

Pastoral Resident

Department:	Connect	Weekend work:	Yes
Reports To:	Senior Pastor	Overtime:	Salaried - Exempt
Hours:	Full Time	Pay Grade:	9/10

Purpose of the position: This is a 1-3 year¹ developmental track, focusing in the areas of preaching/teaching, pastoral care, and spiritual leadership, for men² actively pursuing a career in pastoral ministry. Candidates must either be currently pursuing or have recently completed an MDiv. While this is a full-time position, 15 hours each week will be dedicated to study – either for MDiv work, sermon prep, biblical counseling training, etc. Residents will also qualify for staff educational assistance which may be used to offset the cost of seminary. At the end of the residency, employment with Gateway Church will end and the Resident will be “sent” to serve a church in need of a pastor, preferably within our Evangelical Presbyterian Church denomination.

You may find out more about Gateway Church [here](#), including several [booklets](#) that provide insight into what we value as a church.

Interested candidates may apply [here](#).

Responsibilities:

- Continuing Education - 15 hours a week
 - w/ MDiv
 - Biblical counseling certification
 - Study (e.g. preaching, eldership, church life, and care/counseling books to be read, paper written, and discussion)
 - w/o MDiv
 - MDiv³
- Preaching
 - w/ MDiv
 - Year 1: 4-6x
 - Year 2: 8-12x times;
 - Year 3: 25+ (10 at Gateway; rest filling other church pulpits)
 - w/o MDiv
 - Year 1: 2-4x

¹ The 3 year timeline may be condensed for Residents who already hold an MDiv.

² Because Gateway Church is complementarian in our theology, this position is only available to males who are actively pursuing a career in pastoral ministry.

³ Staff Educational Assistance and/or Knox Seminary Scholarship funds will be available to help offset seminary costs.

- Year 2: 4-6x times;
 - Year 3: 15+ (10 at Gateway; rest filling other church pulpits)
- Session/leadership development
 - Year 1: attend
 - Year 2: lead prayer
 - Year 3: lead study
- Care/counseling
 - Year 1: shadow visits and counseling sessions;
 - Year 2: do care and counseling with observation;
 - Year 3: care and counseling without observation
- Membership & Baptism classes
 - Year 1: observe only
 - Year 2: split responsibilities 50/50
 - Year 3: staff member observes and gives feedback but resident leads class
- Active presbytery participant
- Other duties as assigned by Senior Pastor and/or Executive Director

Qualifications:

Education / Experience

- Bachelor's degree
- MDiv or currently working toward MDiv
- Ordained or ordainable in the Evangelical Presbyterian Church (EPC)

Personal Characteristics

- Deep buy-in and understanding of the mission and vision of the Evangelical Presbyterian Church (EPC)
- Dependent on and connected to Jesus in prayer for his purpose and power in all things
- Character and spiritual qualities of a church elder (1 Timothy 3; Titus 1; 1 Peter 5)
- Relational - ability to establish and maintain strong, healthy relationships with others; exhibits genuine care and compassion for others
- Excellent written and verbal communication skills; faithful preacher of the Bible
- Able to collaborate with others as part of a ministry team
- Able to anticipate needs and proactively handle them; forward thinking
- Ability to work with little to no supervision and meet deadlines
- Strong organizational and planning skills

Gateway Church exists to glorify God by making disciples of Jesus Christ.