



Resident Pastor
Job Description
Revised 5/27/2026

Job Summary

The Residency Program is a period of 12 months to prepare a person for ministry leadership. This person is actively pursuing a call to vocational ministry. This Program will assist in developing personal and ministry skills in the following ministry areas: pastoral care, team leadership, pastoral duties, missions, finances, operations, worship arts, children, and student ministries, and teaching responsibilities.

Supervisor: Associate Pastor

Qualifications and Required Skills:

1. Clear testimony of faith in Jesus Christ and a genuine call to vocational ministry.
2. Committed to an active and growing relationship with Christ, with a love for the local church.
3. Demonstrated character, humility, integrity, teachability, servant-hearted posture, and a willingness to receive coaching and serve wherever needed.
4. Strong relational, communication, and teamwork skills.
5. High initiative, follow-through, problem-solving ability.
6. Bachelor's Degree Required

Job Classification

Part-Time/Non-Exempt. The role will generally lead to 28 hours worked per week, with a typical work week being Sunday-Thursday. Some weekends and weeknights may occur.

Essential Functions

The requirements listed below are representative of the knowledge, skill, and/or ability required. Duties are outlined by general guidelines and require creativity and initiative to oversee the department's structure and scope of support. Other duties may be assigned as deemed necessary by the Resident's Coach.

Primary Job Products

- Demonstrates growing knowledge, experience, and practical skills in ministry through various means.
- Actively engages in discipleship and leadership development as a learner.
- Intentionally engages in all-church serving opportunities (Easter, Christmas, etc.)
- Pastor on Call / Pastor on Duty coverage.
- Builds healthy, collaborative relationships with staff and ministries, contributing to a unified team culture.
- Consistently carries out assigned ministry responsibilities with excellence and reliability.