



Pastoral Residency

Trinity Evangelical Free Church
1212 Monona Drive
Ludington, MI 49431

All About Trinity Church and Ludington.



Located in the beautiful town of Ludington, Michigan, we join with the historical and global church in our mission to make more and stronger disciples of Jesus. First organized in 1882 as the Swedish-speaking Swedish Free Evangelical Mission Church, Trinity has seen many changes over the years, adapting to minister to the people in the congregation and the community. Through all of this, the church has remained committed to the centrality of God's Word for the life of the church, and God has been faithful in providing for his people.

Three crucial distinctives for us are Gospel, Community, and Mission. The Gospel is our passion and is the center of everything we do. Community is key for growth and living out the Gospel. Mission is what drives us forward every day.

In recent years, God has grown us from a small church family with a solo pastor into a church with multiple pastors and staff members. It has been an exciting season of growth, and we are seeking an ever-expanding impact for Jesus' kingdom in Ludington as he continues to prove his faithfulness!

Ludington is a city of about 8,400 people (28,800 in Mason County) located right on the coast of Lake Michigan. We enjoy beautiful sandy beaches, scenic rivers, and inland lakes. Ludington State Park provides opportunities for a variety of outdoor pursuits just north of town. This natural beauty makes Ludington a tourist destination; the town is filled with people and activity all summer long. The town has a strong spirit of civic pride and is filled with entrepreneurial energy. People here want to have a strong community bond, working together for world record attempts, gathering downtown for summer Friday Night Live block parties, and celebrating New Year's with a ball drop each year. To get a feel for the community's vibe, check out pureludington.com.



Role Description

Ideal Fit

Whether you're looking for a deep dive into ministry experience after completing your educational goals or searching for some initial ministry experience as you pursue a seminary degree, you could be a great fit at Trinity.

More than anything, we're looking for someone who shares our dependence upon Jesus, our dedication to make more and stronger disciples of his, and our commitment to pursuing excellence in ministry through healthy staff and leadership culture.

Requirements

A call to pastoral ministry, discerned both personally and by fellow Christians

Bachelors degree in pastoral ministry or a related field

3 references - ministerial, educational, and personal

Potential Ministry Opportunities

Student Ministry

Provides Gospel-rich, age-appropriate, effective biblical teaching.

- Serves as primary teacher.
- Schedules guest teachers.

Ensures that weekly gatherings are planned and executed well.

Fosters a safe environment for students.

Ensures that the student space is supplied, set up, and ready for weekly gatherings.

Cultivates Christlike relationships with students, adhering to appropriate boundaries.

Initiates & leads special events – United Youth Rally, retreats, etc.

Student Ministry Team

Models prayerful, humble team leadership.

Includes and listens to Student Ministry Team during the process of imagining and deciding upon future Student Ministries plans.

Creates and maintains a volunteer schedule to ensure every gathering is properly staffed.

Keeps regular communication with team to ensure each member is prepared and equipped for each gathering.

Models Christlike relationships with students and equips volunteers to do likewise.

Forms and guides sub-teams to plan and participate in special events.

Staff Member

Leads Student Ministries in line with the vision and values of Trinity Church.

Pursues cooperation/integration of Student Ministries with Trinity's other ministry areas.

Participates in weekly staff meeting.

Collaborates with the Family Ministry

Pastor on:

- Advance planning.
 - Events.
 - Lesson series.
- Goals.
- Growing Student Ministries in breadth and depth.
- Evaluating ministry effectiveness.
- Budgeting.
- Training volunteers.
- Volunteer screening.
- Conflict resolution.
- Recruiting volunteers.
- Providing regular encouragement for MS & HS volunteers.
- Regular rhythm of 1-on-1 meetings for:
 - Personal support, growth, and prayer.
 - Developing ministry skills.
- Communications.
 - Contributions to Trinity's weekly email newsletter and/or a future family ministries newsletter.
 - Parent meetings (when deemed useful).
 - Parent communications – schedules, registration forms, etc.

Compensation

We want your Residency experience to dovetail with your ministry goals. Track 1 is designed for applicants who have already completed their desired ministry education. If you hope to incorporate further seminary education into your experience, Track 2 might be the better option for you.

— Track 1 - Ministry Experience

- 35 hours/week, Hourly wage commensurate with experience.
- Health insurance stipend.
- Trinity Church will provide your housing for the duration of the residency, either in our parsonage (if available) or with a Trinity family.

