

# Pastoral Residency Program



First Baptist  
Greenville



## FIRST BAPTIST GREENVILLE, SC

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### Pastoral Residency Program Description

#### **Introduction**

First Baptist Greenville celebrates and affirms the calling of followers of Christ into vocational ministry. Our congregation has a rich and diverse history of formal theological education and of nurturing practical ministry exploration and formation through internships and support of theological institutions. Launched in 2016, the Pastoral Residency Program at FBG exists to provide structured, in-depth, practical ministry experience to recent seminary or divinity school graduates called to local church ministry.

While seminary or divinity school training provides an excellent foundation of biblical and historical knowledge, students do not always receive training in practical ministry. How does a church budget work? What is it like to lead a funeral? How does one cultivate a healthy spiritual life amidst a busy professional life? Although an emerging pastor will necessarily encounter these facets of ministry in their first call, the congregation may not provide support and growth opportunities for continued learning in a safe or collaborative way.

First Baptist Greenville's Pastoral Residency Program is designed to address both these concerns. The 24-36 month Pastoral Residency Program provides an intentional, supervised ministry experience for a recent seminary or divinity school graduate in a vibrant, positive, supportive, and collaborative environment.

#### **Structure of the Program**

The Pastoral Resident is a full-time member of the First Baptist Ministerial Staff. The Resident is not eligible to be hired into a tenured ministerial position at FBG upon completion of the program but will be assisted in discerning and transitioning to their next pastoral call. The Resident reports directly to the Senior Minister and works alongside the Ministerial Staff, with support from the Ministry Education and Formation Committee and a Lay Support Team.

The Resident will be immersed in the full experience of pastoral life and practical ministry, without being limited to a single area of focus. The Resident will engage a curriculum designed to prepare an emerging minister in holistic ministry, including church administration, worship leadership, teaching, pastoral care, community engagement, experience with student ministry, long-term planning and individual spiritual development.

Additionally, the Resident will engage in shared reading, study, and reflection with the Senior Minister and Ministerial Staff. To create an individualized experience for the Resident, there will be regular formal evaluation sessions providing both feedback and specific directional development. The Resident will also have enrichment opportunities at denominational gatherings and other professional development opportunities. In the second year, the Resident may choose to apply for and participate in a Clinical Pastoral Education (CPE) program local to FBG. At the close of the second residency year, the Resident will be assisted in developing a professional resume, discerning and transitioning into their next pastoral call.

## **Goals**

### Goals for Resident:

1. To gain practical day-to-day experience working with a real congregation and staff.
2. To begin or continue development of one's identity as a minister.
3. To identify one's pastoral and interpersonal strengths and weaknesses within the "real-world" context of a church, and to make appropriate growth.
4. To connect one's formal theological education with the practicalities of working with the people of a congregation.
5. To learn how to balance healthily one's professional and personal lives.
6. To provide spiritual direction and/or counseling.
7. During the second year, to develop a professional resumé in preparation for taking the next step in one's vocational journey.
8. To begin or continue developing a network that will be useful as the residency concludes and the next professional step is to be made, focusing on the Resident's initiatives to formally make a transition to another ministry setting at the end of the residency.
9. In each of these areas, to feel protected and nurtured by the presence of experienced and willing ministers and a loving congregation.

### Goals for our Congregation:

1. To accept the Resident as a resource and as a fellow Christian sojourner.
2. To act as teachers to the Resident, providing appropriate feedback as the Resident tries out his/her various tasks and roles.
3. To be willing to learn and be flexible as the Resident brings fresh ideas and insights to us.
4. To provide encouragement to the Resident when needed.
5. As the residency concludes, to be satisfied that we have provided a rich environment in which the Resident has learned, matured, and prepared for the next step in vocation.

## **Logistics**

**Compensation:** Approximate value of \$55,000-\$60,000

- Annual salary - \$40,000
- Benefits – 100% paid coverage for Resident’s health, dental, and vision care; short and long-term disability; retirement contribution of 9% of salary; Social Security contribution
- Annual Book Allowance of \$400 to expand your spiritual library
- Professional development costs to attend occasional conferences and denomination gatherings
- Assistance selecting and funding sessions with a spiritual director or pastoral counselor

## **Supervisor**

The Senior Minister will be the primary supervisor for the Resident. The Resident will work closely with other staff members as he/she rotates through the various areas of ministry. During those times, the appropriate staff member will be a member of the supervisory team.

## **Congregational Interactions**

Members of the congregation will create a Lay Support group to provide mentoring for the Pastoral Resident. Regular meetings with this group will be held so that the Resident will feel secure in the congregational setting and always have a group to rely on for help and direction.