

Pastor of Middle School Ministries

Salem Alliance Church | Salem, Oregon

Status: Full-Time/Salary | **Reports to:** Pastor of Student Ministries

Work Schedule: Onsite, 5 days per week, including Sundays and Wednesday evenings

Salary Range: \$50,170-\$61,110 (based on years of experience) **Benefits:** This full-time position includes an employee benefits package, including health coverage, paid time off, retirement contributions, and more.

Position Summary

The Pastor of Middle School Ministries provides spiritual and organizational leadership for middle school students (grades 6–8), creating a welcoming and engaging environment where students are invited to discover and follow Jesus. This role includes planning and leading weekly gatherings, developing a strong network of volunteers, mentoring students, and collaborating with parents to support students in their faith journey.

This position also collaborates closely with the Student Ministries team, aligning with the broader goals of Salem Alliance Church. Through prayer, teaching, leadership, and relational care, the Pastor of Middle School Ministries plays a vital role in cultivating discipleship, service, and spiritual growth in the next generation.

Core Job Functions

1. Middle School Ministry Leadership

- Create and oversee weekly gatherings, discipleship groups, events and retreats that help students know, love, and follow Jesus.
- Oversee middle school intern and adult volunteer teams and equip them to be a key part of the spiritual development of middle school students.
- Create space and opportunities for students to serve in Middle School Ministries, the church, and the broader community.
- Cultivate meaningful relationships with students, parents, volunteers, and staff.
- Assist in pastoral responsibilities, including teaching, visitations, pastoral care, and other duties as assigned.

2. Pastoral Leadership

- Serve as a shepherd to students, families, and volunteer leaders in Middle School Ministries.
- Practice a high level of confidentiality and discernment when caring for students and families.
- Teach and communicate biblical truth to middle school students in ways that are engaging, accurate, and age-appropriate.
- Be a visible and accessible presence on the Salem Alliance campus during middle school-related activities and events.
- Support and contribute to the Student Ministries and broader church vision.

3. Volunteer Development

- Recruit, train, and develop a team of adult and student volunteers to serve in Middle School Ministries.
- Provide spiritual support and encouragement to the volunteer team.
- Communicate clearly and consistently with volunteers, equipping them with curriculum, schedules, and ministry updates.
- Recognize and utilize the gifts of the volunteer team to increase effectiveness and ownership in the ministry.

4. Administration

- Plan, calendar, and coordinate ministry events in alignment with the church-wide calendar.
- Oversee budget spending and submit reimbursements and purchase requests as needed.
- Collaborate with communications staff for promotional materials and updates.
- Maintain accurate student and volunteer data in TouchPoint.
- Submit facilities, tech, and media requests for ministry needs and events.

5. Collaboration

- Actively participate in the Student Ministries team meetings, staff meetings, and church events.
- Partner with the Student Ministries Pastor and High School Pastor to ensure cohesive vision and alignment across student age groups.
- Work in coordination with Kids and Family Ministries to support effective transitions and shared discipleship goals.
- Collaborate with other departments and ministries to integrate middle school students into the life of the church.

Ministry Values & Leadership Qualities

At Salem Alliance Church, we believe pastoral leadership is grounded in both spiritual maturity and ministry excellence. The Pastor of Middle School Ministries will embody the following:

- **Spiritually Grounded:** Maintains a vibrant personal relationship with Jesus, committed to spiritual disciplines (e.g., prayer, Scripture, soul care, and Sabbath). Lives with integrity and models Christlikeness in and outside of ministry.
- **Aligned with SAC Mission & Theology:** Affirms and lives out the mission of Salem Alliance Church and the theology of the Christian & Missionary Alliance. Actively participates in the life of the church, including weekend services, church-wide events, and staff community.
- **Relationally Gifted:** Connects well with middle school students, parents, and team members, cultivating spaces where people feel seen, safe, and valued.
- **Collaborative Leader:** Builds and leads teams with humility, communicates clearly, and works well across departments to implement shared vision.

- **Creative & Adaptable:** Brings fresh energy to student programming, embraces feedback, and is flexible in a dynamic ministry environment.
- **Visionary & Pastoral:** Shepherds students and volunteers with intention, offers biblical teaching, and promotes growth in faith and community.

Preferred Position Requirements

- A deep sense of calling to ministry, especially with middle school students
- Previous ministry experience, preferably in a church or youth ministry context
- Strong organizational, relational, and leadership skills
- Demonstrated ability to work well on a team and independently
- Agreement with the theology, mission, and values of Salem Alliance Church and the Christian & Missionary Alliance
- Bachelor's degree required; ministry-related degree preferred
- Credentialing with the C&MA (or willingness to pursue) is strongly encouraged

Physical, Emotional & Mental Demands

This position requires the ability to move between office and campus environments, attend events, and support ministry needs that may include light setup and transport of materials up to 20 pounds. The employee must be able to sit or stand for extended periods, operate standard office equipment (such as computers and printers), and engage in regular verbal and written communication. Flexibility is essential, as this role may involve evening, weekend, or holiday hours depending on ministry rhythms.

In addition to physical stamina, this position also requires mental and emotional resilience, including the ability to maintain focus in a dynamic and people-oriented environment, respond to shifting needs, and interact with care, confidentiality, and compassion.

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of the job.

Work Environment

The employee will primarily work indoors in an office or ministry setting, with occasional movement across campus to attend services, events, or meetings. Depending on the season and nature of ministry programming, this role may occasionally involve offsite responsibilities or light facility coordination. The environment is collaborative, mission-driven, and responsive to the spiritual and practical needs of the church community.

Note: These descriptions provide a general overview and may not capture every detail of the physical or environmental requirements involved in a specific ministry area.