



First Baptist Church

of Colorado Springs

317 E. Kiowa St.
Colorado Springs, CO 80903
www.firstbaptist-cs.org

An American Baptist Church



OUR PASTORAL RESIDENCY PROGRAM

What is it?

Many specialized professions require that graduates undergo a residency prior to beginning practice in their chosen field. In the medical field, for instance, graduates of medical schools are not considered fully trained until they have served a residency in a hospital.

The idea is that formal education in the classroom puts tools in your toolbox, but does not necessarily give you the practice needed to hone your skills in employing those tools. A residency is a time when formal knowledge becomes practical skills.

Pastoral residents, then, are pastors-in-training. Congregations who embrace pastoral residency programs “invite new pastors to two-year residencies, providing them with opportunities to engage in and practice the full range of pastoral duties under the guidance of mentoring pastors” (Preparing the Pastors We Need, xiv).

Why consider it?

Embracing an arrangement of mutuality:

Most young pastors who find their way into a solo pastor position straight out of seminary often experience isolation, frustration, feelings of inadequacy, and burnout. In fact, the Cooperative Baptist Fellowship found that up to 2/3 of its best and brightest scholarship seminary students suffered burnout within three years of their first pastorate, left the ministry, and never returned. Churches can be brutal employers.

What if, as a congregation, we made the conscious decision to get young ministers off on the right foot instead of the wrong one? What if we made the conscious decision to invite a resident to come be “raised” into the ministry here at FBC?

Not only would this young minister benefit from two years of full-time employment in a historic downtown, theologically diverse congregational setting, but the church would also benefit from having another full-time ministerial staff member with a full theological education. Residents would benefit from a mentoring senior pastor, *and* the senior pastor would benefit from being able to share responsibilities with another staff member. Furthermore, residents benefit from the practice of ministering to a variety of different people, *and* church members benefit from the experience of having invested in the raising up of a promising leader who would not only be equipped by FBC, but also commissioned by us to go wherever God might be calling him or her.

On top of that, the church receives the benefit of a young, eager full-time minister and the resident receives a strong reference on his or her resume.

Embracing the model of a teaching congregation:

One of the primary reasons to consider a residency program is because it places the congregation at the center of efforts to help new ministers become effective pastors. For too long, it has been assumed that divinity schools and seminaries produce fully formed products. However, many young graduates have never served as a minister in a congregation. By embracing a pastoral residency, the church reclaims its vital role in equipping

tomorrow's leaders. "What kind of church will we hand over to our children and grandchildren? That answer," says George Mason, "will largely depend upon the kind of leaders we train for the church in our time" (*Preparing the Pastors We Need*, 1.).

Embracing a shift in congregational culture:

Congregational cultures are tricky to navigate at times. In many places, the unspoken reality is that congregations hire clergy to do ministry *for them*. When we choose to adopt a pastoral residency program, the church becomes an extension of the seminary and the congregants become tutors in the continued education of a young minister. In other words, we begin to see ourselves in a different light and we begin to embrace a different and exciting way of being church.

What are the unique challenges of embracing a residency program?

Asking "Why?" a lot:

Churches that embrace a residency model must be ready for the nagging question of "why?" to rear its head time and again. New residents bring with them new sets of eyes to challenge both our normal modes of behavior and our programs. If the congregation struggles with insecurity, this will feel a whole lot like criticism. However, if the congregation can embrace the tendency for residents to ask "Why?", it will find the great gift of having someone who keeps us from going on "autopilot" for too long. Many churches hire consultants to come in every couple of years precisely to ask the "whys" of its daily practices. With the Pastoral Residency Program, it's a natural byproduct.

The revolving door:

Residents come and embrace the congregation for two full years, often working 45-55 hours/week. It is impossible for them to not develop meaningful connections with congregants. However, the residency program is intended to equip *and send*. That sending bit can be quite emotionally draining every couple of years. Once again, there is a silver lining. Most residents point back to their hosting congregation as the most influential part of the ministerial training. Many go on to serve the kingdom of God in amazing ways — fighting sex-slave trafficking in India, pastoring churches in Canada, serving youth in Hawaii, pastoring a church in Colorado Springs... You get the picture. Not only do we send residents, but in so doing, we make a difference in the wider world simply by being church on our little corner.

Building a bridge between the seminary and the church:

A minister's education is not complete when they receive their degree. She or he needs experience to really hone the practical skills needed to have a success story in congregational ministry. School is preparatory, while church is participatory. However, experience alone isn't enough. Both need to be at play in creating a successful residency. This means the church must embrace the practice of thoughtful reflection along with its resident. This is not a task for resident and senior pastor alone, but for a committed team of lay people who would support the resident for his or her full two-year commitment.

