

Associate Pastor (Lead Pastor – English Congregation)

Montreal Chinese Alliance Church (MCAC)
13 Finchley St, Hampstead, Quebec H3X 2Z4

About Montreal Chinese Alliance Church

Founded in 1972, Montreal Chinese Alliance Church (MCAC) is a caring, multicultural, and multilingual church. It carries a long-standing heart for local and global missions in alignment with the Christian and Missionary Alliance (C&MA). MCAC consists of three language-based congregations—Cantonese, Mandarin, and English—united by a shared commitment to loving God, following the Holy Spirit, and developing devoted servants of Jesus Christ.

The English Congregation Opportunity

The English Congregation is composed largely of second- and third-generation Chinese Canadians. With approximately 100 attendees, we are eager to grow within the unique dynamics of a Chinese church in Quebec, bridging generational, linguistic, and cultural differences for the sake of the gospel. There is a spiritual desire for deeper engagement in small groups, intentional mentoring, and practical teaching that leads to obedient, Spirit-empowered living.

MCAC is actively seeking an Associate Pastor to serve as Lead Pastor of the English Congregation, providing primary shepherding and teaching with a focus on strengthening Christ-shaped discipleship and fostering unity across the church.

Key Responsibilities

Pastoral Leadership & Shepherding

Provide spiritual direction, pastoral care, and encouragement for the English Congregation. Cultivate a prayerful, Scripture-centred community and offer care through counselling, visitation, and prayer.

Preaching & Teaching

Preach regularly at Sunday services and teach God's Word with theological depth, practical relevance, and pastoral sensitivity.

Discipleship & Leadership Development

Lead discipleship initiatives and mentor emerging leaders. Strengthen small groups and fellowship ministries that foster spiritual growth and community life.

Mentorship of Youth Pastoral Staff

Provide oversight to youth staff and volunteers, supporting healthy transitions into ministry life.

Collaboration & Integration

Work closely with the Senior Pastor, pastoral staff, and elders. Participate in church-wide planning and promote unity across the three congregations.

Qualifications & Experience

- A clear and growing commitment to Jesus Christ, evidenced by character, calling, and life practice.
- Seminary graduate (MDiv or equivalent) or comparable theological training and experience.
- Minimum of 5 years of pastoral ministry experience.
- Demonstrates gifting in communication through preaching, teaching, and discipleship.
- Experience developing leaders and working collaboratively with volunteer teams.
- Ability to minister effectively in a diverse, multicultural, and multigenerational context.
- Proficiency in French, Cantonese, and/or Mandarin is an asset but not required; the primary ministry context is English-speaking.
- The role is physically based in Montreal.

Reporting & Accountability

The Associate Pastor reports to the Senior Pastor and serves in partnership with the MCAC pastoral team and Board of Elders.

Application Process

Interested applicants are invited to submit:

- A current curriculum vitae (CV)
- A cover letter
- Minimum two references
- Testimony of salvation and God's calling
- Links to at least two recorded or online sermons

Please send applications and inquiries to the MCAC Pastoral Search Committee at psc@montreal-cac.org. Applications will be reviewed as received. We thank all applicants for their interest, but only candidates selected for an interview will be contacted. Early applications are encouraged. The position is full-time, and salary is based on C&MA district guidelines, accounting for experience and qualifications.

Montreal Chinese Alliance Church is committed to prayerful discernment and looks forward to welcoming the pastor God is preparing to shepherd the English Congregation.