



MBIC Middle School Youth Pastor

Ministry Description, 8/31/2026

Position Title: Full-time **MBIC Middle School Youth Pastor**

Job Summary: The Middle School Youth Pastor at Manheim Brethren in Christ Church (MBIC) is a key leader in implementing the church's mission of initiating and nurturing a growing relationship with Christ with Middle school-aged youth (grades 5-8) and their families. This role partners with a 56ers Ministry Director to lead outreach and discipleship ministries for middle-school-aged youth. This role also works closely with the Family Ministry Team to ensure MBIC offers age-appropriate discipleship pathways for our church's youth and effective outreach to the youth in our community.

This full-time role (42.5 hours per week) requires flexibility, including Sunday responsibilities and 1-2 evening commitments per week, with Monday through Thursday as the primary office days.

Key Responsibilities:

- **Middle School Youth Ministry Programming:**
 - Develop, implement, and champion a ministry strategy to effectively fulfill MBIC's mission with middle school-aged youth and their families.
 - Develop, implement, and evaluate age-appropriate teaching and discipleship pathways for middle school-aged youth.
 - Regularly evaluate the effectiveness and mission-alignment of Middle School Youth Ministry programming, including Sunday Morning and Weekly gatherings, as well as special events (e.g., Retreats, Camps, Missions Trips).
 - Develop innovative ways for youth to be involved and meaningfully connected to the larger church (e.g., Sunday morning worship services, intergenerational relationships, volunteer opportunities, etc.).
 - Collaborate with other staff to foster the effective transition of students from Quest Kids Ministry to Middle School and from Middle School to High School.
 - Provide regular written and verbal updates to MBIC leadership and the church community.
 - Provide leadership and support to the 56ers Ministry Director and 56ers Ministry Team.
- **Relational Ministry**
 - Develop relationships with MBIC youth and their parents to nurture their relationships with Christ.
 - Connect with community families and youth through relational outreach
 - Cultivate relationships with local school administration, teachers, and coaches

to foster ongoing partnerships.

- **Volunteer Development**

- Recruit, equip, and coach a team of volunteer ministry leaders who will carry out the mission of our Middle School Youth Ministry.
- Nurture volunteers by providing spiritual guidance and care.
- Model effective relational discipleship by fostering meaningful, transformative relationships with teenagers.

- **Family Ministry Team Initiatives & Events**

- Collaborate with the Family Ministry Team to spearhead periodic church-wide initiatives and events aimed at equipping and engaging families (e.g., Family Sundays, Parent Forums, and seasonal workshops).
- Partner across family ministries to help design and execute strategies that strengthen the home-and-church partnership.
- Serve as the point person for select Family Ministry projects as designated by the Family Ministry Team Pastor.

Pastoral Presence:

- Help integrate new families by being available to meet and greet them.
- Perform child dedications, baptisms, weddings, and funerals as needed.
- Provide preaching on Sundays as needed (2-3 times per year).
- Participate in the collaborative development and leadership of all-church events (e.g., Christmas, Easter, Outdoor Service, etc.)
- Serve as a pastoral presence on Sunday mornings, fostering meaningful relationships and connections within the larger church community.

Key Competencies/Qualifications

1. Ability to serve as a spiritual role model by demonstrating a commitment to Christ and spiritual maturity (1 Timothy 3, Titus 1).
2. Alignment with the beliefs and practices of the Brethren In Christ denomination.
3. Believe that the Holy Spirit is active in our world today.
4. Education: A minimum of a bachelor's degree, with a preference toward a graduate degree in a field related to youth ministry.
5. Experience: 5 years of ministry leadership experience.
6. Must be able to build up, equip, and release leaders to multiply the ministry
7. Must be a licensed pastor or be willing to work through the BIC process for licensure.
8. Ability to work ahead, plan, organize, delegate, and communicate well.
9. Willingness to lead with a professional and positive attitude that supports the core values of Manheim BIC and other church ministries.
10. Ability to remain calm in challenging situations and critically evaluate helpful solutions.
11. Completion of all required FBI, State Police, and child abuse clearances before the start date.
12. Must show proficient verbal and written communication skills.

Reporting Relationships:

- This role reports to the Family Ministry Team Pastor.
- This role oversees the 56ers Ministry Director.
- This role also serves on the Family Ministry Team, which includes Ministry Directors of Kid's Ministry, Middle School Youth Ministry, and High School Youth Ministry.

Salary & Benefits:

1. The starting salary will be market-competitive and based on education and experience.
2. Five-week sabbaticals are granted every five years for eligible pastoral staff.
3. MBIC provides health insurance to all full-time staff.
4. The compensation package also includes education, travel, and meeting allowances.