



## Pastoral Residency Program 2021-22

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“For Ezra had set his heart to study the Law of the LORD, and to do it and to teach his statutes and rules in Israel.”

*Ezra 7:10*

“What you have heard from me in the presence of many witnesses entrust to faithful men who will be able to teach others also.”

*2 Timothy 2:2*



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# Pastoral Resident

## Why a church-based training program?

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College Church has a role to play in raising up the next generation of evangelical pastors, church planters and missionaries. By virtue of its resources, its location and its approach to ministry, College Church is well-equipped to serve as a teaching and sending church. College Church also believes that while seminaries and graduate schools provide a solid foundation in the classical theological disciplines, the local church is further suited to provide exposure to the realities of pastoral ministry and in-depth ministry preparation. Just as a teaching hospital provides its residents with further clinical training and opportunity to practice their trade, so too College Church seeks to provide more intensive and intentional ministry training within the living context of a body of believers. Recognizing this, and in dependence upon God's grace, College Church offers a Pastoral Resident program for called and equipped individuals pursuing some form of vocational Christian service.

## Who can apply to be a Pastoral Resident?

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Successful applicants will be gifted and motivated men who sense a call to some form of vocational Christian service and meet the qualifications for eldership as outlined in the New Testament (see 1 Tim. 3:1-7; Titus 1:7-9). They will have completed a graduate degree in biblical or theological studies (MA, M.Div., or equivalent) and will have had some meaningful ministry experience. In addition, they will come with the endorsement of the church in which they are currently serving or have previously served.

## What are the elements of the residency?

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The residency is a two-year, postgraduate course of training with two program elements: (1) Mentored Ministry and (2) Ministry Training. The progress of each resident will be assessed at two stages: a first-year assessment and a second-year exit interview. (See below for detailed descriptions.)

Pastoral Residents are brought in on June 1 with completion on May 31 of the second year. There are at least two residents per year.

## What are the core aims of the residency?

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The residency program will develop competency in four areas of church life: Worship, Outreach, Relationship and Discipleship. Theological reflection, skill development and character transformation will be stressed.

Pastoral Resident Overall Purpose	The training program exists to raise-up evangelical pastors, church-planters, and missionaries through mentored ministry and training.			
Training Focus	<b>Worship</b>	<b>Outreach</b>	<b>Relationship</b>	<b>Discipleship</b>
Core Aims	<p>Develop a theology of biblical worship.</p> <p>Develop an increased devotion to Jesus Christ enriched through regular Bible study and prayer.</p> <p>Develop effectiveness in leading others in prayer and worship.</p>	<p>Develop a theology of outreach and missions.</p> <p>Lead or participate in a short-term missions trip.</p> <p>Engage in regular outreach to non-believers.</p>	<p>Develop a theology of biblical relationship.</p> <p>Develop effectiveness in leading a small group.</p> <p>Develop a biblical approach to pastoral care in all ministry settings.</p>	<p>Develop expertise in expository preaching</p> <p>Develop effectiveness in teaching large and small gatherings.</p> <p>Develop effectiveness in intentionally discipling others.</p>

## What does the residency actually look like?

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The first Wednesday in June, there is a pastoral residency orientation to review the contents of this program guide and elements of the program.

College Church's vision and core values, together with the above-mentioned core aims, give shape to the program elements. The following provides a brief description of the various elements of the residency. The residency has two primary programmatic elements: (1) mentored ministry and (2) ministry training.

### MINISTRY TRAINING

Three ongoing learning opportunities comprise the ministry training element of the residency: seminars, workshops and other learning and equipping opportunities.

### SEMINARS

#### Preaching Seminars

- Leader: Senior Pastor and Invited Guests
- Frequency: Quarterly (July, October, January, April)

This seminar is designed to develop the resident's appreciation for the science and art of biblical exposition and the vocation of the preacher. Attention will be given to sermon preparation and delivery. These seminars will be led by the senior pastor and guests of the training program who have experience in pastoral ministry and preaching.

