



MINISTRY OPPORTUNITY PROFILE

Pastor of Outreach and Discipleship



LANGSTAFF
CHURCH

VAUGHAN-THORNHILL, ONTARIO

OUR ROOTS

Langstaff Church had its roots in the Brethren denomination since its founding in 1939. It moved to its current location in Vaughan in 1996 having previously been located in mid-town Toronto. In its history, our church has never had more than 120 members, nor less than 30, with our present membership at approximately 50.

The church owns its building in Thornhill and has long served a community that has grown increasingly diverse — culturally, linguistically, and socioeconomically.

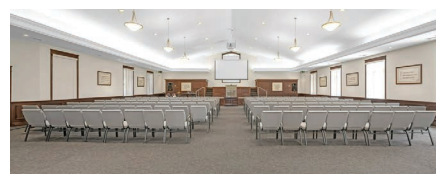
Starting about 9 years ago, the church entered a challenging period in which it undertook the significant process of untangling the theology, assumptions, and culture it had inherited through its tradition. This deep and honest examination has been a refining season, with God's hand in the process clearly seen.

Today, Langstaff Church is committed, clear-eyed, and moving forward with intention. The congregation honours the good from its history while acknowledging that meaningful change is both necessary and ongoing in order to further the Kingdom.

OUR COMMUNITY

Langstaff Church is in western Thornhill which is part of the City of Vaughan. In 1792, a guide showed Jonathon Graves a Simcoe route connecting Lake Ontario to Lake Simcoe from York (Toronto). The trail was surveyed, and by 1793 William Berczy cleared the trail from Toronto to the present site of Thornhill. By 1800, all the lots between what are now Steeles Avenue and Langstaff Road were granted to future settlers. Simcoe's policies helped populate and develop communities throughout Upper Canada.

Today Thornhill is home to excellent restaurants, cafes, history, as well as historical and cultural activities located in the east end of Vaughan. Thornhill offers a unique mix of experiences. If you are a foodie, you can explore an abundance of delicious multicultural restaurants. Shoppers can find everything from boutique treasures to well-known brands. Golf and ski enthusiasts will appreciate the proximity to their favorite sport of the season.



THIS IS LANGSTAFF CHURCH – A JESUS-FOCUSED COMMUNITY

Langstaff Church is a place where anyone is welcome to hear God's Word and grow in faith. We are a vibrant community that values love, compassion, diversity, and service. Join us to discover a deeper relationship with Jesus and connect with others on the same journey.

We are a small yet stable church of committed Christ-followers. We are expectant and hopeful about the future and have a deep desire to engage with the community surrounding us. We are collaborative in culture and desire our new Pastor to be humble, accessible and have a deep desire to serve Christ out of their identity in Him.

LANGSTAFF AT A GLANCE

Location: Vaughan-Thornhill ON.

Size: Average weekly attendance of approximately 50 (excluding children).

Church Profile: Intergenerational and multiethnic congregation with strong engagement by those who call Langstaff home.

Facility: Modern, well-maintained 11,920 sq. ft. facility over two levels, situated on 1.32 acres.

Oversight: A Leadership Team provides overall spiritual and operational oversight.

Financial Health: We are in a healthy financial position with stable revenue and no debt.

Outreach: We operate an excellent food pantry and host the Alpha course.



OUR BELIEFS

HOLY SCRIPTURES

The Bible, both Old and New Testament, is completely the Word of God. As originally given, it is God-inspired and entirely trustworthy. It is the final authority in all matters of faith and life. The Bible has Jesus Christ as its focus and fulfilment.

GOD

We believe in one living and true God who is the creator and sustainer of all things. He exists in three equal persons: Father, Son, and Holy Spirit.

JESUS

We believe that Jesus Christ, the Son of God, is truly God and truly man. He existed from eternity past with God the Father, became man through conception by the Holy Spirit, was born of the virgin Mary, lived a sinless life, and died on the cross to pay the penalty for all sin. He was buried and rose bodily from the dead and ascended to His Father's right hand in heaven where He now ministers as our Great High Priest.

HUMANITY

We believe that God created the human race in His image and made us to exist forever. Humankind was originally made good until the first people, Adam and Eve, sinned against God in an act of rebellion and disobedience. As a result of this sin, the entire human race is separated from God, condemned to spiritual and physical death and unable to restore a perfect relationship with Him without the saving work of Jesus Christ.

HOLY SPIRIT

We believe in the absolute and essential deity and personality of the Holy Spirit Who convicts of sin, of righteousness and of judgment; Who regenerates, sanctifies, illuminates and comforts those who believe in Jesus Christ. The Holy Spirit enables believers to live a holy life, to witness and work for the Lord Jesus Christ.

SALVATION

Salvation is accomplished solely by the blood of our Lord Jesus Christ. He took our sin upon Himself and died in our place as an acceptable sacrifice to God. His atoning death is sufficient for all and effective for every person who repents and believes in Him, resulting in a reconciled relationship with God. Salvation is available by grace through faith. This salvation is not our own doing. It is the gift of God. This salvation, which includes our new birth and eternal inheritance, is kept by God's power. It is therefore impossible for those who have been truly saved to lose their salvation.

THE CHURCH

We believe all of those who accept the Lord Jesus Christ as their Saviour and Lord become part of His body, the universal church, of which Jesus is Head. Local churches of believers are visible representations of the universal church and gather regularly for the purpose of worship, teaching of the Word of God, the breaking of bread, prayer and fellowship with one another. The Lord Jesus mandated two ordinances: Baptism and the Lord's Supper. Though not the means of salvation, these ordinances testify of the gospel. We believe God has committed the oversight of local churches to elders whom He qualifies and equips for this ministry. We are also called to serve each other using the spiritual gifts and talents God has given us, and to reach out to our community and to the world, in fulfillment of the scriptural command to make disciples of all nations.

