



Residency Toolkit

20 Documents to Develop a Residency

How to Use the Residency Toolkit

The following 20 documents will help you as you develop a residency at your church. Most documents are intended for church planting or pastoral residencies. You may use documents as is or modify to meet the specific needs of your church's residency.

For additional information, check out [*How to Start a Residency*](#) by Clint Clifton or visit SendNetwork.com/residencies.

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4 Reasons to Start a Residency

Every church should have a plan for turning members into missional leaders. By identifying and developing those God may be calling to one day serve as pastors, church planters, or missionaries, your residency can prepare these individuals for Kingdom multiplication.

Here are **four reasons** every pastor should start a residency.

1. A residency will bring you incredible joy.

The apostle John described his spiritual “children” and said that watching them walk in the truth produced the greatest joy in his life (1 John 3). Pastorally and personally, it is satisfying to prepare individuals for gospel ministry. God wants to use you to develop missional leaders.

2. You have something unique to offer residents.

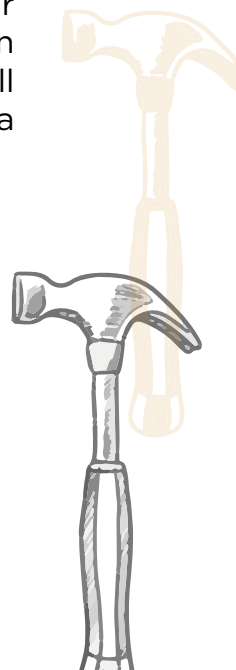
You may feel like there is someone out there better suited to prepare people for ministry, but you have something unique to offer up-and-coming missional leaders. Things like a peek inside your home life, help understanding the ins and outs of ministry, knowing the ministry resources and tools you’ve found helpful, and access to ask you questions provide residents the opportunity to learn and grow through your personal experience.

3. A residency is effective.

If you are a pastor, then there is a good chance you went into ministry because you wanted to connect people with Jesus and contribute to the growth of the Kingdom. For most pastors, the straightest path to the greatest impact is a residency. If you make an intentional plan to develop the members of your church into missional leaders, then you will soon hear your ministry echoing all around you.

4. Your ministry bandwidth will increase.

While it may sound counterintuitive, developing a residency will increase your ministry bandwidth. The simple reality is that if more people consider themselves gospel ministers in your church, then more gospel ministry will happen in your church. If you invest in those hungry to learn and develop fruitful ministries, then you will find that more needs will be met, that more gospel conversations will take place, and that more discipleship will happen. Overall, your church will be a healthier place.



3 Types of Residencies

Possibilities are endless when it comes to types of residencies, but most fall within one of three categories.

Church Planting Residencies

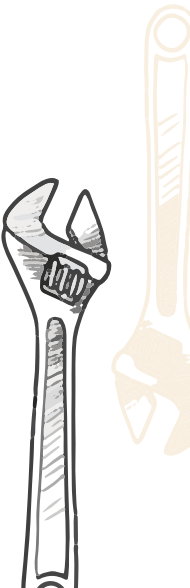
- Specific, specialized, and practical
- Focus on preaching, fundraising, evangelism, outreach, teambuilding, and discipleship
- Involve outside partners like networks and denominations
- Aimed at a specific goal, making it easier to provide necessary training

Pastoral Ministry Residencies

- Focus on leadership, ecclesiology, theology, and preaching
- Assume residents will lead in an established or declining congregation with cultural, ecclesiological, or missiological challenges
- Emphasize shepherding and teaching

Missional Leadership Residencies

- General types of ministry residencies
- No specific destination in view
- Focus on character, missiology, and general leadership
- Likely develops parachurch leaders, missionaries, church planting team members, nonprofit leaders, and church elders



3 Roles in Residencies

Clear leadership is key to a healthy, multiplying residency. There are at least three roles required to launch an effective residency.

Residency Director

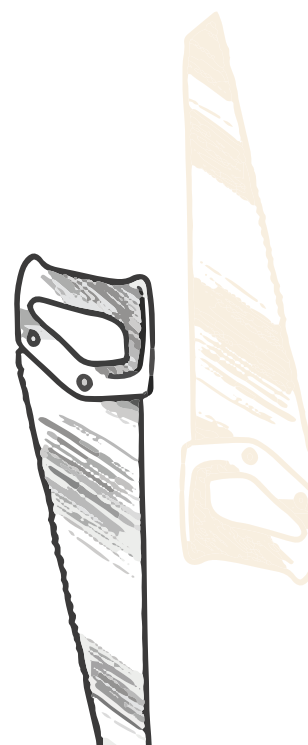
- Gives direction and oversight to the residency program
- Can be a pastor/elder, church staff, or a trusted lay leader
- Generally leads the residency from an executive level

Residency Facilitator

- Leads the residency from a managerial level
- Works with residents on a daily basis
- Ensures residents move toward agreed-upon objectives

