

Small Church Residency Program

Growing Leaders, Growing Churches

FOR SUCH A TIME AS THIS

FAQs about *The Small Church Residency Program*

1. What is *For Such a Time as This*?

For Such a Time as This is a two-year pastoral residency program for first call pastors to serve small underserved congregations. Participating residents are provided a network of support in their first two years as a teaching elder through a pastor/mentor chosen by their presbytery, participation in a monthly cluster learning group with other first call pastors and their mentors, and annual week-long trainings in Louisville in the areas of church growth and transformation, leadership development and understanding small churches. Participating congregations receive a two-year designated pastor (whose call is renewable after the two years if all parties are agreeable), a small salary support grant (\$4000 for each year of the residency), an opportunity to be a teaching congregation for a new pastor who is equipped to help the church re-engage with the community and explore new avenues of ministry.

For more information contact Cindy Cushman, coordinator for the program at residency@pcusa.org or (800)728-7228, ext. 5381

2. What churches are eligible to participate?

The program is designed to serve small congregations that are open to change and interested in increasing their community engagement and exploring new ministries. Participating churches must:

- Be small churches (generally, though not strictly, defined as less than 100 members or less than 75 in worship)
- Be able to support a full time pastor at the presbytery minimum salary for the two year period (yoked parishes, or congregations sharing a pastor, are accepted)
- Have presbytery's commitment to pay their portion of the salary support grant (\$3000 per year for one congregation, \$2500 per year if there is more than one congregation participating in the presbytery)
- Have presbytery's commitment to assign a pastor mentor for the resident and organize a cluster learning group with other new pastors that would meet monthly.

3. Who is eligible to apply to be a pastoral resident?

Any candidate who is certified ready to receive their first call as an ordained teaching elder is eligible to be a pastoral resident. We are seeking candidates who:

- Are interested in serving a small church
- Are interested in becoming missional leaders in the church, with a desire to lead a congregation through a discernment process to see how the church is being called to serve in the changing world around it
- Are open to being guided and supported by a pastor-mentor assigned by the presbytery

- Are willing to attend monthly cluster learning groups with other new pastors in the presbytery
- Are committed to attending annual training events in Louisville for residents and mentors (orientation gathering paid for entirely by the *For Such a Time as This* office, midpoint gathering costs shared by the *For Such a Time as This Office* and the presbytery/congregation/resident, final gathering cost provided by presbytery/congregation/resident)

4. What does the *For Such a Time as This* program office provide?

- Consultation and assistance to presbyteries, pastor nominating committees and candidates who are interested in becoming a part of the program
- Ongoing support for residents and mentors throughout the two year period
- \$100 monthly stipend to all mentors, as well as reimbursement for meals at cluster learning group gatherings
- Planning and implementation of the annual training gatherings
- Connection to the denomination's leaders and experts in church transformation, leadership development and theology and worship

5. How do churches and candidates participate?

The residency position is listed as a position title on the PIFs and MIFs. Simply check the position title when inputting the form on the CLC. At the end of the submission a window will pop up for you to check "I agree" to the conditions of the program. Once submitted the program coordinator will receive an email and will contact you to confirm participation and answer any questions.