

# Pastoral Residency / Curacy



CHURCH OF THE  
**HOLY CROSS**

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## *Context and Leadership*

Nestled at the base of the Blue Ridge Mountains in Western Albemarle County, Virginia, Crozet is a growing community of 8,350 residents. Though considered a bedroom community of Charlottesville, located 10 miles to the east, Crozet has cultivated its own sense of place. In the last decade, the population has increased 50% with steady growth projected to continue over the next decade. New residents continue to relocate from other parts of the county and, increasingly, other parts of the country. Crozet consists of 73% married households with 42% of household having at least one child. The natural beauty of the mountains, the quiet pace of life, the village atmosphere, a great setting for family life, along with nearby community of Charlottesville make Crozet an attractive place for many.

Church of the Holy Cross was planted in 2017 with twelve adults and a vision to be a faithful and missional Anglican parish in this growing community. While Holy Cross took root in Crozet, from the beginning of our mission, we envisioned planting a church in Charlottesville, where many of our early parishioners lived. This prayer was realized in 2022 when the Rev. Claude Atcho came on board to lead Church of the Resurrection, which launched in October of 2022.

Holy Cross has witnessed steady growth, with an Average Sunday Attendance of 125, comprising 80 adult members and 50 children under 18. We have met in rented and unconventional spaces (e.g., living room, event barn, and even a brewery) and currently meet in a local elementary school. Though we have been a “tabernacle church,” portable and nimble, we have prioritized the beauty of Anglican worship according to the Book of Common Prayer. We have become a home for spiritual seekers from a variety of backgrounds searching for deep roots in a rootless age. In this next season, as we seek to put down our own roots in western Albemarle County, we will be launching a capital campaign to secure land and build a building.

The church has a dedicated team, including a full-time Rector, a half-time Parish Administrator, a part-time Music Director, and a part-time Family Ministry Coordinator. Additionally, two non-stipendiary priests-in-residence contribute to the community.

To serve our mission well in the next season, we desire to establish a rotating and, eventually, self-sustaining three-year pastoral residency (curacy) program in 2025.\*

\*We'll use “curacy” and “pastoral residency” interchangeably in this proposal.



## Mission and Vision

Our mission is to form followers of Christ  
in the fellowship of his Church,  
for faithful witness in the world.

As we live into our mission, we will see the lost drawn to the joy of the Gospel, the lonely find a home in the baptized body, and the restless discover deep roots in the Great Tradition of Christianity in the Anglican Way. Once established in a church building—a sacred space for worship and a common place for mission—we will continue to witness our lives, vocations, families, friends, and neighbors transformed by the truth, beauty, and goodness of Jesus Christ. By God's grace, we will mature into the whole Christ to live a whole life to love the whole world, for the praise and honor of our Triune God!

### Core Values

**Apostolic Tradition:** Growing in the apostolic Faith as revealed in Holy Scripture and passed down through the Great Tradition.

**Joyful Hospitality:** Sharing life together and extending to others the merciful and abundant welcome we have received through Christ.

**Liturgical Living:** Patterning our lives around the liturgical rhythms and sacramental life of the Church.

**Generational Faithfulness:** Stewarding the good work that God has begun in our parish to leave a legacy for generations to come, while uniting parishioners of all ages in fellowship and ministry.

**Sacrificial Service:** Giving our lives for mission in a generous and compassionate spirit for the glory of God and the good of others.

### Identity and Beliefs

We embrace the ultimate authority of Scripture and are anchored in the enduring traditions of historic orthodox Christianity within the Anglican Way.

We profess our faith in unity with the Church in all times and all places through the three ancient creeds of the Church: the Apostles, Nicene, and the Athanasian Creeds. We uphold the Jerusalem Declaration, affirm Thirty-Nine Articles, and follow the Book of Common Prayer.



## Curacy & Candidate

Holy Cross seeks to establish a self-sustaining rotating pastoral residency/curacy program. Our desire to add a full-time Curate is born out of a *need* and *desire*: a need for added pastoral support in our growing parish and a desire to produce well-formed priests for broader Anglican Church. The Curate will serve for three years, after which point, he will be sent out and another Curate will be brought in to begin at Holy Cross.

