



Westwood Alliance Church

Lead Pastor

A vibrant, multi-generational, trilingual (English, Cantonese, Mandarin) Evangelical church in Coquitlam, BC, Canada, with a congregation of over 700, seeks a Lead Pastor.

About Our Church:

We are a thriving, multi-generational Evangelical Christian church located in the City of Coquitlam in Metro Vancouver, British Columbia. For 31 years, our church has been a beacon of hope and a center for discipleship, serving a diverse and growing congregation of over 700 members. Our unique identity is built on a foundation of one church family worshipping together in three languages: English, Cantonese, and Mandarin. We are passionately committed to the Great Commission, spiritual growth, and serving our local and global communities.

Our Mission & Vision:

Our mission is “To make Devoted Followers of Jesus Christ who Love and Live so as to Lead All People to God”. We envision a church where every person, regardless of age or cultural background, is deeply connected to Christ, passionately committed to community, and courageously engaged in the mission of the Gospel.

The Challenge:

We are seeking a dynamic, spiritually mature, and visionary **Lead Pastor** to provide spiritual leadership, biblical teaching, and strategic direction for our entire church family. This pivotal role requires a shepherd’s heart, a missional mindset, and the unique ability to unite and lead a diverse, trilingual congregation.

Key Responsibilities:

- **Spiritual Leadership & Vision:** Cast a God-honoring vision that aligns with our mission and inspires the congregation across all language groups. Provide overall spiritual direction and pastoral care.
- **Biblical Preaching & Teaching:** Deliver engaging, expository, and theologically sound sermons that resonate with our diverse congregation. You will be in charge of pulpit planning and equip other teaching pastors.
- **Trilingual Ministry Oversight:** Provide cohesive leadership and support to the English, Mandarin, and Cantonese pastoral teams, fostering a spirit of unity and collaborative ministry.
- **Discipleship & Outreach:** Champion a culture of discipleship and spiritual formation. Lead and inspire the church in local and global evangelism and outreach initiatives.
- **Staff Leadership & Development:** Lead, mentor, and develop a multi-staff team of pastors and ministry directors, empowering them for effective ministry.
- **Administration & Governance:** Work closely with the Church Board to ensure the health, integrity, and strategic growth of the church’s ministries and operations.

Who We Are Looking For:

Qualifications & Experience:

- A clear testimony of faith in Jesus Christ and a vibrant, growing personal relationship with Him.
- Meets the biblical qualifications for elder/overseer as outlined in 1 Timothy 3:1-7 and Titus 1:6-9.
- Theological Degree in an accredited seminary.
- 5 years or more pastoral oversight experience in a church of comparable size and complexity (500+ members). North American experience is preferred.
- Proven experience in a multi-staff, multi-cultural, or multi-congregational church setting is highly desirable.

Essential Skills & Competencies:

- **Trilingual Proficiency:** Fluent in English and Cantonese required. Professional proficiency in Mandarin is essential to effectively shepherd the majority of the congregation. (Please note your level of fluency for each language in your application).
- **Dynamic Preacher:** A gifted communicator who can preach with power, clarity, and cultural relevance to a diverse audience.
- **Unifying Leader:** A bridge-builder with exceptional emotional intelligence, capable of leading with cultural sensitivity and fostering unity within diversity.
- **Strategic Thinker:** Able to develop and execute a long-term vision while effectively managing complex church dynamics.
- **Shepherd's Heart:** A genuine pastor who loves people, provides compassionate care, and is accessible to the congregation.

What We Offer:

- Full-time (40hrs / week)
- Salary range: \$75,000 - \$100,000 (based on experience and qualifications)
- A dedicated and talented team of staff and lay leaders.
- A supportive congregation eager to follow Spirit-led leadership.

How to Apply:

If you believe God is calling you to this exciting role, we invite you to prayerfully submit the following:

1. A cover letter explaining your interest and how your experience aligns with our church's needs.
2. Your current resume (CV).
3. A link to or digital files of 3-5 recent sermon samples (video preferred).
4. A statement of your personal faith and theological beliefs.

