



The Pastoral Residency is a transition-into-ministry program that seeks to provide immersive experience in congregational and community ministry within the supportive environment of a teaching congregation.

First Baptist Church of Greensboro welcomed its first Pastoral Resident in late summer 2015 and a second Pastoral Resident a year later. First Baptist is currently seeking to hire a third Resident, who will serve a two-year term beginning in late summer 2017.

Origins

In 1999 Lilly Endowment began supporting a small number of Pastoral Residency programs. More than an internship, but distinct from a full staff position, Lilly described these programs as follows:

“Congregation-based residency programs wherein, like the medical school model, new pastors spend time as ‘residents’ in a teaching congregation before assuming leadership of their own church.”

This program with national scope has particular roots in the life of First Baptist, given our heritage as a “teaching congregation” with strong ties to area theological schools. First Baptist also formed a program in the

1960s that can be seen as a “forerunner” to the Pastoral Residency model. At that time, an “Assistant Pastor” position was offered to recent seminary graduates like Bill Wilson, Sr., Jack Causey, and Randall Lolley, who served 2 year terms with First Baptist before moving to their own congregations. Today, we would call these post-seminary Assistant Pastors “Pastoral Residents.”

Structure

Resident gives 40 hrs/wk and keeps formal office hours.

Resident adds capacity to continuing ministries of our church, including

worship leadership and planning, preaching, teaching, community ministry, and church leadership.

Resident helps to initiate new programs in the growing ministries of our church, developing projects and areas of focus that coincide with the gifts and learning goals of the Resident and the needs of the church. The 2017-2019 will include a special project in our Youth Ministry.

Resident gains a breadth of experience in pastoral ministry and leadership through a series of rotations through different focal areas of church ministry, working with different members of the pastoral team.

Goals

For the Resident

Experience in an encouraging environment in which to transition into ministry amidst increasing rates of “burnout” among new clergy.

Development of pastoral identity, theological frameworks, and habits of work and leadership that will contribute to a sustainable vocational ministry.

Experience in a range of ministry opportunities crafted in consideration of both the church’s vision and the participant’s vocational goals, including the breadth of pastoral ministry (leadership, preaching, spiritual formation & education, partnership and network development) and community ministry.

For the Congregation

An additional qualified seminary graduate to staff initiatives and programs for our growing congregation and changing community.

An opportunity to grow in identity as a teaching congregation.

An occasion to exercise leadership by providing a distinct program within our state and region.



Logistics

The position is compensated with salary, housing, and benefits.

Housing is provided in a 2BR private apartment in the neighboring “Resident House.”

The Pastor will serve as direct supervisor. The Resident will work closely with other staff members when work focuses on their specific ministry area.

The church as a whole will encourage the Resident. Lay supporters, faith partners, and selected financial, medical or spiritual professionals will be enlisted to strengthen the program.

First Baptist and the Pastor will be an advocate on behalf of each resident in the direct proportion to the resident’s ability and competence in their search for a placement post Residency.

Enrichment

Throughout his/her term the resident will engage in shared reading, study, and reflection with the Senior Pastor, other staff members, and the other Resident. The Resident will also participate in monthly pastors’ lunch discussions.

Within time available, the Resident may take advantage of enrichment opportunities at seminaries and divinity schools near Greensboro such as Wake Forest, Duke, and others, as well as denominational programs.

The Resident may choose to propose and lead a project that represents the knowledge and skills gained during her/his term and that addresses a need in a ministry area identified by the resident and supervisor.

Pastoral Residency Application

Application Deadline: April 30, 2017

Please submit the following:

1. Cover letter that includes:
 - Your reasons for seeking placement in a pastoral residency program in general and the pastoral residency at First Baptist in particular.
 - Why the pastoral leadership focus of this residency appeals to you.
2. Current résumé with at least 3 references listed
3. Completed Pastoral Residency Questionnaire, found in the box below

Please send your application materials as a digital pdf file to:

Pastoral Residency Committee (residency@fbcgso.org)

Applications will be reviewed by the Pastoral Residency Committee and Pastor in conjunction with the Personnel Committee.

A Resident will be hired in May for a tenure beginning September 1.



For more information about the Pastoral Residency Program and First Baptist Church of Greensboro, NC, please visit www.fbcgso.org or email residency@fbcgso.org.

Or contact Alan Sherouse, Pastor, at pastor@fbcgso.org.

First Baptist Church
1000 West Friendly Avenue
Greensboro, NC 27401

Pastoral Residency Questionnaire

Please answer the following questions and include with your cover letter and résumé. Aim for 300-500 words per answer.

1. What are your current vocational goals or directions, with specific reference to pastoral ministry?
2. What are the characteristics of the church or organization you would like to serve, and what unique gifts, skills and experiences would you offer?
3. As you begin your pastoral ministry, what do you see as one of the most significant challenges facing the church today, and how should emerging church leaders approach it?

