**Pastoral Resident** 

**Job Description**

**Position:**

The Pastoral Resident is a vocational staff member serving the ministry needs of Oakwood while developing as a gospel leader for his future calling. The residency will last 12-24 months and, with approval from the elders, could result in a long-term staff position at Oakwood or one of our future campuses.

**Purpose:**

The Pastoral Resident will; 1) serve as a catalytic leader for relational outreach – encouraging and equipping our Community Group and Ministry Team Leaders for effective invitation and evangelism, 2) oversee and improve our First Impressions ministries of hospitality, greeting, ushering and newcomer assimilation, and 3) develop skills in pastoral ministry by assisting the Lead Pastor in leadership development, pastoral care & counseling, preaching & teaching.

**Responsibilities:**

1. ***Outreach*** - Mobilize evangelism and invitation in three areas: 1) near church; 2) in western Land o Lakes and 3) at USF. Lead and equip small group leaders in an “*Organic Outreach*” approach (see book by Kevin Harney), building a team of outreach champions drawn from every small group and ministry team in order to develop an externally focused culture.
2. ***Leadership Development*** - Assist the Lead Pastor in raising up and supporting Small Group Leaders and Ministry Team Leaders as part of a growing culture of multiplication. Ensure that all Leaders are able to identify and empower a co-leader or apprentice to share the ministry while preparing to hand it off.
3. ***First Impressions*** - Work with Team Leaders to improve our guest welcome experience from the parking lot to the worship center to our process of contacting newcomers.
4. ***Connections*** - Improve our overall process of assimilating people into the life and ministry of the church with an emphasis on small group involvement.
5. ***Preaching & Teaching*** - Work with the Lead Pastor to mature as an expositor of God’s Word, helping the people of Oakwood (including kids and students) grow in their understanding and application of Scripture.
6. ***Pastoral Care*** - Assist the Lead Pastor and elders in praying and caring for the people of Oakwood through personal relationships, Biblical counseling, visitation and shepherding life events (weddings, funerals, illness, crisis, etc.).
7. *Other duties as directed by the Lead Pastor*.

**Qualifications:**

* **Character** - a clear and compelling testimony as a follower of Jesus; strong convictions centered around Scripture and the gospel; proven integrity and a commitment to the gospel-centered pursuit of holiness as part of an authentic and missional community.
* **Calling** - a clear and growing sense of God’s leading into pastoral ministry with a particular heart for Florida (specifically the Tampa metro area).
* **Education** - completed theological education at a recognized evangelical seminary - Master of Divinity or equivalent.
* **Experience** - intern or volunteer ministry (preferably leadership) related to outreach, evangelism, missional communities, organic outreach or similar. Confidence to help Oakwood grow in evangelistic effectiveness.

**Organizational Relationships:**

* The Pastoral Resident reports directly to the Lead Pastor.
* The Lead Pastor will design a customized training program for the Resident and serve as his primary mentor, providing regular feedback to help the Resident grow in a life of godliness, clear doctrine and effective ministry skills.
* The Resident is not an elder of the church, but will attend and participate in meetings with the elders and other Ministry Teams as directed by the Lead Pastor.

**Expectations**

* The Resident will align his leadership and efforts around the mission, vision, doctrine and values of Oakwood, as directed by the Lead Pastor and the elders, to help the church grow in numbers and maturity.
* He will have an office and be expected to maintain regular office hours in order to serve as a partner with the vocational team at Oakwood.
* He will begin work on a Ministry License (or ordination if already licensed) in the EFCA within the first two months of his residency and will complete his theology paper by the end of his residency. The title Pastor will be given upon completion of the ordination process in the EFCA.

**Position Details:**

* The Pastoral Resident is expected to work full time, averaging 45-50 hours/week as an exempt (non-hourly) employee of the church.
* The total package for this position including salary and benefits (listed below) will be $45,000-$50,000/year.
* Health benefits are provided for this position through Medishare, a Christian medical sharing program.
* Additional benefits will also be provided for professional expenses related to ministry related meals and travel, plus learning resources and opportunities such as books, conferences or retreats.
* Oakwood will contribute 2% of salary to the Resident’s retirement program (FCMM recommended) and the Resident may defer additional salary into retirement. Oakwood will also provide 7.5% of Federal Income Tax as a quarterly payment.
* 2 weeks of paid vacation will be provided, plus 5 sick days as needed.