Queens Herald Church, C&MA
宣道會基導堂
65-15 164th Street, Fresh Meadows, NY 11365

Queens Herald Church, C&MA ("QHC") is a Chinese and English-speaking church of about 500 people consisting of a wide range of age groups, personalities, and giftings. The Chinese congregation averages around 250 in-person attendance.

QHC is seeking an Associate Pastor to assist the Chinese Congregational Lead Pastor in leading its Chinese ministries with concentration in Mandarin-speaking congregation. The candidate must have a Bachelor of Divinity or equivalent with at least 3-5 years of pastoral experience. The candidate must be fluent in speaking Mandarin and writing in Chinese, and able to communicate in English. He must have sound theological knowledge and training, as well as experience leading various ministries. The candidate will abide by and uphold the Christian & Missionary Alliance's (C&MA) Statement of Faith (www.cmalliance.org/about/beliefs/doctrine).

Queens Herald Church, C&MA www.qhc.org.

All applications must be submitted by email to the District Superintendent: office@metrocma.org.

Profile of Queens Herald Church ("QHC"):

- Vision: QHC is a family where God's love works.
- Mission: Empowering all peoples on their faith journey.
- QHC's Critical Gospel Impact is to be a Chinese American church called to be a strategically positioned presence and resource of God's healing and restorative love to multi-generational Chinese American immigrant families and people of all stages of life and faith. Our church is passionate about evangelism - sharing the gospel with our people groups and also partnering with our community to hold functions and activities. We believe that God has also blessed us with resources that are rather unique to the Asian American community. We have a dynamic youth group and children's ministry. We recognize the fact that the health of our families needs a champion. We have decided to be that champion. We will know that we are in alignment with our critical gospel impact when we hear testimonies of dynamic encounters with God and sustained intimate relationships with Him as well as stories of life-change among individuals, families, the church, and other circles of influence.
- QHC is a regional church, located in Fresh Meadows, Queens, New York, home to one of the most linguistically and ethnically diverse populaces in the United States.
- QHC was founded in April 1989 to minister to the Cantonese-speaking foreign students predominantly from Hong Kong, China. Over the next 25 years, QHC shifted its focus and grew into a multi-generational family-oriented church with Cantonese-speaking and English-speaking congregations. In 2015, Christ Herald Church, a Mandarin-speaking church plant, joined QHC to become its third congregation (for Mandarin speakers). Three separate services were held on Sundays until the start of 2020, when the Cantonese- and Mandarin-speaking congregations began to have worship services together (though small groups and Sunday school classes continued to be held in the 2 Chinese dialects respectively).

- QHC currently considers itself two congregations (Chinese and English) united as one church. It has two vibrant Sunday worship services in Chinese (offering simultaneous translation in Cantonese or Mandarin) and English. The Chinese congregation has an average Sunday attendance of over 200 in-person and over 100 units live-streaming online. The English congregation averages around 130 in-person attendance, including approximately 40 youths. Our youth and college groups currently meet on Friday evenings. The children's ministry averages around 70 children on Sundays. Other ministries include small groups, discipleship and leadership development, missions and evangelism, prayer and healing, community services, music school and children's summer camp.

- There have been seasons of great celebration as well as seasons of deep loss in the 35 years of QHC's history. By God's grace, QHC has been healing, experiencing freedom and restoration. In the past two years, we've experienced so much of God's favor as evidenced by our slow but intentional shift from a program- and performance-driven church culture to one that values authenticity, vulnerability, trust, and life-change. We are learning how to connect deeply with God and with one another—caring wholistically for those who walk through our doors as well as for those in our circle of influence outside the walls of our church.

- QHC believes that a healthy church stems from healthy leaders. Part of the healing and culture shift mentioned above involves our focus on and investing in the care and development of our leaders, beginning with the staff team and extending to our lay leaders. Our staff team consists of three lead pastors, two associate pastors, one youth pastor, two ministry assistants, and four administrative staff.

- The heartbeat of QHC continues to be its small group ministry, which consists of mixed groups of church members as well as women's groups, family groups, and couples' groups. There is also an established weekly gathering of our elderly, prayer meetings, Sunday School classes, youth group, and young adult group meetings. In addition, there are evangelistic and outreach service opportunities as well. We focus on three things in all the ministries at QHC—that they are relational, transformational, and missional.

- QHC is a member of the Christian and Missionary Alliance denomination. The church operates with a budget of over $1,000,000, with significant offerings beyond the local budget to global missions. Our missions budget for Year 2027 is over $100,000.

- QHC's governance authority is known as the Governing Board with Majority of Elders, and the number of serving lay elders on the board must be greater than the number of pastoral elders on the board. The Senior Pastor is the chairman of the Governing Board.

- The Associate Pastor will be amenable to the District Superintendent of the Metro District of the C&MA and report to the CM Lead Pastor.

Profile of QHC's Associate Chinese Ministry (Mandarin) Pastor:

- Title: Associate Chinese Ministry Pastor
- Classification: Full-time/exempt
- Reports to: Chinese Ministry Lead Pastor
- Location: Fresh Meadows, NY
- Compensation & Benefits: $60,000–64,000 per annum with competitive benefits for the area
- Position Summary: The Associate CM Pastor supports and assists the CM team in the overall pastoral and administrative duties of the Chinese Ministry of QHC. He/she works closely with the CM Lead Pastor, pastoral staff, and office staff, with an emphasis on shepherding the Mandarin-speaking congregation.
- Position Functions & Requirements
  - ❖ Ministry Responsibilities
    - Preaching and teaching God's Word at Sunday service at a schedule decided by the CM Lead Pastor.
    - Oversee various Mandarin-speaking small groups, train and disciple small group leaders.
    - Provide pastoral care to families and individuals through visitation and counseling.
    - Plan, develop, and implement outreach and evangelism ministries, including but not limited to Chinese youth and college ministries.
    - Assist in expanding prayer ministry, developing and training prayer leaders.
  - ❖ Character & Spiritual Maturity
    - Clear vocational calling into pastoral ministry.
    - Trustworthiness with high moral character and integrity.
    - Pastoral care with compassion, empathy, and wisdom.
    - Ability to preach and teach the Word of God through sound theological knowledge and lead in prayer.
    - Testimony of inner health and a character that will support the demands of ministry, including the demonstrations of:
      - Intimate relationship with God.
      - Continual personal development and spiritual growth.
    - Family and marriage (if married) are in order.
  - ❖ Experience & Credibility:
    - Bachelor of Divinity or equivalent with at least 3-5 years of pastoral experience.
    - Committed to being accredited and licensed with the C&MA.
  - ❖ Other Skillsets:
    - Effective and strong communication skills.
    - Fluent in speaking Mandarin and writing in Chinese, and able to communicate in English. Able to communicate in Cantonese is a plus.
    - Track record of self-leadership that will transfer into team leadership.
    - Self-awareness and self-care.
    - Ability to work independently as well as part of a team.
    - Sensitivity to the ethnic specific and multi-generational needs of the Church.