Position: Cantonese Pastor (Young Career Focus)
Employment Type: Full-time
Reports To: Cantonese Lead Pastor
Location: Markham, Ontario, Canada

Toronto Christian Community Church (TCCC):

Toronto Christian Community Church (TCCC, "the church" hereafter) is a multilingual, multi-cultural, multi-congregational Chinese ethnic intergenerational church located in the prime area of Markham and Toronto, first established in 1975, celebrating its 50 years of God's grace and spiritual faithfulness to its call to bless the community with the Kingdom presence of the ministries at the Acadia Campus and at the 105 Gibson Centre. TCCC's mission statement is 'To Grow Missional Disciples of Jesus Christ and to Impact the World with Compassion and Reconciliation'. The Cantonese congregation has over 900 attendees across three worship services (two on Sundays and one on Saturday, named ARISE). And the church has an average worship attendance of 1,300 (Cantonese, English and Mandarin).

Job Summary:

We are seeking for a passionate, visionary, and shepherd-hearted Cantonese Pastor to lead the Young Career Ministry of the Cantonese congregation, with a particular focus on young adults, young couples, and young families with small kids, working in the marketplaces. Currently, we have a lot of young career adult coming from HK in the past few years, numbering around 150.

The primary mandate of this role is to cultivate a vibrant young career ministry that intentionally develops missional disciples and future church leaders through relational discipleship, spiritual formation, leadership development, outreach, and mission engagement. The Young Career sector operates under the Body Life department (BL), which guides all fellowships and small groups toward the common goal of nurturing missional disciples.

This role requires a dynamic pastor who can proactively connect with young adults in a rapidly changing cultural environment, equip and mentor leaders, and foster strong partnerships between the church, the 105 Gibson Centre and other ministry networks. The pastor is also expected to engage actively with local marketplace and Christian networks to explore outreach opportunities and establish local mission and marketplace involvement.

General Responsibilities:

Pastoral duties include preaching, training, teaching, and providing visitation, as well as preparing for and officiating weddings and funerals. This role requires close collaboration with the Cantonese team, pastors from other congregations, and the staff at the 105 Gibson Centre. Additionally, the pastor will perform other duties as assigned by the Cantonese Lead Pastor and the Senior Pastor.

Key Responsibilities:

Young Career Ministry Leadership

- Follow the mission statement of TCCC and take the direction from the Lead Pastor to develop and implement a strategic ministry plan for the Young Career Ministry.
- Provide spiritual leadership and pastoral oversight for the Basic Fellowship with an effective pastoring and mentoring structure, while partnering with mentors and church leaders to support adults' spiritual growth and emotional well-being.
- Shepherd young adults to grow spiritually in Christ through biblical teaching, pastoral counseling, prayer, discipleship, mentorship, and spiritual care with contextualized messages and contemporary applications.
- Foster a welcoming, spiritually vibrant, and relational ministry environment where young adults can encounter Christ, grow in their faith, and experience authentic Christian community.
- Build strong linkages between the Basic Fellowship and the broader ministry of the BL, ensuring alignment in discipleship and spiritual formation strategies.
- Collaborate and strategize family ministry with other fellowships.
- Nurture and equip the next generation of leaders through targeted ministry training, coaching, theological formation, and practical leadership opportunities.

Missional Discipleship and Outreach

- Through various discipleship initiatives, nurture young adults to become missional disciples with an integration of their biblical faith into daily life, studies, relationships, vocation, and mission.
- Lead and encourage young adults to actively participate in local outreach, mission initiatives, and compassionate community engagement with a Kingdom vision:
    - Develop marketplace strategies and mission for the Basic Fellowship and other fellowships with similar stage of life through the collaboration with local marketplace networks, seminaries and surrounding communities.
    - Collaborate with the 105 Gibson Centre in community engagement initiatives, young adulted focused programs, and outreach opportunities.
    - Connect with young adults of other congregations to foster learning and ministry collaboration
    - Proactively build relationships and partner with other churches and parachurch organizations for greater Kingdom impact.

Required Knowledge, Skills, and Abilities:

- A strong theological foundation rooted in the evangelical tradition, coupled with an ecumenical openness and a firm commitment to holistic biblical truth.
- A deep passion for young career ministry, missional discipleship, evangelism, and leadership development with a Kingdom mindset.
- Uphold the mission statement of TCCC, and the discipleship model between TCCC and 105 Gibson Centre (A+G).

- Demonstrated ability to engage strongly with young adults and young couples across diverse cultural and generational backgrounds.
- Strong leadership and team-building abilities in equipping lay leaders and developing ministry teams.
- Proven effective skills in ministry planning, mobilization and outreach coordination.
- Ability to work collaboratively within a trilingual congregational church setting. Cross-cultural experience, including exposure to non-Chinese contexts, is considered an asset.
- Fluency in spoken and written Cantonese, paired with proficiency in English. Knowledge of Mandarin is a plus.

Qualifications:

- A committed follower of Jesus Christ, being obedient to Christ as King, loving God first and other second, transformed by the Holy Spirit into the likeness of Christ, who demonstrates spiritual maturity, integrity, and a firm commitment to the Gospel of the Kingdom.
- A Master of Divinity (MDiv) degree or its equivalent.
- A pastor with a minimum of three years of pastoral or ministry leadership experience in young adults and young couple's ministry settings.
- In agreement with the church's tenants of faith, core values and the mission statement.
- Experience serving in intergenerational, or multilingual ministry contexts is an asset.
- Multicultural exposure
- Familiar with a Hong Kong cultural background

Spiritual Leadership Characteristics:

- Embody the life of a missional disciple by living out the Great Commandment and the Great Commission, with a steadfast commitment to personal holiness and spiritual growth.
- Possess a Kingdom-oriented mindset.
- Demonstrate spiritual discernment and biblical wisdom.
- Show a deep passion for raising up the next generation.
- Lead with humility and servant leadership.
- Demonstrate relational warmth and approachability.
- Model faithfulness, integrity, accountability, and responsibility.
- Work effectively in collaborative team environments.
- Maintain a strong commitment to holiness and spiritual growth.
- Demonstrate genuine compassion for young adults and young couples.

Expected Outcomes:

- Grow and flourish young career ministries that foster missional discipleship, spiritual transformation and the development of future leaders (church, marketplace and society at large).
- Increased fellowship members engagement in fellowship life, with strong alignment between young career ministry with the BL and the mission of the church.
- Expanded outreach presence in local marketplace networks and neighboring communities
- Strengthened collaboration with the 105 Gibson Centre and other ministry networks for greater Kingdom impact.
- Develop young adults with a mature spiritual foundation, equipped to integrate their faith into their vocational journeys, navigate workplace and family challenges, and serve as faithful witnesses for Christ.
- Helping the young adults to find their life mission from God.

Application Process:

Interested candidates are invited to submit a detailed resume and cover letter outlining their calling, ministry experience, and vision for the development of the Young Career Ministry to:

Human Resources
Toronto Christian Community Church
100 Acadia Ave, Markham, Ontario L3R 5A2
Email: hradmin@tccc.ca
Application Deadline: December 27, 2026

We thank all applicants for their interest; however, only those selected for an interview will be contacted. Join us in nurturing missional disciples who impact the world through compassion and reconciliation!