

## Residency in Ministry

### Missouri Annual Conference of the UMC

“During the provisional period, arrangements shall be offered by the Board of Ordained Ministry for all provisional members to be involved in a 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.”

Book of Discipline, paragraph 326

#### COMPONENTS

1. Provisional members are a part of the RIM program for a minimum of two years.
2. Provisional members are supervised by both the district superintendent and the conference BOM.
3. Provisional members (residents) will meet regularly with a mentor in a covenant of mutual accountability. In February of each year, the Resident and mentor will submit a report describing their work together for the year.
4. All residents will participate in Fall RIM retreats. (Unexcused absences will not meet the requirements of this paragraph and may extend the provisional process.)
5. First-year residents will participate monthly September through April in a Pastoral Leader Development (PLD) peer group facilitated by an elder, deacon, or a qualified layperson. The PLD-RIM prepares participants for on-going participation in the conference’s PLD program. (One unexcused absence or more than two excused absences will not meet the requirements of this paragraph and may extend the provisional process.)
6. First-year residents will select a “coach” for the six session of the RIM-PLD period. The Center for Pastoral Excellence and the Board of Ministry provide the resources to secure coaches for this time period. (See Coaches and Biographies listed on the PLD page of the conference website.)

#### BENCHMARKS OF THE RESIDENTS IN MINISTRY PROGRAM

The RIM process aims to equip its residents with experience, training and mentoring in the following ways:

1. The ability to articulate the gospel clearly and a lifestyle that demonstrates such
2. Exploration of disciplines in spiritual, emotional, relational, intellectual and physical health and growth
3. Participation in a covenant RIM-PLD group where the resident is held accountable for the development and implementation of comprehensive personal and ministry (operational, administrative, and financial) development plans
4. The demonstration of **Radical Hospitality** personally and within the life of the church
5. **Passionate Worship** displayed in worship design, preaching, and sacramental ministry
6. **Intentional Faith Development:** implementation of a holistic discipleship system
7. **Risk-taking Mission and Service:** personal and corporate mission/evangelism/outreach development and implementation
8. **Extravagant Generosity:** personal stewardship plan, as well as the ability to lead a successful stewardship program
9. Ability to identify and equip strong lay leaders. Ability to develop and implement a major visioning and strategic planning process.