



The Pastoral Residency

Pastoral Oversight: Jason Zellmer

Financial Oversight: Shawn Ohlms

Teaching and Support: The Pastoral Staff of Northroad Church

Start Date: May 1st, 2023

PROGRAM SUMMARY

Objective

The objective of this program is to build future leaders to engage in three main areas through Northroad Church: local and national church planting, building leaders to be placed within the structures of Northroad, and development of future kingdom leaders to engage in gospel movements.

This Pastoral Residency Program is for aspiring pastors, leaders, and disciple makers. This program will work to develop skills for future kingdom leaders in the area of personal devotion, personal leadership skills, organizational and leadership skills within the context of church multiplication and reproduction.

This Pastoral Residency Program will provide tangible missional community leadership experience, ownership of specific areas of ministry at Northroad Church, and specialized training from our pastoral staff to develop these leaders.

Anticipated Outcomes / Goals and Sub-Goals

The goals of the residency program are:

- 1) To develop future church planters that will launch church planting teams out of Northroad small groups / ministries within Lincoln County and other surrounding counties.
- 2) To develop future staff to be trained and lead in areas of ministry at Northroad as growth occurs or additional pastoral staff is required.
- 3) To develop future Missionaries who will be sent throughout the world.
- 4) To develop kingdom leaders to give a lifetime to a movement of the gospel breaking out throughout Missouri, our nation, and to the ends of the earth.

The sub-goals of the program are:

- 1) Develop consistent personal habits of devotion and holiness.
- 2) Growth in core doctrine in preparation for licensure and ordination.
- 3) Leadership development within the context of ministries / small groups.
- 4) Pastoral leadership through practical hands on training
- 5) Develop operational and administrative skills to lead a congregation.
- 6) Continued development in expository preaching and teaching.

Profile of a Resident

This residency is for individuals who are:

- Called by God to pursue vocational ministry.
- Desire to learn a missional form of pastoral ministry.
- Demonstrate gifts of leadership.
- Demonstrate gifts of preaching/teaching,
- Have practical experience in the areas of leadership.

- Desire further equipping to lead in the church.
- Ideally, a candidate would be over the age of 22 with some experience in vocational ministry. A bachelors or seminary degree is not required but will be a helpful foundation.

Program Specific Training Environments

There will be four primary learning environments for this training:

- Weekly Teaching, led by various members of pastoral staff in areas of expertise.
- Monthly preaching and teaching lab.
- Participation in weekly Elder's meetings and staff meetings.
- Leadership within a micro-church setting, known as our Northroad small groups.

The bi-weekly teaching will be equal parts teaching and discussion. For developing preaching and teaching, the monthly lab will focus on preparation, delivery and feedback for each individual with a variety of our leadership. The participation in our Elder meetings and staff meetings will give the candidate a submersive experience in leadership within the local church. Finally, leadership within a Northroad small group will provide hands-on experience with teaching, shepherding, hospitality, counseling and leading a group to be on mission.

Activities within Program / Duration

The weekly activities of the program will include the following:

- Scheduled components of teaching: monthly preaching/teaching lab, Elder's meetings, staff meetings and a minimum of 4 interviews with leaders outside of Northroad Church.
- Activities within assigned areas of ministry, these areas currently would include: Northroad Small Groups, Children's Ministry, Student Ministry, Young Adult Ministries, Connections Team, etc.
- Total hours of work including trainings would be 10-15 hours a week (part-time) or 40 hours a week (full time) given to the development of ministries, development of additional leaders, and partnership in the ministry areas.
- Any other task so designated by the residency leader or pastoral staff of Northroad Church.
- The program will be an individualized 1 to 2 year track, determined by the resident's needs.

Acceptance Process

The acceptance process is as follows: *(at any time in the process, a residency may be terminated)*

- Submit application. Application is reviewed by pastoral staff for acceptance for an interview.
- References are called and followed up, two references will be asked to give an additional reference.
- An interview will be set up to be conducted by the Lead Pastor, Executive Pastor, and Pastor overseeing the Residency process. An interview will also be conducted by our Finance leader.
- Acceptance will be contingent on a background check.
- Acceptance or rejection will be given by a consensus from the Elder team.

CURRICULUM

Reading & Response Papers

Each candidate will be required to read one book per month. The monthly reading will correspond with the weekly teaching for that month. The readings require a one to two page response to be submitted which summarize your overall impression of the reading, what you agreed with and / or connected with most in the reading and what you did not agree with and / or connect with the most in the reading.

- The God Ask – Steve Shadrack (Fundraising)
- Gospel: Rediscovering the Power that Made Christianity Revolutionary – JD Greear (Gospel)
- Am I Called?: The Summons to Pastoral Ministry – Dave Harvey (Calling)
- Spiritual Disciplines for the Christian Life – Donald Whitney (Christian Disciplines)
- Practicing the Power – Sam Storms (Spirit)
- Good Christians, Good Husbands?: Leaving a Legacy in Marriage & Ministry - Doreen Moore (Family)
- Christian Beliefs: 20 Basics Every Christian Should Know – Wayne Grudem (Theology)
- Elders and Leaders – by Gene Getz (Leadership and Church Polity)
- The Safest Place on Earth – Larry Crabb (Community)
- Faithful Preaching – Tony Meridia (Preaching)
- Church Planting Thresholds – Clint Clifton (Church Planting)
- The Forgotten Ways: Reactivating Apostolic Movements – Alan Hirsh (Leadership and Movements)

BUDGET

Funding

The resident will be responsible to fully raise the funds for this program on their own accord without the help of Northroad Church. The salary for each individual will be established after the applicant for the program has been fully approved. After the salary has been set the applicant is free to begin fundraising. After the applicant has raised his funds they can begin the program. Part-time residents will not be required to raise support in order to enter the program.

The Residency Director of Northroad will assist in providing training on fundraising, in addition to recommending outside sources that may partner in financial support. Residents pursuing the church planting emphasis may be eligible for financial assistance through Send Network. They will also be required to participate in the Send Network Training. For more information, visit www.namb.net.

Summary:

In cooperation with Northroad Church and the Pastoral Resident, an agreement will be made on the amount needed for the resident's family to be supported. This will make up the total amount of money needed to be raised and housing allowance / insurance will be taken into consideration. This will be done with applicant and Lead Pastor, Executive Pastor, Residency Director and Financial Team Lead.