

The Maddox Pastoral Residency Program at Northside Drive Baptist Church **By Rev. Michael L. Gregg – Minister of Educational Life**

Northside Drive Baptist Church has always been a church that encourages followers of Christ to listen for their calls to vocational ministry. Northside Drive wants its children, youth and young adults to view a calling to ministry as an important profession. I hope that this new initiative for Northside Drive to be a “teaching church” will help to nurture the work of the Holy Spirit within the lives of motivated, interested and gifted young believers as they test their gifts and consider a calling to vocational ministry.

I feel that excellent pastoral leadership is imperative to having a vital and successful congregation. Thus, the training of those who feel a calling to vocational ministry should be an important aspect of fulfilling the Gospel work of Christ. However, pastors perform their ministry within the congregational setting, and therefore new ministers need a congregational context in which to practice ministry under the supervision of experienced ministers and healthy congregations. It is my hope that the Northside Drive Baptist Church Maddox Pastoral Residency Program will be designed to cultivate ministry formation in the most appropriate context for developing pastoral competencies—the church itself.

Each area of ministry in which the resident will be learning will have a congregational liaison. This liaison will provide regular prayer, ministry guidance, and professional communication to the pastoral resident. Also, acting under a covenant of confidentiality, congregational liaisons allow concerns for the resident’s personal and professional life to be addressed in the context of Christian friendship. Congregational liaisons will meet periodically and review the progress of the resident and the residency program. They offer important feedback to both the resident and program supervisor from the perspective of the pew. The importance of the program is to bridge the space between the pulpit and the pew. Through both formal and informal avenues, residents develop relationships with members of the congregation for fellowship, support and feedback.

What is a Teaching Church?

My idea of a “Teaching Church” is a local church demonstrating ministry that is proven to be effective; has transferable principles and methodologies others can learn; and is willing to assist seminary students and future ministers in increasing their skills for ministry and leadership. Much of the focus of a Teaching Church is on the implementation of mentoring groups, peer coaching, and ministry praxis.

The value of being a Teaching Church:

- The relationship between a student and a church is to establish a place for the student to learn and mature through the challenges of growth and change.

- Partnering with church leadership, ministers, and seminary professors who have been through particular challenges can provide invaluable encouragement, preparation, and consolation. Students can have access to leaders in specific areas of ministry in order to sharpen skills and solve problems.
- Accountability relationships are established that encourage the establishment of goals and implementation of strategies.
- Healthy churches and effective leadership is modeled. It is good for students to associate with leaders and churches that are doing things right.
- Learning is moved from studying theory to watching ministry being practiced and transferring concepts into their future settings.
- Teaching Churches have leaders who feel that their church has learned something about doing effective ministry and that it should be shared with others. A Teaching Church will experience the benefits of an energetic, motivated, and more experienced student while the Teaching Church has a passion for seeing students become more effective in their ministry to the local church and the world.

Northside Drive As a Teaching Church

For me, Northside Drive has been a place of acceptance, learning, growth and challenge. The congregation has supported my calling as a minister and has helped me to love more deeply my profession as a pastor. Also, the lay members of Northside Drive Baptist Church have skills in academic teaching, vocational ministry, and social services that would provide indispensable guidance to theological and ministerial students. I think that Northside Drive is uniquely gifted by God to be a “Teaching Congregation.” I also think that the church needs to live into its calling by supporting, equipping, and involving students in its congregational life and leadership roles.

I recommend Northside Drive live into this calling of being a “Teaching Church” in a four-fold way:

1. **Mentoring:** Northside Drive Baptist Church already has a reputable history of partnering with McAfee Seminary and the Mentoring I class for students. All students must partner with a local church for one semester and be mentored by a church, its congregation, and staff. Many of those mentoring students have become instrumental assets to the growth and vitality of Northside Drive Baptist Church.
2. **Collegiate Internship:** I recommend that Northside Drive partner with the Cooperative Baptist Fellowship to host a summer college intern. The Cooperative Baptist Fellowship’s Collegiate Congregational Internships will provide

opportunities for college students to serve through local CBF partner churches. Beginning next summer and continuing through 2012, CBF is facilitating internships to 100 college students each year. These 10-week full-time internships will help students who are exploring a call to congregational ministry. Through a Lilly Endowment grant, CBF provides the student with a stipend, a week of orientation and education, ongoing coaching and debriefing at the end of the experience. The host church provides the student with an overview of the church's ministry, housing and living expenses, and church-related travel and ministry expenses. Churches and students can begin applying online Sept. 1. Applications must be completed by Feb. 15, 2010. (LATER NOTE: This can be an option for the future but will not be a part of the "teaching church" model for 2010.

3. **Pastoral Internship:** This program began last year and allows seminary students to gain experience in a local church by assisting in various ministries of the church, under the supervision of the ministerial staff, to explore the many components of congregational ministry. These ministries include, but are not limited to, pastoral care, children and youth ministry, senior adult ministry, music ministry, mission efforts, weekly worship, and church committee meetings. It is an unpaid position.
4. **Pastoral Resident:** This is a year-by-year, full-time, paid position for a resident to gain experience as a leader in varying ministerial settings. In my experience, it is imperative for a graduating student to work in a church setting through the guidance of mentors and lay leaders in order to learn the intricacies of vocational ministry. This provides a safety net and training ground for new ministers while enhancing the ministry of the local church through innovative ideas and energy. The likely candidates for the resident position will be graduating seminary students who have already been involved in the life of Northside Drive Baptist Church.

