

# Endowing Resident Ministry: *Preparing Pastors, Serving God*

## Resident Ministry Endowment Campaign



# Campaign Leadership

## Campaign Steering Committee:

Bill Brinkerhoff – Co-chair  
Kathy Sample – Co-chair  
James Clark  
John Eman  
Fairfax Fair  
Budge Gere  
Pat Tamblyn  
Betsy Wilson

## The Session – First Presbyterian Church of Ann Arbor:

Ann Andrews	Kathy Hillig
Karen Barks	Diane Hockett
Ruth Barnard	Carter Hodgson
Virginia Bell	Henry Johnson
Rick Boothman	Roland Kibler
John Brent	Jane Kinzinger
Paul Brown	Pat Liljestrang
David Butz	Bryan Magnuson
Tom Crawford	David Nerenz
John Debbink	Dick Rigterink
Jane Hayes	Genie Sherard
Prue Heikkinen	Paul Smith

# The Resident Minister Program at First Presbyterian

- **Purpose: Preparing the next generation of pastoral leaders;** To assist new pastors in making the transition from seminary student to full-time pastoral leader
- **Design:** Two-year program for classes of three Residents
  - Worship Planning, Leadership and Preaching
  - Pastoral Care
  - Ministry Rotations (Administration, Adult Education, Campus Ministry, Children's Education, Summer Church Camp, Congregational Life, Evangelism, Outreach, Mission, Presbytery, Youth Ministry, Stewardship)
- **Results:** Program has been very successful for both Residents & First Presbyterian Church
  - Of 15 former Residents, 14 went on to serve in parish ministry (93% of program participants)
  - 12 continue today in parish ministry with 1 serving as a university chaplain.
  - First Presbyterian Church has been able to leverage the Residency program to expand ministry and outreach across all areas. The Resident ministers expand the ordained staff by 60% from 5 to 8.

# Our past Resident Ministers are having a big impact.....



Nancy J. Benson-Nicol  
Sung Soo (Sam) Jun  
Robert Woodruff  
Mark S. Brainerd  
Matthew B. Morse  
Maggie Shreve  
Amanda Adams Riley  
Meghan Gage-Finn

Clarksville, AR  
Houston, TX  
Albuquerque, NM  
Greensboro, NC  
Canyon Lake, TX  
Chicago, IL  
Los Angeles, CA  
Minneapolis, MN

Andrew Parnell  
Aaron Janklow  
Deborah (Knott) Forger  
Jana Reister  
Jenny McDevitt  
Sarah Wiles  
Matthew Nickel

Irvine, CA  
Scotland, UK  
Ann Arbor, MI  
Cincinnati, OH  
Prairie Village, KS  
Tacoma, WA  
Royal Oak, MI

# Feedback FROM our past Residents:



***“The residency program has been the single most important step in my development as a parish pastor.”*** Rev. Sarah W. Wiles Bethany Presbyterian Church, Tacoma, WA



***“If there is any one gift the residency program gave me, it was the gift of confidence.”.....“During my residency I learned how to be a pastor. And I learned that a pastor is exactly who I am called to be.”*** Jenny McDevitt, Pastor of Pastoral Care, Village Presbyterian,



***“Even after a few years and a couple of moves, I am thankful for the continuing friendships, and so many positive experiences thanks to the LRP at FP”*** Aaron Janklow PHD Candidate, Edinburgh Scotland, Theology and Ethics, Ministry role, St. Giles Cathedral

# Feedback ABOUT our past Residents:



***“ Our residency program is one of the most distinctive ministries of First Pres. What a privilege to work with such enthusiastic and competent young colleagues! Our residents bring a freshness to our ministries that keeps us sharp. They embody hope for the future of the church and call us all to more faithful discipleship. “***

Rev Reverend Dr. Fairfax F. Fair, Pastor/Head of Staff



***“The Resident Ministry Program is one the hallmarks of First Presbyterian’s life. The mutuality of ministry between the resident ministers and members of the congregation benefits the residents, the congregation, and countless Presbyterian congregations now and for generations to come. Both the program and the residents themselves have become vibrant threads in the tapestry that is First Presbyterian.”***

