

Creating vital congregations that make disciples of Jesus Christ, who make disciples equipped to transform lives, communities and the world.



# Residency FAQs for Boards and Supervisors

## What is a Resident in Ministry or Provisional Elder/Deacon?

The United Methodist Church requires a provisional period of two to eight years in preparation for Ordination and Full Connection as United Methodist Clergy.

At annual conference session, the bishop commissions those who are recommended by the Boards of Ordained Ministry (BOM) and approved by the clergy session. This begins the provisional period and brings the commissioned minister into the clergy covenant. These commissioned ministers will serve under appointment by the bishop during the provisional years in areas of service appropriate to their calling. Provisional members may be appointed to congregations, to attend school, to extension ministry (elders), or in appointments beyond the local church (deacons).

The provisional process addresses the clergy's need for continuing integration of formal studies, life experiences, and the evolving challenges of leadership in a church that is at once local and global. Clergy leadership must be characterized by deep and growing Christian faith, a commitment to carry out the church's mission of making disciples for Jesus Christ and, therefore, claim their discipleship and a willingness to equip laity for ministry. This leadership is fostered by continuing disciplined study of scripture, theology, history, and the changing multicultural society.

The provisional period is part of a continuum in the training/formation of clergy that begins with candidacy and theological education and culminates with mentoring, continuing theological study, covenant groups, and supervision. This provisional process is all the Residency In Ministry (RIM) Program. In the Arkansas Conference, The Board of Ordained Ministry, as the conference's credentialing agency, has partnered with the Center for Vitality in the Arkansas Conference Ministries Office to implement the residency program.

## What are the goals and expectations of the RIM program?

***"The mission of the United Methodist Church is to make disciples of Jesus Christ for the transformation of the world."  
Our Arkansas Annual Conference Trajectory for the coming years: "Creating vital congregations that make disciples of Jesus Christ, who make disciples, equipped to transform lives, communities and the world."***

Together as United Methodists of Arkansas, we live out this mission and this trajectory. The Residency in Ministry process seeks to fulfill this mission by fulfilling the following goals:

- Provide the BOM with the evaluative tools necessary to gauge the effectiveness of provisional members seeking ordination and full connection.
- Assist provisional members in their transition into ministry, guiding them into deeper fruitfulness and effectiveness in becoming excellent and passionate clergy, toward the goal of fulfilling the mission of the UMC and the Arkansas Conference.
- Create opportunities for communities of practice for peer group learning, discipleship, and support among the residents.

## What are the primary elements of the RIM Program?

1. A multi-day summer retreat organized in partnership with the ARUMC Center for Vitality
2. Small Residency Peer Groups (5-7 residents + 2 ordained mentor/facilitators) that will meet 6-7 times a year
3. Assignments and annual Board of Ordained Ministry Interviews

## What will our Resident need to accomplish while at our church?

- The Resident will need to be active and fruitful in ministry with the congregation/ministry setting. The BOM requires a minimum of two years of effective and fruitful ministry at a single appointment.
- The Resident will need to utilize experiences at the local church in creating assignments, such as Sermon & Worship Leadership Videos, SMART Goals, and a Fruitfulness Project which serves as a capstone project.
- Attend meetings, retreats, and BOM interviews as she journeys toward Full Connection and Ordination

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## What will the SPRC/PPRC/Board need to do?

- Pray for your resident, her ministry, and her continual pastoral formation.
- Meet with the Resident Periodically and give appropriate and constructive feedback.
- Go to <http://vitality.arumc.org/residency-in-ministry-bom/> for more information and to view Informational Videos.
- Help the Resident craft SMART Goals that connect to the congregation's vision and mission.
- Encourage attendance at RIM Peer Group meetings and the Summer Retreat. These meetings are mandatory requirements for provisional members of the conference and should not be considered vacation or even continuing education time away.
- Complete an annual Local Church BOM evaluation by January 31. This form is located online at the RIM page of the conference website. The entire SPRC should study the form early in the year, watch the training video and then all have input on the Resident's annual evaluation. The BOM ministry assessment process is rooted in Wesleyan theology that is grace-filled and built upon covenantal relationships and disciplines. The ministry assessment process assists the Resident in reflecting on the consistency (or inconsistency) between her beliefs and her practice, provides feedback in a manner that encourages and supports learning from experience, extends care to Residents as they gain new insights from failures, and celebrates growth. The process holds Residents accountable for demonstrating fruitfulness and keeping commitments made in covenant with the community of faith.

## What does a Senior Pastor/Supervisor need to do?

- Pray for your resident, her ministry, and her continual pastoral formation.
- View the introduction video at the RIM webpage.
- Use the years you share in ministry as an opportunity to mentor and encourage the Resident as a new pastor and colleague.
- Invite and include the resident in committee meetings, especially Disciplinary committees like SPRC, Finance, Trustees, and Nominations. During this time of learning, experience in those settings are crucial for future success.
- Encourage attendance at RIM Peer Group meetings and the Summer Retreat. These meetings are mandatory requirements for provisional members of the conference and should not be considered vacation or even continuing education time away.
- Complete an annual Supervisor's BOM evaluation by January 31. This form is identical to the SPRC evaluation and is located online at the RIM page of the conference website <http://vitality.arumc.org/residency-in-ministry-bom/>

## What are SMART Goals?

The particular process that we advocate is much more than a "to do" list. It is more than a checklist of things to accomplish. Rather it is a process designed to provide clarity of calling and focus for ministry. Two to three performance goals are plenty. Performance goals help to sharpen focus and energy, and align with the contextual mission of the congregation. A reasonable person reading the goal should understand why the goal has inherent worth and how it will advance the mission of the congregation. Each goal should be SMART:

- **SPECIFIC**
- **MEASURABLE**
- **ATTAINABLE**
- **RELEVANT**
- **TIME BOUND**

**FOR MORE INFORMATION & TRAINING VIDEOS GO TO:**  
<http://vitality.arumc.org/residency-in-ministry-bom/>