



E A S T M I N S T E R
P R E S B Y T E R I A N

**The Pastoral Residency Program
Eastminster Presbyterian Church, Columbia, South Carolina**

The Eastminster Presbyterian church is committed to excellence in congregational life and pastoral leadership. We believe pastoral identity is formed through critical reflection on the practice of ministry in a supportive and collaborative environment. It is the responsibility of congregations to train and equip those whom God has called to serve the mission and ministry of the church according to their individual gifts, capacities, interests and strengths. We intend the Eastminster Pastoral residency program to provide candidates for ministry with a wide variety of experiences and opportunities to engage the life of God's people in worship, service, fellowship and faith formation.

The focus of the Eastminster Pastoral Residency program is to cultivate effective leadership in congregational ministry, grounded in the Reformed tradition and committed to sound preaching, teaching and pastoral care. The residency will also bring fresh insights and approaches to ministry to the congregation by virtue of having a recent seminary graduate serving in a pastoral role. To that end, residents will spend two years serving on Eastminster's pastoral staff, involved in a cross section of ministry areas and responsibilities.

Those ministry areas will include the particular competencies of Eastminster's witness and service. Residents will experience the unique contribution that Eastminster makes to the work of the body of Christ in Columbia and the world, taking part in our foot care ministry and lunch buddy outreach at Bradley Elementary, feeding the residents at Transitions homeless shelter and other creative mission opportunities, writing daily devotionals and leading programs that integrate the well-being of Mind/Body/Spirit. Resident pastors will lead our Eastminster Experience college internship each summer, working with our corps of college students who spend the summer learning more about the operation and mission of the church.

Residents will also benefit from the supportive leadership of a highly collaborative pastoral staff. The Residents will have the opportunity to explore their strengths for pastoral ministry in an environment that encourages experimentation and innovation. They will be encouraged to pursue their interests and propose new projects, especially during their second year of service.

Pastoral residents will serve in four core areas of ministry that correspond to Eastminster's particular strengths and emphases throughout their term of service while also rotating through six other ministry areas for four-month immersion experiences.

The Core Areas of Ministry:

Preaching and Worship leadership – The resident will prepare and deliver the Sunday morning sermon for Worship at Eastminster at least twice each year. They will regularly prepare liturgy for one of the Sunday services. In addition, the resident will be paired with a smaller membership partner church in the Presbytery where they will preach monthly. Intentional attention will be paid throughout the two year term to the development of pastoral voice and pulpit presence, as well as the celebration of the sacraments.

Congregational Care – The resident will serve alongside the other Pastors on staff in the weekly rotation of visitation in hospitals, care facilities, and homes. They will have the opportunity to serve home communion, assist in funeral services, observe and possibly conduct pre-marital counseling sessions and assist in weddings. Supervision in congregational care will include debriefing and reflection on the goals of pastoral care and the content of individual visits as well as developing an understanding of the systems of congregational care in a collaborative environment.

Intergenerational Faith Formation – Eastminster is committed to providing lifelong faith formation for its members. Residents will have the opportunity to lead classes and evaluate curriculum resources for small groups and Sunday school classes for all ages. They will participate in the creation, planning and leading of intergenerational programs throughout the year. The resident may focus on a particular segment of our ministry of faith formation according to their interest and the church's need. They will be encouraged to develop a variety of teaching styles (Lecture, discussion, small group, distributed media) and comfort with a variety of teaching content (Bible study, historical theology, Christian living, health and fitness).

Church Administration and Leadership – Residents will be members of the Pastoral staff and Program staff of the church throughout their term of service. They will attend staff meetings and become familiar with the operation of a large staff church. They will attend meetings of the diaconate, session, and Trinity Presbytery. They will observe and may have the opportunity to lead Officer training sessions. They will become familiar with safety protocols and systems for scheduling events and programs. Residents will become familiar with the system of staff performance evaluation and ongoing supervision. They will bless congregational meals, offer a devotional for the High School football team, be identified as part of the pastoral leadership of Eastminster throughout their term service.

Ministry Rotations:

Mission, Service, and Benevolence – The resident will serve an intensive term with our ministry of mission, service, and benevolence becoming familiar with our local mission partners, promoting congregational engagement in those relationships, and getting hands-on experience leading groups in service to those agencies. The resident will also have the opportunity to assist in the planning and execution of a regional or international mission trip, learning the logistical challenges and communal benefits of cross-cultural mission service. During this rotation residents will attend MSB meetings and participate in the process of granting funds to worthy mission agencies.

Fellowship and Evangelism – Residents will help plan and lead programs that strengthen the bonds of fellowship within this congregation, helping the diverse assembly of individuals that comprise the Eastminster Presbyterian church grow in their knowledge and love for one another. Residents will help lead New Member classes and work with our Membership Coordinator to involve new members in the ongoing life of the congregation they have just joined. They will have the opportunity to contact first time visitors, answer their questions and invite them to find new ways to involve themselves in the church's life.

Worship and Music – Residents will spend an intensive term understanding the operation of a complex and excellent music ministry that serves the worship needs of the church as well as the faith formation needs of all ages. They will attend meetings of the Worship and Music ministry and gain new insight and appreciation into the detailed planning and preparation necessary for leading worship for a large congregation. Pending personal interest, residents may share in the work of the Worship and Music support staff, becoming familiar with audio/visual operations and streaming technology.

Stewardship and Finance – During stewardship and budget season residents will have the opportunity to join in the annual campaign, and observe the budget making process that follows. Additional guided consideration of the theology of Christian stewardship that informs how stewardship campaigns are designed and implemented will accompany this rotation.

Communications – Congregations of every size struggle to inform their members of the programs and services that are available in a timely and effective manner. Eastminster's communications staff has a wealth of experience and skill in delivering the EPC message in ways that gather and engage the congregation for ministry. Residents will have the opportunity to learn from this talented group of writers, graphic designers and media specialists. These skills and insights will serve pastoral residents in any congregation they may go forth to serve in the future.

Eastminster Day School – Eastminster has a strong weekday ministry to children that nurtures and cares for 200 children daily from infant through school age. Residents will have the opportunity to spend time becoming familiar with the challenges and opportunities of weekday children's ministry, including administration, instruction, oversight and regulatory compliance.

Supervision:

Residents will report to the Senior Pastor directly and will be overseen by the leaders of the specific ministry areas during each rotation. The Senior Pastor may designate an Associate pastor or another staff person to lead reflections on certain aspects of Pastoral practice where appropriate.

Vocational Discernment and Reflection:

This residency will be a time of vocational discernment and clarification. It is designed to expose new pastors to the full breadth of congregational life in order to assist them in discovering their particular calling to serve in Christ's body. Pastoral Residents have a lot to offer Eastminster and Eastminster has a lot to offer first call pastors. Residency will include time for communal discernment of the nature and task of the Church and the appropriate role of its Pastors in shaping and articulating its mission. Residents will be expected to make a commitment to serve at least 18 months before moving to an installed position elsewhere in the church.

Compensation:

Residents will be compensated in line with the Associate Pastoral Staff serving Eastminster at the time of service. Housing and Pastoral Participation in the Board of Pensions is included as are reimbursable professional expenses.