FUTURE THINGS

We believe in the personal return of the Lord Jesus Christ in power and glory. We believe in the bodily resurrection of the saved and lost, and that the Lord Jesus Christ will judge both the living and the dead. We believe in the eternal salvation of believers with Christ and the eternal damnation of the lost. We believe that God will make a new heaven and new earth and that God will dwell with His people forever.

OUR DISTINCTIVES

- 1) We hold a very high view of Scripture, and it is our final authority in life and ministry.
- 2) We are a church where the hope-filled message of Christ permeates our teaching, ministries and groups.
- 3) We are a church of diversity in age, ethnicity, and stages of life, and celebrate this as a foretaste of the new earth.
- 4) We are a church that believes every disciple of Jesus is called to serve Him through the life and ministry of the Church.
- 5) We are a church strategically placed in our region, and we desire to reach our neighbours, the nations, and the next generation.



THE OPPORTUNITY

Langstaff Church is expectantly seeking our first staff member – our Pastor of Outreach and Discipleship. You will serve alongside, and work collaboratively with, our Leadership Team. Your focus will include outreach and evangelism, building and encouraging leaders, integration and connectedness, and shepherding people in discipleship and kingdom service.

You will feel energized by our urban, multicultural environment and should be conversant in the use of technology for greater ministry impact.

DOES THIS SOUND LIKE YOU?

- You have an abiding passion to see people grow deeper in their walk with Jesus through discipleship.
- You have a ministry passion for equipping others to reach the next generation for Christ.
- You pair sharp analytical thinking with a creative, resourceful approach to problem-solving.
- You are a relational leader who builds trust and encourages others to grow. You enjoy helping people discover how God has gifted them, empowering them to bring their very best to the ministry of Langstaff Church.
- You are a gifted communicator who connects well with people of all ages and backgrounds, communicating with warmth, clarity and grace.
- You are a multi-tasker and able to lead both people and tasks.
- You are a self-starter who also works collaboratively and enthusiastically with others.
- You desire to be part of a “can do” ministry environment and are not averse to risk and uncharted waters.
- Our congregation has expressed a desire for a godly pastor with a shepherd’s heart — someone who holds a high view of the Bible’s authority, leads with encouragement, discernment, and joy, and celebrates the richness of our multi-ethnic, urban context. We’re looking for a leader who will fuel deeper engagement in service, connection, and spiritual growth.



CORE RESPONSIBILITIES

You will...

- Build our outreach and community engagement initiatives.
- Develop a discipleship pathway for our congregation that leads people to increasing spiritual maturity through small groups, mentoring, teaching, etc.
- Encourage individuals to take ownership of ministry and leadership opportunities at Langstaff.
- Resource those serving so they feel equipped, encouraged and informed.
- Clearly convey to our church what spiritual growth genuinely looks like.
- Focus on building up leaders both informally and through personal interactions, regularly scheduled leader meetings and training opportunities.
- Influence Christ-like character and conviction in the leaders themselves.
- Create a leadership pipeline to ensure that new leaders are constantly being recruited, trained and retained.
- Stay connected to the broader church body to have a knowledge base of those who are not involved in deliberate spiritual growth and regular community.
- Develop a process for ministry effectiveness evaluation.
- Participate in our weekly worship services.
- Have an opportunity for preaching opportunities as needed.



EXPECTATIONS

- Your leadership will see an ever-deepening level of spiritual growth among our congregation.
- Your leadership will be key to helping more people at Langstaff experience meaningful, connected community.
- Your leadership will be known as that of a tender-hearted shepherd.
- Your leadership will result in an increasingly effective lay ministry team that is enthusiastic and deeply committed to the mission of Langstaff.
- Your leadership will be known for igniting new approaches and embracing kingdom opportunities that bear gospel fruit.

OUR COMMITMENT TO YOU

- Langstaff is a caring community known for the quality of its relationships.
- We will communicate effectively with you, and you will have a “voice” in the ministry decisions.
- Our finances are healthy and our compensation is competitive.
- We will work with you to help you succeed.

QUALIFICATIONS

- 1) An ever-deepening love for the Lord Jesus and His Church and a heart of service and humility.
- 2) Full alignment with our Beliefs as stated.
- 3) A demonstrated ability to build a discipleship model and encourage people to engage in the journey toward greater maturity.
- 4) Proven ability to build, equip and lead healthy volunteer teams.
- 5) Several years of leadership experience in a similar church or ministry setting.
- 6) Formal training in theological or pastoral studies.
- 7) Excellent verbal, written, and interpersonal communication skills, with the ability to connect effectively across generations and cultures.
- 8) A willingness to complete a Predictive Index Assessment.
- 9) Successful completion of Criminal Record and Vulnerable Sector Check and a willingness to complete our Plan to Protect Training.

SEARCH DETAILS

Adams and Co. has been engaged to facilitate the search process for Langstaff Church.

Steve has over 30 years of local church leadership experience. He spent 12 years as lead pastor of one of the largest multi-site churches in his denomination with a staff of 25. Further, he has led parachurch organizations both in the US and Canada and has also launched 2 non-profit organizations. Steve is a continually active leadership consultant working with churches across Canada. He specializes in pastoral placements based on comprehensive church assessments and leadership coaching for pastors and church boards.

HOW TO APPLY

If you sense interest in this role and would like to have a **CONFIDENTIAL** conversation with Steve regarding it, he welcomes your call at 519-635-6777.

You may also confidentially submit your resume/CV at steve@adamsandco.org

Further he can be reached by email at steve@adamsandco.org

SEARCH TIMELINE

We will be receiving inquiries and applications until **August 30, 2026**



Steve Adams