

## **Senior Pastor Job Description**

Scarborough Chinese Baptist Church (SCBC), a trilingual (Cantonese, English, Mandarin) multi-generational church with about 1,800 members in Scarborough, Toronto, is seeking a Senior Pastor to lead the congregation into the next season of growth. The Senior Pastor will provide spiritual and pastoral leadership for the whole church. He/she will lead the team of pastors to shepherd the flock, preach and teach the Word of God, and provide oversight of all ministries and church life. In collaboration with pastoral, deacons and lay leadership teams, the senior pastor will lead the church to seek and follow God's direction in building a vibrant faith community that fulfills the purpose and mission of local church. The Senior Pastor will be the public face of SCBC representing the church in proclaiming the Christian faith and in dealing with communal, ecclesiastical and societal affairs.

**About Scarborough Chinese Baptist Church** <https://www.scbc.com/>

### **Job Description & Responsibilities**

- Provide leadership in vision casting, and in discerning God's direction for the Church
  - Lead the team of pastors and deacons to develop vision formation in setting the direction of the church and to set long-term and short-term goals accordingly
  - Lead the church to align all ministries and activities with church vision
- Provide spiritual care and guidance to the pastoral staff and leadership teams
  - Provide pastoral leadership to a full team of 15 pastors, 20+ deacons and 40+ ministry leaders serving in 4 congregations (Cantonese, English, Mandarin and Children)
  - Be a 'pastor to pastors' and a 'shepherd to shepherds' to the team of pastors
  - Develop a culture of strong teamwork and camaraderie that is marked by trust, unity in spirit, mutual care and support
  - Develop and drive leadership succession
- Provide oversight of all ministries of SCBC through working directly and closely with congregational charge pastors.
  - Oversee the ministries and church life of multiple congregations in 3 language groups
  - Identify synergetic opportunities to enhance church unity
  - Empower and support charge pastors to identify innovative ways in various ministries
  - Conduct regular reviews and evaluation of ministry effectiveness and make plans for growth and development with staff and leadership teams
- Commit to the ministry of the Word in directing church life
  - Collaborate with charge pastors to strengthen and develop preaching and teaching ministries in all congregations
  - Engage in regular preaching and teaching the word of God with sound doctrine, clarity of Scripture and relevancy to all of life

## **SCBC Senior Pastor Job Description (2020.11)**

- Provide leadership, direction and supervision to the pastoral team
  - Facilitate staff meetings for prayer, ministry planning, and staff development
  - Supervise the pastoral team to develop and implement ministry plans and strategies in alignment with church vision
  - Hold pastoral staff accountable to God and to church in fulfilling their responsibilities
  - Demonstrate and establish sound work ethics within the pastoral team in operating and practicing discipline with healthy work-rest rhythm, daily devotions, studies, time management and balance in life.
  - Work closely with Deacon Board on matters of staff planning, and recruitment matters
- Administer the operation of the pastoral staff team in performing general pastoral duties
  - Supervise the pastoral staff team in carrying out the day-to-day operation of this church
  - Coordinate and manage the pastoral team to fulfill general pastoral duties including conducting worship services, baptism, the Lord's Supper, visitations, funerals, weddings, counselling, on-site duties, etc.
- Act as the official representative and spokesman for SCBC in communicating and dealing with ministry partners and outside organizations
  - In collaboration with the lay leadership, maintain ministry partnership with Baptist ministry partners such as CBOQ, CBM and other organizations
  - Proclaim, defend and advocate the biblical stand of Christian faith on behalf of the Church in inter-church, inter-faith and societal affairs to honor our Lord

### **Qualifications**

- 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)
- Spiritual wisdom and insight to move the church to fulfill the Great Commission
- Team player with strong leadership and communication skills within a large congregational context
- Good understanding and awareness of the North American, multi-generational and multi-cultural church context
- Minimum 10 years ministry experience in a leading role, preferably in a multi-cultural and extended pastoral team setting
- Strong gifting in the areas of teaching and preaching the Word of God
- Master of Divinity Degree or its equivalent in theological education from an ATS-accredited institution is required
- Energetic, resourceful and innovative in ministry as well as leadership development

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- Strong relational skills and compassionate understanding of personal issues
- Familiar with the use of social media platforms for communication purposes is an asset
- Assent to the Statement of Faith, purpose and mission of SCBC and to comply with Baptist faith and practices

Upon request, accommodation will be provided for persons with disabilities through all stages of the recruitment and selection process.

**Applications are being received** at [scbcspsc@scbc.com](mailto:scbcspsc@scbc.com) or by mail to:

Search Committee for Senior Pastor  
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