

Worship and Creative Arts Resident

Resurrection Covenant Church

For God's Glory and Neighbor's Good.

The first years of a pastoral career are often challenging. A pastor must establish a new identity as pastor and develop the work and study habits necessary for providing leadership for a congregation. Many new pastors in their first congregations find themselves professionally and geographically isolated, receiving too little support in working through tough transitional issues and developing a healthy pastoral identity. The result is that many promising and gifted pastors become frustrated and drop out of ministry within the first few years of their service. In other cases, inexperienced pastors may develop leadership styles and practices that are detrimental to both congregational and personal life and are unable to sustain their ministries. As a way for us to meet ongoing pastoral staffing needs while at the same time utilizing the unique resources in our community, we are creating a pastoral residency at Resurrection Covenant Church. We hope to assist new pastors in making the critical transition from seminary student to vocational pastor in an effort to strengthen the preparation of pastoral leaders on behalf of the Kingdom.

We believe developing healthy and missional pastors is part of our calling as a faith community. With our common life centered on worship and mission, and a congregation committed to mentoring new pastors who, like its members, are socially engaged, intellectually curious, and pursuing Christ, there is a rich context for ministry and pastoral training at Resurrection Covenant. It is our hope that our pastoral resident will develop:

- Skills for faithful ministry by practicing and participating in multiple ministries.
- Habits for healthy ministry by committing to spiritual, emotional, and intellectual disciplines.
- Imagination for creative ministry by involvement in local concerns, academic reflection, and the larger city.
- Pastoral identity for faithful and authentic ministry by regular theological reflection with the pastor and through laity interactions.
- An understanding of the many layers of pastoral ministry in an urban context.
- A maturing faculty of judgment and deepening awareness of the Spirit's work necessary for wise ministry through regular prayer and worship with partners and mentors in ministry.

During her/his time with us, the resident will serve in ministries related to children and families, adult formation, worship assistance (including preaching), pastoral care, and the administrative and organizational life of our church community. Along the way, the resident will meet weekly with the pastor, and monthly with the pastor, a team of three congregants, and occasional guests to journey together through a series of topics and focused conversations. The monthly conversations will include theological reflection, evaluation of sermons, discussion of assigned readings, prayer, study, self-care and fellowship.

Moving Forward

Following their time with us, the resident will be sent out from Resurrection Covenant to serve God and God's people in another call. It is our prayer that participation in pastoral residency will continue to transform our congregation as well as our pastoral residents. We trust that awareness and appreciation of our identity as a mentoring community will expand and deepen and that we will be able to extend vocational care and concern to all who enter our doors seeking

meaning and purpose. The lessons learned with residents will enable us to be a more intentional and skilled community of discernment--one that prays and stays with those trying to understand their purpose and vocation, welcomes dialogue on questions of meaning and purpose, encourages growth and change, and shapes our mentors with integrity and intention. We hope that the residents will question and strengthen our ministries and traditions, care with and for us, and challenge us to be faithful to our congregational calling with imagination and hope.

Adapted from "Transition into Ministry: Pastoral Residence Program" from Bryn Mawr Presbyterian Church, <http://bmpc.org/Lily%20Ministry/TransitionIntoMinistry.pdf>, and the Pastoral Resident Description for Harbert Community Church in Harbert, Michigan.

Pastoral Residency Description

Desired Qualifications

- Call to and trust and appreciation for Local Church Ministry.
- Awareness of personality, spiritual gifts, and vocational identity.
- Willingness to serve a congregation in pastoral leadership following completion of residency.
- Completion of at least two-years of post-college theological education.
- Openness to denominational ordination process in which Resurrection Covenant Church would participate.
- Resourcefulness, including possibly taking outside, part-time work to supplement income.
- Relocation to Chicago, Illinois.

Pastoral Responsibilities

The Pastoral Resident at Resurrection Covenant Church is a part-time (roughly 20 hours per week) residency with a minimum of one year and maximum two year commitment. The Worship and Creative Arts resident will serve at least half their time focusing on the worshipping life of the church. The remaining time will be spent assisting with preaching, formation, pastoral care and the administrative/organizational life of the church.

Worship Ministry

- Oversee all musical aspects of worship, including the selection of music for each Sunday, the leading of the worship team, the organization of a small choir that participates occasionally (especially during high seasons of churches: Advent, Christmas, Lent, Easter), and a general expansion of the musical repertoire.
- Meet with pastor weekly to discuss and plan Sunday worship.
- Produce the weekly bulletin.
- Recruit and train musicians to participate in the worshipping life of our congregation.
- Help facilitate the Worship and Creative Arts team in conjunction with one member of the leadership team.
- Facilitate the gifts of the arts in our congregation and introduce elements of creative arts into our service.
- Stewardship of the worship furnishings (tablecloths, candles, banners, etc) through the ongoing organization of the worship closet and buying worship supplies as needed.
- Participate in and help plan additional/seasonal services as needed (e.g. Ash Wednesday, Easter Vigil)
- Preach on a semi-regular basis (about every 5 weeks on average).

Christian Formation Ministry

- Lead an occasional class or seminar on an element of worship or creative arts for the benefit of the congregation.
- Assist us in the ongoing development of our children and families ministry.

Pastoral Care Ministry

- Partner with pastor on care and support for congregation including homebound and hospitalized members.
- In partnership with the pastor, provide care for those involved on the Christian Formation team and other areas of those ministries.
- On-call availability for emergency situations.
- Assist in funerals, weddings, and other occasional liturgical celebrations.

Organizational/Administrative Ministry

- An opportunity to participate in some of the administrative/financial/organizational aspects of the pastoral ministry including annual budget development, leadership team meetings, and other areas as time and interest allow.

Common Agreements

Learning Agreements

- Weekly reflection with Pastor.
- Monthly conversations with 3 member lay team and pastor that involve reading and reflection on a variety of topics.
- Participation in Regional Covenant Ministerium and Chicago North Side Covenant Pastors gathering.
- Entrance into Licensing/Ordination Process, if allowable by ordaining denomination.

Congregational Agreements

- Provide space for denominational interaction (Midwinter) and theological reflection.
- Lay Ministry Reflection Team (1/month for leadership, personal, and academic reflection).
- Pastor Support (weekly interaction on pastoral identity).
- Preparation for ordination in denominational system of affiliation.

Financial Package

- Stipend & Housing: \$1200/ month w/o housing, \$800/month with housing.
- FICA Allowance.
- Health Insurance Allowance: up to \$1800/year.
- Participation in Midwinter conference (registration, travel, hotel, per diem expenses).
- Expense Account: As requested and approved monies needed for meeting with worship and creative arts team members and other congregants as necessary, books and additional education opportunities up to \$400/year.

If interested please send your profile and/or resume with a cover letter to info@rescov.org or Resurrection Covenant Church, 3901 N. Marshfield Ave, Chicago, IL 60613.