

Transition into Ministry Program Residency Outcomes

Welcome! We are so happy you're serving your first call in professional ministry at Plymouth.

These outcomes outline the journey you are invited to take with us¹ - in a covenantal relationship and as a fellow disciple with us. Our hope is that you will continue to grow into your pastoral identity, develop the habits and practices needed to succeed in a congregational context, and serve and learn in mutually beneficial ways with the members of Plymouth and its staff.

There are many paths to meeting these outcomes, and plans about how to approach them should form a foundation for supervision, coaching, and mentoring conversations with staff and members of the TiM Committee.

	Year One	Year Two
Lead Worship, Sacraments, and Rites of Passage	Lead worship, sacraments, and rites of passage that bring meaning to people's lives and create a sense of belonging for all	
	<p>Gradual but thorough engagement and participation in a variety of worship experiences at Plymouth.</p> <p><i>Opportunities:</i></p> <ul style="list-style-type: none"> • <i>Participate and actively engage in worship planning for in-person and online experiences</i> • <i>Observe, then co-lead worship and distribution of sacraments</i> • <i>Plan and lead weddings and funerals</i> • <i>Good Friday worship leadership</i> 	<p>Demonstrate willingness and ability to plan and lead worship experiences with creativity and thoughtfulness.</p> <p><i>Opportunities:</i></p> <ul style="list-style-type: none"> • <i>Demonstrate mastery and confidence in planning and leading worship and rites of passage, including online experiences</i> • <i>Plan and lead the annual Blessing of the Animals worship service</i> • <i>Plan and lead the annual Holy Saturday worship service</i> • <i>Plan and lead other special worship experiences: Earth Day, lament, healing, etc.</i>

¹ This document marries the needs and aspirations of Plymouth Church, especially those outlined in the 2020-25 Strategic Plan, with the needs of new clergy to grow in all areas of effective ministry: Leading Worship, Preaching, Teaching, Offering Care, Pursuing Justice, Community Engagement, Professional Work Expectations, and Church Leadership, as well as Personal Development and Pastoral Identity.

Preaching	Deliver sermons that illumine the Christian faith and offer appropriate challenge and comfort.	
	<p>Gain comfort with preaching and build a rapport and trust with the congregation. Receiving feedback and mentoring.</p> <p><i>Opportunities:</i></p> <ul style="list-style-type: none"> • <i>Explore habits and practices for sermon preparation and delivery</i> • <i>Identify strengths and weaknesses, testing different approaches</i> • <i>Be able to discuss, share, and seek feedback from work colleagues and members of the TiM Committee</i> 	<p>Build pastoral identity and preaching mastery through thoughtful risks or experimentation.</p> <p><i>Opportunities:</i></p> <ul style="list-style-type: none"> • <i>Develop your unique habits and practices for sermon preparation and delivery</i> • <i>Identify approaches that work best for you</i> • <i>Identify and define a goal for each sermon</i> • <i>Take risks or experiment with challenging messages or delivery styles</i> • <i>Work with colleagues and the TiM Committee to set up a sermon feedback focus group with members of the congregation</i>
Teaching and Faith Formation	Provide opportunities for members to find meaning and purpose in their lives outside of worship experiences, inviting them to view themselves as ministers of Jesus Christ at home, at work, and in the community	
	<p>Build rapport with the congregation. Teach discussion-based courses or courses with prepared or partially prepared content.</p> <p><i>Opportunities:</i></p> <ul style="list-style-type: none"> • <i>Lead regular Bible Study for members of the congregation</i> • <i>Explore opportunities to teach children, youth, young adults, or older adults</i> • <i>Attend OWL facilitator training</i> • <i>Assist clergy and other staff in teaching and leading classes, book studies, retreats and workshops</i> • <i>Provide leadership to Plymouth's Young Adults</i> 	<p>Teach a course with new and original content.</p> <p><i>Opportunities:</i></p> <ul style="list-style-type: none"> • <i>Create and lead a class for members of the congregation that reflects your particular interests</i> • <i>Take the lead in planning retreat or workshop experiences</i>

