

PASTORAL RESIDENCY PROGRAM

First Baptist Church of East Greenwich & Warwick Central Baptist Church

July 2015 to June 2017

First Baptist Church of East Greenwich and Warwick Central Baptist Church are seeking an outstanding new seminary graduate to participate in a unique Pastoral Residency Program sponsored by our two American Baptist churches in Rhode Island. Together, we will call a Resident Pastor to serve our congregations for two years beginning in July 2015.

We offer an exciting opportunity for a seminary graduate to gain invaluable pastoral experience under the care and direction of two dynamic congregations and their forward-thinking Pastors. Our two churches are partnering in this unique opportunity to provide a caring, nurturing, and stimulating environment for pastoral growth for the seminary graduate, while also experiencing the fresh enthusiasm from, and the dynamic interaction with, the new graduate.

We want to hear from YOU, expected seminary graduate, about the experience, talent, enthusiasm and gifts that you can bring to this distinctive program and welcoming congregations. A full description follows:

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Join us in this exciting venture for Christ as we make history for the next generation.

About Our Program

Recognizing that the transition from seminary to full-time pastoral ministry is challenging, this program seeks to provide a supportive environment for new clergy. We are offering a new seminary graduate a two-year residency program in local ministry experience that will prepare the Resident Pastor for becoming a solo pastor in an American Baptist church.

Through the Pastoral Residency, we will seek to build on strong seminary experiences by providing the next generation's most promising pastoral leaders a special entrance into local ministry. The primary purpose of our Pastoral Residency Program is to enable new clergy to develop the skills and practices -- personal, professional and pastoral -- which will provide a solid foundation for the Resident Pastor's ministry into the future.

Our Program has two parallel tracks.

1. One track has the Resident Pastor serving both churches and experiencing the full range of pastoral responsibilities with two healthy congregations, while receiving the support of experienced pastoral mentors. Experiences will include:
 - Worship leadership and monthly preaching in each church.
 - Pastoral care for our homebound, our sick and our members in times of critical need.
 - Input and leadership in Christian education programming
 - Church administration including hands-on board and committee work
 - Outreach at the local, national and international level
2. The other track is a rotation of topics for focus, discussion, and reflection. The planned topics for the rotations are: Worship, Pastoral Care (including Eldercare), Administration, Christian Education, and Outreach Ministries. Each rotation will last four months and will be developed and implemented with the guidance and input of the pastors. During these rotations, the Resident will have readings on the topic, meet with local experts to discuss the topic, and have seminar days with other clergy to further engage on the topic.

The Resident Pastor will be called to both churches and considered part of the professional ministerial team of each church. The Resident Pastor will have mentoring and feedback from multiple sources. The two Senior Pastors and a third pastor, not connected with either church, will provide the bulk of the feedback and mentoring. The third pastor will give the Resident the opportunity to reflect on interactions with the Senior Pastors and their churches in a confidential setting. The mentoring discussions will take place weekly in the beginning and evolve to a biweekly basis. We believe that intentional reflection on the practices of ministry is critical to successful development of the Resident Pastor.

Additional mentoring will be provided by the Congregational Care Team. The eight-member Team of lay persons from the churches plays an important role in the Pastoral Residency Program. The Team works with the Senior Pastors in carrying out the following duties and responsibilities:

1. Recruiting the Resident Pastor
2. Meeting at least quarterly with the Resident Pastor to assess the Resident Pastor's performance and to provide feedback
3. Meeting at least quarterly with the Senior Pastors to assess their performance in the context of the Program and to provide feedback on the Program
4. Receiving feedback on the Resident Pastor and/or the Program from the Congregations
5. Coordinating feedback and comments with other members of the Team and the Senior Pastors
6. Encouraging lay support for the Program, the Resident Pastor and Senior Pastors

The Resident Pastor will receive a full-time salary and benefits package paid equally by both churches.

About the Job

The purpose of the Resident Pastor job is to participate in all facets of pastoral care under the joint supervision of the Senior Pastors of our churches. The job is limited in duration for two years. The essential functions of the job are to:

1. Support the Senior Pastors in the leadership of the churches' teaching and worship services on Sundays, including planning, design and execution
2. Assist with matters related to church family activities, special events and projects
3. Provide pastoral support to selected members of the congregations and communities of the churches, including phone and personal contact and visitation
4. Participate in the development of and provide support to an adult, youth, baptism or new member class at each church
5. Perform weddings and funerals as necessary
6. Represent the Pastoral team in meetings of the organizational bodies of the churches, including providing input and receiving feedback
7. Deliver a sermon monthly in each church
8. Participate in meetings with the Senior Pastors and the Congregational Care Team
9. Participate in personal planning and scheduling discussions with the Senior Pastors
10. Participate in mentoring and feedback discussions, including the rotation of topics for focus, discussion, and reflection
11. Function as a back-up for each Senior Pastor with a sermon at the ready

About Our Churches

First Baptist Church of East Greenwich is located in historic East Greenwich, which was founded in 1677 and is now the home of many small marinas, waterfront establishments and 13,500 residents. We celebrated our 175th anniversary of our church this year. Rev. Dr. Jonathan A. Malone has been our Pastor since 2009.



According to our by-laws, the “purpose of this church shall be the promotion of the gospel of Christ; to discern and bear witness to God's presence in the world. The church should enable each person to know God through Jesus Christ and to be aware of and fulfill each person’s highest potential. The church should encourage its members to discover and share with others a community of faith which enables them to work creatively in the world.”

