

Associate Pastor of Youth and Congregational Ministries

Full Time | Emmanuel Mennonite Church | Winkler, Manitoba

THE ROLE

Emmanuel Mennonite Church is looking for a relational, collaborative, and passionate disciple of Jesus to lead our ministry with students in Grades 6–12. We are offering a full time opportunity with a half time focus on Youth Ministry as well as a half time focus on additional Congregational Ministries. We're open to flexibility on FTE depending on the candidate, however our primary focus is on Youth Ministry.

KEY RESPONSIBILITIES

1. INVEST IN THE LIVES OF STUDENTS

Build authentic relationships with students in Grades 6–12 and provide pastoral leadership and care.

This includes:

- Leading regular student gatherings, small groups, and discipleship experiences.
- Spending time with students beyond church through school events, sports, performances, and community life.
- Mentoring students and walking with them through significant transitions and seasons of life.
- Helping students discover their identity, gifts, questions, and calling.

2. PARTNER WITH FAMILIES

Build trusting relationships with parents and caregivers and help them become confident partners in their children's spiritual formation.

This includes:

- Communicating clearly and consistently with families.
- Providing practical resources for faith formation at home.
- Offering pastoral support, prayer, and care during difficult seasons.
- Creating a ministry culture where parents feel supported.

3. FOSTER INTERGENERATIONAL COMMUNITY

Help students become active participants in the whole life of Emmanuel.

This includes:

- Creating opportunities for students to worship, serve, learn, and lead alongside people of all ages.
- Partnering with children's, worship, adult, and other ministry leaders.
- Helping students use their gifts in ways that contribute and integrate meaningfully into the congregation
- Helping the whole church see the spiritual formation of young people as a shared calling and are intentional about integrating with students.

4. EMPOWER PEOPLE & LEADERS

Equip and empower a healthy team of adult and student leaders.

This includes:

- Recruiting and developing volunteer leaders.
- Coaching, encouraging, and caring for volunteers.
- Equipping student leaders to take meaningful ownership.
- Ensuring all ministry follows Emmanuel's Safe Church policies and practices.

5. CREATE CONNECTIVE MINISTRY EXPERIENCES

Provide vision and leadership for the student ministry calendar and experiences.

This includes:

- Planning seasonal discipleship opportunities.
- Coordinating retreats, camps, service projects, and mission experiences.
- Managing the student ministry budget.
- Evaluating programs and adapting when needed.
- Creating environments that are welcoming, fun, honest, and spiritually formative.

Programs exist to support relationships—not replace them.

6. COLLABORATIVE TEAM MEMBER

The Associate Pastor is a member of Emmanuel's pastoral team and will participate fully in the collaborative life of the church.

This includes:

- Participating in weekly staff meetings and church-wide planning.

- Collaborating across ministry areas.
- Helping create a strong transition from children's ministry into Youth Ministry.
- Contributing to congregational life beyond Youth Ministry according to gifting and church needs.
- Depending on gifting, this can include preaching, worship leadership, teaching, baptism and membership preparation, pastoral care, visitation, or other pastoral responsibilities.

QUALIFICATIONS

- A passionate disciple and follower of Jesus.
- Alignment with Anabaptist-Mennonite theology and practice.
- Experience in youth ministry, pastoral ministry, or a related ministry setting.
- Education / Experience in theology, ministry, biblical studies, or a related field preferred; equivalent ministry experience will be considered.
- Valid Class 5 Drivers License.
- Strong relational, communication, organizational, and leadership skills.
- Ability to recruit and equip volunteers.
- Commitment to healthy boundaries, confidentiality, and professional ethics.
- Willingness to become a member of Emmanuel Mennonite Church.
- Successful completion of required vulnerable sector and criminal record checks.

TIME & EMPLOYMENT

Full-Time

Approximate time allocation:

- **50% — Student relationships, discipleship & ministry experiences**
- **50% — Congregational Ministry**

The position includes regular Sunday mornings, mid-week evenings (events and meetings), and occasional weekends for retreats, camps, and special events.

This position reports to the Lead Pastor

Compensation: Commensurate with education and experience and consistent with Mennonite Church Canada regional denominational scales.

Benefits: Health and dental benefits, professional development allowance, and paid vacation according to church policy.