Pastoral Care	Discern the needs of different individuals and apply appropriate forms of pastoral care in both individual settings and through small group experiences that tend and care for members going through life-stage transitions	
	<p>Offer one-on-one pastoral care to members of the congregation and the community, and practice being a pastoral, non-anxious presence in various settings.</p> <p><i>Opportunities:</i></p> <ul style="list-style-type: none"> • <i>Learn about the social service agencies Plymouth partners with that provide direct care and assistance to the community</i> • <i>As part of the staff team, prepare and lead small-group experiences that support members facing life-stage transitions. Lead one group in the spring of first year</i> • <i>Monitor and evaluate your learning throughout, using other pastors and lay leaders to reflect</i> • <i>Consider Stephen Ministry training if offered</i> 	<p>Demonstrate increasing mastery in attending to the pastoral care needs of the congregation and the community. Offer feedback and suggestions to Plymouth for how these systems can be improved.</p> <p><i>Opportunities:</i></p> <ul style="list-style-type: none"> • <i>As part of the staff team, prepare and lead small group experiences that support members facing life-stage transitions or other challenges. Lead one group in the fall and one in the spring of second year</i> • <i>Monitor and evaluate your learning throughout, using other pastors and lay leaders to reflect</i> • <i>Consider Stephen Ministry training if offered</i>
Engagement and Justice	Integrate Christian beliefs into meaningful actions of justice and mercy in the community and the larger world, including special attention toward anti-racism and/or environmental stewardship	
	<p>Observe and learn about Plymouth’s work in community engagement and justice.</p> <p><i>Opportunities:</i></p> <ul style="list-style-type: none"> • <i>Observe and participate in Plymouth’s work toward anti-racism</i> • <i>Observe and participate in Plymouth’s work toward environmental stewardship</i> 	<p>Lead a community engagement or justice initiative.</p> <p><i>Opportunities:</i></p> <ul style="list-style-type: none"> • <i>Serve a shelter meal with a Plymouth group</i> • <i>Create and lead a community engagement initiative that fits the needs of Plymouth members and our community and includes thoughtful partnership with an existing community organization or other faith communities. Examples can include but are not limited to anti-racism and environmental stewardship</i>

Professional Work Environment	Develop and sustain productive habits and relationships	
	<p>Actively establish working relationships with colleagues and congregants.</p> <p><i>Opportunities:</i></p> <ul style="list-style-type: none"> • <i>Participate in staff team development</i> • <i>Manage time and work processes to work effectively with other staff</i> • <i>Familiarize yourself with tools used by Plymouth - communications, database, etc.</i> • <i>Learn how to work through conflicts with work colleagues and members of the congregation</i> • <i>Get to know the church and its members through various one-on-ones</i> 	<p>Identify trusted advisors and mentors who can offer feedback and help you more effectively solve problems.</p> <p><i>Opportunities:</i></p> <ul style="list-style-type: none"> • <i>Participate in staff team development</i> • <i>Manage time and work processes to work effectively with other staff</i> • <i>Learn how to work through conflicts with work colleagues and members of the congregation</i> • <i>Feel empowered to suggest improved work processes</i>
Leadership and Managing Change	Shape strategies to address the needs and resources of the congregation	
	<p>Learn the context of Plymouth’s decision-making processes and gain understanding of the variety of challenges the church addresses.</p> <p><i>Opportunities:</i></p> <ul style="list-style-type: none"> • <i>Attend Church Council</i> • <i>Visit different Boards and Committees</i> • <i>Become familiar with church operations and financial processes; ask questions to gain understanding of financial reports</i> • <i>If possible, participate on a search committee</i> 	<p>Provide leadership to a Board, committee, or work group or to address a special project or problem.</p> <p><i>Opportunities:</i></p> <ul style="list-style-type: none"> • <i>Get involved with Stewardship, Trustees or the Finance Committee</i> • <i>Work on a Board or committee on their Ministry Action Plan or other annual planning process</i> • <i>Work with different people and groups to navigate competing priorities and conflicts</i> • <i>If possible, participate on a search committee</i>

