
Pastoral Residency Program Overview



The Church of the Incarnation
Harrisonburg, VA

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Statement of Purpose

We live in a time of significant cultural change marked by fundamental disagreements over the nature of human identity and the meaning of a flourishing community. Furthermore, the relationship of the Church and society has been profoundly transformed. For the Church to be faithful to her Lord in this setting, Leslie Newbigin helpfully called for two recoveries.

First, we must recover the “parish church”—that is, a church that is both composed primarily of people who live in its community and a church that exists for, not merely in, its community.

Second, we must recover a genuinely missionary encounter between such a church and the culture. Newbigin goes on to claim that the two recoveries are interdependent:

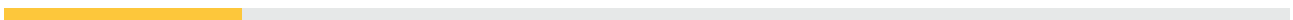
I don't think we will recover the true form of the parish until we recover a truly missionary approach to our culture. I don't think we will achieve a truly missionary encounter with our culture without recovering the true form of the parish. These two tasks are reciprocally related to each other, and we have to work together on them both.

From our beginning, the Church of the Incarnation has been driven by a commitment to these two tasks. This has resulted in sustained and integrated attention to faith, work, and economic wisdom. We have also, from the beginning, focused on training the next generation of pastors who can lead parish churches in a genuinely missionary encounter between the church and culture. Flourishing pastors are of fundamental importance to flourishing churches, who in turn are essential for flourishing communities.

Forming pastors for this type of work requires attention to head, heart, and hands. The traditional seminary education is a vital component in such a formation. In addition to formal theological instruction, pastors need hands-on, immersive training and whole-person formation in the local church.

Since we began in 2010, The Church of the Incarnation has endeavored to be a “teaching hospital” church, in which practitioners can learn the art and skills associated with biblical pastoral leadership. Our former pastoral interns are now senior leaders of missional churches in Houston (Texas), Harrisonburg (Virginia), Rockingham County (Virginia), and Williamsburg (Virginia). We have worked hard to locate talented young leaders and to prepare them for pastoring with integrity of heart and skillful hands.

Building programs is far easier than building people. Therefore, our approach has not been especially programmatic; rather, we have provided residents with real ministry responsibility, exposed them to every aspect of senior leadership, cared for their personal and spiritual formation, helped them develop pastoral skills, and walked with them as they have discerned the specifics of their vocation beyond ministry in our church. The work of forming flourishing pastors is in our DNA; we are committed to continuing it.



Context and Leadership

Settled by the Pennsylvania Dutch and the Scotch-Irish, Harrisonburg, VA was historically a homogenous rural community with an agriculture-based economy. Over the past three decades, with the growth of James Madison University and the massive influx of immigrants and refugees, the area has become ethnically diverse and the economy has moved toward education, manufacturing, service, and technology. This shift has been dramatic. Harrisonburg is now a multiethnic, multilingual city. In two decades, the English as a Second Language (ESL) population of our public school system has shifted from 5% to 34%, representing more than 51 countries and nearly 60 different languages.

Located on the I-81 corridor in the heart of the Shenandoah Valley of Virginia, Harrisonburg is the principal city of the second fastest growing Metropolitan Statistical Area (MSA) in Virginia. With a population of 54,224 in a MSA of 158,000 people, we are home to five colleges and universities. As a university town and a city growing significantly through immigration, our importance is disproportionate to our size. People come to Harrisonburg from all over the world, with all sorts of different backgrounds, different languages, and different cultures. This helps make our community an excellent training ground for pastors. As a vibrant church deeply imbedded within the local university community and the local immigrant and refugee community, we prepare pastors who can interact thoughtfully with other views. The constant interactions with inquisitive people from a wide variety of backgrounds helps develop the skills and habits to engage the wider culture of our secular age.