Holy Cross offers ample opportunities for service and pastoral development in the context of a vibrant parish in a small town.

The Curate will either be an ordained priest or desirous to enter the ordination process.

Our candidates will have a demonstrated commitment to the Christian faith, a clear sense of calling to ministry in the Anglican tradition, and will meet the following requirements:

- Has completed an advanced theological degree (e.g, MA, MTS, or MDiv);
- If not ordained to the priesthood, desires to be ordained in the Diocese of Christ our Hope.
- Is in full agreement with the Jerusalem Declaration and the Fundamental Declarations of the Anglican Church in North America;
- Aligns with the vision, mission, values, and theological identity of Holy Cross;
- Demonstrates potential for excellence in preaching and/or Bible teaching;
- Has a rich devotional life and desires to grow in a spirituality guided by the Book of Common Prayer;
- Is a confident self-starter who desires to take primary responsibility for areas of ministry;
- Evidences a high level of emotional intelligence and maturity;
- Has a commitment to evangelism, discipleship, and hospitality;
- If married, one whose wife shares a sense of call to pastoral ministry; if single, who has a high view of women, exemplifying wisdom and integrity.



## *Selection*

### **Phase 1      Promotion of Open Residency Position (Summer/Fall 2025)**

- Open residency position published online and through our networks.
- Cover letters and resumes received.

### **Phase 2      Initial Screening of Applicants (Summer/Fall 2025)**

- Residency coordinator leads the pastoral resident search committee in creating a short list of applicants and conducts video interviews.

### **Phase 3      Hiring Process (Fall 2025)**

- Top candidate(s) invited to Holy Cross for a weekend visit.
- Rector and search committee decide on a finalist after candidate visits.
- Rector and search committee extend job offer.
- Resident accepts job offer.

### **Phase 4      Resident Joins Parish (Late Fall 2025/Winter 2026)**

- Resident relocates and joins team.
- Residency begins with parish onboarding.



## *Beginning Well*

It is essential that our residents get off to a great start—that they feel welcomed and affirmed by the church clergy and staff, the congregation, and even our diocese. Below is our schedule for welcoming and integrating our new resident.

### Pre-Arrival

#### Weeks 1–2

- Provide assistance with moving expenses
- Publish biographical information to congregation
- Assign a church liaison to assist with questions of housing, schools, etc.

#### Weeks 3-4

- Welcoming meal after first Sunday service
- Full admin and HR onboarding
- Congregation dinner invite or delivery roster as resident needs or desires
- Liaison arranges tours of neighborhood and city
- Meeting with rector to discuss formation of a personal development plan and initial areas of ministry responsibility

#### Weeks 5-6

- Scheduled meetings with key leaders in the residents' initial area(s) of ministry responsibility
- Scheduled first meeting with mentor from congregation who will pray for and support the resident throughout their three-year tenure
- Visit to Diocese of Christ Our Hope headquarters in North Carolina to meet with the Bishop and the Canon for Leadership Development and begin the ordination process
- Creation of personal development plan (PDP)



## Personal Plan

We will work with Curate to help him create a personal development plan (PDP) to guide his three-year tenure. The PDP will focus on six areas.