— Track 2 - Continuing Education

- 25 hours/week, Hourly wage commensurate with experience.
- Health insurance stipend.
- Trinity Church will provide your housing for the duration of the residency, either in our parsonage (if available) or with a Trinity family.
- We can assist you in paying for a Master of Arts or Master of Divinity degree online through an agreed-upon seminary.





Ministerial Enrichment

A Formative Experience

We're looking for someone we can invest in! Our goal is that three years from now, as you're nearing the completion of this residency, you'll have cultivated a deep sense of confidence in Christ and a notable level of competency to serve faithfully in a pastoral role wherever he leads you!

With this in mind, we'll work with you to establish and strengthen a pattern of personal soul care for resiliency over the long haul of pastoring. We'll also hone in on three key areas of pastoral ministry: Shepherding, Leading, and Administrating. Formal education is a distinct blessing, but we've found that growth in these three areas demands substantial hands-on experience in a community marked by the grace of Jesus.

We believe we're uniquely positioned to offer you this type of experience. Being a mid-sized church, we're not so big that you would get lost in the shuffle of a large-scale ministry operation. But we're not too small, either.

God has blessed us with an amazing conglomeration of leaders ready to pour into you, including:

- three full-time pastors, each having over a decade of pastoral experience,
- an exemplary, Christ-focused board of elders,
- three former youth pastors/directors on our team of Student Ministries volunteers.

— Soul Care

Reading

One book per year with a pastor or elder (see next page, "Book Lists").

Hands-On

Cultivating spiritual practices (prayer, meditating on Scripture, Sabbath, community, and journaling, etc.) and a healthy pace of life for sustaining these practices.

Pro-D Assessment + Consultation with a Clergy Coach through PIR Ministries.

— Shepherding

Reading

One book per year with a pastor or elder (see next page, "Book Lists").

Hands-On

Preaching (If consistent with the Director's personal calling)

- Year 1: Finding your voice
- Year 2: 2-3 Sunday AM sermons
- Year 3: 4-week Sunday AM sermon series

Premarital Counseling: Partner with a pastor to lead an engaged couple through the premarital counseling process.

— Leading

Reading

One book per year with a pastor or elder (see next page, "Book Lists").

Hands-On

Recruiting & Onboarding Volunteers

- Year 1: Learn Trinity Student Ministries' onboarding & annual 1-on-1 procedures
- Years 2-3: Head up recruitment of new volunteers & annual 1-on-1's for current volunteers

Elder Board: Observe non-confidential portions of Elder Board meetings.

Strategic Planning & Evaluation: Participate in a professionally facilitated weekend designed to produce a church-wide three-year plan for vision and strategic teams.

— Administrating

Scheduling and Budgeting 6-12 months ahead.

The Big Picture & The Small Picture: Learn to look at leadership from multiple angles from two former youth pastors.

Gain a thorough knowledge of Planning Center church management products.



Book Lists

The lists below are not exhaustive. Use this page to gain a feel for what you'll be reading as Trinity's Pastoral Resident. Book selections will harmonize with the Resident's personal needs and seminary assignments (if applicable).

Soul Care

An Unhurried Life, Alan Fadling

An Unhurried Leader, Alan Fadling

The Emotionally Healthy Leader, Pete Scazzero

Managing Leadership Anxiety, Steve Cuss

Boundaries, Henry Cloud & John Townsend

Boundaries for Leaders, Henry Cloud & John Townsend

The Imperfect Pastor, Zack Eswine

The Wary Leader's Guide to Burnout, Sean Nemecek

Emotional Intelligence, Daniel Goleman

Strengthening the Soul of Your Leadership, Ruth Haley Barton

The Gift of Being Yourself, David Benner

Wholeheartedness, Chuck DeGroat

"The Minister's Fainting Fits," Charles Spurgeon

Didn't See It Coming, Carey Nieuwhof

A Sacred Sorrow, Michael Card

Shepherding

The Sacred Wilderness of Pastoral Ministry, David Rohrer

The Book of Pastoral Rule, St. Gregory the Great

The Reformed Pastor, Richard Baxter

Is It Abuse? Darby Strickland

Gentle and Lowly, Dane Ortlund

Strategic Pastoral Counseling, David Benner

The Care of Souls, Harold Senkbeil

The Wounded Healer, Henri Nouwen

Immeasurable, Skye Jethani

Power in Weakness, Timothy Gombis

The Unnecessary Pastor, Marva Dawn & Eugene Peterson

Leading

The Trellis and the Vine, Colin Marshall & Tony Payne

Sticky Leaders, Larry Osborne

The Politics of Ministry, Bob Burns, et al.