Candidate Criteria

Our candidates will have a demonstrated commitment to the Christian faith, a clear sense of calling to ministry in the Anglican tradition, and will meet the following requirements:

- Has excelled in, and completed, a seminary degree (either the MA or the MDiv);
- Is in full agreement with the Jerusalem Declaration as a faithful summary of biblical teaching;
- If male, is desirous of ordination as a presbyter in the Diocese of Christ our Hope; if female, to the vocational diaconate;
- Demonstrates potential for excellence in preaching and/or Bible teaching;
- Is a confident self-starter who desires to take primary responsibility for areas of ministry;
- Evidences a high level of emotional intelligence and maturity;
- Has a commitment to evangelism, discipleship, and hospitality;
- If married, one whose spouse shares a sense of call to pastoral ministry; if single, who has a high view of the opposite sex, exemplifying wisdom and integrity.

Selection

Phase 1 Promotion of Open Residency Position

- Open residency position published online and through our networks.
- Cover letters and resumes received.

Phase 2 Initial Screening of Applicants

- Residency coordinator leads the pastoral resident search committee in creating a short list of applicants and conducts video interviews.

Phase 3 Hiring Process

- Top candidate(s) invited to Incarnation for a weekend visit.
- Rector and search committee decide on a finalist after candidate visits.
- Rector and search committee extend job offer.
- Resident accepts job offer.

Phase 4 Resident Joins Parish (Summer 2023)

- Resident relocates and joins team.
- Residency begins with parish onboarding.
- Resident goes on four retreats in the fall (Incarnation staff, Deanery Rectors, Incarnation Parish Council, Diocesan Synod)

Beginning Well

Welcome

It is essential that our residents get off to a great start—that they feel welcomed and affirmed by the church clergy and staff, the congregation, and even our diocese. Below is our schedule for welcoming and integrating new residents.

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| Pre-Arrival | <ul style="list-style-type: none">• Provide assistance with moving expenses (including first night in a hotel)• Publish biographical information to congregation• Assign a church liaison to assist with questions of housing, schools, etc. |
| Weeks 1–2 | <ul style="list-style-type: none">• Welcoming meal after first Sunday service• Full admin and HR on boarding• Congregation dinner invite or delivery roster as resident needs or desires• Liaison arranges tours of neighborhood and city• Meeting with associate rector to discuss development of a personal development plan and initial areas of ministry responsibility |
| Weeks 3–4 | <ul style="list-style-type: none">• Attendance at three-day retreat to be welcomed by senior clergy• Scheduled meetings with key leaders in the residents' initial area(s) of ministry responsibility• Scheduled first meeting with mentor from congregation who will pray for and support the resident throughout their three-year tenure |
| Weeks 5–6 | <ul style="list-style-type: none">• Visit to Diocese of Christ Our Hope headquarters in North Carolina to meet with the Bishop and the Canon for Leadership Development and begin the ordination process• Creation of personal development plan (PDP) |

Preparing Pastors to Flourish

Personal Plan

We will work with residents to help them create a personal development plan (PDP) to guide them during their three-year tenure. They will structure their PDP around the six aspects of Christian leadership spelled out below.

	Areas of Focus	Support Provided	Practice in Role
Disciple	<ul style="list-style-type: none"> - Personal experience of God - Growth in personal holiness - Healthy, authentic relationships - Physical wellbeing 	<ul style="list-style-type: none"> - Rector will mentor in Ignatian spiritual practices (lectio divina, centering prayer, the examen) - Six months of group processing/counseling - A wise mentor from within the congregation - Three sessions with a personal trainer 	<ul style="list-style-type: none"> - Generous annual leave policy - Flexible schedule - Opportunities to attend spiritual conferences and retreats
Prophet	<ul style="list-style-type: none"> - Ability to craft biblically sound sermons and teachings that speak to the head, heart, and hands - Growing fluency in integrating faith, work, and economic wisdom 	<ul style="list-style-type: none"> - Regular coaching and feedback - Preaching workshops with residents and clergy - Theological learning in residential community 	<ul style="list-style-type: none"> - Part of regular preaching rotation - Responsibility for teaching classes - Opportunities to preach throughout our diocese
Shepherd	<ul style="list-style-type: none"> - Awareness of leadership strengths and weaknesses - Growing emotional intelligence - Ability to gather and catalyze 	<ul style="list-style-type: none"> - Personality and strengths assessments - Personal coaching and support - Leadership trouble-shooting in weekly meeting with Associate Rector and bi-weekly meeting with Rector 	<ul style="list-style-type: none"> - Oversight of existing ministry areas - Practice at starting new ministries - Pastoral counseling responsibilities
Steward	<ul style="list-style-type: none"> - Success in managing church budgets effectively - Ability to manage personal finances effectively 	<ul style="list-style-type: none"> - Training in church stewardship and finance - Two sessions with a personal financial planner 	<ul style="list-style-type: none"> - Responsibility for requesting and managing ministry budgets - Participation in the Parish Council
Missionary	<ul style="list-style-type: none"> - Growing cultural fluency - A vision for the Church's role in bringing justice 	<ul style="list-style-type: none"> - Exposure to a diversity of churches and ministries in our city - Training in gospel contextualization 	<ul style="list-style-type: none"> - Ministry to unchurched people in a secular context - Helping lay persons develop a theological vision for their work
Priest	<ul style="list-style-type: none"> - Competence in Anglican liturgy - Understanding of the Church calendar 	<ul style="list-style-type: none"> - Practical coaching and training - Diocesan ordination process 	<ul style="list-style-type: none"> - Regular worship service leadership and planning - Opportunities to officiate at weddings, baptisms, and funerals

