



COLLEGE CHURCH

## Pastoral Resident 2012-13

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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*



COLLEGE CHURCH

College Church in Wheaton

332 East Seminary Ave.

Wheaton, IL 60187

# Pastoral Resident

## Why a church based training program?

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College Church has an important role to play in raising-up the next generation of evangelical pastors, church-planters, and missionaries. By virtue of its many resources, its strategic location, and its distinctive 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 better 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 gifted and motivated 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 hearty 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 (20 hours per week), and (2) ministry training (20 hours per week). 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.)

## What are the core aims of the residency?

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The residency program will develop competency in four areas of church life: Fellowship, Learning, Outreach and Worship. Theological reflection, skill development and character transformation will be stressed. All of this is to further our vision of “The God-centered gospel of Jesus Christ proclaimed in us as a church and through us to the world by the transforming power of the Holy Spirit.”

Pastoral Resident Overall Purpose	The training program exists to raise-up the next generation of evangelical pastors, church-planters, and missionaries through mentored ministry and training.			
Training Focus	<b>Fellowship</b>	<b>Learning</b>	<b>Outreach</b>	<b>Worship</b>
Core Aims	<p>Develop a theology of biblical fellowship.</p> <p>Develop expertise in leading a small group.</p> <p>Grow in the practice of the biblical “one anothers”.</p> <p>Develop a biblical approach to pastoral care in all ministry settings.</p>	<p>Develop expertise in expository preaching for today’s church and world.</p> <p>Develop effectiveness in teaching large and small gatherings.</p> <p>Develop effectiveness in intentionally discipling others.</p>	<p>Develop a theology of outreach and missions.</p> <p>Develop an ability to clearly explain and defend the gospel.</p> <p>Lead a short term missions trip.</p> <p>Engage in regular outreach to non-believers.</p>	<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>

## What does the residency actually look like?

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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 (20 Hours Per week)**

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 (or his designee) and Fellows of the Residency**
- **Frequency: Quarterly (September, December, February, April)**
- **Core Aim Alignment: LEARNING**
- **Participants: 4 residents, Senior Pastor, and guest Fellow**

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 various Fellows of the training program who have experience in pastoral ministry and preaching. Fellows of the residency are highly experienced individuals who have been asked to provide occasional teaching within the program.

The following two seminars should follow each other (i.e., 4 monthly sessions of Theology for Ministry followed by 4 monthly sessions of Ministry Leadership Seminar). Seminars should take place from 3-4 p.m. in the Board Room on the second Sunday of the month beginning in September and concluding in April. Session leaders include Todd Augustine, Chuck King, Garrett Nates, and Bruce Wilson. Participants will include Pastoral Residents and Interns who wish to be included.

### **Theology for Ministry Seminar**

- **Leader: Senior Pastor (or designee)**
- **Frequency: Monthly from September to December**
- **Core Aim Alignment: FELLOWSHIP, LEARNING, OUTREACH, and WORSHIP**

This seminar seeks to help the resident know how to apply the disciplines of historical and systematic theology to preaching and other ministry demands. Critically reading and discussing a variety of important writings, the resident will seek to hone his theological understanding of the gospel, culminating in a paper outlining his convictions in the key Christian doctrines.

### **Ministry Leadership Seminar**

- **Leader: Senior Pastor (or designee) and Members of the Pastoral Staff**
- **Frequency: Monthly from January to April**
- **Core Aim Alignment: FELLOWSHIP, LEARNING, OUTREACH, and WORSHIP**

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 is comprised of a combination of

discussions of gospel-centered pastoral theology and presentations by the residents on ways in which Fellowship, Learning, Outreach, and Worship are practically implemented into all church ministries (including children's ministries, student ministries, collegian ministry, disabilities ministries, small groups, ministry to singles and young adults, congregational care, missions, social outreach and evangelism, eldership, music and worship, administration and finances, and adult ministries).

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

- **Leader: Pastor of Congregational Life**
- **Frequency: Monthly**
- **Core Aim Alignment: FELLOWSHIP**

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 fellowship. 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**
- **Core Aim Alignment: LEARNING**

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**
- **Core Aim Alignment: LEARNING**

Residents will participate in the annual Workshop on Biblical Exposition, convened by the Charles Simeon Trust (<http://www.simeontrust.net/>) and hosted at College Church. This conference 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.

The general workshop and seminar schedule is as follows (day of the week and time TBD):

Seminars/ Workshops	Fall (Sep – Dec)	Spring (Jan – May)	Summer (Jun – Aug)	Frequency
Preaching Seminars	2 sessions	2 sessions	None	Quarterly
Theology for Ministry	4 sessions	None	None	Monthly
Ministry Leadership	None	4 sessions	None	Monthly
Pastoral Care & Development	4 sessions	5 sessions	2 sessions	Monthly
Scripture & Sermon	13 sessions	21 sessions	4 sessions	Weekly
Workshop on Biblical Exposition	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 (20 Hours per Week)**

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. Each resident is expected to take responsibility of having one on one and group mentored time with the Senior Pastor. The residents will have the opportunity to accompany him on various meetings and spend time with him being mentored in pastoral ministry. Aspects of this mentoring time are

determined by the Senior Pastor. The Senior Pastor recommends that a 2<sup>nd</sup> year Pastoral Resident coordinate residents and interns in the Senior Pastor mentored time. He should compare calendars with the Senior Pastor's executive administrative assistant who manages his calendar. Also, the Senior Pastor and his assistant may identify events for which he is scheduled that are appropriate to invite a Pastoral Resident.

2. At the beginning of the program, residents will also be assigned to supervising pastors. Our goal is to assign one resident to each of our four core values of Fellowship, Learning, Outreach, and Worship. In conversation with their supervising pastor, the resident will create a clear weekly schedule for training and mentored ministry, be assigned hands on ministry experience, when appropriate accompany him in counseling sessions and various other ministry opportunities.
3. Residents are expected to attend and participate in weekly Pastoral Staff meetings.
4. Residents are expected to attend monthly Elder meetings to learn a biblical model for church eldership.

## **EXPERIENCE**

1. 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.
2. Residents will be given the responsibility for team teaching an 8 week series for the combined adult community that meets during the summer months of June and July.
3. Residents will have opportunity to preach, in some forum several times a year, which includes giving a devotional at the quarterly office staff lunch.
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 will be expected to oversee a team-led project from start to finish.
6. Residents are expected to participate in or lead a STAMP, World Impact or FTT trip at some point during their residency program.
7. Residents are expected to be regularly involved in some area of outreach.
8. Residents are expected to actively participate in a small group.
9. 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 (mutually agreed upon by the supervising pastor and resident ahead of time). 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.
3. *Yearly*. Residents will participate with the rest of the Ministry Staff in the annual Job Performance Review process, which will then be discussed with their supervising pastor and reviewed by the Senior Pastor.

### 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 or senior pastor.
- 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.

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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Each resident will participate in the annual Job Performance Review process, along with the rest of the Ministry Staff. Toward the end of the first year each resident will meet with his supervising pastor 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.

After the completion of the second year, each resident will sit for an exit interview with the resident's supervising pastor, the Senior Pastor, and a member of the Council of Elders. During the exit interview, the panel will assess how well the core aims of the program have been achieved.

## Is there a salary for the residents?

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Residents will be compensated as part-time employees at an annualized rate of \$32,000, for up to two years, beginning August 1st of their year of entry into the program. Residents will also receive a modest allowance for books and administration expenses totaling \$3,400.

Pastoral Residents are brought in on August 1 with completion on July 31 of the 2<sup>nd</sup> year. There are two residents per year.