

Chinese Christian Church of Baltimore
Pastor for the English Congregation & Youth Ministry
Job Description

WHO WE ARE:

The Chinese Christian Church of Baltimore (CCCB) is a nondenominational evangelical Christian church serving the Chinese and English-speaking community in the Greater Baltimore-metropolitan area since 1972. We are a community church that raises faithful disciples of Christ, celebrates fellowship and union in Christ, and reaches out to those in need of listening to the Gospel. Based in Parkville, Maryland, CCCB consists of two congregations: a Chinese-speaking and an English-speaking congregation (size: 50+), as well as a Youth Ministry (size: 20+), a Children's Ministry, and various fellowships. Visit us at: www.cccb.us

POSITION SUMMARY:

CCCB is seeking a full-time **Pastor** to shepherd our **English-speaking Congregation (EC)** by fostering an inclusive, Christ-centered environment and building deep relationships within our community. Reporting to the Senior Pastor, the Pastor will **create and refine** the vision for our **Youth Ministry**, focusing on discipleship and building a sense of belonging for the next generation. This includes strengthening the leadership team, updating age-appropriate curriculum, and creating engaging environments where students can grow in their relationship with Jesus.

Under the direction of the Senior Pastor, the Pastor will also coordinate congregational ministries to edify the body of Christ. Core responsibilities include leading EC worship services, preaching, officiating ordinances (such as baptisms and the Lord's Supper), and conducting weddings and funerals.

KEY RESPONSIBILITIES:

1. Preaching and Teaching:

- a. Preach regularly at Sunday Worship Services, delivering biblically sound and relevant messages. Provide biblical teaching or curriculum assessment for fellowship Bible studies and small groups.
- b. Hold firmly to the Christian Faith and to teach God's Word in all settings (beyond the pulpit and the Church).
- c. Oversee ministry team volunteers in organizing church services, fellowships, and ministry activities.
- d. Organize, lead, and support the Youth Group curriculum, and Sunday School, baptism, and discipleship classes.
- e. Recruit, train, and manage a team of youth leaders and volunteers to assist in ministering to youth. Develop strong relationships with youth and their families through meetings and events.
- f. Mentor and disciple EC members providing pastoral care, biblical guidance, and wisdom.

2. Ministry Development:

- a. Align the EC ministerial priorities with the vision of CCCB (To be a group of believers that operates biblically through worship and fellowship, so that all may know “...that the Lord Himself is God in heaven above and on the earth beneath; there is no other.” - Deuteronomy 4:39).
- b. Equip and encourage core teams to serve the needs of the Congregation.
- c. Work closely with the Senior Pastor and other church spiritual leaders to develop and fulfill the mission and vision of CCCB.
- d. Collaborate and coordinate with the Elder & Deacon Board (EDB), Church Staff, and other Ministry Leaders to maintain unity and harmony between the EC, Chinese Congregation, the Youth Group, and other ministries.
- e. Lead the EC to organize and participate in regular fellowship activities, prayer meetings, and revival events.
- f. Engage the EC in mission activities, including creating mission opportunities and training mission teams.
- f. Lead the EC in engaging the local community with the gospel of Jesus Christ in spiritual growth and outreach programs.

3. Shepherding:

- a. Regularly visit members, new believers, non-believers, the sick, the discomforted, and others in need.
- b. Provide pastoral and spiritual counseling and support to church members to help them grow in understanding the Biblical truth, as well as grow in church life and family life.

QUALIFICATIONS:

1. Candidate is preferred to have a degree in Theology, Divinity, or a related field or equivalent experience in church ministry.
2. Candidate must understand and comply with the Church’s Statements of Faith (<https://cccb.us/alpha/en/about/what-we-believe/>), and the principles and doctrines of the Church Constitution.
3. Candidate must possess strong organizational, communication, and interpersonal skills, and be able to work both independently and as part of a team.
4. Candidate should have at least two years of pastoral experience or equivalent experience in church ministry.
5. Candidate must be fluent in English (both written and spoken).
6. Candidate should have an understanding of Chinese or Asian American culture, with a heart and the ability to bridge generational and cultural gaps within the church community.

APPLICATION PROCESS:

1. To apply, please submit:
 - a. Your resume/CV - must include description(s) of prior ministry experience, continuing education, and social media contact information
 - b. A statement describing your philosophy of ministry and why you want to be a full-time pastor.
 - c. A personal testimony on how and why you became a believer in Jesus Christ.

2. Send all requested documents (mentioned in the previous step) to the CCCB Pastoral Search Committee's email address: cccb.psc.2026@gmail.com

- 3 . Upon request, provide a minimum of three character or work references, at least one from a pastoral or ministry supervisor, if possible.