

PASTORAL RESIDENT OVERVIEW

MACEDONIA BAPTIST CHURCH -KCMO

The following pages provide a brief overview of the Pastoral Residency program at Macedonia Baptist. In keeping with the MTF goals, the purpose is to create a sustainable program where aspiring Pastors can learn in an immersion environment while still under the guidance of a pastor. The church's focus is for men who aspire the office of the senior pastor. If the result leads them to another area of ministry then they be introduced to more broad aspect of ministry which will generally make prepared.

RESIDENT COORDINATOR

For the initial stages of this program the Senior Pastor will conduct all aspects of the program until it is better understood how this fits into the church's life. As time progresses, we will evaluate who is best to do the coordination of the program and its development.

LEADERSHIP

In addition to the Senior Pastor, the discipleship pastor and chair of deacons will give input to the program development. They will determine how the resident will interact with membership as he serves.

RECRUITMENT

The two primary schools we will utilize at this stage are Midwestern Baptist Theological Seminary and Carver Bible College and Seminary. We have had discussions with both school as to how we can work together to connect the church with prospective candidates for our program over the years. We have also begun the process of expanding our footprint as we have been vetting a number of Baptist conventions in order to connect with other churches on a national level.

RESIDENT CAPACITY

At this point our capacity for residency is one resident. There may be some overlap on year three where one is on his way out while the new resident is beginning. But in order to make this sustainable we would need to stay at one for the time being.

GENERAL RESIDENT CALENDAR

Early Fall	Request for resumes, applications.
Mid Fall	Reviewed Candidates and Selected Group
Winter	Interviews
Late Winter	Selection Made, Logistics, Learning Development Plan created
May/Early June	Introductions (to leadership, leaders, the church ‘Pastoral Resident Sunday’, etc.)
JUNE – MAY	The Pastoral Resident coordinating with Senior Pastor
Early May	Year Review/Retreat and Strategic Plan for the following Year

LEADERSHIP DEVELOPMENT TRACK

The Pastoral Resident (PR) will develop their track over a three (3) year period as they coordinate with the senior pastor. They will progress from guided direction to interdependent responsibility for projects as time progresses. The pastor will also develop training and assignments that are congruent with the goals and desires of the PR. Some of the tools that will be used to help the PR is:

- Immersion and then aiding to lead in our Leadership Institute.
- Personal Inventories and giftedness tools.
- Reading assignments and reports.
- Mentoring/Discussions by different leaders from the church.

DAILY WORK SCHEDULE

The PR will assume a role and be seen as any other pastor in the church. The church structure is currently established where each pastor oversees ministries and the people who are part of those ministries. The PR will become familiar with the structure of the church and the essential values of the church initially shadowing the Pastor and information gathering and then slowly progress into assuming responsibility for initiatives in leadership and other aspects that are developing. A typical schedule will include things such as:

- Sermon preparation or exegetical practice and contextualization for the community.
- Staff meetings, deacon meetings, etc.
- Hospital visits, senior care visitation, etc.
- Counseling shadowing, conflict resolution meetings, etc.
- Building phase meeting, coordinating with contractors, etc.

(DAILY WORK SCHEDULE, Cont)

Over the course of a calendar year a PR will attend and be involved in the planning and perhaps leading of:

- All Church Leadership Retreats
- Annual/Semi Annual Business Retreats
- Churchwide Events (Business, Fellowship, and Evangelism Related)

THE PASTOR RESIDENT (PR) SUPPORT TEAM

The PR will have a set of people who will serve as another voice into their development. The intent of our mentors for the PR will serve for the following purposes:

- To help the PR gain a more rounded perspective of the church structure.
- To give the PR insight of their own development in the context of Macedonia Baptist Church.
- To give the PR the opportunity to develop their pastoral care and involvement with membership in the time spent together.

Each month the PR will have to determine and schedule time with a select small group of members. The group will represent multiple generations and various involvement and leadership capacities.

THE PASTORAL RESIDENTS DEVELOPMENT OF FAITH, WORK, AND ECONOMICS

The PR will learn about FWE through selected readings and discussions with the Pastor and Discipleship Pastor. He will also attend all available MTF events locally as well as any available training or seminars that other FWE related organizations provide. The PR will be instrumental in furthering the progress of this initiative from an ancillary aspect to a fundamental portion of the way we disciple one another at the church. The PR will be involved in our:

- Broadening Linwood Fellows [LF] the FWE and Common Good ministry of Macedonia. Vocation/Job-Site Visitation.
- Predatory Lending initiative with the Entrepreneur Excellence group.
- Expansion of LF in the medical, blue collar and civic arena.

THE HEALTHY RHYTHM OF THE PASTORAL RESIDENT

The pastor will encourage and develop a plan for wholistic discipleship for the PR and their health. We will encourage them to participate in the following areas or take advantage of another option that may be helpful:

Spiritual Health: PR will be encouraged to have a daily devotion time and reflection is a regular rhythm in the church. In addition to daily time the church has three Gethsemane periods. Three times a year the entire church is inactive for a week period. We cease in programming and people are encouraged to rest into their next work and spend time in prayer with other members of the church. The staff is in retreat during that time also.

Physical Health: The staff has a regular workout session three times a week with a trainer which is available to any staff member.

Financial Health: The PR will spend time with the Finance Team where they will learn and participate in portions of the financial peace material. The PR will also spend time with the pastor over the 3 years to develop a plan for the next steps after the residency has reached its completion.

TRANSITION OUT OF RESIDENCY

It is the desire of the Pastor not to leave any resident without a plan after completion of the residency. We plan to lean heavily into the resident's experience to improve upon the process and to establish a rapport with the larger church so that we have employment options for our residents to consider. As the PR is approaching transitioning from the pastoral role they will be involved in:

Pre-and post- departure evaluation of the residency program.

Reflection meeting and strategic plans for next steps for the resident.

Interview and introduction to other networks.

Resident reunions and network building.