

NURTURING THE NEWLY ORDAINED

Synod of Lincoln Trails New Pastor Support Program

Began in 1985

Pastors are enrolled as soon as possible following ordination (up to 3 years following ordination)

A 3-year program – usually begins in the Fall of the year

2 Retreats, 48-hours each, annually

Geographic Cluster Groups meet in between retreats

Leadership: Synod Co-Executive, Presbytery Executive or staff person, one or more Pastors serving congregations – 3 or 4 leaders for each group/

A Partnership Endeavor: Invitation Letters go to Pastor, Session, Head of Staff (for Associates), Presbytery Staff Person. Session participates by paying mileage and not requiring pastor to take vacation or continuing education days to participate. Presbytery participates by encouraging participation and by the leadership of its staff. Synod coordinates, issues invitations, provided leadership of a Co-Executive for each group, pays room and board, provides all resources, and pays for lunches for the cluster group meetings.

PURPOSES of the PROGRAM; Building Bridges...

- **Between seminary and first call**
- **Between congregation of nurture and first call**
- **Between academic and practical**
- **Between family and “family”**
- **Between and among colleagues**
- **Between those of various theological viewpoints**
- **Across Governing Body geographic lines**
- **ADVOCACY – for larger church**
- **ADVOCACY for Networking: Peer Review**

COMPONENTS OF THE PROGRAM:

- **Building Community**
- **Worship and Sabbath**
- **New Beginnings by Roy Oswald**
- **PC(USA) Standards of Ethical Conduct**
- **Entry Issues**
- **Ethics and Boundaries**

- **Financial Issues and Realities (both personal and congregational)**
- **Congregation as a System**
- **Managing conflict**
- **Leadership Styles**
- **Writing a personal mission statement**
- **Leaving: when, how, etc.,**
- **How to talk about difficult issues especially with those with whom I disagree**
- **How to moderate a Session meeting**
- **Celebrating the High Points of Ministry**

BENEFITS of PROGRAM:

- **Skills pastors can transfer back to their congregations**
- **Relationships**
- **Coaching/Mentoring from experienced pastors and colleagues**
- **Safe place to bring issues and concerns**
- **Puts a “face” to the larger church**
- **Benefit to larger church: folks are more aware of the larger church and the opportunities for service provided. At any one time, 1/3 of our Synod commissioners are participants or graduates of the program. Many of our folks have become leaders in their presbyteries.**