Not an internship:

Often residencies get confused with internships. While duration and expectation of work are drastically different between the two, the greater difference is that an internship is intended to help a young minister discern if they are called to serve in a local congregation. A resident, on the other hand, should already feel distinctly called to serve in a local church, but now needs the practical equipping experience to prepare them to serve his or her own congregation. If the church were a clerical robe, interns try on the vestments of ministry; residents wear them.

AN EYE CAST TO FBC:

The above offers a general overview of the Pastoral Residency Program, but what would it look like at FBC?

Vision:

We are a church in transition. Our context is shifting around us. 583 new apartments were slated to be built in the downtown area by 2019. We believe that those apartments will be filled with upwardly mobile young adults and young families. In other words, we think God is bringing the mission field to us!

Because we see the Pastoral Residency as a wedding between the needs of the church and the resident, we are gearing our next residency toward youth and their families. Our church wants to be prepared to meet this changing context, and we believe a resident geared toward youth and their families will be essential in helping us develop programs and practices that will begin to lay a foundation for a promising future.

Pastoral Resident applicants, then, would ideally be men and women who are entertaining the unique call of youth and families ministry. They will have done their best to have prepared themselves for a life of ministering to the unique needs and opportunities that an intergenerational congregation like FBC has to offer.

Of course, we don't assume that the resident will be a fully formed product when they arrive, but will she or he have studied adolescent development? Be familiar with the latest and best theories of Christian education? Have spent time and feel competent and qualified in engaging youth? Feel a call from God to minister to this important sector of a "rebuilding" church? We hope so!

Proposed structure:

- Time frame: two-year, full-time commitment beginning potentially as early as mid-June 2020.
- Financial commitment: \$35,000
- General Requirements: The church will provide the Pastoral Resident, a seminary graduate, with a wide range of pastoral opportunities, under the guidance and supervision of the Senior Pastor. These opportunities include care for the church (with an emphasis on youth and families), leadership development, proclamation, and worship leadership. The intent of this residency is to prepare a Pastoral Resident for vocational congregational ministry. Because of that, the following description is a wedding of both the needs of the church and the resident. In essence, the resident will function as an Associate Pastor with an emphasis in Youth and Families Ministry.

A Solo Resident Model: The Dimensions

1. An engaged and experienced senior pastor (a mentor who knows the congregation *and* has been through a residency)
2. A strong lay mentoring team (who provide a view from the pew, so to speak)
3. A loving and theologically/politically diverse congregation (a safe space to practice being pastor)



FAQs:

Will the Pastoral Resident fill one of our already existing job descriptions/vacancies?

In short, no. Our resident will function, in essence, as a general associate pastor with an emphasis in youth and families ministry. This is, in part, because the residency is a commitment to providing a broad range of ministerial experience in an effort to prepare her or him for pastoral ministry as a whole, but to also help the resident gain invaluable experience as a minister to youth and their families.

Is the plan to have a perpetual program?

Ideally, yes — with the intent that we might also have one to two interns at any given moment, as well. However, churches must remain flexible to change with the times. What we're proposing at the moment is a commitment to a Pastoral Resident for the next two years — with the possibility of an extended third year after an intentional evaluation period. If the resident and the congregation feel that it has been a worthwhile endeavor, then we would renew for a third year. These days, many seminarians are actively pursuing opportunities to participate in pastoral residency programs as a "capstone" piece to their formal education.

Can FBC afford a Pastoral Resident?

At the moment, yes. Fortunately, we are a congregation that lives into its budget well, which has made pastoral residency a real possibility. No matter what, having extra staff will require us to be more conscientious of how we spend our money. And, of course, we can't know for sure what our budget will like three years from now, but the Finance Team and Executive Council are confident that we are able to afford the salary of a resident for (at minimum) a two-year commitment at the suggested salary package of \$35,000 (which is supplemented with a very affordable apartment close to the church).

Are other congregations adopting Pastoral Residency Programs?

Yes! All over the country, churches of every denomination are adopting Pastoral Residency Programs, and the churches that are hiring pastors from residency programs have been thrilled with the quality of minister they have received.

However, we are pioneering this program for American Baptists in Colorado — which makes this an incredibly exciting proposition! We are doing something that no other American Baptist Church in the state has done, but with the hope that in the future our regional offices will adopt Residency programs as a viable way to attract young, thoughtful ministers to our state.

