

First Baptist Church Residency Program

Purpose - To develop future leaders for roles within the church, equipping them with the skills and knowledge to lead effectively either within our congregation or to be sent to another church.

Overview

Residency Focus:

Leadership
Theology
Pastoring
Preaching

Duration:

1 to 2 years

Structure:

Non-paid part-time residency
Customized schedule based on availability
Weekly meetings with the Senior Pastor or with ministry Director

Residency Details

Components:

Hands (What to Do)

Heart (How to Live)

Head (What to Know)

Required Reading:

- **Bible**
- **The Purpose Driven Church** by Rick Warren
- **The Purpose Driven Life** by Rick Warren
- **The 21 Irrefutable Laws of Leadership** by John C. Maxwell
- **Living By The Book** by Howard Hendricks
- **Hero Maker** by Dave Ferguson and Warren Bird
- **Spiritual Leadership** by Henry and Richard Blackaby
- **Am I Called?** by Dave Harvey
- **The God ASK** by Steve Shadrach
- **S.H.A.P.E.** by Erik Rees
- **Preacher and Prayer** by E.M. Bounds

- **Church Elders** by Jeramic Rinne
- **Prayer** by Philip Yancey
- **The Five Dysfunctions of a Team** by Patrick Lencioni
- **Death By Meeting** by Patrick Lencioni
- **Eat That Frog** by Brian Tracy
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Experiences:

Pastoral Resident	Ministry Resident
Attend staff meetings	Attend staff meetings
Attend Elder meetings	
Attend Elder training meetings	
Opportunities to preach in different environments	
Lead a Missions Trip	Lead a Missions Trip
Lead a connection group	Lead a connection group
Oversight of a focus area within the church	Oversight of a focus area within the church
Observe and participate in funerals and weddings (including pre-marital counseling)	
Service planning	
Budget planning	Budget planning
Communion	
Baptism	
Teach classes (evangelism, how to study the Bible, etc.)	
Visitation	Visitation
Disciple/mentor someone	Disciple/mentor someone
Preach a sermon	
Counseling (premarital, etc.)	
Community involvement	
Plan/lead meetings	

Theological Study: (If Pastoral Resident)

Study systematic theology

Write a summarized paper regarding beliefs for defense at ordination

Mentorship & Development:

Recommended interviews to learn from others (Senior Pastor, Lay Elder, Associate Pastor, Business owner/leader)

Discuss and develop spiritual disciplines such as prayer, Bible reading, fasting, confession, giving, etc.

Goals for Each Resident

Develop Strong Leadership Skills: Gain hands-on experience in leading various church activities and groups.

Deepen Theological Understanding: Complete a comprehensive study of systematic theology and articulate personal beliefs. (Pastoral Residents)

Enhance Preaching Abilities: Preach regularly in different settings and receive constructive feedback. (Pastoral Residents)

Cultivate Pastoral Care Skills: Participate in counseling, visitation, and community involvement to understand the pastoral role.

Grow in Spiritual Disciplines: Strengthen personal spiritual practices through dedicated mentorship and accountability.

Application Process

Timeline:

- **August:** Finalize program with the Elders and create the application
- **September - October:** Advertise and hold informational meetings; collect applications
- **November:** Conduct interviews
- **December:** Formulate individual program plans
- **January 1st:** Start the residency program