	Areas of Focus	Support Provided	Practice in Role
<b>Disciple</b>	<ul style="list-style-type: none"> <li>- Personal experience of God</li> <li>- Growth in personal holiness</li> <li>- Healthy, authentic relationships</li> <li>- Physical wellbeing</li> </ul>	<ul style="list-style-type: none"> <li>- Rector will mentor in Ignatian spiritual practices (lectio divina, centering prayer, the examen)</li> <li>- Six months of group processing/counseling</li> <li>- A wise mentor from within the congregation</li> <li>- Three sessions with a personal trainer</li> </ul>	<ul style="list-style-type: none"> <li>- Generous annual leave policy</li> <li>- Flexible schedule</li> <li>- Opportunities to attend spiritual conferences and retreats</li> </ul>
<b>Prophet</b>	<ul style="list-style-type: none"> <li>- Ability to craft biblically sound sermons and teachings that speak to the head, heart, and hands</li> <li>- Growing fluency in integrating faith, work, and economic wisdom</li> </ul>	<ul style="list-style-type: none"> <li>- Regular coaching and feedback</li> <li>- Preaching workshops with residents and clergy</li> <li>- Theological learning in residential community</li> </ul>	<ul style="list-style-type: none"> <li>- Part of regular preaching rotation</li> <li>- Responsibility for teaching classes</li> <li>- Opportunities to preach throughout our diocese</li> </ul>
<b>Shepherd</b>	<ul style="list-style-type: none"> <li>- Awareness of leadership strengths and weaknesses</li> <li>- Growing emotional intelligence</li> <li>- Ability to gather and catalyze</li> </ul>	<ul style="list-style-type: none"> <li>- Personality and strengths assessments</li> <li>- Personal coaching and support</li> <li>- Leadership trouble-shooting in weekly meeting with Associate Rector and bi-weekly meeting with Rector</li> </ul>	<ul style="list-style-type: none"> <li>- Oversight of existing ministry areas</li> <li>- Practice at starting new ministries</li> <li>- Pastoral counseling responsibilities</li> </ul>
<b>Steward</b>	<ul style="list-style-type: none"> <li>- Success in managing church budgets effectively</li> <li>- Ability to manage personal finances effectively</li> </ul>	<ul style="list-style-type: none"> <li>- Training in church stewardship and finance</li> </ul>	<ul style="list-style-type: none"> <li>- Responsibility for requesting and managing ministry budgets</li> <li>- Participation in the Parish Council</li> </ul>
<b>Missionary</b>	<ul style="list-style-type: none"> <li>- Growing cultural fluency</li> <li>- A vision for the Church's role in bringing justice</li> </ul>	<ul style="list-style-type: none"> <li>- Exposure to a diversity of churches and ministries in our city</li> <li>- Training in gospel contextualization</li> </ul>	<ul style="list-style-type: none"> <li>- Ministry to unchurched people in a secular context</li> <li>- Helping lay persons develop a theological vision for their work</li> </ul>
<b>Priest</b>	<ul style="list-style-type: none"> <li>- Competence in Anglican liturgy</li> <li>- Understanding of the Church calendar</li> </ul>	<ul style="list-style-type: none"> <li>- Practical coaching and training</li> <li>- Diocesan ordination process</li> </ul>	<ul style="list-style-type: none"> <li>- Regular liturgical leadership and planning</li> <li>- Opportunities to officiate at weddings, baptisms, and funerals</li> </ul>



## *Roles & Responsibilities*

Our goal in establishing the roles and responsibilities of the residents will be to find the right balance between the current needs of the church and the resident's development goals based on his PDPs.

Our church is a small-sized church (average worship attendance is 125), so our resident clergy and staff naturally work across multiple areas. This environment naturally lends itself to a well-rounded experience for the residents that will prepare them for future senior leadership. When the resident first arrives, we will work with him to determine one or two major areas of ministry responsibility in accordance with the needs of the church. These might include:

- Small group ministry
- Adult education and formation
- Oversight of worship services for a season
- Evangelism
- Missions
- Music Ministry (if gifted in that area)
- Assimilation
- Volunteer leader support
- Men's Ministry
- Youth Ministry
- Children's Ministry
- Music Ministry

As part of the pastoral team, residents will also be assigned a portion of the following responsibilities:

- Planning and leading in the liturgy
- Regular preaching rotation
- Pastoral counseling (premarital, crisis, general)
- Visits to parishioners' workplaces
- Participation in weekly staff meetings
- Active participation on the Parish Council
- Diocesan clergy responsibilities

In addition, residents will have the following responsibilities:

- If not ordained, fulfillment of ordination requirements as laid out by the Diocese of Christ Our Hope;
- Coordination of the pastoral residency program during years two and three of his program.





