I. **ACCOUNTABILITY**
The Resident Pastor is accountable to the Session through the Personnel Committee, reports to the Pastor/Head of Staff, and is supported by the Resident Pastor Support and Advisory Team.

II. **GENERAL DESCRIPTION**
The residency is for seminary graduates who desire hands-on experiences in a church and an opportunity to develop skills in a multi-staff church. The position is full time.

III. **PROGRAM COMPONENTS**
A. **Year 1 Core Activities**
1. Worship Leadership and Preaching
2. Passion Possibilities – explore one’s sense of call and vocational interests and skills, such as Adult Education/Spiritual Formation, Community Engagement and Mission, and Religious Arts (other passions may emerge)
3. Pastoral Care, including hospital and home visitation, offering home communion, and working with Parish Associate for Pastoral Care, Deacons, and small groups
4. Introduction to Church Administration

B. **Year 2 Core Activities**
1. Continued engagement in Worship Leadership and Pastoral Care
2. Deeper exploration of issues around personnel, budget/finance, and physical plant management
3. Further refinement of sense of call
4. Job search coaching
IV. PERSONAL QUALITIES
   A. Appreciation and support of the theological beliefs of the Presbyterian Church as an expression of the Reformed faith, especially with regard to the interpretation of scripture and the First Presbyterian Church Personnel Policies and Statement of Inclusiveness
   B. Intellectual and theological curiosity
   C. Genuineness, humility, and good listening skills
   D. Self-starter, solution focused, eager to learn
   E. Openness in relating to people of all types and differing views

V. QUALIFICATIONS
   A. Candidate for Ministry in the PC(USA) and on track for ordination within the first year of residency.
   B. Desire to pursue parish ministry in PC(USA).