



Lead Pastor

Douglas Mennonite Church | Winnipeg, Manitoba

Douglas Mennonite Church (DMC) is seeking a passionate and visionary Lead Pastor to guide our congregation through an exciting season of reawakening, exploration, and renewal. Located in the North Kildonan area of Winnipeg, we are a community hungry for biblically rooted, fresh expressions of faith.

About Douglas Mennonite Church

We are a church that has been in an exciting season of discovering who God is calling us to become. Over the past season, under the guidance of our Intentional Interim Transitional Pastor, we have been walking through a meaningful and prayerful journey of rediscovering our identity and clarifying God's call for our future. In a time marked by both healing and hope, we have sought to listen deeply—to God, to one another, and to the needs of our neighbours. Our worship gatherings have reflected this season of renewal, weaving together the richness of our traditional roots with the vibrancy of contemporary expressions. Together, we've grown in our commitment to be a church that not only deepens its connection with God, but also steps boldly into loving and serving our community in fresh and tangible ways.

Mission: Douglas Mennonite Church is called to make disciples of Jesus who love God and other people.

Vision: Our vision is to be a community loved by the Father, centred on the Son, empowered by the Holy Spirit, to be sent out into the world.

Practices:

The WELCOME: We practice generous and welcoming love that invites others within and outside DMC.

The WORD: We focus on Jesus the logos (word) as revealed in Scripture and imparted with clear teaching and creative application.

The WONDER: We praise our Triune God with music, hearts of love, and acts of service that cause us to be at awe and wonder at what God has done and is doing.

The WEEKLY: We maintain rhythms of united gatherings that nurture worship as we strive to be Jesus' disciples both individually and as a community.

What We Pray For (The Calling)

We are praying for a Lead Pastor who will equip, lead, and love us into what Jesus has next for our congregation. The Lead Pastor called to our church is one who is deeply rooted in theological teaching, pastoral care, and church leadership. Demonstrating a deep love for Jesus, you will shepherd our congregation with humility, integrity, and unwavering commitment to the biblical authority of Scripture, ensuring that our church functions as a living testimony to the glory of God.

What We Hunger For (The Key Responsibilities)

- **Preaching:** Teaching the Word of God faithfully, with doctrinal clarity and theological depth.
- **Spiritual Shepherding:** Caring for our congregation as a shepherd tends his sheep - protecting, guiding, and nurturing our spiritual growth.
- **Biblical Leadership:** Leading as a servant - modeling hospitality, grace, humility, sacrifice, and obedience to Christ.
- **Visionary Leadership:** Together with church leadership, staff, and the congregation, discerning Jesus' unique call in every season and casting the vision.
- **Equipping:** Training and empowering us for ministry, encouraging maturity and service within the body of Christ.
- **Guarding Doctrine:** Upholding sound doctrine and refuting false teaching, preserving the purity of the church's message.
- **Worship Oversight:** Shaping worship experiences that integrate traditional and contemporary elements, fostering participation and engagement.
- **Church Oversight:** Collaborating with church leadership to manage and administer church affairs, steward resources, and implement strategic priorities faithfully and with wisdom, integrity, transparency, and in accordance with Scripture.

What We Look For (The Qualifications)

- Demonstrated history of direct pastoral experience within a congregational context.
- Well-developed experience in theological teaching, pastoral care, and church leadership.
- Deep knowledge of Scripture and commitment to its authority; ability to defend the faith.
- Called by God, affirmed by the church.
- Leadership experience in casting vision, guiding a congregation through change, and equipping church leadership, staff, and volunteers for effective and joyful service.
- Strong communication, interpersonal, and relationship-building skills.
- Emotional maturity and self-reflection demonstrated through a healthy self-awareness of emotional patterns, triggers, limitations, and areas for growth together with the maturity to practice appropriate limits and model suitable behaviours.
- Proficient in the use of digital tools and technology for ministry and administration.
- Satisfactory references and background checks.
- M.Div. or equivalent graduate-level theological education (preferred); undergraduate-level ministry or biblical studies training (minimum).

What We Long For (The Core Values)

- **Christ-Centredness:** The church exists for the glory of Christ.
- **Biblical Fidelity:** Every aspect of church life must be rooted in Scripture.
- **Servant Leadership:** Authority is exercised through service; heart of a servant.
- **Holiness & Integrity:** Personal and corporate holiness are essential to effective ministry (1 Timothy 3 and Titus 1).
- **Mission-Oriented:** A heart for evangelism, discipleship, and spiritual growth.
- **Anabaptism:** Commitment to Anabaptist values and biblical teachings.

What We Offer (The Benefits)

- A congregation with a palpable hunger for growth and renewal.
- A supportive community committed to biblical and Jesus-centred discipleship.
- The opportunity to help our church flourish in a new era of ministry.
- A beautiful North Kildonan location in Winnipeg, and a multi-purpose facility.
- A healthy, collaborative work environment with supportive staff, leaders, and volunteers.
- A congregation eager to grow in faith and mission.
- A full-time position with competitive salary and benefits package.
- Long-term personal development, resourcing, and coaching support.

What We Ask (The Next Steps)

While we don't have everything figured out just yet, we do have the courage to build and the faith to believe that God is growing something beautiful in us and through us. If you sense God is stirring an interest or curiosity - maybe even a calling - we'd love to hear from you.

To apply, please submit your confidential expression of interest including resume and cover letter to: careers@douglasmc.ca