

# Pastoral Residency Program



First Baptist  
Greenville



## FIRST BAPTIST GREENVILLE, SC

---

### Pastoral Residency Program Description

#### **Introduction**

It is always hoped that a person who has just finished formal theological education will be able to put that knowledge into practice in the context of ministering to one's first congregation, creating a positive, transformative experience for both the new pastor and the congregation. However, it is sometimes an unspoken and unintentional journey that doesn't formally celebrate and support such a growth process. In addition, a gifted seminary graduate often finds that his or her practical ministry experiences do not match the needs of churches seeking to fill pastoral staff vacancies.

First Baptist Greenville's Pastoral Residency Program is designed to address both of these challenges in a two-year Residency Program for recent seminary and divinity school graduates. The Residency will provide an intentional supervised ministry experience.

Our congregation has a rich and diverse history of formal theological education and of nurturing practical ministry exploration and formation. Over many years we have hosted interns representing a variety of ministry areas including pastoral interns, youth and children program interns, and music interns. We celebrate this diversity and expect to continue many of these programs. However, we now have new energy and commitment to the deeper investment in pastoral education and formation that our Pastoral Residency Program represents.

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

The pastoral resident fills a full-time position over a two-year term without the prospect of an ongoing ministerial position at FBG upon completion of the program. The resident will report directly to the Senior Minister and work alongside the Pastoral Staff, with support of the Ministry Education and Formation Committee.

The resident will be immersed in the full experience of pastoral life and practical ministry, without being limited to a single area of focus. Thus, the resident will rotate through the areas of (a) Ministry of Liturgy (worship, preaching, and teaching), (b) Ministry of Pastoral Care, and (c) Ministry of Administration.

Additionally, the resident will engage in shared reading, study, and reflection with the Senior Minister, and Pastoral Staff. The resident will also have enrichment opportunities at Cooperative Baptist Fellowship assemblies and similar affiliated relationships.

In the second year, the resident may choose to propose and lead a project or initiative to demonstrate leadership skills and to further the ministries of FBG. To create an individualized experience for the resident, there will be regular formal evaluation sessions providing both feedback and specific directional development.

## **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 adjustments.
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. During the second year, to develop a professional resumé in preparation for taking the next step in one's vocational journey.
7. To begin or continue developing a network that will be useful as the residency draws to an end 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 second year.
8. 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 comes to a close, to be satisfied that we have provided a rich environment in which the resident has learned, become more mature, and prepared for the next step in vocation.

## **Logistics**

### **Compensation**

- Annual salary, including benefits - \$40,000
- Benefits - full health, dental, and vision care
- Housing - 1 bedroom apartment (located across the street from FBG) will be available at a discounted rental rate (available furnished or un-furnished)

### **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 provide mentoring for the resident, including people from finance, health, or spiritual professions. Regular meetings with these groups will be held so that the resident will feel secure in the congregational setting and always have a group on whom he/she can rely for help as needed.