the church in reaching our local and global community with the Gospel, incorporating diverse cultural contexts and perspectives into our mission.
- Develop strategies for evangelism and discipleship that are sensitive to the cultural and ethnic diversity within and outside of the congregation.
- Build relationships with other local churches and organizations, particularly those that are culturally diverse.

Qualifications

- **Education:** A Master's degree in Divinity, Theology, or a related field from an accredited seminary is highly preferred.
- **Experience:** A minimum of 5 years in full-time pastoral ministry, with at least 3 years in a senior or lead pastor role. Experience in leading a multi-cultural church or ministry is preferred.
- **Spiritual Maturity:** A deep personal relationship with Jesus Christ, characterized by humility, integrity, and a passion for serving others.
- **Cultural Sensitivity:** Strong understanding and appreciation of cultural diversity and the ability to communicate across cultural and ethnic boundaries.
- **Preaching & Teaching:** Strong biblical preaching and teaching skills, with the ability to communicate effectively to a diverse audience.
- **Leadership:** Proven leadership skills and team player skills, including team development, vision casting, and strategic planning.
- **Relational Skills:** Excellent interpersonal and communication skills, with the ability to relate to people from different backgrounds and walks of life.
- **Language Skills:** Fluent in written and spoken English. Able to communicate in Mandarin, Minnanese is an asset but not required.

Personal Characteristics

- A servant leader with a heart for people and a passion for God's mission.
- A strong commitment to prayer, Bible study, and spiritual discipline.
- Have the gift and passion for preaching and biblical teaching.
- Ability to lead with compassion, wisdom, and clarity in times of crisis or challenge.
- Flexible, adaptable, and willing to learn from others in the body of Christ.
- Ability to adapt to change, embrace innovation and creativity. Good understanding of the challenges and opportunities in the digital world.
- Relational, with good interpersonal skills in team building of volunteers and equipping of leaders.

Compensation & Benefits

Salary: \$80K to \$95K annual, based on experience and qualifications

Benefits: Extended comprehensive health benefits, Group Pension

How to Apply

Interested candidates are invited to submit a cover letter, resume, and a statement of faith, links to sermon videos or audio recordings (optional) to:

recruit@fec-richmond.com

Please quote the job title in the subject line when applying by email.

We thank all applicants for the interest, however only those selected for an interview will be contacted.

We are excited to see how God will lead us in the next chapter of our journey, and we are prayerfully seeking a Senior Pastor who shares our heart for ministry in a multi-cultural context.