

BIVOCATIONAL GROWTH FELLOWSHIP

Program Details

What

The Bivocational Growth Fellowship is a new Financial Shalom program designed to support bivocational pastors' growth and well-being for the long haul of ministry. By taking part in this Fellowship, pastors will be empowered to take steps toward long-term financial sustainability and vocational fit.

The Bivocational Growth Fellowship will provide financial assistance, training resources, and goal development support over a yearlong period to pastors who are engaged in or considering bivocational ministry (any arrangement in which they gain financial support from more than one employer). Together, with support personnel and a cohort of fellow pastors, participating pastors will develop a plan, receive vocational and financial coaching, pursue additional training and learning opportunities customized to their situation, and share experiences with their colleagues for mutual learning and growth.

The program is envisioned as a 12-month program, though it may be shorter or longer depending on the particular pastor's goals and outcomes. It is expected to begin January 2021.

Why

Program goals include:

1. Pastors complete and leave the program happy with where they are — able to devote what they need to ministry, take care of their families, and feel good about their situation.
2. Pastors are reaffirmed in their bivocational ministry call and have what they need to take any needed steps forward in their ministry.
3. The CRCNA learns from, normalizes, and elevates bivocational pastors within the local church context and the denomination overall.

Who

Participants may include:

- Any ordained CRCNA pastor (Ministers of the Word or Commissioned Pastor) who is engaged in or considering bivocational ministry
- 10-20 pastors per cohort (2021 & 2022, initially)
- A diverse range of applicants and participants, in terms of:

- Years in ministry, race, ethnicity, age, geography, and gender
- Relationship to bivocational ministry (considering, in transition, active, veteran)
- Position in church (solo lead, associate, co-, couple, church planter, etc.)
- Why bivocational (ministry context, financial necessity, sensed call, combination)
- Pastors who are motivated and willing to explore and take steps toward work beyond their current arrangement and are willing to share experiences within a cohort setting

Application

To apply, please note:

- Applications are due Friday, December 11th at 5:00pm (Eastern)
- Application requires church point-of-contact information (signaling church's support)
- Applicants are not able to save and return to their form later, so it is recommended they first complete their answers in a separate document and then copy them into the form
- Decisions are expected by end of December
- Application form is found [here](#)

Program Benefits

Benefits include, but are not limited to:

- Customized support based on pastors' specific goals rather than an over-programmed, one-size-fits-all approach
- Salary supplement funding (based on individual financial analysis with a budget expert); amount will vary but will be sufficient for participants to pursue the program goals without added financial burden
- Birkman Assessment
- Financial Coaching
- Support with goal development planning, review, and revision
- Financial support available for training or licensing opportunities
- Other types of vocational training, support, and networking; subject to the pastor's specific goals and proposed plan
- Cohort model allowing participants to learn with and from other bivocational pastors
- Participant's church's context is considered and personnel is appropriately involved so that the church benefits from having their pastor involved in the program
- Attention to a theology of vocation and bivocationality through program forums
- Opportunities to pay forward one's learning and experiences to the wider CRCNA

Contact

Please direct any questions to Nathan Rauh-Bieri, program manager, at shalom@crcna.org