



PASTORAL **RESIDENCY** PROGRAM



Why a Residency Program?

Making an investment in the next generation of pastoral leaders is a critical element to the future of the church. Leaders who've worked to define and refine leadership skills after a theological education make for potentially strong leaders in a local church or ministry.

Crossroads has always had a strong teaching environment. Our goal and vision through the mission of Serving People Toward and Connecting People to Jesus is growing disciples (followers of Jesus) who reproduce themselves in others.

Using this strength, the Pastoral Residency Program (PRP), aims to systematically add to the experience of Masters of Divinity graduates (or equivalency) in 8 Core Competencies equipping them to better lead a local church or ministry. Education is the foundation on which the residency program will be built through practical experience.

Real life ministry experience is key to growing solid future leaders for Christian ministry. Because of the strong history of Crossroads Church and its commitment to leadership reproduction, a pastoral resident will have his or her best chance at starting a ministry calling on the right path.



The Goal of the Crossroads Residency Program:

Over the course of a two year commitment, the resident will learn and grow at a pragmatic level in these 8 Competencies:

SELF-AWARENESS: Knowing the uniqueness of personality and wiring.

Personality/attribute assessment. Gifts and abilities. Challenges and changes.

OPERATIONS: What does it take to run a church or ministry on a daily basis?

Budgeting. Recruiting Volunteers. Building strong accounting systems. Building maintenance. Staffing. Legal requirements. Boards.

PASTORAL CARE: The daily work of a pastor that extends beyond the weekend.

Hospital visitation etiquette and expectations. Home care. Pastoral counseling. Death and funerals. Weddings. Emergencies. Benevolence. Prayer.

PREACHING AND TEACHING: How to prepare a sermon, bible study or class.

Sermon planning, writing, structure and delivery. Finding their 'voice'. Liturgy.

THEOLOGICAL FORMATION: Building confidence in articulating theological convictions in a winsome manner.

Intellectually challenging reading. Robust conversations. Diversity in view points. The importance of prayer/meditation. Fullness of the gospel (Kingdom & Cross).

LEADERSHIP FORMATION: Discovering leadership style and strengths.

Reading and workshop training. Leadership personality testing. Leadership practice. Leadership realities. Dealing with people. Importance of humility. Casting vision.

SOUL-CARE/SELF-CARE: The importance of having a healthy body, mind, soul, spirit.

Caring for self without guilt. Healthy relationships. Rhythms of life. Sabbath. Spiritual formation. Financial health. Physical health. Mental health.

MULTI-SITE/MULTI-MINISTRY/MULTI-ETHNIC REALITIES: Learning how a multi-site/multi-ministry/multi-ethnic church functions and gaining intimate knowledge of the various departments. Adequate exposure to all ministry departments and leaders. Challenges of multi-site church. Para-church (service) ministry within the church. Delimitations.



Structure of the Residency Program:

1. A two-year full time paid pastoral position at Crossroads Church. \$50k/yearly
2. Two residents 18-24 month period.
3. Residents will begin program in May and September.
4. Residents are supervised by and report to Residency Program Director.
5. Program director reports to Executive Team and Church Council.
6. Candidates will apply for residency and be approved by Church Council.
7. Residents will follow a guided 8 module format with each module focusing on the Core Competencies. Each module will run approximately 3 months in length and will necessarily overlap in curriculum.

Module 1: (Months 1,2,3) SELF-AWARENESS

Module 2: (Months 4,5,6) OPERATIONS

Module 3: (Months 7,8,9) PASTORAL CARE

Module 4: (Months 10,11,12) PREACHING & TEACHING

Module 5: (Months 12,14,15) THEOLOGICAL FORMATION

Module 6: (Months 16,17,18) LEADERSHIP FORMATION

Module 7: (Months 19,20,21) SOUL-CARE/SELF-CARE

Module 8: (Months 22,23,24) MULTI-SITE/MINISTRY/ETHNICITY

8. Residents will do extensive reading, discussing, writing, application and practice in close and regular contact with the program director.
9. Residents will be fully immersed into the life and movement of Crossroads Church.
10. Residents will join and/or lead a Life Group.
11. Residents will be a fully functioning member of the Crossroads staff.
12. Residents are not necessarily considered candidates for employment at Crossroads Church after residency.
13. Crossroads will assist in post-residency ministry placement.
14. Residents will be evaluated in an ongoing fashion with formal evaluations happening after every two modules.



The Typical Weekly Schedule (40hrs)

- 40 hours departmental contact and shadowing: 20 hours/week, 2 weeks each module.
 - Module 1: Weekend Services -
 - Module 2: Operations -
 - Module 3: Pastoral Care -
 - Module 4: Engagement -
 - Module 5: Outreach -
- 5 hours on Core Competency - Reading, Videos, Contacts
- 5 hours weekly meetings
- 2 hours with Life Group
- 2 hours writing, preparing, creating, planning, researching
- 2 hours personal contact with congregation
- 1 hour with Giant Coach
- 1 hour with Program Director
- 1 hour reflective journaling
- 1 hour extra duties as assigned

Questions to Consider:

- Where will residents live?

Residents will be responsible to acquire their own living arrangements. On occasion a resident may be able to live with a Crossroads family during residency.
- How is the residency program funded?

Generous donors have committed to funding the PRP for 5 years beginning January 2020.
- Will the residents be preaching in weekend services?

Yes. They will have at least one opportunity to prepare and deliver a sermon in a weekend service during their residency.
- Where will the residents come from?

Candidates for the PRP at Crossroads will primarily come by referrals from Denver Seminary (CB) and Central Seminary (ABCUSA).
- How will success of the program be evaluated?

Because the program is a resource for strengthening the local church a key indicator of success will be the percentage of resident graduates who are serving in ministry positions 5-7 years after completion of the residency.

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