

WHITE MEMORIAL — PRESBYTERIAN CHURCH —

Position: Pastoral Resident

Reports to: Associate Pastor

Effective: November 1, 2019

Status: Full Time

FLSA: Exempt

Residency Description

The Pastoral Residency is a two-year ordained pastoral position and will share pastoral duties with the larger pastoral staff.

The pastoral resident position at White Memorial Presbyterian Church is a ministry to the greater church at large. Each pastoral resident will complete core competencies during her or his time at White Memorial. Each resident has the opportunity to specify a concentration following an evaluation of call. The supervising associate pastor shall be specified after objectives and goals are set by the pastoral resident and the senior pastor and head of staff.

During the resident's tenure, the following learning objectives will be met and evaluated with the supervising associate pastor:

- Church Organization and Governance
- Ministry Models and Execution
- Church Administration
- Finance and Stewardship
- Church events, planning, and protocols
- Ministry with:
 - Children
 - Youth
 - Young Adults
 - Families with young children
 - Aging Parents
 - Seniors

Administration of the Position

1. This is a full-time working and learning experience, limited to a two-year term.
2. The candidate filling this position is expected to be certified ready to receive a call. Our aim is for the Resident to be ordained as a Teaching Elder during the term of the residency.
3. Terms of call are commensurate with New Hope Presbytery's minimum terms for clergy.
4. This position reports to the Pastor and Head of Staff or an Associate Pastor, and works in relationship to the whole pastoral and program staff.
5. A written review with the Pastoral Resident will be conducted at least once annually, or as the position is vacated.

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Responsibilities

Pastoral Care

The Pastoral Resident will participate in various aspects of pastoral care in the church. The resident should be competent in demonstrating a “ministry of presence;” in creating a spirit of openness that invites those who are spiritually or emotionally troubled to confide in her/him; in demonstrating appropriate pastoral care boundaries and confidentiality; in recognizing her/his own limitations as a care provider; and in appropriately referring care recipients to other professional care providers as warranted.

Pastoral Care Responsibilities:

- Perform WMPC hospital visitation one day per week
- Serve as Pastor on Call in rotation with other pastoral staff
- Assist in hospitalization follow-up and other pastoral calls and visits
- Visit homebound or special needs members as requested
- Assist with home communion

Worship and Congregational Ministry

The Pastoral Resident will regularly teach in educational settings within the church. The resident should be competent in designing effective lesson plans for both small and large group settings; in selecting teaching topics that are relevant, provocative, and contribute to a deeper understanding of scripture, theology, and spiritual practice; and in using a variety of teaching topics and methods. Additionally, The resident should be competent in demonstrating an understanding of spiritual formation and discipleship as a journey and a process; in inviting others into reflection about their spiritual journeys; in teaching a variety of spiritual practices; and in creating teaching and small group environments that promote discipleship.

Worship and Congregational Ministry Responsibilities:

- Assist in Sunday worship leadership, with the goal of one Sunday every 4 weeks
- Lead midweek/special services, including services of Witness to the Resurrection as negotiated
- Participate in weekly staff meetings and staff retreats as available and as coordinated with the supervisor

Education and Discernment

- Meet regularly with the supervising Pastor to discuss ministry and call

Minimum Qualifications

1. Master of Divinity degree or equivalent
2. Candidate for ordination in the PC(USA)