Our missions and ministries cover a wide range of activities. Our monthly offerings to the “Deacons Fund” are distributed to needy in the local community. We sponsor camperships for children to attend Camp Canonicus in rural Exeter. We continually collect for “Spare a Buck for Heat” to help local families with heating costs. We are the “Cupcake Factory” for another local church that serves a monthly dinner to the community. We support local food pantries. Our pastoral ministries include the prayer shawl ministry, Lois's prayer group, visitation, buddy program for shut-ins and our nursing home program managed by Reverend Al Schmid. We sponsor multiple book groups. Our mission trips are international (Blue Hills, Nicaragua and La Romana, Dominican Republic), national (Washington D.C.) and local (South Providence Neighborhood Ministries). We contribute to the support of our

very own missionary, Fred Tanner, in the Dominican Republic. We offer adult and children's Sunday and bible study classes. Our Women's Alliance sponsors the annual May Breakfast, weekly Fellowship Café and semi-annual rummage sales. We have active senior and junior high youth groups and adult and children's choirs.

First Baptist is a vibrant church community looking to share the gospel of Jesus with the community and the world. www.firstbaptisteg.org

Warwick Central Baptist Church is located in Apponaug Village in the heart of Warwick, a city of approximately 88,000. We celebrated our 175th year in 2011. Rev. John Houlker has been our Pastor since 2006. We are very much defined by our mission statement: To Grow in Christ; To Share His Love; To Serve His World. From 1835 to 1945, Warwick Central faithfully served farmers, fishermen and mill workers as a small village church in Apponaug.



During the 1970s, the people of Warwick Central sought to serve our community in innovative ways. "Building Blocks Childcare Center" was founded to serve the growing daycare needs of working parents, and continues to do so today. During the 1970s, we started an adult daycare center to serve Warwick's frail elderly. This was one of the very first centers of its kind at the time. Church members were instrumental in the founding of the Arthur J. Trudeau Center, which supplies resources for individuals with developmental disabilities.

We also open our doors to community-service and self-help groups that bring hundreds of people into our building each week, year round. Our monthly offerings to the “Fellowship Fund” are distributed within the community to help with personal and family financial crises. We regularly support the Murrow Indian Children’s Home in Oklahoma, as well as our ABC missionary, Tim Long, in Mexico. Our members and friends are offered opportunities to serve the Lord through Monday evening and Saturday morning feeding ministries, local and international mission trips, and a variety of weekly study and fellowship activities including Women’s Council, Adult and youth Sunday Schools, Wednesday prayer meeting, yard sales, bazaars and monthly “church family” activities.

We seek to stay on “the growing edge of tradition” by maintaining effective ministry and mission, while seeking God’s leading to meet emerging needs through innovative new ministries. www.warwickcentralbaptistchurch.org

About the Geography

Rhode Island, of course, is the smallest state but boasts some of the finest ocean, beach and waterfront opportunities along nearly 400 miles of coastline. Both of our towns border Narragansett Bay and have a rich heritage in the Revolutionary War era. Some geographic notes:

- Our two churches are three miles apart along US Route 1.
- We are 10-12 minutes from the state capital, Providence, home to First Baptist Church in America, founded by Roger Williams. Providence boasts of being among the best American Cities for Foodies, according to *Travel + Leisure* magazine.
- We are 30 minutes from Newport, a global center for sailing and tennis and home to magnificent Gilded Age mansions of the Vanderbilts, Astors and others.
- We are about an hour from Boston, the unofficial capital of New England.

About Our Senior Pastors

Rev. John Houlker is a native Rhode Islander, having grown up in Cranston and graduated from Cranston High East in 1969. He received his BA degree from Springfield College in 1973 and MA degree from Gordon Conwell Seminary in 1975. He has served churches in Rhode Island and New Hampshire, and, prior to his move to Warwick Central, served as field staff for National Ministries of American Baptist Churches USA, concentrating in areas of discipleship and youth ministry. He has traveled extensively throughout the country, serving as a consultant, seminar and workshop leader, speaker and conference organizer. John has been serving Warwick Central since 2006. John and his wife, Patty, have two grown children and three grandchildren. They presently make their home in Cranston.

Rev. Dr. Jonathan A. Malone is the senior pastor at First Baptist Church of East Greenwich, Rhode Island. Previously, he served the First Baptist Church of Dayton, Ohio, and the Lower Merion Baptist Church in Bryn Mawr, Pennsylvania. He studied music at Oberlin Conservancy, received a Bachelors of Music at SUNY Potsdam, his MDiv at Andover Newton Theological School and his PhD in theology at the University of Dayton. He and his wife, Rebekah, are blessed with four boys.

Dr. Malone serves on the Board of General Ministries for the Office of the General Secretary (ABC/USA), the Board of Directors of the American Baptist Historical Society, and the Standing Committee on Ministry of ABCORI, and chairs the Faith and Order Commission of the Rhode Island State Council of Churches.

Dr. Malone blogs at: www.theosnob.blogspot.com. His podcast can be found at: www.twelveenough.libsyn.com and on iTunes under the title “twelve enough”.

Application Requirements

To apply for the Pastoral Residency Program, candidates should complete and submit these six items electronically by March 15, 2015.

1. Outline of plans for ordination
2. Current *résumé*
3. Your Call Narrative (up to 750 words)
4. Description of field work and/or mission work and role it had in articulating your call (up to 500 words)

In separate submissions mailed directly to us, please also provide three letters of reference on your suitability for this position:

- Seminary professor
- Your Pastor
- Non-family member

Candidates should direct their questions and send their application materials to either:

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