



## Pastoral Residency

### Church Profile

- **Context:** We were planted in 2007 by a core group and our current pastor. Our mission is to Experience God, Embrace Truth, Establish Community, and Engage the World. We are members of the Acts 29 Network, active with the churches in the Central PA area and the Northeast Region, and planning to plant a church in our county in the next 5 years. The area of Southern York County (SYC) is a growing community with a small town/rural feel that functions as an outer suburb of Baltimore. For more info about our mission, values, beliefs, and more, visit [www.findlivinghope.com/who-we-are](http://www.findlivinghope.com/who-we-are).
- **Profile:** The church has grown about 30% since 2022 with over 330 total adults and children involved, an average attendance of 250, and over 130 Committed Members. Our Sunday Gathering involves contemporary worship and expository preaching. We currently have 9 mid-week Life Groups, 4 elders (including the Lead Pastor and Associate Pastor of Discipleship), 4 deacons, and 4 Support Staff. We have a great partnership with our local YMCA, where we hold our Sunday Gathering. We see this as part of our long-term vision and strategy to reach the unchurched in our community.
- **Doctrine:** We hold to the complete authority and inspiration of Scripture, the sovereignty of God in salvation and life, the plurality of elders, male leadership in the home and church, the baptism of confessing believers, and the continuation of all the NT spiritual gifts. We really like Wayne Grudem's Systematic Theology, and we're aligned with The Gospel Coalition and 9Marks in most areas.

### Residency Program

- **Vision:** The goal of this residency is to host, train, and invest in a young leader, so that he might be equipped to serve in his calling at another church, as an associate pastor at Living Hope, or to plant a campus or church in York County.
- **Compensation:** The residency will be a 24 month, ideally full-time commitment (part-time will be considered) including learning, assignments, and ministry practice. Based on an assessment of experience, qualifications, and life phase we'll determine an appropriate salary and housing package. There will also be ministry allowances for medical, books, conferences, cell phone, meals, mileage.
- **Assessment:** In addition to ongoing informal feedback, there will be a formal ministry evaluation by the elders after the first 3 months and at regular 6 month intervals from the start date. These evaluations will be used to sharpen the resident and be sure there is alignment as the residency continues. Evaluations will be based on the content in this overview and the "Leaders & Staff Expectations & Procedures."

## Candidate Profile

- **Qualities:** Committed to Christ, walking in integrity, if married, loving his wife, and leading his family; passionate, driven, energetic, humble, gentle, teachable, flexible; a gatherer who invests in relationships; a leader who can build a team; a hard worker willing to jump in with practical needs; an organized planner who takes initiative; a Gospel-centered preacher who teaches the Word effectively.
- **Experience & Education:** Experience and passion in the local church to youth and adults through pastoral care, preaching, and evangelism; pursuing or completed a master's or bachelor's degree in Bible, theology, or ministry from a reputable college or seminary.
- **Conviction:** Affirms clear, biblical beliefs as expressed in our [Expanded Doctrinal Statement](#), with room for clarification.

## Personal & Pastoral Development

- **Spiritual Life:** Pray regularly for yourself, family, current ministry, and future church plant. Spend daily time in the Word for personal nourishment. Invest in the life of the church, get to know the people, and learn the culture. Be faithful to attend the Sunday Gathering, a Life Group, a Newcomer Welcome, and Church Membership Class.
- **Accountability:** Meet every-other-week with the pastor, monthly with associate pastor, and every six months with each lay elder for relationship building, ministry evaluation, personal encouragement, and to assess calling. If married, meet monthly with a mature married couple assigned from the congregation.
- **Acts 29 Network:** Attend Acts 29 Central PA gatherings and annual regional events. Meet once with each of the Acts 29 pastors in Central PA (and other identified planters in your target area) for a half-day of learning and assessment.
- **Elder Training:** Complete our 10-session Elder Training Course and additional assigned reading.
- **Pastoral Competencies:** The resident will engage in self-assessment, reading, instruction, and evaluation on each of the [Acts 29 Competencies](#): Spiritual Vitality, Theological Clarity, Conviction & Commendation, Marriage, Relationships, Leadership, Maturity, Missional Lifestyle, Disciple Making, Ability to Teach, Entrepreneurial Aptitude.
- **Education:** Depending on the planter's previous theological education, the resident may be asked to work through Wayne Grudem's Systematic Theology and/or be given allotted time to complete additional theological education through a seminary or other online avenue.

## Ministry Responsibilities

- **Youth Ministry** (with Associate Pastor)
  - Invest time and energy into building relationships with youth in grades 7-12, and their parents, to facilitate their spiritual growth.
  - Assist with the planning and logistics for the weekly gathering on Saturdays for fun, fellowship, worship, and teaching (in-reach and outreach).
  - Lead a Core Group to invest in students for spiritual growth, discipleship, and shepherding.
  - Regularly teach engaging, biblical, Gospel-centered messages at youth group
  - Communicate with youth, parents, staff, and leadership about direction and programming, utilizing social media as a tool for ministry.
- **Community Outreach** (with Lead Pastor)
  - Set an example of missional living by being in the world, not of the world; praying for the lost; investing in relationships outside the church; and actively sharing your faith.
  - Support the Outreach Team Coordinators and be actively involved in children's events (four per year), YMCA connection (monthly smoothie outreach), service projects (four per year), Bridge of Hope (support for single-mothers experiencing homelessness).
- **Congregational Care** (alongside the other pastors and elders)
  - Participate in regular leadership and staff meetings.
  - Connect with selected new families and work to assimilate them into the church.
  - Provide discipleship and accountability for selected church leaders.
  - Assist with Sunday service, call to worship, announcements, Lord's Supper, and Baptisms.
  - Preach at the Sunday worship service (about 4-8 times a year) and help with other seminars and trainings as needed.
  - Provide counseling, hospital visits, weddings, and funerals as needed.
- **Campus/Church Planting** (potential area of investment)
  - Evaluate and discern with the elders the local needs, target area, and timeline for a church plant in York County in partnership with Acts 29 in the next 5 years.
  - Evaluate and discern with the elders your gifting, calling, and potential role in the launch of a second campus or church plant, as other existing elders do the same (in consideration of lead, executive, and associate pastor roles).
  - If church planting is assessed to be part of your calling, the second year of the residency will invest in developing a prospectus, establishing a target area and timeline, fundraising, and building launch team.

To apply, send the following to [staffing@findlivinghope.com](mailto:staffing@findlivinghope.com):

- **Introduction** - introduce yourself and your interest in the position.
- **Resume** - with education, ministry experience, and references.
- **Questionnaire** - complete the Pastoral Residency Questionnaire