What could go wrong?

When we hire someone, we hope that the process has worked and that the minister is not only qualified and motivated, but also a solid fit for our congregation. But that doesn't always happen. Sometimes the shoe just doesn't fit. Of course, that's a risk we take when hiring any staff and is not unique to hiring pastoral residents.

The greater challenge of hiring a pastoral resident is that we would spend two years falling in love with a talented minister and not want to let them go at the close of the program. Many churches find that at the close of the residency, they'd like to hire the resident permanently. However, the *sending* piece of this program is as important as the *equipping* piece. If we don't send them, then technically the residency has failed.

What is a "teaching" congregation?

Being a teaching congregation is more a change of mindset than a change of structure. On the surface, not much changes. Worship still looks like worship and ministry still looks like ministry. However, below the surface is a congregation that allows for thoughtful reflection in a safe environment. A teaching congregation invites a pastor to practice ministry in their midst. They understand that young ministers will make some mistakes, but are quick to forgive and extend grace. Most importantly, teaching congregations see themselves as "equippers of the saints," and strive to be encouraging (and not patronizing) congregations.

First Baptist Church of Colorado Springs

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Position Title: Youth and Families Pastoral Residency

Summary/

Qualifications: The Pastoral Resident of First Baptist Church, a seminary graduate, will function as an associate pastor with special responsibility for youth and families ministries. The Church will provide the Resident with a wide range of pastoral opportunities, under the guidance and supervision of the Senior Pastor. These opportunities include caring for our church family (with emphasis on youth and their families), preparing and teaching spiritual formation series, preaching and leading in worship, and developing lay leadership. A primary purpose of the residency program is to prepare a person for vocational congregational ministry. The following description of responsibilities has in view the needs of both our church and our Pastoral Resident.

Accountability: The Pastoral Resident is accountable to the congregation through the Senior Pastor. The position is subject to an annual performance review by the Senior Pastor by September 30.

Principle Responsibilities:

- I. Focus on youth and families: work with lay leadership to provide vision, energy, oversight, and daily direction in ministry with parents and youth (approximately 15-20 hours/week)
 - A. Work with the appropriate lay leaders and ministry teams to bolster existing youth ministries
 - B. Effectively lead or facilitate Youth Sunday School each week (Grades 6-12) with the objective of teaching and listening to teens as they engage with the topic and curriculum presented
 - C. Effectively organize, plan, and communicate all programs and needed information to the teens, their families, and the wider church
 - D. Encourage teens to participate in the ministry of the church and engage with other members; while encouraging and equipping them to be active members of the youth group seeking to help one another
 - E. Organize and facilitate intergenerational worship opportunities
 - F. Provide youth and parents with pastoral care and resources as appropriate to face illness/grief/loss, and assist youth (and parents) with decisions concerning their spiritual formation, such as baptism
 - G. Partner with parents in equipping them with resources to become actively and intentionally involved in the spiritual formation and discipleship of their families
 - H. Serve as staff representative to one or more ministry teams (Christian Education Team)
- II. Care for the church family: assist the staff in providing pastoral care. This may include hospital and home visitation, premarital counseling, outreach, etc... (approximately 5 hours/week)
- III. Assist the Pastor and Worship Team in planning worship services and recruiting lay participants in worship; and participate in worship services by offering the invocation, reading scripture, making announcements, and by preaching (approximately 5 hours/week)
- IV. Develop lay leadership: assist the staff and lay leaders in the recruitment and development of leadership in the church family (approximately 2 hours/week)
- V. Undertake other tasks as deemed necessary by the Pastoral Resident or directly assigned by the Executive Council or Senior Pastor. These may include leading/assisting in funerals and weddings, preaching, representing the congregation in the wider community and/or ministry partnerships, fulfilling any Residency Program requirements, assisting possible interns, transportation of children and youth, etc... (approximately 5 hours/week)

VI. Pursue the Pastoral Resident's own unique passions and develop skills for the service of the church.
(approximately 5 hours per week)

VII. Contract Period:

A. 2 year commitment from start date (Summer 2020 — Summer 2022) with possibility of third year extension,
pending mutual agreement with First Baptist Church of Colorado Springs

B. 40+ hours per week

VIII. Pay and Benefits:

A. \$35,000 per 12 month period (broken into salary and housing allowance)

B. 4 weeks paid vacation per year

C. Partially furnished downtown apartment (less than two blocks from the church) at an extremely discounted
rate

