

RESIDENCY TRACK

To provide personalized, hands-on training and experience to complement seminary studies, as well as further the development of ministry aptitude, gifts, and sense of calling

About the Residency

Residents will work closely with and support the ministry staff in their duties, all to the promotion of the vision and mission of the church. URC will invest in this resident and his or her family, assisting in preparation for full-time ministry. Each resident will receive assistance in finding a suitable placement upon the completion of the residency.

Residents must be pursuing a post-baccalaureate degree from an approved seminary, and must maintain a minimum of a 3.0 GPA, verified through grade submissions at the end of every semester. Residents are full-time students, and will be expected to contribute 15 hours of work that directly serves URC. Residencies generally last for 1-3 years and include a salary with benefits, with all of the funds provided through fundraising.¹

Qualifications	An evident love for Christ, for His Word, and for His people An ability to work well with others A desire to pursue full-time pastoral ministry A vibrant personal holiness General agreement with URC's confession of faith and the Westminster Standards Working towards an approved post-baccalaureate degree
Responsibilities	Normal pastoral duties, including preaching, teaching, counseling, discipleship, and visitation, as well as other responsibilities assigned by the pastors. Maintain personal discipleship relationships, start and support Bible studies and other fellowship groups as assigned, support campus and international ministry staff in outreach and discipleship efforts. Maintain adequate financial support requirements Pursue ordination through the Great Lakes Presbytery
Attendance commitments	Morning and evening worship at URC Meetings with supervisor Growth group (church small group) When Possible: session, presbytery, and other leadership meetings; URC staff/prayer meetings and book discussions; and training seminars
Other commitments	Adherence to the URC Staff Handbook Membership at URC & participation in a Growth Group Maintain a 3.0 or higher GPA, verified through grade submissions at the end of every semester

¹ See the MTP General Policies document for fundraising details

Compensation Package Options

Compensation Package

Base Salary:	\$30,000	(base salary for 15 hrs/wk)
If married:	+ \$5,000	
If kids:	+ \$5,000	
FICA:	\$ 2,295*	
Health & Dental Insurances:	\$ TBD**	
Life Ins, ST & LT Disability:	\$ 350***	
Administrative Costs:	\$ 500	
Cell Phone Stipend	\$ 500	
Ministry Expense:	\$ 250	
Seminary Expense:	\$ 250	
Presbyter Expense:	<u>\$ 1,000</u>	
	\$35,145	(base package)

* based on Base salary

** Residents are encouraged to also submit an application through the Health Insurance Marketplace® (healthcare.gov). Any premiums may be added to the total fundraising package.

*** Dependent on age

Note: auxiliary benefits are in conjunction with the URC Staff Handbook. Residents are entitled to 3 weeks of paid vacation leave.