How to Have That Difficult Conversation, Henry Cloud & John Townsend

Crucial Conversations, Joseph Grenny, et al.

Necessary Endings, Henry Cloud

Leading from the Second Chair, Mike Bones & Roger Patterson

Center Church, Timothy Keller

When Narcissism Comes to Church, Chuck DeGroat

A Failure of Nerve, Edwin Friedman

The Way of the Dragon or the Way of the Lamb, Jamin Goggin & Kyle Strobel

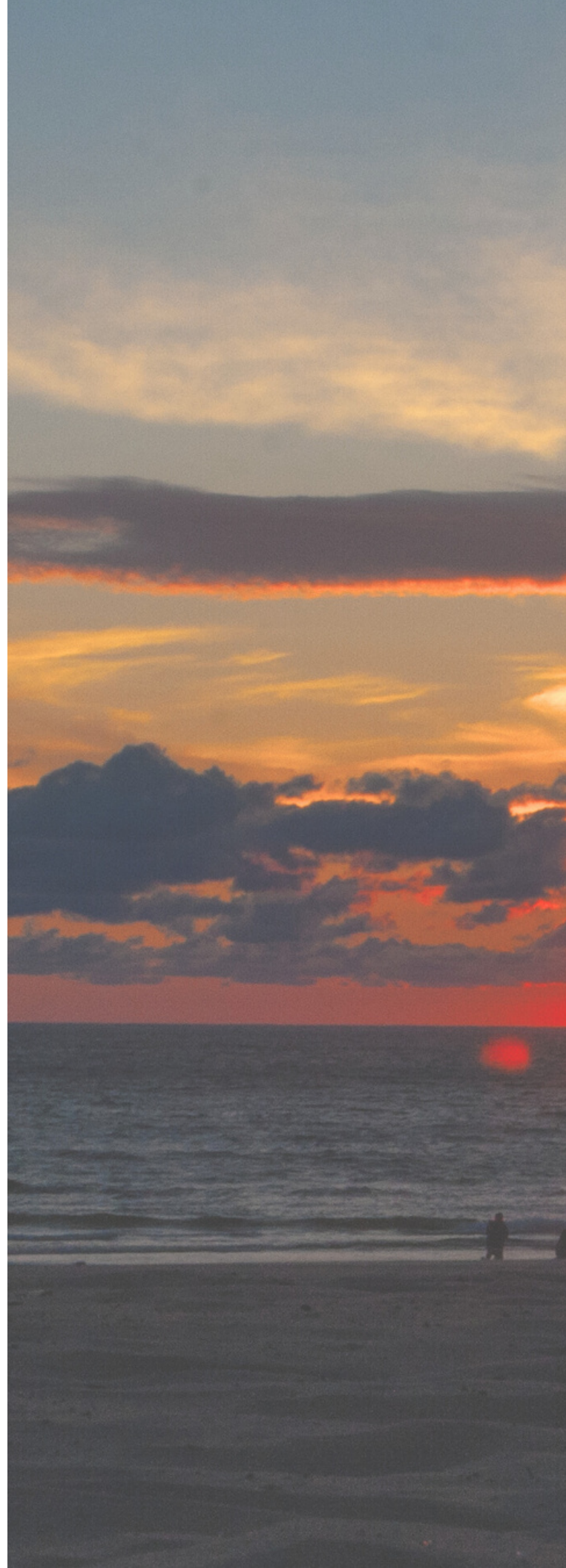


Application Process

1. Fill out our application, available [here](#).
2. You'll hear from us within 2 weeks of submitting your application.
3. Each potential candidate will participate individually in a video call with Trinity's pastoral staff.
4. We'll choose one candidate to bring to Ludington for a formal interview process.

We're praying for you!

As you seek God's guidance for your next step, may he grant you discernment, guidance, and above all, a fresh sense of peace in the reality that you are his child through the death and resurrection of Jesus!





trinity**church**

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