



JOB DESCRIPTION

Providence Church
Date: October 7, 2025

Position: Pastoral Resident (Two-Year Residency Program)

Reports to: Associate Pastor

Hours: Full-time

SUMMARY OF POSITION:

The Pastoral Resident at Providence Church is a two-year, full-time role designed to develop leaders who are deeply rooted in Scripture, spiritually formed in Christ, passionately committed to the local church, and fully equipped for a lifetime of gospel-centered ministry. Residents will grow in gospel-centered conviction, Christlike character, ministry competence, and commitment to the local church through theological study, practical ministry experience, and intentional mentorship. This role prepares emerging leaders for lifelong gospel-centered ministry by immersing them in the life and mission of Providence Church.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

Ministry Assignment (50%)

- First Year: Immersion within ministries of Providence (e.g., youth, care, men's/women's, children, young adults).
 - Serve in and with pastoral leadership.
 - Attend ministry gatherings as needed, including leadership meetings.
 - Begin teaching in ministry areas under pastoral oversight.
- Second Year: Focused leadership in one ministry area.
 - Lead one ministry area based on gifting and church need.
 - Take on increasing teaching/preaching duties.
 - Plan and execute events or programs to facilitate gospel growth in people.

Theological Formation and Spiritual Growth (30%)

- Engage in guided theological reading, primarily with Senior Pastor.
- If applicable, pursue seminary coursework alongside ministry responsibilities.
- Participate in regular mentorship meetings with assigned pastor(s).
- Model and pursue the spiritual disciplines of grace.
- Engage in the life of the church, including Sunday worship, small groups, and membership



Pastoral (or Care) Duties (15%)

- Serve and support Providence ministries and staff.
- Attend staff meetings, elder meetings, and other leadership gatherings as needed.
- If applicable, assist in the teaching and preaching within the church.
- Engage in pastoral care activities (e.g., hospital visits, counseling observation), and support in weddings and funerals.

Evaluation & Future Planning (5%)

- Participate in regular check-ins and reviews.
- Exit interview and ongoing support in discerning future ministry placement.

QUALIFICATIONS AND SKILLS:

- A committed follower of Jesus Christ and active participant in his church.
- Though this role is not that of a pastor or elder, the resident should demonstrate the spiritual maturity and godly character described in Scripture (1 Tim. 3:1-7; Titus 1:6-9; 1 Pet. 5:2-3).
- Alignment with the EFCA's Statement of Faith, Providence Church's Biblical Affirmations, and core mission.
- Demonstrates a clear sense of calling to vocational ministry and willingness to live, teach, worship, and serve in Northeast Ohio as part of a local church family on mission.
- A completed or nearly completed graduate degree in biblical or theological studies (M.A., M.Div., or equivalent) is preferred—or a willingness to pursue one.

