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# PASTORAL MINISTRY RESIDENCY

— AT GCC —

*[gccws.net/residency](http://gccws.net/residency) | [residency@gccws.net](mailto:residency@gccws.net)*

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# WELCOME LETTER

Thank you for your interest in the Pastoral Residency Program at Grace Community Church of Willow Street.

Our mission at GCC is Helping People Know and Follow Jesus. In keeping with our mission, GCC is a growing body of believers who seeks to meet the needs of our ever-changing world while steadfastly upholding the inerrant, infallible and authoritative Word of God. GCC is a multi-generational, multi-service congregation, excited to be launching into the multi-campus phase of our ministry. We are committed to equipping believers to faithfully serve God in the power of the Holy Spirit and build God's Kingdom in and through the local church. For this reason, the Pastoral Residency Program has been developed.

The purpose of the Pastoral Residency Program is to further God's Kingdom by supporting and equipping men who are exploring full-time vocational ministry with the goal of raising up new pastors to serve as a GCC supported campus pastor, as a pastor in the Evangelical Congregational Church denomination, or in another Christian ministry. We desire to develop a new generation of pastors to effectively lead churches and grow the Kingdom of God in the context of the local church. The residency program will enable participants to observe the local church in practice and to engage in hands-on ministry as they spend time working with each of our church ministries. Along with observation and ministry engagement, residents will have required reading assignments. Through the study of Scripture and the writings of pastors and theologians, our residents will discover the characteristics of a healthy church and the qualities and skills necessary to pastor a local congregation.

By God's grace and the enablement of the Holy Spirit, GCC and its staff desire to provide an environment in which Pastoral Residents will have an opportunity to experience healthy church life, grow in their relationship with Jesus Christ, nurture their spiritual gifts, and affirm their calling to ministry. Our location, current staff and congregation along with our many local connections will help flavor the residency experience. Life in a growing church, under the Headship of our sovereign God, is never completely predictable. However, what is predictable and unwavering is our commitment to the GCC Core Values of:

1. Biblical, life-changing truth in preaching, teaching, and worship,
2. Passion for evangelism, discipleship, and missions,
3. Commitment to leading children, youth, and young adults into a growing relationship with Jesus,
4. Grace in our relationships inside and outside the church,
5. Compassion for hurting people in a broken world, and
6. Faithful, intentional prayer woven into the life and ministries of the church family.

Therefore, in an effort to equip men to lead, feed and love God's people, every Pastoral Resident can expect to gain practical instruction and experience in the areas of:

1. Preaching and Teaching God's Word
2. Pastoral Care and Counseling
3. Next Gen Ministries
4. Pastoral Duties
5. Pastoral Administration and Church Structures
6. Personal Development.

Ideal candidates are highly relational with strong communication skills. He must be able to do the work of an evangelist and provide the care of a 'shepherd.' He must be proficient in administration and committed to collaborative ministry as a team yet require minimal supervision in carrying out the mission and vision of the team and church.

Additional information about the program is included in this packet. Those interested in participating in the GCC Pastoral Residency Program are invited to complete the Pastoral Residency Program Application. If after reading the materials in this packet, you have questions, please email [residency@gccws.net](mailto:residency@gccws.net) to contact our **Residency Director**.

# PROGRAM DESCRIPTION

## **BASIC OVERVIEW:**

The Grace Community Church Pastoral Residency program seeks to prepare men for pastoral ministry by unveiling regular, day-to-day ministerial life and providing men aspiring to be Pastors with a hands-on approach to doing the work of ministry. In this program we will address questions such as:

- What are the qualities of a healthy church and healthy church leadership?
- What organization and structures are needed for church to function effectively?
- Why is it important for a lead Pastor to have a passion for next generation ministries in the church?
- What is Pastoral Care and how can it be done well regardless of church size?
- How do you create effective teams and work within them?
- How do you make evangelism a central part of church life?
- How do you care for individuals and families who are grieving or in crisis?
- How can funerals or weddings be opportunities for sharing the Gospel?
- And more!

In addition to observing daily church life, Pastoral Residents will spend significant time engaging in conversations with the GCC Leadership Team, local church and denominational leadership.

Through these conversations and interaction in the life of the church, residents will recognize that God's Church alone has been set apart to proclaim the Gospel of Jesus Christ. No other organization has been given such a great mandate. Nor will any other organization carry out this mission. In light of this great mandate, residents will have the opportunity to consider how to develop church structures which will promote spiritual growth in a congregation as they live out the biblical mandates of reconciliation, forgiveness, grace and truth.

**PROVISIONS OF THE RESIDENCY PROGRAM:**

- Housing is provided. However, housing for families with children is limited.
- Residents receive a stipend of \$2000 per month for living expenses.