#### **Ministry Leadership Seminar**

- **Leader: Members of the Pastoral Staff**
- **Frequency: Monthly from February to May, every other year**

This seminar is designed to explore how College Church's commitment to the centrality of the gospel shapes our core ministry values and in turn informs the various aspects of its ministries. This course includes discussions of gospel-centered pastoral theology.

#### **Practical Application Seminars:**

- **Leader: Members of the Pastoral Staff and Invited Guests**
- **Frequency: To Be Determined**

These seminars are designed to familiarize the residents with other areas of church life. Anticipated seminars are:

- Executive leadership seminar led by our Executive Pastor;
- Financial seminar led by our Director of Administration and Finance;
- Seminar on developing a team of lay leaders led by our Discipleship Pastor;
- Other seminars led by visiting scholars or pastors.

#### **Pastoral Care and Character Development Seminar**

- **Leader: Pastor of Congregational Care & Family Ministries**
- **Frequency: Bimonthly (Wednesdays, 3:00 – 4:15 p.m.)**

This seminar will develop the resident's skill in shepherding responsibilities including pastoral care, counsel and personal ministry of the Word. We will explore the power of the gospel to bring about genuine redemptive transformation. Residents will grow in their understanding of progressive sanctification and the role of the gospel in counseling the problems of life. Particular focus will be given to the dynamics of biblical change and equipping the church to be agents of redemption and sanctification in living out biblical relationship. Further emphasis will be placed on the spiritual growth and character development of the pastor as he learns to apply the gospel to his own heart and life.

## WORKSHOPS

### Scripture and Sermon

- **Leaders: Various Members of the Pastoral Staff**
- **Frequency: Weekly (Wednesdays at 11 a.m.)**

The aim of this workshop is to help residents move from exegesis to exposition, exploring the difficult tension of maintaining fidelity to the text while seeking to preach with simplicity and pastoral sensitivity. Residents will regularly be expected to prepare sermon outlines for the assigned texts, and the workshop will concentrate on the close reading of biblical texts and discussion of the proposed outlines. The expectation is that residents, upon completion of this workshop, will have developed a repeatable strategy for constructing an effective sermon from a given text.

### Workshop on Biblical Exposition

- **Leaders: Charles Simeon Trust**
- **Frequency: Yearly in May (not in May 2021 due to COVID-19)**

Residents will participate in the annual Workshop on Biblical Exposition, convened by the Charles Simeon Trust ([SimeonTrust.org](http://SimeonTrust.org)) and hosted at College Church. This workshop is intended to give ministers confidence and build up skill in proclaiming God's Word through large-group instruction, model expositions and small group practice.

## CONFERENCES

In the spring, many of the pastors attend The Gospel Coalition or the Together for the Gospel conference (that alternate years). This is not part of the pastoral residency program or a required event, but a good opportunity for learning and fellowship together.

The general workshop, conference, and seminar schedule is as follows:

Seminars/ Workshops	Fall (Aug – Dec)	Spring (Jan – May)	Summer (Jun – Aug)	Frequency
Preaching Seminars	1 sessions	2 sessions	1 session	Quarterly
Ministry Leadership	None	4 sessions	None	Monthly, every other year

<b>Practical Application</b>	TBD	TBD	TBD	TBD
<b>Pastoral Care &amp; Development</b>	8 sessions	7 sessions	2 sessions	Bimonthly
<b>Scripture &amp; Sermon</b>	18 sessions	21 sessions	13 sessions	Weekly
<b>Workshop on Biblical Exposition</b>	None	1 session in May	None	Yearly

## **OTHER LEARNING & EQUIPPING OPPORTUNITIES**

Because College Church is itself a vibrant learning community and happens to be adjacent to one of the country’s leading evangelical colleges and a number of other seminaries and graduate schools, residents are encouraged to take advantage of a number of other learning and equipping opportunities such as attending conferences or auditing a graduate level course.

