

First Presbyterian Church of Mount Airy, North Carolina Pastoral Residency

First Presbyterian Church of Mount Airy, NC, will welcome its first pastoral resident for a three-year term in January or June 2019.

The primary focus of the residency program is to begin to learn the craft of pastoring by entering into the life of our congregation, taking up basic pastoral tasks and reflecting upon and praying about those activities with the pastor and people of the congregation. In particular, the candidate will focus on current congregational needs, which at this time include Christian Discipleship for adults and children. Our program is designed to nourish pastoral residents as both spiritual and organizational leaders and to provide a well-balanced start to their pastoral vocation.

Candidates should hold the M.Div. degree and be on track for ordination in the Presbyterian Church U.S.A. FPC will help ordain the certified candidate.

The resident will serve in several core ministry areas throughout the term of the residency while serving in other ministry areas in rotation.

To further develop the resident's pastoral call, he/she will engage in study, be mentored by staff and members, and seek out other experiences to develop as a pastor. The resident will also be welcomed into the life of the congregation and community by a liaison support group of members.

Ministries Throughout the Term

Worship leadership – The resident will assist in leadership of weekly and special worship services. The resident will also participate in weekly planning for Sunday worship and in some meetings of the Worship Committee.

Preaching – The resident will preach on Sundays at FPCMA at least twelve times a year and throughout the year at occasional services.

Teaching – Working with the Adult Discipleship Committee, the resident will plan and lead one or more classes and/or small groups each season. The resident will also observe and reflect with the pastor and elders on a variety of teaching and leading models such as small group facilitation, large group lecture, Bible and theology study groups, video discussion, and book clubs.

Kids- Depending on the need of the congregation, the resident will lead the children's discipleship committee to coordinate discipleship programs for children. (We currently have 20+ kids involved in our church.) The resident is expected to be a friend to and to facilitate friendship between children and adults in the congregation through

coordinating volunteers who teach Sunday School, children's choir, and provide child care.

Youth- The resident will work with the Elder for Youth to know and nurture the Christian life of our middle schoolers and high schoolers (small in number-10 but large in heart!).

Mission – There will be an opportunity to engage in local and international outreach through personal involvement, planning, and learning. Working with the elder in charge of mission, the resident can learn a great deal about what makes for an effective outreach program, best practices, and challenges along the way.

Church governance – A part of the resident's learning about planning and decision making will include attendance at Session meetings, weekly staff, and Presbytery meetings, recruitment and assimilation of new members, congregational care, stewardship, and finance.

Communication- The resident will work with the pastor and administrator to communicate the fruit of the ministry and work of the Lord through various electronic and written platforms.

Ministry Rotations (resident will participate at very times during his or her term)

Congregational Care – The resident will nurture relationships with church members by visiting them in hospitals, extended care facilities, and in their homes. As appropriate, the resident will offer devotions at care centers and assist with planning and officiating memorial/funeral services. The resident will participate in weekly staff meetings and have exposure to the art of juggling the many facets of pastoring while caring for self and others.

Communications- the resident will participate in First Presbyterian's evangelism to the Mount Airy community through external and internal communications, including technology. The resident will connect with visitors who seek a faith community and want to learn about First Presbyterian by helping teach our inquirer's class. There will be opportunities to work with staff to enhance our process for welcoming visitors and engaging new members.

Stewardship– Working with the Elder for Stewardship and Budget Committee, the resident will experience the theology and practice of faithful stewardship in the life of the congregation.

Finance and operations – Exposure to the business and finance sides of the workings of a church is important. Opportunities to learn from the treasurer, budget committee and Financial administrator are encouraged. Issues such as the annual stewardship campaign, staff supervision and policies, understanding financial statements,

and growing legacy gifts and endowments are just a few areas that will be covered.

Enrichment and Reflection

Throughout his/her term the resident will engage in shared reading, study, and reflection with the Pastor, and other members.

Within time available, the resident may take advantage of enrichment opportunities at seminaries and divinity schools near Mount Airy such as Wake Forest Divinity School, Duke Divinity School, and Gordon Conwell Seminary's and Union Presbyterian Seminary's Charlotte Campuses.

Compensation

Resident's salary will be based on the Salem Presbytery Minimum Compensation for ordained pastors before and after ordination. A manse will be provided for the resident. Compensation includes the fee associated with the resident participating in the Board of Pensions health insurance policy.