
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. Gateway Church has a partnership with Knox Seminary, so Residents enrolled at Knox will have any tuition incurred while a Resident covered by Gateway. 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.

Our 2026 Pastoral Resident positions are currently filled, but please submit this [form](#) if you would like to be contacted when the 2027 application is open (early Spring 2027).

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)

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.

- w/o MDiv
 - Year 1: 2-4x
 - 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

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