Original Funding Ideas and Updated Funding Granted

I think the Pastoral Residency makes good financial sense. I am drawn to the notion that "we have to spend money to make money." It is my belief that if we invest in the Pastoral Residency Position that we could grow in the next two years enough to be able to account for the Pastoral Resident Position in our budget. This might be a reach of faith. But that is who I am and what I do as a minister. I lean into the Divine to hopefully see God's future for Northside Drive. I think this Teaching Church model and the Pastoral Residency Program is a piece of our future. The Personnel Committee has recommended that if the Residency Program cannot be accounted for in the operating budget of the church, that it should be discontinued after two years.

I included two Trustees, the Church Moderator, and a member of the Finance Committee in the discussion about funding. My original request was that we find \$25,000 to add to

the \$15,000 that is already in the budget for the Youth Director Position. The total would be \$40,000.

These funding sources have been approved by their committees:

1. The Maddox Foundation - \$22,500: The Maddox Foundation Board has approved our usage of \$22,500 from our annual Maddox gift to go toward the Residency Program. Thus, it seems appropriate to call this position The Maddox Pastoral Resident. I think the purpose of the Maddox fund matches well with the intentions of the Pastoral Resident. The Maddox Committee of the church has also approved the use of funds.
2. Missions Committee - \$2,500: The Missions Committee approved \$2,500 to go towards the Residency Position as that position, especially with Eric as its recipient, would connect us better with missions organizations and help lead God's people in greater Atlanta.
3. Youth Director Salary - \$15,000: The Youth Committee approved the use of the Youth Director Salary for the Residency position.
4. The Trustees were informed and all three gave their approval and support.
5. The Personnel Committee was informed and unanimously approved the residency for one year and will assess its effectiveness at the end of the that one year.
6. The Finance Committee approved it.

Pastoral Resident Job Description

- Hours per week
 - Full-time residency (salary position) – A salaried employee who works more than 40 hours a week for six or more months in succession.
- Supervisor(s)
 - Pastor: Dr. James Lamkin
 - Supervising Minister: Rev. Michael L. Gregg
- Leading Ministry Components (60%)
 - Children Ministry
 - Provide leadership for Christian education and spiritual development of children and their families.
 - Organize volunteers to assist in teaching children Church School and enrichment activities.
 - Serve as a staff liaison, with the Minister of Educational Life, on the Children Committee.
 - Student (Youth/College/Seminary) Ministry
 - Provide leadership for Christian education and spiritual development of children and their families.
 - Organize volunteers to assist in teaching youth and young adult/ college student Church School and enrichment activities.

- Assist in the planning and implementation of youth activities (i.e., March Mission Madness, youth ski retreat, etc.).
 - Serve as a staff liaison, with the Minister of Educational Life, on the Youth & Adult Education Committees.
- Learning Ministry Components (40%)
 - Pastoral Care Development
 - Participate in pastoral care visits (i.e., shut-ins, hospital, funeral, etc.) with the Pastor and/or Minister of Educational Life, as needed.
 - Engage in professional development opportunities (i.e., marriage counseling workshops, etc.) related to pastoral care.
 - Worship Leadership
 - Serve on the worship leadership rotation.
 - Participate in ongoing conversations with members of the worship committee and staff worship planning.
 - Preaching & Teaching
 - Serve in the pulpit supply, as needed, to preach in Sunday morning worship and/or other worship experiences (i.e., Lenten Wednesday nights, etc.).
 - Engage in conversations with and be evaluated by the ministerial staff and congregational liaison on preaching and homiletics.
 - Church Administration & Leadership
 - Attend and participate in staff and church council meetings, as available.
 - Observe committee meetings outside of the area of primary responsibility, as able, to learn about the dynamics of church work.
 - Community/Missional Focus
 - Participate in ongoing conversations with the mission committee on service projects and activities.
 - Participate in the ongoing efforts and conversations of the church “Green Group” on environment sustainability, as it relates to the church.
 - Self-Care in Ministry
 - Meet with the pastor and/or Minister of Educational Life at least once a month to discuss personal spiritual growth and professional development.
 - Participate in monthly conversations with a Christian spiritual director to promote spiritual growth and ongoing discernment.

- In conversation with the pastoral resident, the Pastor and/or Minister of Educational Life may adjust certain responsibilities, as needed, based on the skills, experience, and calling of the pastoral resident and/or needs of the church.
- Evaluation
 - Supervising ministerial staff will provide regular feedback to the pastoral resident in regard to engagement with and performance in responsibilities.
 - Congregational liaisons will provide input and feedback to the pastoral resident, as needed, in regard to specific teaching ministry components.
 - The personnel committee will provide an annual review of the pastoral resident, as with other staff positions.
 - A final evaluation of the pastoral resident will be completed by the above three groups of people, to be put together by the supervising minister(s), at the completion of the residency.
 - The resident will have a time to review the residency program with the Personnel committee in order to gain insight on improving the program.