

# **Guidelines for Support and Supervision Of the Elder Resident in Ministry**

## **The purpose of the Elder Resident in Ministry Program**

The Elder Resident in Ministry program of the Louisiana Annual Conference is a period of three years or more in which a commissioned, provisional member of the Conference is supervised and evaluated by the Board of Ordained Ministry. The basis of this supervision is provided for by the Discipline of the United Methodist Church under paragraph 326: *“During this provisional period, arrangements shall be offered by the Board of Ordained Ministry for all provisional members to be involved in residency curriculum that extends theological education by using covenant groups and mentoring to support the practice and work of their ministry as servant leaders, to contemplate the grounding of ordained ministry, and to understand covenant ministry in the life of the conference. Wherever they are appointed, the service of provisional members shall be evaluated by the district superintendent and the Board of Ordained ministry in terms of the provisional member’s ability to express and give leadership in servant ministry. Provisional members planning to give their lives as Elders in Full Connection shall be in ministries of Word, Sacrament, Order, and Service in the local church or in an approved extension ministry.”*

In order for the Resident in Ministry program to work effectively, it takes the combined efforts and cooperation of the local church or extension ministry, the senior pastor in the case that the provisional member is appointed as an associate pastor, the district superintendent, and the Board of Ordained Ministry. These guidelines are offered by the Board of Ordained Ministry to assist in these efforts.

## **Responsibilities of the Staff/Pastor-Parish Relations Committee of the Local Church**

There are four primary areas of responsibility for the Staff/Pastor-Parish Relations Committee of the Local Church in supporting the Resident in Ministry.

### **A. Support**

- Pray regularly for and with the provisional member
- Work to be sensitive to the provisional member’s areas of responsibilities and duty: pastoral responsibilities, the Board of Ordained Ministry’s academic and personal growth requirements, professional and mentoring relationships, and individual and family life.
- Demonstrate concern and support for the provisional member and his or her family.
- Interpret for the congregation the purpose of the Resident in Ministry program, the provisional member’s responsibilities within it, and the congregation’s responsibility to support the Resident in Ministry.
- Make the provisional member feel welcome to share his/her faith story and his/her feelings surrounding the process.

### **B. Involvement**

- Assist the provisional member in identifying areas of concern and growth of the congregation.
- Regularly observe the provisional member engaged in all aspects of ministry.
- Participate in all aspects of the provisional member’s ministry.

### C. Feedback

- Obtain feedback from the congregation on the provisional member's work in all areas of pastoral ministry and share this feedback, honestly and constructively, with the provisional member.
- Assure the provisional member that all feedback and personal conversations are privileged and private communication.
- Hold the provisional member accountable to personal time off and his/her own spiritual care and nurture.

### D. Evaluation

- Prepare to offer honest and constructive feedback to the Board of Ordained Ministry in the in-parish visit. The in-parish visit will be conducted once a year, usually in January or February. The format of the in-parish visit is described in the In-Parish Visit form that is included with these guidelines.

## **Responsibilities of the Senior Pastor**

If the provisional member is serving as an associate pastor in the local church setting, the senior pastor should embrace the responsibilities of support and supervision of the provisional member.

- Pray regularly for and with the provisional member.
- Work closely with the staff/parish relations committee to insure that the above mentioned SPRC responsibilities are being met.
- Work to insure that the provisional member's job description and responsibilities are well defined.
- Meet regularly with the provisional member to offer honest, constructive feedback on the provisional member's work in the areas of his/her responsibilities.
- Regularly observe the Provisional member engaged in all areas of his/her areas of ministry.
- Hold the provisional member accountable to personal time off and his/her own spiritual care and nurture.
- Encourage the provisional member to become immersed in the covenant ministry and life of the district and conference.
- Prepare to offer honest and constructive feedback to the Board of Ordained Ministry in the in-parish visit. The in-parish visit will be conducted once a year, usually in January or February. The format of the in-parish visit is described in the In-Parish Visit form that is included with these guidelines.

## **Responsibilities of the District Superintendent**

- Pray regularly for and with the provisional member.
- Regularly observe the provisional member engaged in his/her areas of ministry.
- Encourage the provisional member to become immersed in the covenant ministry and life of the district and conference.
- Prepare to offer honest and constructive feedback to the Board of Ordained Ministry in the in-parish visit. The in-parish visit will be conducted once a year, usually in January or February. The format of the in-parish visit is described in the In-Parish Visit form that is included with these guidelines.

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