

I. Job Function

The function of the Youth Pastor is to work in conjunction with the Lead Pastor and the Elder Team to lead and minister to the youth at Oak Grove Mennonite Church. The Youth Pastor is to be committed to the Anabaptist Mennonite understanding of faith, the mission of the congregation and to the Ohio Conference of Mennonite Church USA.

II. Organizational Relationships

- A. The Youth Pastor shall be chosen by the congregation upon recommendation of the Church Council and/or a Pastoral Search Committee. This shall be done upon consultation with the Regional Pastor and the Credentialing Ministry of the Ohio Conference of Mennonite Church USA. The Youth Pastor shall be a member of the Oak Grove Congregation prior to installation.
- B. The Youth Pastor shall be given charge of the congregation for a specified number of years commensurate with training and experience. The first term of office shall be for a fellowship and mentoring period of one (1) year, with a review at 9 months, and then continue for a term of three (3) to five (5) years.
- C. Periodic reviews of the Youth Pastor's ministry, with congregational input, shall be initiated by the Church Council. All reviews shall be completed mid-term. A report of the review shall be shared with the Lead Pastor and Council of Elders. A summary report is given to the congregation. Any need or desire for a change in the pastorate, whether originating with the Youth Pastor or the congregation, shall be referred to the Church Council for consideration and recommendation. Further action shall be processed through channels provided by the Ohio Conference of Mennonite Church USA.
- D. A Memo of Understanding shall be issued by the Stewardship Committee.
- E. The Youth Pastor shall meet regularly with the Pastor and Elders for counsel, fellowship and a discussion of his/her activities.
- F. The Youth Pastor is responsible first to the Lead Pastor and Elders, then to the Church Council, and the congregation.
- G. The Youth Pastor shall serve on the Council of Elders and Christian Education Committee.
- H. The Youth Pastor is an ex-officio member of all other committees and boards and may attend as seems necessary.
- I. The Youth Pastor serves as a delegate to the Annual Conference Assembly (ACA) of Ohio Conference.

III. Responsibilities

- A. Develop and model an authentic spiritual life.
- B. With the Lead Pastor and the Elder Team, lead the congregation in shaping, articulating, and achieving its vision.
- C. Officiate at the ordinances of the church: i.e. the Lord's Supper, baptisms, weddings, funerals, etc.
- D. Take an active organizational/teaching role in the congregation as it relates to Jr. High through Post-High youth.
- E. Coordinate the youth program (JYF and MYF) including working closely with volunteers: Stimulate vision, set goals, plan, implement, and evaluate age-appropriate activities, events and programs.
- F. Coordinate mission trips, service projects, and fundraisers.
- G. Can appoint/delegate volunteers to fulfill responsibilities as needed.

- H. Build relationships with the high school youth and their families, give pastoral care and counsel. Recognize, encourage, and help to build personal strengths among the youth including, but not limited to, faith development, personal and leadership skills, etc.
- I. Be available to Christian Education personnel, when requested, to help define and carry out the vision for nurturing, teaching and discipling JYF age through post high school youth.
- J. Communicate with parents.
- K. Attend and occasionally lead Sunday evening events. Not expected to be the primary leader for either JYF or MYF.
- L. Interact with youth/parents in school and public settings.
- M. Work with parents and adult leaders to be 'spiritual leaders' for the youth.
- N. Prepare a written report for the annual business meeting.

IV. Authority

- A. Licensed and/or ordained by Ohio Conference of Mennonite Church USA.
- B. Lead the congregation in a manner consistent with the standards of God's Word, *The Confession of Faith in a Mennonite Perspective* (1995) and current Mennonite Church USA Polity.
- C. Accountable to the Lead Pastor, Council of Elders, Church Council and the Congregation.
- D. Communicate with the Lead Pastor and Elders to develop a workable daily schedule and make it known to the congregation
- E. Consult with the Lead Pastor and Elders before attending seminars and refresher courses.
- F. Consult with the Elders and the Church Council before accepting any conference or other major responsibilities outside immediate pastoral duties

V. Qualifications

- A. Commitment to Christ, Oak Grove Mennonite Church and the Ohio Conference of Mennonite Church USA with an awareness of Anabaptist heritage
- A. Experience a personal call of God to the ministry.
- B. Previous participation and experience in church life.
- C. Seminary education and training will be taken into consideration. Additional training and education will be provided as needed and/or requested.
- D. Possess strong interpersonal skills.
- E. Possess leadership gifts.
- F. Demonstrate the Fruits of the Spirit as given in Galatians 5:22-23.
- G. Possess ability to work well with others.
- H. Highly Organized.
- I. Good Communicator; clear, timely, and uses a variety of ways.
- J. Creative and tuned-in to youth and young adult culture.
- K. Training (or willingness to be trained) in mental health as it impacts adolescents.