



POSITION POSTING

Position title:	Pastor of Discipleship
Position status:	Full-time permanent
Ministries:	Cantonese Ministry
Reports to:	Cantonese Ministry Charge Pastor
Direct reports:	None
Posting Date:	September 2024
Application deadline:	n/a

SCBC, THE CHURCH

Scarborough Chinese Baptist Church (SCBC) is a trilingual (English, Cantonese and Mandarin) multigenerational church with about 1,500 members. We are strategically located in Scarborough, Greater Toronto Area, which is one of the most dynamic and multicultural areas in North America. We strive to serve the local community and beyond seeking to be a blessing to all peoples.

Please visit our website at www.scbc.com.

POSITION OVERVIEW

The Pastor of Discipleship is committed to the vision of making disciples within the church according to the biblical mandate. He/she will oversee the development and implementation of purposeful discipleship throughout the ministries of the Cantonese-speaking congregation. He/she is responsible for providing leadership, resources, and programs to promote a culture of discipleship growth through personal spiritual disciplines among the church members. He/she will work with other Cantonese Ministry pastoral team, deacons and lay leaders collaboratively in a team approach to holistically minister and support the discipleship of the Cantonese-speaking congregation.

MAJOR RESPONSIBILITIES

Discipleship and Spiritual Formation:

- In partnership with the Cantonese Ministry Charge Pastor, articulate a clear and consistent understanding of discipleship that aligns with the culture and mission of Cantonese Ministry
- Develop, implement and maintain comprehensive discipleship strategies and programs to lead the body into greater spiritual maturity
- Ensure integration and alignment between all discipleship strategies and programs so that ministry leaders work in collaboration and partnership towards a shared strategic vision
- Create and develop a life-on-life discipleship/mentorship program within the congregation
- Oversee ongoing training and development for new and existing Fellowship leaders and Sunday School teachers
- Curriculum and resource management for the Fellowship and Nurture ministries
- Assess areas of need for discipleship training and plan appropriate development of spiritual growth
- Build and deploy a discipleship ministry core team.

- Develop metrics and methods for measuring transformation in the Cantonese-speaking congregation each year

Fellowship Ministry:

- Provide pastoral leadership and direction on one or more of the fellowships assigned in SCBC
- In collaboration with the lay leadership team, create, implement, and manage overall vision and strategy to grow, engage, empower and reach the fellowships leaders
- Develop and execute systems of leadership development and management that shape the culture and raise the leadership bar for the fellowships assigned

General Pastoral Responsibilities

- Participate in general pastoral duties such as preaching, teaching, and other leadership roles as assigned by the Cantonese Ministry Charge Pastor.
- Provide clear communication with regards to ministry progress, results, and obstacles to the Cantonese Ministry Charge Pastor and the Cantonese Pastoral Team
- Assist in the development of annual budgets for his/her areas of responsibility with the input of his/her ministry team(s)
- Co-work with the Outreach Pastor and the Cantonese Ministry pastoral team to provide leadership in reaching out to the community
- Be flexible to expand or be reassigned by Charge Pastor to other responsibilities over time
- Collaborate and work closely with current lay leaders in building up a Christ-centered, Scriptural-based church community of vibrant faith, hope and love
- Work and collaborate with the current Cantonese Ministry pastoral team to provide pastoral care and shepherd an Cantonese-speaking congregation of 800+ worshippers
- Join the current SCBC pastoral staff in serving a multi-lingual, multi-cultural and multi-generational evangelical church of 1,500+ regular Sunday attendance

QUALIFICATIONS

CAPABILITIES AND CHARACTERISTICS

1. Mature faith in Jesus Christ, godly character, a strong commitment and calling to serve the local church (1 Timothy 3:1-7, Titus 1:6-9, 1 Peter 5:1-4)
2. A proven passion to invite others into connection and community within the local church, its people and ministries.
3. Ability to think strategically and involve others in all levels of the connection process
4. Team player with strong servant-leadership and communication skills within a large congregational context
5. Energetic, resourceful and innovative in ministry as well as leadership development. Ability to adapt to change, embrace innovation and creativity.
6. Outgoing, friendly, highly relational “people person” with a genuine faith that people gravitate towards. Humble, teachable spirit with high emotional intelligence.
7. Strong capacity for organization, managing conflicts, and problem solving
8. Good understanding of the challenges and opportunities in a digital world and familiar with the use of social media platforms for communication purposes is an asset

9. Willingness to get to know and do life together with leaders, always seeking to keep short accounts, care for, encourage, respect, encourage, and love each other.
10. Self-starter, trainer, recruiter and team builder. A continual learner.
11. Assent to the Statement of Faith, purpose and mission of SCBC and to comply with Baptist faith and practices

QUALIFICATIONS AND EDUCATIONAL REQUIREMENTS

1. 3 years of pastoral ministry experience
2. A Master Degree of Divinity (M Div.) or its equivalent in theological education from an Association of Theological Schools (ATS) accredited institution.
3. Proficient in Cantonese & English (written and orally). Spoken Mandarin an asset.
4. Eligibility to work in Canada

APPLICATION

Please submit a cover letter and resume detailing how you meet the job requirements as soon as possible to: **cmpastorsearch@scbc.com** or by mail to:

Search Committee for Pastor of Discipleship
Scarborough Chinese Baptist Church
3223 Kennedy Road
Scarborough, ON
Canada
M1V 4Y1

Please quote "SCBC Pastor of Discipleship" in the subject line of your correspondence.

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

SCBC is committed to developing inclusive, barrier-free selection processes and work environments. If contacted by a Pastoral Search Committee member in relation to an employment opportunity, please make your accommodation request, if necessary, at that time. We will take accommodation measures to provide you with a barrier-free selection process. All accommodation requests will be treated confidentially.