



Gathering Together, Nurturing Innovation, Strengthening Communities  
Reuniéndonos Juntos, Animando Innovación, Fortaleciendo Comunidades  
다같이 모이기 - 공동체를 강화하기 - 혁신을 키워나가기

## **What Is the Small Church Residency Program?**

The Small Church Residency Program has a simple vision: to provide designated pastors for smaller congregations ready for transformation. The program follows the Congregational Vitality Matthew 25 foci. New-to-ministry pastoral residents will have the opportunity to learn the role of the public theologian in a ministry setting focused on adaptive leadership, collaboration, building ministry teams, community development, and 21st Century Church dynamics. The program requires intentional learning and collaboration efforts on the part of congregations and pastors. Through the program, ministry innovation and new models of ministry will be explored. Although providing pastoral leadership is the goal, the residency also should provide vocational clarity for those with a sense of call to smaller church ministry. Congregations should demonstrate a commitment to transformation and serve as a ministry lab to form mission-focused disciples. Pastors accepted into the program should be open to ministering in smaller churches in rural, small towns, and urban centers.

The program requirements for congregations are as follows:

- The completion of the Small Church Residency Application
- Have the ability to offer a designated full-time pastoral call for two years, meeting the presbytery's minimum compensation requirements
- Possess an openness to change
- Establish a transformation/visioning leadership team
- Participate in Transformation Learning Events
- Complete a Congregational Vitality Assessment
- Develop a congregational ministry plan
- Participate in Stewardship Training

The program requirements for pastors are as follows:

- The program is open to certified and ready-to-call seminarians and ministers in their first five years of ministry
- Applicants must complete the Emotional Quotient Inventory and the Thomas -Kilmann Conflict Model Instrument
- Applicants must enroll in the Early Ministry Institute
- Applicants are expected to obtain additional training in Change Management, Adaptive Leadership, and Community Development
- Applicants are required to acquire training in Stewardship Development