

Pastor/Director of Youth, Young Adults, and Community Engagement

About Morningstar Christian Fellowship

Morningstar Christian Fellowship is an evangelical Baptist church located in Scarborough, Ontario, and affiliated with The Fellowship of Evangelical Baptist Churches in Canada. We are committed to the authority of Scripture, the centrality of the gospel, and the glory of God in all things. As a Reformed and complementarian church, we seek to make mature disciples of Jesus Christ through faithful biblical preaching, Christ-centered worship, intentional discipleship, prayer, evangelism, and compassionate engagement with our local community and the nations.

Position Summary

Morningstar Christian Fellowship is seeking a full-time Pastor/Director of Youth, Young Adults, and Community Engagement to provide spiritual leadership, pastoral care, administrative oversight, strategic direction, and community engagement for MCF's ministries to youth, young adults, and their families.

This role exists to help students and young adults know and follow Jesus, equip parents and families as primary disciple-makers, develop ministry leaders, build discipleship pathways that serve the church and reach the surrounding community, and cultivate an intentional MCF presence in the wider community, especially on local college and university campuses.

Position Type and Reporting

- Full-time ministry position of approximately 40 hours per week, including regular evening and weekend responsibilities.
- Reports to the Senior Pastor for ministry direction and pastoral accountability and to the Director of Operations for operational and administrative matters, under the oversight of the Board of Elders.
- The candidate must be a biblically qualified man who meets the character qualifications of 1 Timothy 3:1-7, Titus 1:5-9, and 1 Peter 5:1-4.
- Ordination and/or Fellowship credentialing credentials are preferred. Expectations to be clarified during the hiring process.

Expected Weekly Ministry Focus

Area	Approximate Focus
Youth Ministry	16 hours
Young Adult Ministry	16 hours
Community Engagement, campus outreach, relationship-building	8 hours

Primary Responsibilities

Leadership of Fusion Youth Ministry

- Develop and champion a cohesive, biblically faithful vision for youth ministry in collaboration with ministry leaders, volunteers, parents, and family stakeholders.
- Lead and oversee weekly youth gatherings, including teaching, volunteer coordination, student care, program planning, and ministry follow-up.
- Select, adapt, and/or design spiritual growth curriculum that is biblically faithful, age-appropriate, gospel-centered, and integrated with family discipleship.
- Recruit, screen, train, equip, and care for youth leaders, including appropriate opportunities for older students to serve and grow.
- Organize youth events, outreach opportunities, and camps in cooperation with the youth leadership team and relevant ministry leaders.

Leadership of Young Adult / College and Career Ministry

- Develop and implement a vision for Young Adult / College and Career ministry in collaboration with ministry leaders and stakeholders.
- Implement transferable evangelism and discipleship strategies that raise up fruitful young adults who follow Jesus, serve the church, and make disciples.
- Mobilize and establish a ministry presence on nearby college and university campuses.
- Oversee fellowship groups for young adults and College and Career members for fellowship, discipleship, and ministry equipping.

Leadership Development and Group Formation

- Network with, equip, and encourage young adults to disciple their peers, develop their spiritual gifts, and serve in ministry.
- Provide counsel, encouragement, and pastoral support to young adults as needed.
- Oversee the formation of fellowship groups for young adults and College and Career members for fellowship, discipleship, and ministry equipping.
- Work with the Discipleship Pastor to equip leaders and plant new groups as needed.

Community Outreach and Campus Engagement

- Develop a coordinated outreach strategy that builds meaningful relationships between MCF and youth, young adults, families, schools, post-secondary institutions, and community organizations.
- Create accessible events, gatherings, service opportunities, and relational entry points that help people encounter the Christian faith and connect with MCF.
- Mobilize and establish a ministry presence on nearby college and university campuses to attract, serve, network with, evangelize, and disciple students.
- Help college students and young adults connect to Morningstar Christian Fellowship as a church home and place of discipleship, fellowship, and service.
- Equip and mobilize MCF young adults and other church members to participate in campus and community outreach.
- Develop clear pathways for people encountered through outreach to move toward church involvement, discipleship, small groups, service, and spiritual growth.