Reverend Dr. Budge Gere, Former Executive Associate

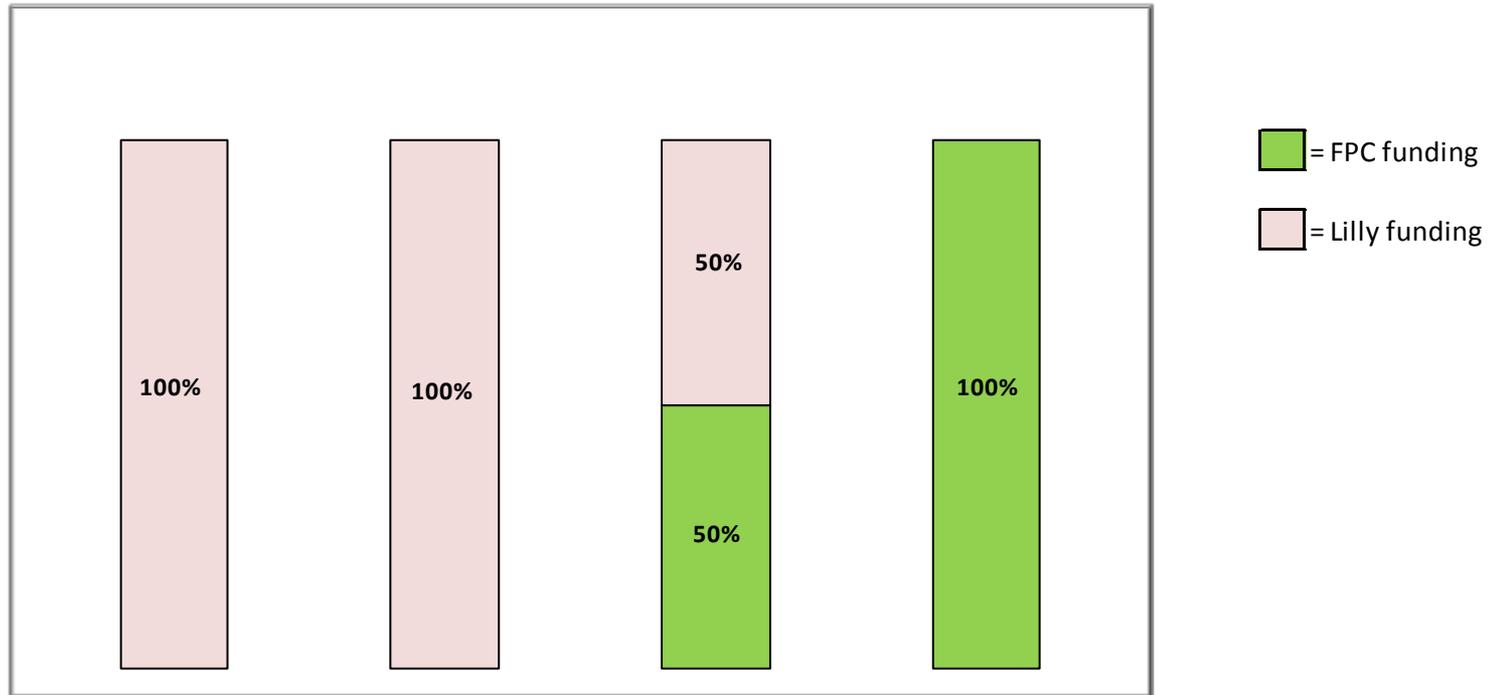
Pastor, Coordinator of the Residency Program



***“Each class of resident ministers has distinguished themselves by connecting not only with their assigned members, but with the extended families of these members. What is clear, as I hear back from extended family members, is how helpful this has been to have someone especially assigned to their loved ones.”***

Reverend Melissa Anne Rogers, Associate Pastor for Pastoral Care and Congregational Life

# The Need: Full program funding by 2018



	<u>2000-2005</u>	<u>2006-2011</u>	<u>2012-2017</u>	<u>2018 - beyond</u>
Lilly	100%	100%	50%	0%
FPC	0%	0%	50%	100%

**Lilly has funded \$2.4 million for the FPC resident ministry program over 2000-2017**

# Funding Requirements:

Creating an endowment will ensure the program continues to develop pastors in perpetuity

3 Resident Ministers

1 Resident Ministry Coordinator on staff

Total annual budget: **\$250,000**

First Presbyterian Church to fund administrative expenses for program out of annual budgets: **~\$25,000**

Endowment Required for full funding of resident staff members: **\$5,000,000**

Assumes 5% principal income generation

# Case Statement

## “How Will First Presbyterian of Ann Arbor Impact Ministry?”

- Transformational ministry is at the heart of our faith and history as Presbyterians and as members and friends of the First Presbyterian Church of Ann Arbor, MI. Since 2000, First Presbyterian has developed a foundation and an expertise in coaching young ministers as they move toward their careers with the church. From this point they have a promising impact out in the world.
- In 2000, the Lilly Endowment for Religion sought us out to begin a **Transition-Into-Ministry** program. The main objective was to address an alarming dropout rate of first call pastors: 33% of men and 50+% of women. Thus, the program is designed to help new pastors succeed in making the transition from seminary student to pastoral leader. During two-year residencies, new pastors experience the range of pastoral responsibilities as partners of and apprentices to the pastoral staff. They serve alongside others in the staff and the lay leaders, who together teach them (and learn from them).
- With the Lilly Resident Program, our congregation has both **seen** and been **shown** the power of ministry in its early stages – as our young ministers learn how to live out their calling. The residents have both enriched us and taught us the human aspects of developing as ministers. And, we have been successful in creating a program where retention is much higher- 93% at the current time!
- The Lilly Resident program within our church has matured, and the Lilly Endowment must remove itself to support other ministries.

**This makes it incumbent upon us, as a congregation, to fund this important mission.**