



POSITION POSTING

Position title:	Associate Pastor (English Ministry)
Position status:	Full-time permanent
Ministries:	English Ministry
Reports to:	English Ministry Charge Pastor
Direct reports:	None
Salary range:	\$60,000 to \$70,000
Vacancy status:	Backfill
Posting Date:	March 6, 2026
Application deadline:	Until vacancy is filled

SCBC, THE CHURCH

Scarborough Chinese Baptist Church (SCBC) is a trilingual (English, Cantonese and Mandarin) multigenerational church. We strive to be an intergenerational, missional & discipleship focused church called to bless Scarborough and beyond.

Please visit our website at www.scbc.com.

POSITION OVERVIEW

We are prayerfully looking for an Associate Pastor to journey with us in the English Ministry as we seek to live out God's call to be an intergenerational, missional, and discipleship-centered church. This role calls for a leader who demonstrates a deep love for the Gospel and a strong commitment to God's Word, exhibits genuine pastoral care for people, possesses a clear passion for evangelism, and works effectively in collaboration with pastors and lay leaders to advance the mission of the church.

You have a heart to teach God's Word and help others grow as disciples of Jesus. Your passions and gifts may include developing leaders and ministries, worship, and reaching out to our community. You enjoy working with others, value teamwork, and desire to serve with a gospel-centered mindset marked by humility and a willingness to keep learning and growing.

We are looking for someone with 3–5 years of ministry experience (preferred) who is ready to both contribute meaningfully and continue growing in their pastoral calling. At SCBC, we see this role as a shared journey. We are committed to walking with you, mentoring you, and giving you space to grow as a shepherd, leader, and servant for God's church.

MAJOR RESPONSIBILITIES

- Support the Senior Pastor/English Ministry Charge Pastor in the overall vision casting and leadership of the church's teaching and weekend service planning, design and execution for the English congregation. Developing goals and objectives for the ministry area in line with the strategic plan.

- Engage in regular preaching and teaching of the Word of God with sound doctrine, clarity of Scripture and relevancy to all of life.
- Commit to the ministry of prayer in every aspect of congregational life. Lead and teach by example the importance of personal and corporate prayer life towards the building of a praying church.
- Collaborate and work closely with current lay leaders in building up a Christ-centered, Scriptural-based church community of vibrant faith, hope and love.
- Supervise and assist various ministerial teams in planning, budgeting, coordinating and implementing programs related to their areas of responsibility.
- Recruit, equip, train, and spiritually support volunteers across our ministries.
- Provide clear communication with regards to ministry progress, results, and obstacles to the English Ministry Charge Pastor and the English Pastoral Team.
- Co-work with the Outreach Pastor and the English Ministry pastoral team to provide leadership in reaching out to the community.
- Participate in general pastoral duties such as visitation, pastoral care & counselling and other leadership roles as assigned by the English Ministry Charge Pastor.
- 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 for making disciples and developing teams in a growing church
3. Ability to think strategically and involve others in all levels of the disciple-making 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
6. Strong relational skills and compassionate understanding of personal issues
7. 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
8. 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.
9. Be a self-starter with drive and passion, and a continual learner.
10. Assent to the Statement of Faith, purpose and mission of SCBC and to comply with Baptist faith and practices

QUALIFICATIONS AND EDUCATIONAL REQUIREMENTS

1. Minimum 3 years of 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 English (written and orally). Spoken Cantonese/Mandarin an asset.

APPLICATION

Please submit a cover letter and resume detailing how you meet the job requirements to:
empastor-sc@scbc.com

Please quote “SCBC English Ministry Associate Pastor” 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.