### **MENTORED MINISTRY**

The mentored ministry component of the program is designed to give residents intensive, in-depth exposure to the realities of pastoral ministry, as well as to provide them with opportunity to develop as preachers, teachers, leaders and shepherds of God’s people. The mentoring will consist of three key components: exposure, experience and evaluation.

### **EXPOSURE**

1. The residents will have the opportunity to accompany the senior pastor to various meetings and events and spend time with him in pastoral ministry. Aspects of this mentoring time are determined by the senior pastor and coordinated with his executive assistant, though residents are encouraged to initiate opportunities, as well.
2. At the beginning of the program, a resident will also be assigned to a supervising pastor. In conversation with their supervising pastor, the resident will create a clear schedule for training and mentored ministry, be assigned hands on ministry experience, and when appropriate, accompany him in counseling sessions and various other ministry opportunities.
3. Residents are expected to attend and participate in the weekly pastors’ and directors’ meetings.

### **EXPERIENCE**

1. Residents are required to attend the membership class and join church membership at the earliest opportunity.

2. Residents are required to be involved in some form of the ministry of the Word (e.g., preaching, teaching in an Adult Community, leading a small group) at least twice a month.
3. Residents will have opportunity to preach in some forum several times a year.
4. Residents, if not already ordained for gospel ministry, are expected during their first year to begin their formal ordination process under the care of the Council of Elders.
5. Residents are expected to participate in or lead a STAMP (Short Term Adult Missions Program), World Impact or FTT (Fellowship of Theological Training) trip at some point during their residency program.
6. Residents are expected to be regularly involved in some area of outreach.
7. Residents will have regular on-call and hospital visitation responsibilities.

## EVALUATION

1. *Weekly.* Residents are expected to meet with their supervising pastor once a week. These weekly meetings will include:
  - a. review of the resident's Ministry Report from the previous week;
  - b. discussion and organization of upcoming responsibilities;
  - c. evaluation and debriefing regarding previous experiences, teaching, elder meetings, etc.; and
  - d. discussion on an issue related to pastoral ministry. This discussion may involve reading through a book together.
2. *Quarterly.* Each resident will be observed at least once a quarter by his supervising pastor in some ministry assignment, and the supervising pastor will then provide the resident with an assessment of his perceived effectiveness in ministry.

### What does a resident leave the program with?

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As a capstone to their two-year training, residents will create a ministry portfolio, which will serve as a distillation of their ministry experience and preparation up to that point. This ministry portfolio will include the following:

- **Character Assessment:** a one-page assessment of the extent to which the resident meets the Scriptural qualifications for eldership found in 1 Timothy and Titus, prepared by the supervising pastor, in consultation with the senior pastor and the pastor of congregational care and family ministries.
- **Leadership Report:** a written self-assessment of the resident's experience and success in leading a team/ministry project.
- **Sermon:** a recording of a sermon preached by the resident in his second year.
- **Theological Position Paper:** a paper of at least ten pages in length delineating his doctrinal position in the major areas of theology and his views on some practical issues of the Christian life. (If the resident has applied for ordination, this paper will be his ordination paper.)

This ministry portfolio will also serve as the focal point of assessment during the exit interview (see below).

### Does a resident get evaluated in the two years and does the church help him find a job after the residency?

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Toward the end of the first year in May, each resident will meet with his supervising pastor, the pastor of congregational care and family ministries, and the senior pastor to help the resident focus on next steps after the residency, to include help in job search, transition, and interview training.

Near the completion of the second year, each resident will participate in an exit interview with the resident's supervising pastor, the pastor of congregational care and family ministries, and the senior pastor.

### Is there a salary for the residents?

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Residents will be compensated via salary for up to two years, beginning June 1st of their year of entry into the program. Residents will also receive an allowance for study time, books, and administration expenses. They are eligible for some benefits, including group health insurance.

To learn more, contact the program assistant, Carolyn Litfin, at [clitfin@college-church.org](mailto:clitfin@college-church.org).