



<b>Job Title:</b>	Pastoral Resident	<b>Job Category:</b>	Temporary Ministry Staff		
<b>Term:</b>	11 Months	<b>Reports to:</b>	Congregational Care Pastor		
<b>Level/Salary Range:</b>	Level 3	<b>Hours:</b>	Full-time / Intern		
<b>HR Contact:</b>	Church Administrator	<b>Date posted:</b>	1/23/2026		
<b>Will Train Applicant(s):</b>	Congregational Care Pastor	<b>Posting Expires:</b>	2/28/2026		
<b>External posting URL:</b>	N/A				
<b>Internal posting URL:</b>	N/A				
<b>Applications Accepted By:</b>					
<b>E-mail:</b> <a href="mailto:light@westpca.com">light@westpca.com</a>  Subject Line: Pastoral Resident Position <b>Attention:</b> Steve Light		<b>Mail:</b>  Westminster Presbyterian Church 2151 Oregon Pike Lancaster, PA 17601			
<b>Job Description</b>					
<p><b>Purpose:</b> To engage the Resident in the full scope of ministerial duties in order to further develop the character, convictions, and competencies needed for pastoral ministry in the Lord's church as well as fulfilling internship ordination requirements.</p>					
<p><b>Basic Residency Requirements (average 5 hours per week – more when not teaching Sunday School):</b></p> <ul style="list-style-type: none"><li>Preach at least 4 times and receive pastoral assessment (preaching may be in various contexts)</li><li>Lead Sunday worship in pastoral rotation</li><li>Attend session meetings and visit standing committees (occasional / attend sampling of Committee Meetings)</li><li>Attend deacons meetings and participate in diaconal activity (occasional / sampling)</li><li>Perform pastoral visitation in coordination with Pastor of Visitation</li><li>Attending presbytery meetings</li><li>Meet regularly with Pastor of Congregational Care - read and discuss key materials</li><li>Prepare for licensure and ordination</li><li>Participate in evangelism and missions work</li><li>Observe or participate in pastoral counseling sessions</li><li>Observe or participate in weddings and/or funerals</li><li>Other duties as assigned</li></ul>					
<p><b>Young Adult Ministry (average 25 hours per week):</b></p> <ul style="list-style-type: none"><li><b>Teaching:</b><ul style="list-style-type: none"><li>Lead a regular young adults Community Group</li><li>Teach scriptures using careful observation, interpretation &amp; personal application.</li><li>Respectfully consider non-believers' questions, objections and inexperience.</li><li>Help others apply the gospel to their life (goals, desires, and relationships).</li><li>Cooperate with Pastor of Congregational Care when planning your teaching.</li></ul></li><li><b>Discipleship:</b><ul style="list-style-type: none"><li>Graciously engage all stages of spiritual maturity.</li></ul></li></ul>					

- Lead a men's small group fellowship and mobilize leaders to multiply such small groups.
- Lead and further develop the Leadership Team of "faithful, available and teachable" young adults.
- Prioritize meeting with lay leaders for discipleship, training and encouragement.
- Prioritize meeting with young adults whose concerns rise above the level of care that peers can provide. Refer people to a pastor when necessary.
- Report to Pastor of Congregational Care about the health of the group as well as the progress of key leaders.
- **Social Events**
  - Coordinate social events at least once a month
  - Empower lay young adult leaders to plan events
- **Outreach**
  - Train young adults to reach out by modeling how to "walk in wisdom toward outsiders making the most of the opportunity." (Col.4:5)
  - Facilitate the transition of college age people into the young adult ministry.
  - Partner with the Congregational Care Pastor to facilitate mentoring between young adults and older members of the congregation
- **The Fold**
  - Work with the Leadership Team in planning and hosting bi-weekly ministry, "The Fold."
  - Teach on occasion at The Fold and work with the Pastor of Congregational Care to schedule other speakers. Assist other speakers with content and logistics of speaking
  - Help mobilize, train, and oversee volunteers in coordination with the Young Adult Leadership team.
  - Plan and lead the Young Adult Fall Retreat in coordination with the Young Adult Leadership team.
- **Other**
  - Attend meetings of church leadership as requested

**Secondary – (average 10 hours per week):**

- Teach one or two quarters of Adult Sunday School on a topic pertinent to young adults chosen and planned in coordination with the Adult Ministries Committee and Pastor of Congregational Care
- Attend Cross Missions conference with missions-minded young adults as time and circumstances allow

**Qualifications and Education Requirements**

- Completed M. Div. at accredited seminary or near completion
- Ordainable (preferably in the PCA denomination)

**Preferred Skills**

- Relationally wise - aware of different attitudes, backgrounds, political views, and doctrinal backgrounds. Be able to mediate strong personalities. Be sensitive to how information is received.



- Equipper – empower young adults to take responsibility for ministering effectively to one another. Develop leaders by helping individuals serve effectively on a team
- A gentle spirit and a calming presence able to visit, encourage, and lift up the sick and lonely
- Ability to teach and preach

**NOTE:**

This is a temporary intern position not eligible for group benefits (health, vision, dental, disability, life and retirement), but are eligible for Vacation, Holiday, Sick Leave and Bereavement.

Reviewed By:	L&V Committee	Date:	
Approved By:		Date:	
Last Updated By:	Steve Light	Date/Time:	Oct 2025