**REQUIREMENTS OF PARTICIPANTS IN THE PROGRAM:**

- Each Pastoral Resident is expected to purchase health insurance coverage for himself (and family if applicable) for the duration of the residency.
- The location of our ministry will require Pastoral Residents to provide their own transportation.
- Those accepted into the program are expected to sign GCC's Statement of Faith, Code of Conduct, and adhere to all church policies.
- Pastoral Residents will be required to obtain PA Child Protection Clearances and fingerprinting.
- Required reading assignments. (See further notes below.)
- Required writing assignments. (Approximately one paper per month.)
- Pastoral Residents will be assigned to work with each of the GCC ministries for approximately one month. (i.e. children, youth, young adults, worship & tech, administration, pastoral care & counseling)

**DISTINCTIVES OF THE RESIDENCY PROGRAM:**

- The Residency Program will be open to four men each year. The duration of the residency is approximately nine months beginning in August and ending in May.
- It is expected that an applicant for the Pastoral Residency Program has completed his undergraduate degree. Exceptions will be considered.
- Men who are part of this residency program should expect to discern answers to the following questions as a result of their experience:
  - What qualities are needed for a person in a ministry leadership role?
  - What are my skills and giftings?
  - How might God use my skills and giftings in ministry?
  - What qualities and skills will be needed to lead a church well in a changing world?
  - How do I handle challenging conversations?
  - How can I contribute to and foster an effective team?
  - How do I strengthen my "character muscles?"
  - And more.



- Men in the Residency Program should expect to be fully immersed in the ministries of GCC. Beyond initial observation experiences, Residents will work alongside GCC Staff in preaching and teaching, pastoral care, holiday services, baptisms, weddings and funerals. They will participate in Leadership Team meetings. Strict confidentiality is expected when participating in leadership meetings, pastoral care and counseling.
- GCC will provide a safe environment where Residents can receive feedback, have evaluative conversations, grow in self-awareness and their daily walk with Jesus.
- DON'T MISS TUESDAYS are required. Tuesday will be set aside in the Pastoral Resident's schedule for meetings, cohort discussions, reflection, etc. Pastoral Residents will meet with the Associate Pastor for mentoring (including sermon writing, ministry reflections, etc.) Book discussions will also take place on Tuesdays. Required readings may include, but not limited to the following:
  - *When People are Big and God is Small*, Ed Welch
  - *Humility*, C. J. Mahaney
  - *Pastors and Their Critics*, Joel R. Beeke and Nick Thompson
  - *On Being A Pastor*, Alister Begg
  - *Emotionally Healthy Churches*, Peter Scazzero
  - *Godric*, Frederick Buechner
  - *The Men We Need*, Brant Hansen
  - *Lead With Prayer*, Peter Greer
- Pastoral Residents will have an opportunity to learn about each ministry of the church. They will spend time with the ministry leaders and participate in the programs/activities of the ministry. The purpose of this requirement is to help participants develop a love for the whole church and to recognize the significance and role of each ministry.

### **WHO IS ELIGIBLE FOR THE PASTORAL RESIDENCY PROGRAM?**

We welcome men to apply who are:

- Sensing a call to pastoral ministry
- Can affirm GCC's Statement of Faith, and Code of Conduct, and agree to function under the guidelines of GCC's church policies

## **WHAT HAPPENS AFTER THE RESIDENCY?**

The Pastoral Residency Program is designed primarily to equip and prepare men for pastoral ministry. We envision these possible outcomes:

- The Pastoral Resident will choose to return to and serve in his local/home church.
- The Pastoral Resident will pursue becoming a GCC Campus Pastor. (Note that participation in the program does not ensure employment as a campus pastor.)
- The Pastoral Resident will seek appointment to a church in the Evangelical Congregational denomination.
- The Pastoral Resident will feel called to the mission field or parachurch ministry.
- The Pastoral Resident will recognize that he should not pursue pastoral ministry.

## **NEXT STEPS:**

- If you believe that God is calling you to pastoral ministry and feel the Pastoral Residency Program would benefit your preparations for ministry, submit a Pastoral Residency Program Application. The form and instructions are available on our church website: [gccws.net](http://gccws.net).
- Register to attend a Pastoral Preview Weekend. Email [residency@gccws.net](mailto:residency@gccws.net) to receive an invitation link.
- Acceptance into the program will be communicated to you by the Residency Director following an evaluation of the applications.

# UPCOMING DATES

All potential applicants should apply in the Winter/Spring (January-May) to begin in the August. We ask that you apply as early as possible for your desired year.

Here are the dates for our upcoming Pastoral Residency:

- 2025: Friday, August 1 to Sunday, May 31
- 2026: Friday, July 31 to Sunday, May 30
- 2027: Friday, July 30 to Sunday, May 28

# PASTORAL PREVIEW WEEKEND

All applicants will be invited to join us for a Pastoral Preview Weekend. This weekend lasts from Thursday (Begins with a 6PM dinner at GCC) to Saturday (ends after the 6PM Saturday Night Service). During this time, you will have an in-person interview, a tour of GCC (and properties), dinner with the Pastoral Team, and you will hear about our mission, vision and values. Accommodations are provided.

