

**Harrisonburg Mennonite Church
Director of Youth Ministries
Job Description**

HMC Pastoral Staff Mission Statement

“The HMC staff is called to listen to God, the congregation, and to each other in order to tend souls by leading, serving and proclaiming Christ’s message. By the power of the Holy Spirit we will assist people in identifying and releasing spiritual gifts and resources in order to participate in God’s mission in the world.”

1. Qualifications

- 1.1 Shall be a person exhibiting Christian faith and maturity.
- 1.2 Shall have a clear personal commitment and sense of call to ministry.
- 1.3 Shall have training or be willing to pursue training and continuing education for purposes of improving skills for specialized ministry requirements. Minimum educational requirements are a Bachelors degree (any), an Associates degree in ministry, or equivalent experience.
- 1.4 Shall own and practice a theology and doctrine consistent with HMC and MC USA.
- 1.5 Shall be willing to serve as a member of a pastoral team, to give and receive counsel from other team members and exhibit flexibility in staff roles as needs evolve within the congregation.

2. Personal Spiritual Enrichment

- 2.1 Meet weekly with pastoral Staff for prayer and sharing
- 2.2 Participate in staff retreats for the building up of our team
- 2.3 Attend seminars and retreats related to role for nurture and training. Participation at trainings and resource events sponsored by Virginia Mennonite Conference and Mennonite Church USA is strongly encouraged.
- 2.4 Integrate prayer practices and disciplines into daily, weekly and monthly schedule.
- 2.5 Set healthy boundaries between job and personal life, i.e.
 1. Schedule quality time with my spouse and family (if applicable)
 2. Be involved in a small group for accountability, prayer and study
 3. Enjoy life

3. Responsibilities to Colleagues

As a member of the Pastoral Staff, I commit myself to following the Covenant of Understanding, outlining guidelines for our working relationships here at HMC.

4. Term & Supervision:

Renewable annual contract. Responsible to Leadership Team, and one of the fellowship lead pastors will supervise.

5. Ends

5.1 Discipleship

5.1.1 Youth will know how to become a Christian, and will be invited to make a decision to follow Jesus.

5.1.2 Youth will practice the spiritual disciplines of prayer, bible reading/study, and worship.

5.1.4 Youth will grow in their faith in, and commitment to Jesus as Savior and Lord.

5.2 Community

5.2.1 Youth will have multiple points of connection to HMC through Sunday School, youth fellowship, cluster groups, bible study groups, and mentors.

5.2.2 Youth will know they are important to HMC through individual contacts by youth pastor, sponsors, and cluster leaders.

5.2.3 Youth will experience Christian community through a variety of activities ranging from serious to fun.

5.3 Mission

5.3.1 Youth will participate in mission and service activities.

5.3.2 Youth will share their faith with others.

6. Means

6.1 Specific ministry plans will be developed by the youth director/pastor for approval by his/her supervisor. These plans should be tested with youth sponsors and key youth before final approval.

6.2 Youth director/pastor is required to have a cell phone. Reimbursement for church use is per policy #3514.

6.3 Participate in the worship of each fellowship as requested by the fellowship lead pastor (i.e. worship leading, praying, anointing, preaching).

6.4 Facilitate and coordinate catechesis in conjunction with other pastors and directors.

7. Priorities

7.1 First priority is Senior High Youth Fellowship. The specifics of what the youth director/pastor does and what is delegated to sponsors will be part of the ministry plans (see 6.1)

7.2 Second priority is Junior High. The specifics of what the youth director/pastor does and what is delegated to sponsors will be part of the ministry plans (see 6.1)

7.3 Third priority is participation (i.e. worship leading, praying, anointing, preaching) in the worship services.

7.3 Fourth priority is giving leadership to Virginia Mennonite Conference and/or Mennonite Church USA youth conventions. Permission to serve in these roles must be given by the supervisor.