

# LEAD PASTOR RESIDENT Job Description

## ROLE SUMMARY

The Trinity Lead Pastor Residency exists to equip faithful and healthy pastors to serve faithful and healthy churches in the Puget Sound region and beyond. Reporting directly to the Lead Pastor, the Resident's role is to participate in our mission of "Multiply and Send Disciples and Leaders" by helping lead and serve Trinity while preparing to become a pastor that will go on to lead a healthy church.

This is an intense 2 year equipping program designed to teach, apprentice, and immerse the candidate in all major aspects of leading and overseeing a church. The residency will focus on developing competencies in preaching, leadership, shepherding, discipleship, and mission.

The Resident must be called to ministry, be versatile in his skill set, creative, and enjoy working within a church culture that values being as much as doing. The ideal candidate will deeply know the Lord, be wise beyond their years, and have a passion for seeing Jesus' church flourish.

## QUALIFICATIONS

- Knows the love of God and knows themselves.
- Wants to be a leader of leaders.
- Loves to build relationships with others and invest in others so they flourish.
- Loves Jesus' church, longs to see Jesus' church flourish.
- Loves to collaborate with others, including people who are different.
- Lifelong, humble learner.
- Gets their identity in Christ, not from their position
- Fulfill the duties required of Trinity members as outlined in the membership covenant.
- Fulfill the calling and character qualifications of an Elder as taught in the Scriptures.
- Able to teach God's word in its proper context.
- Prior experience in casting vision, equipping leaders, building teams/ministries and multiplying disciples.
- Masters-Level Seminary graduate or currently enrolled.

## SPIRITUAL AND PRACTICAL GIFTING REQUIREMENTS

- Service
- Leadership
- Preaching and Teaching
- Administration/Organization
- Faith
- Communication (written and verbal)
- Discernment
- Shepherding

## **SCOPE**

The Lead Pastor Resident will engage in a rigorous program that will focus on equipping through teaching (reading and learning in community), apprenticeship (practice with hands-on experience as an apprentice in ministry), and immersion (functioning and leading in ministry). [Within the program](#) there will be time spent with various pastors and teams, written assignments, goals with deadlines, and team participation. Other requirements include:

- Complete Disciple Equip and commit to membership at Trinity.
- Participate in Leader Equip and huddle.
- Complete Aspire and Elder Equip (our elder/pastor development programs).
- Complete learning assignments.
- Preach, teach, lead in ministry.
- Create ministry plans each staff year.
- Create a ministry plan for your entire destination church.
- Develop leaders and hand off ministry upon completion of residency.

## **SCHEDULE**

- 40+ hours per week.
- Sunday all day, Tuesday staff meetings.
- Various cohorts, classes, and meetings (see syllabus)
- All other hours Monday-Saturday: flexible to meet job requirements.

## **PAY AND BENEFITS**

- Salary based on national average starting wage for an associate pastor, previous experience, and Seattle's cost of living.
- Requisite medical insurance stipend.
- Up to 4% matching on a 403b retirement account (after new hire 90-day waiting period).
- 3 weeks of vacation, plus 5 personal days, per calendar year + 1 week of holiday pay at Christmas, when the offices are closed between Christmas Day and New Year's Day.
- Paid Holidays to include MLK Jr., President's Day, Memorial Day, Independence Day, Labor Day and Thanksgiving.