Here are the dates for our upcoming Pastoral Preview Weekend:

- **2025:**
  - Thursday, June 19-Saturday, June 21 (For Residency beginning on August 1, 2025)
  - Thursday, November 13-Saturday, November 15 (For Residency beginning on July 31, 2026)
- **2026:**
  - Thursday, February 26-Saturday, February 28 (For Residency beginning on July 31, 2026)
  - Thursday, November 12-Saturday, November 14 (For Residency beginning on July 30, 2027)
- **2027:**
  - Thursday, February 25-Saturday, February 27 (For Residency beginning on July 30, 2027)
  - Thursday, November 11 -Saturday, November 13 (For Residency beginning on August 4, 2028)

# FAQs

## LOGISTICS

*Is Pastoral Residency offered in the summer?* No. We offer one Pastoral Residency per year. However, we do offer short and long-term internship. For more information regarding internships at GCC, please email [internship@gccws.net](mailto:internship@gccws.net).

*Can I be married and do a Pastoral Residency?* Yes, but in any given year we may not be able to accept as many married applicants, based on our ability to provide housing. In particular, we are considerably limited in the amount of housing that is available for candidates who are married with multiple children. You may still apply if that is your situation, but we want you to know that we have limited family housing spots available.

*How is my wife involved in the Pastoral Residency Program?* The spouse of a pastoral resident is encouraged to be involved in the life and ministry of GCC as far as they are able. However, we do not hold spouses to the same standard as our pastoral residents, but we will seek to care for them and support them as they play a vital role in their husband serving as a pastor. Therefore, they will be invited into conversations with the Residency Director and his wife, offered additional trainings as available, and have the opportunity to walk alongside their spouse in pastoral care.

*Can I leave my family at home and move to Lancaster by myself for the residency?* It's important for you to be present with your family while going through this program. If you have a family, you should only apply if you're willing to move to Lancaster with your wife (and children, if applicable) in the event that you're accepted to the internship.

*I'm not sure I want to be a pastor. Can I still do the residency?* We encourage those who are seriously considering or currently in pastoral ministry to apply for the program.

## **APPLYING**

*How early should I apply?* Try to apply at least a year in advance. Spaces are limited, so getting your application in early is wise.

*Is GCC able to provide Pastoral Residency for women?* We offer internships (short and long-term) for anyone seeking college credit, and ministry internships for those seeking full-time ministry. Click [HERE](#) to learn more about these internship opportunities. However, in accordance with our denomination, the Pastoral Residency Program is reserved for men only.

*What are the educational requirements?* While a college degree is usually expected for all residency candidates, we accept applicants who are in the process of completing their undergraduate or graduate studies. Please notify the Residency Director of your education status.

*Can I get credentials, a Pastors License, or Ordained through GCC?* GCC is part of the Evangelical Congregational Church. Therefore, upon review men in the residency program will be given the opportunity to go through the Pastoral Assessment Center (P.A.C.) offered each January by the Evangelical Congregational Church. The P.A.C. is the first step toward licensing, credentials and ordination. If a candidate is married, his spouse will also be expected to go through the P.A.C. with him.

## **RESIDENT LIFE**

*Is a stipend provided for the residency program?* Each resident receives a stipend of \$2000/month to cover living expenses. We require each resident to purchase health insurance for himself (and his family, if applicable) throughout the duration of the program.

*What is the resident housing like?* Housing (including basic utilities) is provided. Generally, single residents share an apartment, while married residents receive an apartment for their family. Basic furnishings (bed, couch, table & chairs, kitchen items) are provided. Storage space is often limited.

*Will I be able to work while doing the residency?* The residency program is a full-time commitment.

*Where can I send my children to school during the residency?*

Participants in the residency program are free to choose whichever educational choice is best for their children. Lancaster has lots of options. We would be happy to discuss those with you.

*Where does vacation fit in with the residency?* Given that this is a nine-month residency, we grant up to two weeks of vacation time. Vacation time must be submitted within the first month of the program. GCC does close the office for certain holidays, and we do not expect residents to be in the office on Fridays, unless there is a funeral or wedding. GCC does have four services (Saturday 6pm, Sunday 8, 9:15, and 11). Residents are expected to be at all Sunday services and at least two Saturday services per month.

*How are residents involved in the church?* All residents will be expected to float once per month throughout each department of GCC (children's, youth, young adults, worship, tech, administration, counseling, missions and pastoral care). Your time spent in each department will help prepare residents for future ministry and give them a love for the Church.