

Associate Pastor Outreach and Evangelism, Union Church, Hong Kong

Union Church in Hong Kong seeks an Associate Pastor, Outreach and Evangelism. The successful candidate will lead a Hong Kong-focused outreach program, coordinate and oversee evangelism, develop a ministry marketing approach that facilitates the ongoing identification and acquisition of new Union Church members. This includes moving both the unchurched and existing passive non-member congregants toward being fully devoted Disciples of Christ.

Church Background:

Union Church - the oldest English-speaking church in Hong Kong, founded by Rev. Dr. James Legge of the London Missionary Society - is in the heart of Hong Kong on Hong Kong Island. Union Church is an international and interdenominational English-speaking Protestant church established in 1844. Union Church has been housed at a site on Kennedy Road since 1888 with a long and rich history. The most recent very beautiful building was constructed post-WW2 but after sixty years of use required reconstruction. In August 2017, Union Church moved into temporary facilities in Wanchai that will be the Church's home for several years while the Kennedy Road site is redeveloped into a modern facility.

Union Church holds five worship services each Sunday – four English speaking services and one Filipino service. (The Filipino congregation has its own Pastor.) Our worship services are diverse, ranging from traditional services with hymns to contemporary services with modern worship music. We have a mix of seekers, new believers and mature followers of Christ in our church community. Union Church currently has five pastoral and program staff (Senior Pastor, Associate Pastor, Filipino Pastor, Worship Director, Youth Director and Children's Ministry Director) along with a team of other programs, administrative and custodial staff.

Union Church has a current membership of 648 plus a significant number of people who regularly attend and actively participate in church activities. There are almost 200 family units (singles, couples and families) within the total church family. There are more than 200 in the children's Sunday School and Youth Group. The daily practical ministry of the church is accomplished through our Ministry Teams (namely Worship, Missions, Outreach, Community Care, Discipleship, Pastoral Care, Prayer, Communications, Children, Youth, and Family). These Ministry Teams are largely led by non-staff volunteers. Spiritual nurture, fellowship, teaching and encouragement are largely based within the Small Group structure with Small Groups typically meeting on a weekly basis. Our main outreach ministry is accomplished through *Alpha* which is well established in the church. Recent initiatives such as the Women's Ministry have seen explosive growth. Church congregants are also encouraged to nurture their own spiritual growth through other activities and retreats such as *Walk To Emmaus*. Union Church is governed by an Ordinance, which is part of Hong Kong law. The Ordinance is not restrictive in respect to our ministry and provides for the making of Rules by the members of the Church in respect to our day-by-day operations.

The Union Church *Mission Statement* is: ***Making mature followers in all nations for Jesus Christ through our united lifestyle, witness and mission.*** For more information about Union Church please visit our website: <http://www.unionchurchhk.org/>.

The Church has settled well into a new home in Wanchai that has much easier and abundant access to public transportation. The church move was difficult for many individuals who had long-time, cherished memories curated in the old building. Most people (about 80%) followed Union Church with the move, but expectantly several left with a few eventually returning. We have also noted new

people attending. Separately, the church has experienced a gradual but noticeable decline in ethnic Chinese attendance that pre-dates the move from the old site. As we ponder solutions to these issues, we also find ourselves in a perfect location to grow and reach out to a busy, thriving community to glorify His Kingdom. We wish to avoid being stagnant or standing still during the years while in the temporary Wanchai location. We aspire to be a larger, growing church in preparation for moving back to the new site in several years.

What we are seeking in an Associate Pastor, Outreach:

In mid-2017, after five years with us, an Assistant Pastor departed Union Church to pursue academic and career goals closer to home. The church held off immediately replacing this position until settling into our new premises. We have now commenced a search for a new Associate Pastor to start towards the end of 2018, reporting to the Senior Pastor. The existing Associate Pastor is primarily focused on InReach: care for the current Union Church flock. What would we seek in a second Associate Pastor? To answer this question, it is best to describe more of how Union Church operates.

Outreach and the Unchurched: When we look into our hearts, we are called towards the unchurched across Hong Kong and especially in our new flourishing Wanchai neighbourhood. Union Church does have irregular overseas mission trips, but we constantly feel reminded of the need to undertake evangelism and outreach mission work locally in Hong Kong, which would be the primary focus of this role. ***Therefore, we seek a candidate whose primary focus is to be an outreach catalyst, lead us to the unchurched, witness with us, and grow new members for Union Church. A related focus is connecting with Chinese-speaking members (re-Outreach) and potential members***

Young Adults and Professionals: While we aspire to reach a wide group of the unchurched and not limit ourselves, we do believe that there is a specific need to witness to young adults and professionals. ***Therefore, we seek a candidate who is likely early to mid-career with a heart for being a spiritual beacon to young professionals, young adults and those around the circumference of these groups. This might take the form (but certainly not be limited to) initiatives such as workplace ministry, The Alpha Course, fellowship opportunities, community walks and outdoor activities, etc.***

Sermons and Preaching: Union Church has benefitted from strong speakers in the past and successful adult education programs. The existing staff share in preaching and we would expect the same from the new Associate Pastor. ***Therefore, we seek a candidate who has deep biblical knowledge, spiritual maturity and the ability to deliver dynamic, insightful sermons, or adult education talks, to all congregants when the need arises.***

Fully Engaged Staff Member: Like any church, Union Church is busy with weekly services, fellowship opportunities, welcome tables and lunches, Bible studies, small groups, responding to congregants who are critically ill with spiritual needs, prayer meetings, ministry and leadership meetings, to name just a few. Therefore, ***we seek a collegial candidate who can jump-in, embrace and pour into the world of a very alive church that loves and is committed to Jesus Christ as Lord and Savior – an individual who can inspire and equip personal and corporate evangelism by providing ongoing opportunities for all ministries throughout the church to evangelize.***

Characteristics and Qualifications needed:

1. A demonstrated love and commitment to Jesus Christ as Lord and Savior

2. Personal integrity and moral purity
3. A heart for the unchurched and comfortable sharing the Gospel outside the church walls
4. Knowledge of and experience with the management of faith-based outreach programs
5. Experience in leadership, administration, organization, building and training volunteer teams
6. Experience encouraging and mentoring young adults and professionals
7. Management, Administrative and process/system gifts
8. Compassion, empathy, and patience
9. Sensitivity to the diverse needs of church staff and volunteers
10. Ability to lead with strong interpersonal relationships and clear communication
11. A collegial attitude with team building ability
12. Ordination to Word and Sacrament (ordained by a recognized denomination)
13. Cantonese language skill is desired but not required.

On a personal level, we seek a leader who:

1. Continues to be a student of God's Word, depending on Scripture for his or her daily life
2. Is highly accomplished in ministry and management skills, while knowing that part of leadership strength is understanding one's own weakness
3. Spiritually mature and an ability to lead with strength and humility
4. Has a reputation for honesty and acting with integrity, and is above reproach in behaviour

To apply:

All applicants please submit your CV and cover letter of no more than 2 pages each to associatepastor@unionchurchhk.org

Applications received after June 18, 2018 may not be considered.

Candidates passing the initial review by the search committee will be asked to submit further information.