Please submit all materials to: board@westwoodac.org

For more information about our church, please visit our website: <https://www.westwoodac.org/careers>

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



高貴林宣道會

主任牧師

我們是加拿大卑斯省高貴林市一個充滿活力的三語（英語、普通話、粵語）福音派教會，一個超過 700 人的多元會眾大家庭，現誠聘主任牧師。

關於我們

我們是一個充滿活力、跨越多個世代的福音派基督教會，坐落於加拿大卑詩省大溫地區的高貴林市。三十一年來，本會成為帶給社區希望的燈台和門徒培育中心，服務一個由 700 多名會眾組成的多元且不斷增長的大家庭。我們獨特的異象是建基於一個教會、三種語言（英語、粵語、普通話）的共同敬拜。我們熱切致力於實踐大使命、促進靈命成長，並服務本地及全球社區。

我們的使命與異象：

我們的使命是「矢志成為耶穌基督的熱切追隨者，以愛和生活去引領各族各方的人歸向上帝」。我們憧憬教會是每個人不論年齡或文化背景都與基督有深厚連結，熱忱委身於社群生活，並勇敢投身福音使命。

挑戰

我們正在尋找一位富有活力、靈命成熟、有異象的主任牧師，為我們的整個教會大家庭提供屬靈領導、聖經教導和策略方向。這個關鍵職位需要牧者的心腸、宣教的思維，以及團結和領導多元化三語會眾的獨特能力。

主要職責：

- **屬靈領導與異象傳遞**：制定符合神心意的異象，使其與我們的使命一致，激勵所有語言群體的會眾。提供整體的屬靈方向和牧養關懷。
- **聖經講道與教導**：提供引人入勝、釋經式且神學健全的講道，能引起我們會眾的共鳴。您將負責講壇規劃及裝備同工。
- **三語事工監督**：協調、領導及支援英語、普通話和粵語事工的牧者團隊，培養合一精神與事工協作的文化。
- **門徒訓練與外展**：倡導門徒訓練和靈命塑造的文化。帶領並激勵教會開展本地及全球的佈道和外展事工。
- **同工領導與發展**：領導、輔導及發展由牧者和事工領袖組成的團隊，賦予他們有效事工的能力。
- **行政與治理**：與教會長議會緊密合作，確保教會事工和運作的健康、完整與策略性增長。

我們尋找的人選

資格與經驗：

- 有清晰跟從耶穌基督的信仰見證，並與其有活潑、持續增長的個人關係。
- 符合聖經《提摩太前書》3:1-7 和《提多書》1:6-9 中所列出的長老 / 監督的資格。
- 持有認可福音派神學院的神學學位。
- 擁有在規模和複雜性相當於 500 人以上的教會中至少 5 年的牧養管理經驗，北美牧養經驗更佳。
- 具備在多元文化、多堂點或多同工團隊的教會環境中服事的經驗者優先。

必備技能與能力：

- 三語能力：須能流利使用英語和粵語。具備普通話的專業溝通能力至關重要，以便有效牧養大部分會眾。(請在申請中註明您對每種語言的熟練程度)。
- 富有活力的講員：有恩賜的溝通者，能夠有力、清晰且貼合文化地向多元受眾講道。
- 促進合一的領導者：是溝通的橋樑，擁有卓越的情商，能夠以文化敏感性進行領導，並在多樣性中培養合一。
- 策略思想家：能夠制定並執行長期異象，同時有效管理複雜的教會動態。
- 牧者心腸：一位真誠愛人的牧師，提供有同理心的關懷，並讓會眾感到可親近。

我們提供的待遇

- 全職事奉 (每週工時 40 小時)
- 年薪：加幣 \$75,000 – \$100,000 (按經驗及資歷而定)
- 一支忠心且有恩賜的同工及信徒領袖團隊
- 一群渴望跟隨聖靈引領、支持領袖的會眾

申請方式

如果您相信神正在呼召您擔任這個令人興奮的崗位，我們邀請您禱告後提交以下材料：

1. 一封求職信，說明您的意向以及您的經歷如何符合我們教會的需求。
2. 您當前的簡歷。
3. 近期 3-5 篇講道錄影樣本的連結或檔案 (視頻影片為佳)。
4. 您的個人信仰和神學立場聲明。

請將所有材料提交至：board@westwoodac.org

詳情請參閱本會網站：<https://www.westwoodac.org/careers>

我們感謝您的關注和申請；本會只會主動聯繫可獲面試的候選人。