Personal Development and Renewal	Develop habits and practices to sustain you in congregational ministry	
	<p>Practice various ways to maintain and renew your energy and spirituality for the work you do as a minister.</p> <p><i>Opportunities:</i></p> <ul style="list-style-type: none"> • <i>Attend boundary training as needed</i> • <i>Explore various spiritual practices</i> • <i>Plan to take courses or attend conferences that will build your ministry skills</i> • <i>Engage in reflection with trusted mentors and/ or a spiritual director</i> • <i>Honor Sabbath in your life</i> 	<p>Develop deep appreciation for the ways rest, renewal, and personal development will sustain you through your career as a minister.</p> <p><i>Opportunities:</i></p> <ul style="list-style-type: none"> • <i>Attend boundary training as needed</i> • <i>Plan to take courses or attend conferences that will build your ministry skills</i> • <i>Engage in reflection with trusted mentors and/ or a spiritual director</i> • <i>Honor Sabbath in your life</i>
Pastoral Identity and Authority	Gain a clear understanding of yourself as a unique and fully differentiated minister	
	<p>Connect your experiences as a new minister to your understanding of yourself.</p> <p><i>Opportunities:</i></p> <ul style="list-style-type: none"> • <i>Six-month reflection</i> • <i>One-year reflection</i> • <i>Reflect with clergy colleagues, members of the TiM Committee, and a spiritual director</i> 	<p>Use Year Two to deepen and broaden your experiences in ways that allow you to more fully differentiate your ministry.</p> <p><i>Opportunities:</i></p> <ul style="list-style-type: none"> • <i>Reflect with clergy colleagues and members of the TiM Committee, and a spiritual director</i>

Reflections and Exit Interview Prompts:

TiM Six-Month Reflection

Now that you've been here for a few months, how do you assess opportunities to learn and grow while at Plymouth? It may help to think through your experiences with:

- *Preaching and leading worship*
- *Teaching*
- *Pastoral Care*
- *Reflections about the context of Plymouth versus previous experiences in the church - Plymouth's needs, relationships with staff, lay leaders, and members of the congregation*
- *Personal development and renewal*

Given your answer to the above, what goals and challenges make you the most excited for the year ahead at Plymouth and what activities hold the most anxiety for you? What types of support do you need?

TiM One Year Reflection

How has your pastoral identity developed in the past year? Be sure to touch on your experiences with:

- *Preaching*
- *Teaching*
- *Pastoral Care*
- *Performing sacraments - Baptism and Communion*
- *Rites of passage in people's lives - weddings, baptisms, funerals*
- *Your response to the context of your first call - Plymouth's needs, relationships with staff, lay leaders, and members of the congregation*
- *Personal development and renewal*

Given your answer to the above, what goals and challenges would you like to take on in the second year of your TiM call at Plymouth? What types of support do you need to continue your path at Plymouth?

Transition into Ministry Exit Interview

1. What was good/enjoyable/satisfying for you during your time at Plymouth?
2. What was frustrating/difficult/upsetting to you?
3. Remembering back to your arrival and entry into Plymouth, what three recommendations do you have for getting new TiM Associate Ministers off to a good start at Plymouth?
4. Were the expectations of your position clear to you? If not, what would have helped to make them clear?
5. How did you use the Learning Outcomes? Were they helpful? Appropriately challenging? Too easy? In what ways could they be improved for future TiM Associates?
6. What can you say about communications and relations among church staff, and how could these be improved?
7. What can you say about the way you were managed - on a day-to-day basis, and on a longer-term basis?
8. What can you say about the way your performance was measured, and the feedback that was provided to you?
9. What are three learnings you will take away from your TiM experience?
10. How do you think your pastoral identity was clarified for you during your time at Plymouth?
11. Do you have anything else you want to share with the TiM Committee?