

Pastoral Resident Job Description

Job Overview

The Pastoral Resident at Harvest Church is a developing pastor who is finishing or has recently completed formal ministry training and is preparing to step into long-term pastoral leadership. This residency exists to provide intentional shepherding, ministry experience, and leadership development with the goal of ordination, commissioning, and sending. This role will serve alongside Harvest's pastors and leaders, gaining hands-on experience in preaching, discipleship, pastoral care, and ministry leadership, with the potential to be sent as a future pastor or church plant leader as part of Harvest Church's 5 in 5 initiative.

Skills & Responsibilities

- **Pastoral Development:**
 - Serve alongside Harvest pastors in preaching, discipleship, pastoral care, and ministry leadership.
 - Receive intentional mentoring, feedback, and coaching focused on pastoral character, theology, and leadership readiness.
 - Grow in pastoral identity and calling with the aim of ordination and future commissioning.
- **Ministry Leadership & Shepherding:**
 - Lead and shepherd within assigned ministry areas, Small Groups, or teams as directed by pastoral leadership.
 - Provide relational care, encouragement, and biblical counsel to individuals and families as appropriate.
 - Participate in the spiritual leadership and health of the church body.
- **Teaching & Discipleship:**
 - Teach or preach as opportunities are provided, under the guidance and oversight of the Lead Pastor.
 - Lead Bible-based discussions and discipleship environments that encourage spiritual growth and application.
 - Model a life of faithful discipleship that invites others to follow Jesus fully.
- **Church Life & Team Participation:**
 - Engage fully in the life of Harvest by participating in staff meetings, planning rhythms, and church-wide initiatives.
 - Serve collaboratively with staff and ministry leaders in unity and humility.
 - Support the mission and vision of Harvest, including openness to future church planting opportunities.

Experience & Qualifications

- A committed follower of Jesus Christ who aligns with the mission, values, and doctrine of Harvest Church
- Finished or nearly finished with a ministry degree, with a clear sense of pastoral calling.
- A demonstrated passion for shepherding people, teaching Scripture, and making disciples.
- Availability to work evenings and weekends as required for pastoral ministry and church life.

Living Out the Role

- **Who You Are:**
 - A faithful follower of Jesus Christ who is actively pursuing spiritual maturity and godly character.
 - A humble, teachable leader who desires feedback, coaching, and growth.
 - Relational, dependable, and aligned with the mission of Harvest Church.
- **What Success Looks Like:**
 - Continued growth in pastoral character, theological clarity, and leadership competence.
 - Faithful participation in the shepherding and discipleship life of the church.
 - Increasing readiness for ordination and future pastoral assignment or church planting.
 - Strong alignment with Harvest's mission and vision, including multiplication and sending.
- **Going Above & Beyond:**
 - You actively seek growth through reading, study, mentoring, and prayer.
 - You take ownership of ministry opportunities and serve with initiative and humility.
 - You pursue excellence while maintaining a servant-hearted posture toward people and teams.
- **What to Avoid:**
 - Approaching the residency as a program rather than a season of formation and calling.
 - Resisting feedback, correction, or accountability.
 - Prioritizing position or platform over shepherding, character, and faithfulness.

Church & Job Information

Denomination: Non-Denominational

Church Size: 850

Job Type: Full-Time, Salaried, Benefits

Pay Range: Based on Experience

Workplace Location:

Harvest Church

1669 S. Garfield Ave.

Traverse City, MI 49686