



SMALL CHURCH RESIDENCY PROGRAM

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Mission of the Synod of the Northeast

We Are Called To Provide Unencumbered Spaces For The Holy Spirit To Move Among Us, Breathing New Life Into Us And Strengthening Us To Work For The Realm And Reign Of God.

The Synod Of The Northeast Is A Regional Body Of The Presbyterian Church (U.S.A.). We Believe That When We Gather Across Human-Made Boundaries We Are Uniquely Positioned To Nurture Innovation And Strengthen Our Gospel Communities.

The Synod consist of eight states New Jersey, New York, Connecticut, Rhode Island, Massachusetts, New Hampshire, Vermont, Maine across 19 presbyteries and 977 congregations.

The Vision of the Small Church Residency Program

To provide designated pastors for smaller member congregations ready for transformation.

Program Requirements For Congregations

- Completing a Small Church Residency application endorsed by the Session and Presbytery.
- The development of a congregational ministry plan.
- The development of a congregational transformation leadership team.
- Group participation in regional transformation learning events.
- Attendance at bi-annual Zoom congregational team meetings.
- The completion of a Congregational Vitality Assessment.
- Stewardship Training.
- Per Capita Apportionment.
- Calling a 3-year designated pastor meeting the presbytery minimum compensation requirements.

Program Specifics for Pastors

The program will provide to each congregation \$15,000 for a three year period for the following pastoral benefits:

1. Salary Assistance
2. Professional Coaching
3. \$700 in continuing education funds above the presbytery minimum
4. \$150 toward the enrollment in the Early Ministry Institute Program (EMI)
5. Assistance if applicable, in applying for Seminary Debt Assistance programs through the Board of Pensions
6. When applicable obtaining Board of Pensions Health Care discounts on annual dues



Target Pastors

New-to-Ministry pastors within their first five years of ordination.



Program Requirements for Pastors

- A sense of being called to a small congregation as a Designated Pastor for three years.
- To engage in change management and congregational transformation training.
- To develop skills in community organizing, public ministry, and stewardship by attending regional and national conferences.
- To enroll in the Early Ministry Institute (EMI).
- To establish a congregational visioning team.
- To complete the Thomas-Kilmann Conflict Mode Assessment (TKI).
- To complete the Emotional Quotient Inventory.
- To complete Cultural Proficiency Training.

Pastor Assessments

Emotional Quotient Inventory 2.0 (EQi2.0)

The Thomas-Kilmann Conflict Mode Instrument (TKI)

Application Process

The Synod Small Church Residency Review Team will evaluate applications for:

1

Compliance with program standards.

2

Assess a congregation's vitality and readiness for transformation.

3

Assess the congregation's financial health.

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