An Immersive Experience

Roles & Responsibilities

Our goal in establishing the roles and responsibilities of the residents will be to find the right balance between the current needs of the church and the resident's development goals based on their PDPs.

Our church is a medium-sized church (average worship attendance is 280), so our resident pastors naturally work across multiple areas. This environment naturally lends itself to a well-rounded experience for the residents that will prepare them for future senior leadership.

When residents first arrive, we will work with them to determine one or two major areas of ministry responsibility in accordance with the needs of the church. These might include:

- Small group ministry
- Adult education and formation
- Oversight of worship services for a season
- Evangelism
- Missions and justice
- Assimilation
- Volunteer leader support
- Diaconate (in our church, this is a ministry specifically focused on the poor in our church and in our community)
- Youth ministry
- Children's ministry
- Music ministry
- Jail ministry

As part of the pastoral team, residents will also be assigned a portion of the following responsibilities:

- Planning and leading worship services
- Regular preaching rotation
- Pastoral counseling (premarital, crisis, general)
- Visits to parishioners' workplaces
- Participation in weekly staff meetings
- Active participation on the Parish Council
- Diocesan clergy responsibilities

In addition, residents will have the following responsibilities:

- Fulfillment of ordination requirements as laid out by the Diocese of Christ Our Hope;
- Coordination of the pastoral residency program during years two and three of their program;

Life-on-Life Discipleship

Mentors

Competency development and character formation require an immersion experience along with mentorship. Good mentorship provides the structured guidance and space for residents “to pause and think about what they are experiencing while providing seasoned insight into these experiences” (Made to Flourish, Residency Workshop 2019 Program Booklet, p19).

We will provide:

- **Congregational Mentor(s):** Our church is blessed with people who are devout, wise, and trustworthy, and who are worthy of emulation in their faith and vocation. The rector will recruit one of these men to serve as a personal formation mentor for each resident. His role will be to listen to, pray for, share life with, and generally support the resident in utmost confidence during their tenure. This will be a blessing not only for the residents, but for the mentors also.
- **Senior Leader Mentorship:** The rector will meet one-on-one with the resident every other week. These meetings will aim to create a relational space for the resident to share joys, sorrows, blessings, and challenges as they grow into their pastoral vocation. The rector will listen, encourage, and provide constructive feedback to the resident.
- **Special-Focus Mentorship:** The resident will be encouraged to pursue relationships, both inside and outside the parish, that will help them achieve some of the goals that emerged in the development of his PDP. The rector will make every effort to connect the resident to these mentors as requested.

It is essential for the development of the resident and the health of the church that each resident grow in their ability to mentor others.

- **Residents will think deeply about mentorship.** They will read Randy Pope’s book *INSourcing* and Edward Smither’s *Augustine as Mentor* in order to create their personal mentoring model.
- **Residents will mentor others** within the church: younger men, volunteer leaders, etc.

