



Job Title: Compass Academy Resident

Department: Compass Academy

Reports To: Assigned Ministry Supervisor

Classification: Full-Time, Exempt, Ministry Residency

Date: April 2026

Summary

The Compass Academy Resident is a full-time (35–40 hours per week), paid ministry residency designed as a learning and development program for recent graduates and emerging leaders who are exploring a call to vocational ministry.

Residents serve in a specific ministry area at Compass Christian Church while completing a structured formation experience that includes hands-on ministry leadership, coaching and mentorship from experienced staff, cohort-based leadership development, and theological education through an accredited degree program with a partner university.

This role is intended for candidates who are eager to learn, receive feedback, grow in character and competency, and discern how God has uniquely gifted them to serve the local church and beyond.

Essential Duties and Responsibilities

- Serve full-time in an assigned ministry department under supervision of a staff mentor.
- Participate fully in Compass Academy coursework, cohorts, coaching sessions, and degree program.
- Develop and lead ministry initiatives, programs, events, and services.
- Build relational connections with volunteers and participants aligned with Compass discipleship culture.
- Attend and engage in staff meetings, weekend services, and special events.
- Demonstrate personal spiritual growth and accountability.
- Collaborate across ministry departments and respond humbly to feedback.

Qualifications

- Education: High school diploma or equivalent; college enrollment required once accepted.
- Experience: Ministry involvement preferred.
- Skills: Relational intelligence, adaptability, communication skills, and teamwork.

Knowledge, Skills, and Abilities

- Ministry Calling: Demonstrates a clear, growing call to vocational ministry, affirmed by their local church community.
- Teachable Spirit: Approaches assignments, feedback, and learning opportunities with humility and a desire to grow.
- Relational Intelligence: Builds trust-based relationships with people across generations, backgrounds, and stages of faith.
- Work Ethic: Brings initiative, follow-through, and reliability to both visible responsibilities and behind-the-scenes tasks.
- Theological Grounding: Has a foundational knowledge of Scripture and Christian doctrine and a desire to deepen it through the Compass Academy curriculum.
- Collaborative Team Player: Thrives in a team environment, contributes to staff culture, and supports the mission of their department and the church.
- Adaptability: Navigates ambiguity, shifting priorities, and the pace of ministry with flexibility and a positive attitude.
- Communication Skills: Communicates clearly in writing and verbally in one-on-one conversations, volunteer settings, and group environments.

Pastoral Expectations *(Note: These apply to all Pastoral/Ministry leadership roles)*

- Maintains consistent time in prayer and the study of God's Word.
- Lives a surrendered life, relying on the Holy Spirit for guidance.
- Participates in personal discipleship (small group and/or one-on-one).
- Stays current in ministry through podcasts, books, and conferences.
- Attends required staff meetings and retreats.
- Maintains a flexible schedule based on ministry needs.

Character Expectations

- **Integrity and Humility:** Lives out biblical standards in ministry and personal life.
- **Servant-Leader:** Humble, approachable, and team-oriented.
- **Dependable:** Consistent in follow-through and presence.

General Staff Expectations

- Be present and available on Sundays (and key services/events) as required by the role.
- Serve as a visible leader in the church body, modeling the Compass leadership culture.

Work Environment

- Work primarily in a professional office setting within the church building.
- Frequent interaction with church members, volunteers, and other staff.
- The work environment includes standard office equipment and resources.

Physical Demands

- **Standing and Walking:** Frequently required to move about the campus.
- **Lifting:** Must be able to lift and/or move up to 25 lbs.
- **Vision:** Specific vision abilities required include close vision and distance vision.

Disclaimer

This description reflects the current responsibilities of this position and may be updated as the ministry grows and evolves.

Acknowledgement of Essential Functions

I have reviewed this job description and I understand the essential duties, responsibilities, and physical demands required of this position. I attest that I am able to perform the essential functions of this job, with or without reasonable accommodation.

Employee/Candidate Name (Print): _____

Signature: _____ **Date:** _____