

Charleswood Mennonite Church (Winnipeg, MB, CAN)

Job Description - Co-Pastor (0.8 FTE or 32 hour per week position)

OVERVIEW OF CHARLESWOOD MENNONITE CHURCH AND PASTORAL TEAM STRUCTURE:

CMC is a multi-generational and multicultural church that values inclusion. We believe in holding respectful discussion to reach decisions by consensus. We participate in the broader community by promoting social justice, peace, creation care, Indigenous reconciliation and ecumenical initiatives. Support for refugee families is also important to us. We value a collaborative Co-Pastor model of team ministry where our pastors share responsibility and authority across the congregation, and believe strongly that each Co-pastor is enhanced and complemented by the strengths of the other. It is our hope and prayer that the strengths of one Co-Pastor are enhanced and complemented by the strengths of the other.

RESPONSIBILITIES AND EXPECTATIONS:

I. Congregational Leadership and Administration (13% or ~ 4 hours a week)

You will meet weekly with the other Co-Pastor to discuss congregational needs, share relevant information, ensure proper allocation of shared responsibilities and to address any issues that may arise in your relationship. You will participate in the ongoing visioning of the congregation and will empower and support lay leadership. Together with the other Co-Pastor, you will encourage broad congregational participation in congregational activities, including new members and adherents. You will attend monthly Church Council meetings and inform council of requests for baptisms, weddings and funerals. The pastoral team will plan these events, along with other church functions, such as parent-child dedication, communion and catechetical instruction.

Both Co-Pastors will manage the congregational information flow and will be responsible for congregational files and data. They will maintain posted office hours and will actively work to resolve conflicts between themselves and others.

II. Specific Focus Ministries (31% or ~ 10 hours a week)

Special Focus Ministries will concentrate on areas of interest and priority for CMC, with input from you depending on your skills, gifts and interests, and will include ministry across the generations.

One area of particular interest to CMC is youth, young adult and young family ministries. Our congregation consists of children and youth that have a wide variety of diverse needs. You will collaborate closely with these demographic segments to help them develop their gifts and foster a willingness to serve while cultivating spaces where they can thrive at CMC. You will find and support youth sponsors and coordinate the CMC youth / adult mentoring program.

You will also be expected to provide leadership to the Indigenous-Settler Relations Committee and interact with like-minded partner organizations in order to help CMC continue on its journey towards reconciliation with our Indigenous neighbors.

III. Worship, Preaching and Teaching (23% or ~ 7.5 hours a week)

The Co-Pastors together will be responsible for preaching approximately 30 Sundays per year and for worship leading approximately 25 Sundays per year, recognizing that they may be called on to fill these roles more frequently if others cannot be found to fill these roles for the remaining Sundays. More specifically, you will be expected to preach 13 times per year, and lead worship 11 times per year. The co-pastors will share in the administration of church ordinances, such as parent-child dedication, baptism, communion, weddings and funerals.

IV. Congregational Care (27% or ~ 8.5 hours a week)

You will share responsibility for pastoral care of the entire congregation with the other Co-Pastor and Deacons, including assessment of needs, visitation, counselling and crisis response. Both pastors will be members of the Congregational Care Committee, regularly attending committee meetings.

V. External Ministries (6% or ~ 2 hours a week)

You will participate in wider Mennonite and community ministry, as appropriate, maintaining strong congregational connections to Conference bodies and other Mennonite and Ecumenical organizations while being open to participating in leadership roles. You will promote an active response to peace and justice issues and will participate in mission, service and public witness.

PASTORAL SUPPORT AND ACCOUNTABILITY:

You will be accountable to the congregation through Church Council. You will meet regularly with the Pastor-Congregation Relations Committee who will provide support to you while also providing you with evaluation and feedback on your work.

Salary and benefits are commensurate with Mennonite Church Canada guidelines.

If this role is of interest to you, please contact Jeff Friesen (Mennonite Church Manitoba Conference Minister) directly at jfriesen@mennonchurch.ca. The search committee will begin reviewing applications starting June 29, 2026. The position will remain open until filled.