



Next Generation & Worship Pastor Douglas Mennonite Church | Winnipeg, Manitoba

Summary

The Next Generation & Worship Pastor reports to the Lead Pastor and collaborates closely with church staff and leadership to cultivate a dynamic worship environment and foster spiritual growth among the next generation. This role can be structured as a full-time position (1.0 FTE) or divided into two part-time positions (0.5 FTE each), focusing separately on Next Generation Ministries and Worship Leadership.

About Douglas Mennonite Church

Douglas Mennonite Church (DMC) is located in the North Kildonan area of Winnipeg, Manitoba. Our worship services blend traditional and contemporary elements, aiming to deepen the connection with God. DMC is in an exciting season of exploration and renewal. We are actively trying new things and seeking to add a member to our staff team who will equip, lead, and love us into what Jesus has next for our congregation. There is a palpable hunger for fresh expressions of faith and community at DMC, and we are eager to journey together into this new chapter.

Duties & Responsibilities

Administration

- Create and manage worship ministry schedules, coordinating with worship leaders and teams.
- Organize and oversee training opportunities for worship volunteers, including conferences and in-house sessions, with input from the Worship Committee.
- In collaboration with the Pastoral Team, give oversight to the development, implementation, and adherence to church policies as applicable (e.g. Safe Place Policy).
- Provide regular, timely, and professional email communication to DMC staff, leaders, volunteers, and community.

- Utilize DMC's shared database and ensure proper filing of documents.
- Participate in the planning of special events/seminars/programs/services.
- Utilize Planning Centre, Pro-Presenter, Mailchimp, and other software used by DMC staff.
- Develop and manage budgets for Next Generation & Worship Ministries, ensuring responsible stewardship of resources.

Worship Leadership

- Collaborate with the Lead Pastor to plan weekly worship services, ensuring alignment with the church's vision and sermon themes.
- Lead worship in rotation with existing worship leaders, fostering a cohesive and inspiring worship experience.
- Participate in various roles during Sunday services, including musician, vocalist, or supporting audio/visual needs, as required.
- Ensure all worship team members receive and provide necessary details for each service to maintain seamless coordination.
- Work with the Lead Pastor, Pastoral Team, and Worship Committee to plan and oversee special worship events, such as Advent, Lent, and worship nights.
- Identify, screen, and mentor new worship volunteers, fostering their growth and integration into the ministry.
- Invest in developing the next generation of musicians and worship leaders at DMC.
- Recruit, mentor, and equip worship team members (musicians, singers, and technical crew) to create a dynamic and spiritually enriching worship experience.
- Ensure proper use and maintenance of worship equipment and facilities, collaborating with technical teams as needed.

Pastoral Leadership

- Participate as a member of the Teaching Team with responsibilities for activities that include Sunday, mid-week, and special events.
- Invest in the on-going Christian development of the character and competence of youth, young adults, worship leaders.
- Partner with the DMC Pastoral Team to recruit, equip, and empower new volunteers within DMC.
- Maintain a visible, purposeful, available, and relational presence to the congregation.
- Provide pastoral care and support to youth and young adults, helping them navigate life transitions, faith challenges, and personal growth.
- Be available for funerals, weddings, and special events as needed.

Next Generation Ministry

- Develop and implement a comprehensive Next Generation Ministries strategy that fosters spiritual growth, discipleship, and engagement.
- Establish a clear transition plan for students moving from youth ministry into young adult ministry.
- Stay informed on best practices in youth and young adult ministry and apply relevant strategies.
- Research, select, and implement age-appropriate curriculum and teaching methodologies.
- Develop and oversee leadership teams for youth ministry, equipping volunteers to disciple students.
- Encourage and support youth & young adult participation in church-wide activities.
- Maintain strong connections with local high schools and engage with students in relevant ways.
- Establish and oversee a system of follow-up and pastoral care for students in need.

Personal Spiritual Development

- Engage in regular one-on-one meetings with the Lead Pastor and other spiritual mentors.
- Undertake reading and theological study for preaching, teaching, and spiritual development.
- Participate in spiritual retreats, conferences, professional development with a focus on Youth/Young Adults and Worship.
- Pursue and model personal practices of spiritual formation.
- Attend staff prayer meetings, staff events, and congregational meetings.
- Participate in the wider church or community, including denominational meetings, mentoring, etc.

Key Competencies (Ideal Candidate)

- Pastoral training and experience in providing effective ministry leadership within an Anabaptist context.
- Experience leading worship in a contemporary church setting.
- Experience in visioning and leading a vibrant next-generation (youth & young adults) ministry.
- A heart for pastoral care and discipleship, with a particular passion for youth & young adults.
- Strong interpersonal skills with the ability to connect with people of all ages, particularly youth and young adults.

- Proven leadership experience in a church or ministry environment, with a heart for mentoring and developing leaders.
- Strong vocal and instrumental musical ability.
- Excellent communication skills, both written and verbal, including experience with social media and digital communication platforms.
- A team player who collaborates effectively with other staff members and volunteers.
- Demonstrated ability to plan, organize, and execute ministry events, programs, and services.
- Well-developed time management skills.
- Familiarity with Planning Centre, Pro-Presenter, Mailchimp, Canva, Word, Powerpoint, Excel, etc.
- Willingness to be credentialed and ordained as a part of ongoing leadership investment.

Key Personal Attributes

- A strong relationship with Jesus Christ, with a passion for ministry and a servant heart.
- A demonstrated commitment to sound Biblical teaching and the mission of the local church.
- A heart for outreach and welcoming new members into the church community.
- Flexible, creative, and adaptable, especially in the fast-paced environment of a church in renewal.
- A commitment to personal and professional growth in ministry.
- A deep commitment to growing in spiritual maturity and fostering a healthy, vibrant church community.
- Recognizes personal strengths and weaknesses, leading to authentic interactions.
- Encourages teamwork and values diverse perspectives.
- Demonstrates a high degree of self-awareness, empathy, and social skills, enabling effective collaboration and leadership within the team.

Education

- Bachelor's degree in Theology or Youth Ministry, Worship Arts, or related field is preferred.

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