## *A Culture of Formation*

Competency development and character formation require an immersion experience along with mentorship. Good mentorship provides the structured guidance and space for residents “to pause and think about what they are experiencing while providing seasoned insight into these experiences” (Made to Flourish, Residency Workshop Program Booklet).

We will provide:

- **Congregational Mentor(s):** Our church is blessed with people who are devout, wise, trustworthy, and worthy of emulation in their faith and vocation. The rector will recruit one of these men to serve as a personal formation mentor for the resident. His role will be to listen to, pray for, share life with and generally support the resident in utmost confidence during his tenure. This will be a blessing not only for the residents, but for the mentors also.
- **Senior Leader Mentorship:** The rector will meet one-on-one with the resident every week. These meetings will aim to create a relational space for the resident to share his joys, sorrows, blessings, and challenges as he grows into his pastoral vocation. The rector will listen, encourage, and provide constructive feedback to the resident.
- **Special-Focus Mentorship:** The resident will be encouraged to pursue relationships, both inside and outside the parish, that will help him achieve some of the goals that emerged in the development of his PDP. The rector will make every effort to connect the resident to these mentors as requested.

It is essential for the development of the resident and the health of the church that he grows in his ability to mentor others.

- **Residents will think deeply about mentorship.** Each resident will read books selected by the Rector for ongoing discussion.
- **Residents will mentor others** within the church: younger men, volunteer leaders, etc.



## *Rule of Life*

The Curate will develop a rule of life in coordination with the Rector to develop a healthy work/life/ministry/family balance.

**Prayer** — The Curate will commit to saying the Daily Office each weekday, either with the Rector, others, or individually. Additionally, the Curate will observe the liturgical rhythms of the church year, taking on seasonal devotions and practices.

**Scripture** — As part of the Daily Office, the Curate will follow the Daily Office Lectionary and make the lectionary readings a continual point of meditation and conversation.

**Rest** — We regularly take time to step away from the anxiety and strain of our work. Daily rhythm: We embrace the boundaries of day and night. We don't let work seep into every corner of our house and every moment of our time. We set aside time for sufficient amounts of sleep.

- Weekly rhythm: We keep a weekly Sabbath, structuring our time around the following four characteristics of biblical Sabbaths: worship, cease, rest, and feast.
- Seasonal rhythm: Through the Christian calendar, and wise scheduling, we have seasons of fasting and feasting, of working and resting. We build healthy “fun” and vacations into our days, weeks, and years to allow the soil of our lives to be replenished.

**Work** — We work hard (typically 50 hours per week), and we follow a common daily work rhythm: mornings in prayer, study, and quiet work; afternoons in interactive work (meetings, pastoral care, administration, etc.).

**Study** — We are consistently taking steps to learn and to develop intellectual, ethical, and spiritual competencies necessary for faithful lives as workers, neighbors, and citizens. In addition to the culture of learning that marks our normal staff environment, we expect our clergy and curates to take two study weeks each year.



## *Clergy*

It is vital for clergy to live in a thick community of other clergy. Holy Cross is part of a very active deanery of six parishes whose clergy and leaders gather throughout the year.

Each month we gather for a half-day, and twice each year we get away for 48-hour retreats. At these times we pray for one another, pray for our churches, brainstorm and troubleshoot thorny issues faced by one or more of the pastors/churches, discuss important books on theology or culture and their application to ministry, and share successes and failures in our own vocational journeys.

Each year we attend our Diocesan Synod in November.

## *Church*

The curate will be a non-voting participant in the senior leadership body of our church, the Vestry, which meets monthly. The curate's involvement in these meetings will provide invaluable skill development as he prepares for a senior pastoral role in the years ahead. In these meetings, as at other times in his residency, he will wear two hats: fully functioning pastor and learner whom we are investing in to send out to serve the Church in the future.



