



POSITION DESCRIPTION

TITLE:	Church Planting Pastor (non-ordained position)
ACCOUNTABILITY:	Accountable to the Session of the Chinese Presbyterian Church of Oakland (CPC).
COMPENSATION:	Compensation will be commensurate with the candidate's experience.
FLSA STATUS:	Exempt
DIRECTLY LEADS:	Directly and indirectly supervises subordinates, employees and volunteers.

SUMMARY:

The Church Planting Pastor is responsible for helping the church move successfully through the transition period at both Chinese Presbyterian Church of Oakland and Christ Presbyterian Church in San Leandro. The Church Planting Pastor's primary objective is to revitalize our churches, striving to build a multi-generational congregation, by outreaching to young families, young adults, and seniors. Specific duties are listed on the attached document, but generally include assuring that the spiritual needs of the congregations are met, provide pastoral presence to the churches, working with the Session and church staff to provide opportunities for laity to engage in worship, discipleship, and mission. He/she will support the congregation in the revitalization process and assist with planting a sister church at the San Leandro location.

The position of Church Planting Pastor requires flexibility in working hours, including evenings and weekends. The Church Planting Pastor must be accessible to the congregation and to communicate regularly with Session, church staff, and volunteers. The Church Planting Pastor is expected to lead, take part in and attend all worship services when not on vacation, study leave, or other approved church business. The Church Planting Pastor needs to be available in emergency situations. When the Church Planting Pastor cannot be available, he/she must make arrangements to have on-call coverage and communicate this to the appropriate staff so that congregational members and Session are aware of arrangements.

QUALIFICATIONS (preferred):

- Successful start-up and growth experience in terms of group/service/ministry
- Dynamic individual in terms of preaching and outreach
- Inspiring leader & team builder
- Current student or graduate of a nationally recognized seminary or divinity school
- Effective interpersonal and communication skills
- Bilingual in English and Cantonese. Mandarin speaking a plus.
- Needs to be patient, sensitive, flexible, cooperative, supportive, and open-minded in working harmoniously with our bilingual and bicultural church by respecting our church's history.

HOW TO APPLY:

Interested candidates are asked to send their resume and references to:

Chinese Presbyterian Church of Oakland

Attn: Tina Shum, Clerk of Session

265 - 8th Street

Oakland, CA 94607

oakland.cpc@gmail.com

ESSENTIAL DUTIES AND RESPONSIBILITIES are listed below. *Other duties can be assigned, and the duties and responsibilities of the job are subject to change without notice.*

Pastoral/Ministerial/Leadership Responsibilities:

1. Research and organize new ministries that meet the needs of the local neighborhoods, such as creating meaningful programs and activities that allow both church members and the community to participate.
2. Collaborate with our Tentmaking Pastor to plan worship services, including preaching the Word of God, lead in worship, read and teach the Scriptures, and engage the people in bible study and witness.
3. Provide an outstanding preaching and transformative worship ministry that will invite others into the church to live out their discipleship and that will continue to attract new members.
4. Create a church culture that increasingly embodies Christ's example of servant leadership to all congregational leaders and the congregation as a whole.
5. Be involved in ecumenical relationships in the community.
6. Spearhead opportunities to train the next generation.
7. Support various groups, such as Bible Fellowship, EBAYOM Summer Program, etc.
8. Welcome and follow up with church visitors.

Administrative Responsibilities:

1. Promote new ministries through social media and other publicity outlets.
2. Write articles for the *Parish Pointer* newsletter and post to our Facebook page.
3. Attend weekly staff meetings.
4. Provide guidance/leadership to Session committees.
5. Oversee volunteers of outreach ministries.

Generally the Church Planting Pastor should:

1. Be accountable to the Session.
2. Maintain appropriate boundaries/relationships.
3. Develop and support young family ministry, youth ministry, and children's programming.
4. Explore new ways to worship and serve.
5. Deepen a sense of the presence of God within the congregation to strengthen and guide them.

EVALUATION: Performance evaluation will be conducted annually by the Session Personnel Committee. The Session Personnel Committee will review annually the adequacy of the job description and the compensation.