

**Zion Mennonite Church**  
Position Description - DRAFT  
**Associate Pastor – Youth & Families – 3/8 FTE**

**Vision for Pastoral Leadership:**

Pastoral leadership at Zion is centered in Jesus Christ and empowers the congregation, individually and corporately, to become committed followers of Christ through teaching, preaching, discipling, pastoral care and administration. By example and through relationship building, pastoral leadership engages and leads the congregation to develop deep, personal relationships with Christ and to experience the challenges and joys of their faith journey. Pastoral leadership provides for the spiritual, emotional and social needs of the congregation and fosters growth as disciples of Jesus Christ and transformation by the Holy Spirit so that God's healing and hope flow through us to the world.

**Working Relationships:**

The Associate Pastor works in a team relationship with other pastoral staff, reporting to the Lead Pastor for general program and ministry issues, and to the Congregational Leadership Team (specifically Personnel Committee) for employment matters, such as annual pastoral reviews, salary and benefits issues, and other employment-related concerns.

**Terms of Service:**

A term of service is two years and can be renewed after a favorable discernment process prior to the end of each term. After the first year of a new pastorate, the Personnel Committee will conduct a review to assess the job performance and satisfaction of the Associate Pastor and make adjustments accordingly.

**Ministry Responsibilities:**

The Associate Pastor gives leadership in the following areas of ministry:

1. *Youth & Families.* Walks with families of Jr. MYF and MYF youth. In this area of ministry, the Associate Pastor will:
  - a. listen to the needs of youth and their families and seek God's will on how to best respond;
  - b. lead annual, week-long summer trips;
  - c. provide annual resourcing for parents as the most significant people influencing the faith formation of youth; and
  - d. teach biblical interpretation and application to real-life questions and situations by sharing responsibility for Sunday school and MYF meetings.
2. *Leadership and Administration.* Provides overall leadership for the youth ministry of Zion Mennonite Church. In this area of ministry, the Associate Pastor will:
  - a. recruit and equip youth workers and Sunday school teachers;
  - b. lead quarterly meetings with the youth workers to pray for and plan youth ministry;
  - c. coordinate the planning of fundraisers and summer trips with parents of youth; and
  - d. collaborate with youth, youth workers, and the Faith Formation Commission to develop curriculum for youth from 6<sup>th</sup>-12<sup>th</sup> grade
3. *Worship and Preaching.* Assist the Lead Pastor in the preaching ministry of the congregation. In this area of ministry, the Associate Pastor will:
  - a. preach an average of 1-2 Sundays per year;
  - b. lead worship an average of 1-2 Sundays per year; and
  - c. assist the Lead Pastor, Elders, and Worship Commission in discerning worship themes and series as needed.

4. *Personal Growth*. Continue the journey of maturing as a follower of Jesus. In this area of pastoral leadership, the Associate Pastor will:
- a. pursue personal spiritual formation through prayer, study, asking for guidance from other mature believers, and seeking a pastoral coach, mentor, and/or spiritual director;
  - b. take care of self by getting enough sleep, regular exercise, healthy eating habits, and play;
  - c. invest in relationships with family and friends outside the congregation while tending to congregational commitments; and
  - d. seek opportunities to grow in leadership and pastoral skills.