Community

Staff

The residents will participate fully in the common life of our staff. We practice a rhythmic balance of active and passive life that consists of: Prayer, Scripture, Rest, and Work.

Prayer — We pause to be with God three times a day through Scripture, silence, meditation, and prayer. In the morning, we each spend time alone with God. In the mid-day, we gather as a group to pray. In the evening, we each pray with those in our homes. In addition, during Lent and Advent, we practice the discipline of listening to God as developed through the Ignition practice of the Examen.

Scripture — We read the Bible frequently and thoroughly. The pastors and the pastoral residents commit to read through the entire Bible each year, to prayerfully read Scripture each day, and to pray through the Psalms, psalm-by-psalm, day-by-day.

Rest — We regularly take time to step away from the anxiety and strain of our work. Daily rhythm: We embrace the boundaries of day and night. We don't let work seep into every corner of our house and every moment of our time. We set aside time for sufficient amounts of sleep.

- Weekly rhythm: We keep a weekly Sabbath, structuring our time around the following four characteristics of biblical Sabbaths: worship, cease, rest, and feast.
- Seasonal rhythm: Through the Christian calendar, and wise scheduling, we have seasons of fasting and feasting, of working and resting. We build healthy “fun” and vacations into our days, weeks, and years to allow the soil of our lives to be replenished.

Work — We work hard (typically 50 hours per week), and we follow a common daily work rhythm: mornings in prayer, study, and quiet work; afternoons in interactive work (meetings, pastoral care, administration, etc.)

Study — We are consistently taking steps to learn and to develop intellectual, ethical, and spiritual competencies necessary for faithful lives as workers, neighbors, and citizens. In addition to the culture of learning that marks our normal staff environment, our pastors and pastoral residents are required to take two study weeks per year.

Clergy

It is vital for clergy to live in a thick community of other clergy. Incarnation has planted three churches in this region, and we are currently planting our fourth church. There are currently seven pastors at these churches. We have developed a rhythm of practices that build strong relationships and produce real learning from one another. Residents will fully participate in this community.

Monthly Gatherings and Twice-a-Year Retreats — Each month we gather for a half-day, and twice each year we get away for 48-hour retreats. At these times we pray for one another, pray for our churches, brainstorm and troubleshoot thorny issues faced by one or more of the pastors/churches, discuss important books on theology or culture and their application to ministry, and share successes and failures in our own vocational journeys.

Café Veritas Gatherings — Two to three times each year, Café Veritas brings a world-class expert to Harrisonburg to speak to our city on a subject that sits at the intersection of his or her personal expertise, the gospel, and specific needs of our city. Speakers have included N.T. Wright, Curt Thompson, Ken Myers, Jemar Tisby, and Deborah Haarsma among others. Our community of clergy always spends significant time with these speakers in a private setting focused on the challenges of faithfully fulfilling our vocation.

Church

The pastoral residents will be non-voting participants in the senior leadership body of our church, the Parish Council, which meets every other Wednesday from 6:15–7:45am. Their involvement in these meetings will provide them invaluable skill development as they prepare for senior pastoral roles in the years ahead. In these meetings, as at other times in their residency, they will wear two hats: fully functioning pastors and learners whom we are investing in to send out to serve the Church in the future.

For the Life of the World

Faith, Work, Economics

As Gordon Spykman puts it, “Nothing matters but the kingdom, but because of the kingdom everything matters.” A central element of the pastor’s vocation is to open the hearts and minds of our people to see the creation-wide redemptive power of Christ. We must see the connections between Scripture and all of life. In the words of Herman Bavinck, Christianity is “not an island in mid-ocean but a mountain-top overlooking the entire creation.” Pastors must learn to skillfully and compellingly place Christ and the gospel in the very center of the full-orbed life of nature and mankind, to set forth clearly the great significance of God’s revelation for the whole realm of existence. This line of thinking clearly leads us to see the massive importance of work and economics—two dimensions of life that constitute a significant portion of our lives.