## *Faith, Work, Economics*

As Gordon Spykman puts it, “Nothing matters but the kingdom, but because of the kingdom everything matters.” A central element of the pastor’s vocation is to open the hearts and minds of our people to see the creation-wide redemptive power of Christ. We must see the connections between Scripture and all of life. In the words of Herman Bavinck, Christianity is “not an island in mid-ocean but a mountain-top overlooking the entire creation.” Pastors must learn to skillfully and compellingly place Christ and the gospel in the very center of the full-orbed life of nature and mankind, to set forth clearly the great significance of God’s revelation for the whole realm of existence. This line of thinking clearly leads us to see the massive importance of work and economics—two dimensions of life that constitute a significant portion of our lives.

- **Complete and gain competency in Holy Cross’s approach to catechesis:** Our curates will attend Holy Cross’s Catechesis Course (our newcomers class) as well as our ongoing adult catechesis series. The curate will eventually take leadership in teaching these classes.
- **Develop parish resources for faith and work:** The curate will help develop resources (e.g., small groups, Sunday Schools, seminars, reading groups) to help cultivate a strong vocational theology in the parish.
- **Regular meeting with church members in their workplaces:** Our resident will connect with parishioners regularly in and around their places of work. This will expose the resident to the type of work our people do and the tremendous opportunities and challenges they face as they seek to work for the glory of God in their vocations.
- **Exposure to specific areas of need in our community:** Our resident will be required to visit the local ministries and organizations with whom we partner. This will expose them to areas where our area needs justice and mercy and to the ways in which Christians are attempting to bring shalom. Examples are: ministries to the homeless, prisoners, the destitute and medically disabled, undocumented citizens, crisis pregnancy center, refugees, survivors of domestic violence, drug addicts, and college campus organizations.



## *Fostering Growth*

As demonstrated throughout this document, our pastoral residents will have demanding roles as full members of our church's pastoral leadership. He will be immersed in the life of a senior church leader. At the same time, we expect our residents to lack experience, to struggle at times, and to make mistakes. This is a growing experience. It will be imperative, therefore, that we create for them an environment of support, encouragement, and constructive feedback.

## **Feedback and Coaching**

Residents will receive regular encouragement, feedback, and coaching in the following venues:

- **Performance Reviews:** As regular employees of Holy Cross, the residents will participate in a review process after their first 90 days and annual reviews thereafter. This process fosters self-reflection and provides an opportunity for feedback from the rector.
- **Senior leader mentor meetings:** Meeting every other week with the rector provides the opportunity for real-time encouragement, feedback, and coaching. The rector will foster an environment of nurturing, authenticity, and candor over the course of these meetings.
- **Gatherings with other senior leaders:** Monthly gatherings and twice-yearly retreats with the other rectors and senior leaders in our family of churches will allow the residents the opportunity to share their successes and struggles and to receive input from other senior leaders.
- **Diocesan leadership development:** The Diocese of Christ our Hope asks all ordinands to complete a battery of personality and gift assessments and then provides personal coaching as the ordinand discerns the specifics of future vocation. Residents will benefit fully from this process.



## *Post-Residency*

Our Anglican diocesan structure gives us a strategic advantage in placing a departing resident into a position of ministry that will be best for him and for the church. There are a wide array of exciting possibilities within our diocese that await gifted young pastors. Examples include:

- Assistant pastor positions at growing churches
- Ready-made church planting opportunities
- Rector vacancies at existing churches
- Pastoral positions at growing churches (e.g., youth pastor, children's pastor, college pastor, executive pastor, etc.)

The involvement of our Bishop and Leadership Development personnel throughout the entirety of the residency, will help us to cultivate a menu of options suited to the experience, desires, and gifting of the departing resident. In our recruitment and selection we will make every effort to find residents with a desire to do ministry within the Diocese of Christ Our Hope.

Correspondingly, we will do everything within our power to help the resident find positions within our network that will appeal to his sense of calling. However, if the resident feels that the right position does not currently exist within our diocese, he will be afforded our full and enthusiastic support as he seeks ministry employment outside of our diocese. Ultimately, our greatest priorities are God's kingdom and the success of the departing resident. As an ordained presbyter in the Anglican Church in North America, he will find a plethora of opportunities throughout the United States and Canada.

