

## **Guidelines for Candidates in Residency Process Longer than Two Years**

### **Rev. 2021**

The Residency period has three components: the Lay Consultation Team (LCT), the Residency Covenant Group (RCG), and the Residency Effectiveness Team (RET). Below are guidelines for navigating each of these components for a resident that has been delayed by the BOM or has chosen to self-delay. If a candidate chooses to self-delay more than once, the candidate will need to appear before the executive committee of the Board of Ordained Ministry for approval. Growth should be seen over the time period that the resident has delayed.

#### Residency Effectiveness Team

- The Residency Effectiveness Team is an arm of the Board of Ordained Ministry. When a resident self-delays as a result of incomplete requirements or concerns raised by the RET, the RET has the authority to address areas of concern in consultation with the Residency Chair.
- When possible, the resident will retain the same RET over the course of their residency.
- When a resident delays for any reason, the resident and RET should plan for growth throughout the delay period. The RET will require the resident to write a new growth plan to address areas of concern, incomplete areas, or continued growing edges. Items in this growth plan may include continuing education in area(s) of weakness (i.e., a family systems class, Stephen Ministry training, anger management, chaplaincy workshops, etc.) or community service in particular areas (homeless shelters or other places of volunteerism). RET may contact Residency Chair for further ideas.

#### Lay Consultation Team

- The Resident still needs a feedback loop, and an LCT Chair will remain a member of the RET. If the candidate completed the requirements of the LCT to the satisfaction of the RET, the RET has the authority to decide the best way to continue this relationship. This may include continuing to meet with the same LCT as during the first two years of residency, or the RET may ask the resident to recruit a new LCT.
- If the candidate does not complete the requirements of the Lay Consultation Team (LCT) to the satisfaction of the RET, the RET has the authority to require the candidate to reform an LCT and meet a minimum of 5 times over the year. The LCT will provide a written report to the RET at the end of the year.
- If the candidate changes appointments before completion of the residency period, the candidate will need to create a new LCT. The LCT Chair is an important component of the RET. The candidate's RET may decide an appropriate number of times for the LCT to meet over the year.

#### Residency Covenant Group

- The resident will continue to need guidance from a clergy mentor. During the first two years of residency, this is provided through the RCG experience. It is difficult to assign a delayed candidate to a new RCG because of group dynamics. Therefore, in consultation

with the RET Chair, the Residency Chair will assign a new Cabinet-approved, Board-appointed mentor to meet with the resident while they are continuing the process.

- This mentor may discuss growth areas, the new growth plan, or any other questions or concerns that come up with the resident. This mentor may also consult with the RET Chair to determine the best way to mentor the resident.
- If the candidate did not complete the requirements of the Residency Covenant Group (RCG) to the satisfaction of the RCG mentor, the RET has the authority to require the resident to meet with their new mentor a minimum of 5 times throughout the year AND to require the candidate to attend connection events such as The Gathering and events of your order. If the RET is concerned about the candidate's ability to relate to clergy peers in a group setting, the RET may request that the candidate form a peer group, and the RET may follow-up on that requirement.