- **Complete and gain competency in Incarnation’s core catechetical courses:** Our residents will participate in four programs during their first year: Essentials, Catechesis on Creation, Catechesis on Economics, and Catechesis on Work. Nearly 400 people in our community have completed these cohort based learning experiences that utilize directed readings, lectures, table fellowship, dinner discussions with experts, and mentoring relationships. After completing the courses, the residents will play key roles in leading them.
- **Regular meeting with church members in their workplaces:** Our residents will connect with parishioners on a weekly basis in and around their places of work. This will expose the residents to the type of work our people do and the tremendous opportunities and challenges they face as they seek to work for the glory of God and the good of the city.
- **Exposure to specific areas of need in our city:** Our residents will be required to visit the local ministries and organizations with whom we partner. This will expose them to areas where our city needs justice and mercy and to the ways in which Christians are attempting to bring shalom. Examples are: ministries to the homeless, prisoners, the destitute and medically disabled, undocumented citizens, crisis pregnancy center, refugees, survivors of domestic violence, drug addicts, and college campus organizations such as InterVarsity, Cru, and Young Life.

Personal Formation Support

Fostering Growth

As demonstrated throughout this document, our pastoral residents will have demanding roles as full members of our church's pastoral leadership. They will be immersed in the life of a senior church leader. At the same time, we expect our residents to lack experience, to struggle at times, and to make mistakes. This is a growing experience. It will be imperative, therefore, that we create for them a safe, nurturing environment of support, encouragement, and constructive feedback.

Personal Formation Support

We will give our residents resources to help them grow in terms of their spiritual, physical, financial, and relational health. We hope that they find the whole residency experience conducive to these goals, but we will provide them with the following opportunities specifically:

- Six months of group processing/therapy with a professional counselor.
- Two sessions with a personal financial planner.
- A personal support mentor from within the congregation.

Feedback and Coaching

Residents will receive regular encouragement, feedback, and coaching in the following venues:

- **Performance Reviews:** As regular employees of Incarnation, the residents will participate in a review process after their first 90 days and annual reviews thereafter. This process fosters self-reflection and provides an opportunity for feedback from the rector.
- **Senior leader mentor meetings:** Meeting every other week with the rector provides the opportunity for real-time encouragement, feedback, and coaching. The rector will foster an environment of nurturing, authenticity, and candor over the course of these meetings.
- **Gatherings with other senior leaders:** Monthly gatherings and twice-yearly retreats with the other rectors and senior leaders in our family of churches will allow the resident the opportunity to share their successes and struggles and to receive input from other senior leaders.
- **Diocesan leadership development:** The Diocese of Christ our Hope asks all ordinands to complete a battery of personality and gift assessments and then provides personal coaching as the ordinand discerns the specifics of future vocation. Residents will benefit fully from this process.

Finding the Right Fit

Post-Residency

Our Anglican diocesan structure gives us a strategic advantage in placing a departing resident into a position of ministry that will be best for him and for the church. There are a wide array of exciting possibilities within our diocese that await gifted young pastors. Examples include:

- Assistant pastor positions at growing churches
- Ready-made church planting opportunities
- Rector vacancies at existing churches
- Pastoral positions at growing churches (e.g., youth pastor, children's pastor, college pastor, executive pastor, etc.)

The involvement of our Bishop and Leadership Development personnel throughout the entirety of the residency, will help us to cultivate a menu of options suited to the experience, desires, and gifting of the departing resident. In our recruitment and selection we will make every effort to find residents with a desire to do ministry within the Diocese of Christ Our Hope.

Correspondingly we will do everything within our power to help the resident find positions within our network that will appeal to their sense of calling. However, if the resident feels that the right position does not currently exist within our diocese, they will be afforded our full and enthusiastic support as they seek ministry employment outside of our diocese. Ultimately, our greatest priorities are God's kingdom and the success of the departing resident. As an ordained presbyter in the Anglican Church in North America, they will find a plethora of opportunities throughout the United States and Canada.

Apply

Salary and Benefits

This is a full-time paid position with benefits. The salary is \$51,210. Additional benefits are included, equivalent to 30% of the salary. Vacation and two study weeks are also provided.

Apply

Those interested in applying should send a cover letter and up-to-date resume to Wilson West (wilson@theincarnation.org).