



Queens Herald Church, C&MA

宣道會基導堂

65-15 164th Street, Fresh Meadows, NY 11365

Queens Herald Church, C&MA is seeking a Senior Pastor to lead its staff and lay leaders who will minister to over 500 Chinese and English-speaking congregants of diversified age groups, personalities and giftings in Queens, NY. We are seeking a leader who is flexible and able to celebrate those differences while leading them to lead the rest of the church towards life-change and Gospel impact. We are looking for a leader who senses the hand of God upon QHC, recognizes the resources that He has blessed us with, and is willing to journey with its leaders and congregation to actualize our potential for Gospel influence and impact in our homes, our communities, and even onto the ends of the earth. The Senior Pastor is charged to lead and shepherd the entire church with support from the lead pastors and elders of the Chinese and English congregations.

The candidate must currently be an ordained pastor with at least 10 years of pastoral experience, preferably with experience as a senior pastor. He must have sound theological knowledge and training as well as experience leading multiple staff. The candidate will abide by and uphold the Christian & Missionary Alliance's (C&MA) Statement of Faith (www.cmalliance.org/about/beliefs/doctrine). He will also represent our church and spearhead our partnership with the Metropolitan District of the C&MA, the Chinese Churches Association of the C&MA, other local churches, and community organizations to further advance the Kingdom of God.

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

All applications must be submitted by email to the District Superintendent: office@metrocoma.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 predominately 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 holistically 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 couple's 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 2024 is over \$100,000.
- The Senior Pastor will be amenable to the District Superintendent of the Metro District of the C&MA and report to the Governing Board. 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 will be the chairman of the Governing Board. The Governing Board will perform the annual reviews of the Senior Pastor.

Profile of QHC's Senior Pastor:

- Title: Senior Pastor

- Classification: Full-time/exempt

- Reports to: The Governing Board

- Direct Reports: Pastoral staff

- Compensation & Benefits: \$90,000-\$100,000 per annum with competitive benefits for the area

- Position Summary: QHC is seeking a visionary leader - someone who is not looking to maintain or manage our church but forward-thinking and courageous enough to help discover and engage the changes that are necessary to lead us to the heights and depths that is our destiny. We are also looking for a team-oriented leader. He will be our staff's "champion" - caring for, developing, empowering, and holding accountable a hungry, teachable, dynamic, and creative team to be excellent at what they do in their public life but more importantly in their private lives. The Senior Pastor will be experienced in leading the team to experience life-change and to grow in their love for God, His church, the world around them, and themselves. In turn, they will lead the church to experience the same and to do "even greater things than these" in this diverse and ever-changing world. He will be a collaborative leader who actively develops and empowers our congregational pastors and pastoral staff to carry out QHC's vision and mission in their respective ministries while "making every effort to maintain the unity of the Spirit." He will exemplify and model sound character, spiritual maturity, strong relational and effective communication skills and a willingness to have fun.

- Position Functions & Requirements
 - ❖ Leadership
 - Clear vocational calling into pastoral ministry
 - Track record of self-leadership that will transfer into team leadership in the following areas:
 - Seeking God's voice and then communicating His assignment for QHC through inspirational vision-casting, sound presentation of God's word, and leading creative means to make the most effective and efficient Gospel impact in our homes, the world around us, and even to the ends of the earth.
 - Care and development of the staff and Church lay leaders through meaningful conversations, encouragement, and empowerment
 - Building and maintaining healthy team dynamics by providing the space and healthy forms/methodologies to address tensions/conflict. Willing to have hard conversation and mediating conflict. Championing the trust of God and one another
 - Sound decision making & strategic planning
 - Spiritual guidance and leadership in coaching, mentoring, counseling and support

- ❖ Character & Spiritual Maturity
 - Trustworthiness with high moral character and integrity
 - Pastoral care with compassion, empathy and wisdom
 - 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) is in order
- ❖ Experience & Credibility:
 - Ordained with a degree with a Master of Divinity or equivalent
 - Committed to being accredited and licensed with the C&MA
 - At least 10 years of pastoral experience in overseeing ministries and leading staff team and leaders
 - Supervised administration and management of large or medium church operations
- ❖ Other Skillsets:
 - Effective and strong communication skills
 - Sensitivity to the ethnic specific and multi-generational needs of the Church
 - Ability to preach and teach the Word of God through sound theological knowledge and lead in prayer
 - Has experience in church-wide spiritual warfare and growth