Family Ministry Collaboration

- Work closely with the Children's Ministry Director, Discipleship Pastor, and family-supporting ministries to create aligned discipleship pathways from childhood through youth and young adulthood.
- Participate in events that gather young families, children, youth, and parents in order to build relationships and strengthen intergenerational discipleship.
- Contribute to parent-equipping strategies, resources, and ministry initiatives that help families disciple students at home.
- Help shape an integrated Family Ministry calendar and long-term discipleship plan where appropriate.

Pastoral Care and Congregational Ministry

- Shepherd youth, young adults, parents, and families through relational discipleship, encouragement, prayer, and biblical counsel.
- Provide pastoral/biblical counseling within appropriate boundaries, including confidentiality, documentation, referral, and reporting practices.
- Support MCF's biblical process of membership accountability, church discipline, repentance, restoration, and elder oversight.
- Co-labor with ministry staff in Sunday services, newcomer follow-up, visitation, and congregational care as needed.

Leadership, Administration, and Staff Collaboration

- Participate actively in ministry team meetings, planning sessions, church-wide initiatives, and events.
- Manage ministry planning, scheduling, budgets, purchasing, volunteer systems, and administrative processes.
- Evaluate ministry health and effectiveness, making adjustments that strengthen discipleship, volunteer care, outreach, and sustainability.

Qualifications

Spiritual, Theological, and Character Requirements

- A growing, vibrant relationship with Jesus Christ and a life marked by spiritual maturity, humility, integrity, repentance, and holiness.
- Joyful alignment with MCF's Statement of Faith, Membership Agreement, ministry values, complementarian convictions, and applicable Fellowship policy statements.
- A life consistent with 1 Timothy 3:1-7, Titus 1:5-9, and 1 Peter 5:1-4, including being above reproach, faithful in marriage and sexuality, self-controlled, gentle, hospitable, mature, respectable, not quarrelsome, not greedy, able to teach, well-regarded by outsiders, and willing to shepherd as an example to the flock.
- A shepherding heart for youth, young adults, parents, and families.
- Commitment to ministry in the local church and collaborative, team-based leadership.

Skills and Experience

- Experience in youth ministry, young adult ministry, discipleship, pastoral care, leadership development, campus ministry, community engagement, or a related ministry field.
- Ability to teach Scripture clearly and apply the gospel faithfully to students, young adults, leaders, and families.
- Strong organizational, administrative, relational, and team-building skills.

- Ability to recruit, train, encourage, and mobilize volunteers and emerging leaders.
- Theological education, ministry training, pastoral internship experience, or equivalent ministry preparation is preferred.

Safeguarding and Screening

- Become a member of MCF within the timeline established through the normal membership process.
- Submit to and maintain a satisfactory Vulnerable Sector Check and any other screening required by MCF policy.
- Complete and comply with MCF's child/youth protection, abuse-prevention, transportation, communication, social media, incident-reporting, and volunteer-screening policies.
- Maintain appropriate boundaries in ministry relationships and immediately report safety concerns according to MCF policy and applicable legal requirements.

What Fruitful Ministry in This Role Looks Like

- Youth and young adults are loved, shepherded, and disciplined through Scripture, the gospel of Christ, and dependence on the Holy Spirit.
- Students are learning to trust Christ, repent of sin, and follow Him faithfully at home, church, school, and in the world.
- Parents are equipped as the primary disciple-makers in the home, with the church intentionally supporting family discipleship.
- Families are encouraged in ordinary household discipleship through Scripture, prayer, worship, repentance, hospitality, and service.
- Leaders are valued, trained, and clear that their ministry supports parents and the covenant community.
- Youth and young adult ministries are safe, organized, purposeful, and fruitful for biblical teaching, fellowship, evangelism, and lifelong discipleship.
- Young adults are growing in love for Christ and His church, using their gifts, pursuing holiness, serving others, and engaging in mission.
- Ministry systems are sustainable and effective for long-term discipleship, pastoral care, family partnership, and generational faithfulness.

Compensation and Benefits

Compensation will be commensurate with experience, training, and the scope of the role. The final employment agreement will specify salary, vacation, sick days, health and dental benefits, extended healthcare, retirement/pension matching, housing or relocation assistance if applicable, and any applicable waiting periods.

Application Process

- Resume/CV
- Cover letter describing call to ministry and fit with MCF
- Teaching sample
- Three references, including at least one pastoral/ministry reference
- Consent for background and vulnerable-sector screening at the appropriate stage of the process

Please contact: Joe Matthew, Director of Operations | joe.mathew@morningstarfellowship.ca