Resident

- Commits to being developed and deployed by your church
- Participates in weekly residency meetings
- Engages in ministry experiences as part of residency
- Completes residency program training and reading assignments



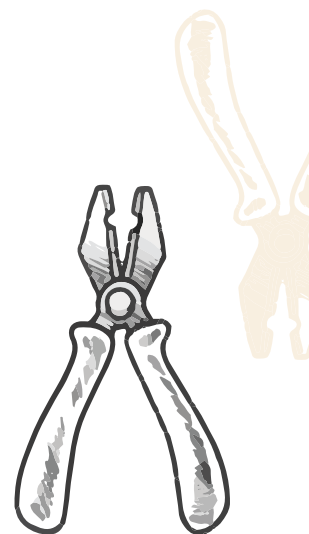
Questions to Clarify Your Residency Vision

Anyone who has invested in new leaders knows they're developed through intentional experience, training, coaching, and relational investment. When things get hard, our convictions keep us going, and our convictions are shaped by vision.

Before you start your residency, you should clarify your vision by identifying your **"why."** Why is God calling your church to develop and multiply leaders?

Here are some questions to help your church clarify its vision:

- Do we want to focus on young leaders identifying a ministry call or more mature believers who have proven their character and competency?
- Do we want to focus on church planting, international missions, or raising up future ministry leaders within our own congregation?
- Can we focus on developing multiple groups with the same level of excellence?
- Once your church has articulated and affirmed its vision for developing new leaders, begin sharing that vision with your staff and key ministry leaders. Be sure to include leaders whose ministries will be directly impacted by your vision.



Questions to Clarify Your Residency Philosophy

After clarifying the type(s) of leaders you want to develop and where you want to deploy them, begin developing the residency's philosophy. The following questions will foster conversations and bring focus.

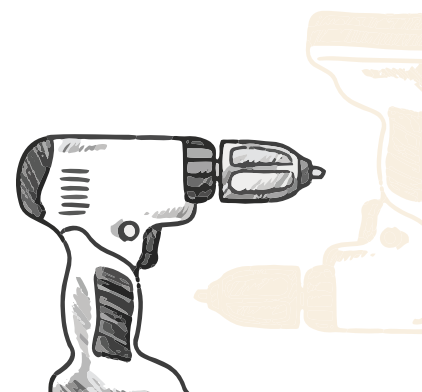
- How will we develop the whole person: head (theology), heart (shepherding), and hands (the work of ministry)?
- What professional and leadership skills do we need to cultivate?
- How do we impart a lifestyle of missional living?

In addition to determining the particular approach, you will also need to determine the model of the residency. The model will come from the church's vision, convictions, and resources. You can identify your church's model based on the following characteristics:

- **Time:** Will residents be full-time, part-time, or unpaid volunteers?
- **Location:** Will residents live within the church's community or in a targeted community?
- **Capacity:** At any given time, will there be one resident or multiple?

Your church must work through administrative logistics for your residency. At a minimum, your leadership team should think through the following details:

- Write and routinely update resident job descriptions.
- Create a development plan to help track a resident's growth and deployment outcomes.
- Build a budget to address resources, both people and financial, the church will allocate to the residency. Who will manage those resources? Will residents pay to participate, be paid to participate, raise funds for participation, etc.?



Church Planting Residency Syllabus

The following syllabus is designed for a church planting residency, including a suggested acceptance process, expectations, stages, residency books, and weekly reading and video assignments. Modify this syllabus to meet the specific needs of your residency as well as resources to which your residents have access.

Purpose

The Church Planting Residency is designed to prepare biblically qualified men to plant faithful, reproducing churches in a geographical area or community the Lord has chosen. The residency aims to introduce God-called men to a body of helpful resources and relationships that will serve them as they endeavor to plant faithful churches in that area and beyond. The residency is not to be considered exhaustive training for pastoral ministry but rather a residency for those lacking ministerial experience and training in church planting. Candidates selected will either be formally trained for ministry at a trusted institution or will have exhibited a sufficient competency in that area before acceptance into the residency.

Overview

The Church Planting Residency is a one-year commitment, generally beginning in August and concluding in July. The residency combines practical, hands-on pastoral experiences, academic instruction, and pastoral mentorship.

Acceptance Steps

- Express interest in the Church Planting Residency
- Complete the church's Prospective Resident Questionnaire
- Confirm agreement with church's doctrinal positions
- Confirm spousal approval
- Confirm agreement with the Residency Expectations and Commitment

Expectations

- Serve as a faithful member of your church throughout the residency
- Attend weekly resident meetings
- Complete weekly training and reading assignments
- Attend elder and staff meetings
- Assemble a church planting team
- Prepare a comprehensive plan for the new church
- Remain faithful, available, and teachable throughout the process

Residency Stages

The residency lasts one year and has four parts, lasting approximately three months each. They are as follows:

Stage 1: Assimilation

- Become a member of the church (if not already)
- Attempt to begin a Bible study in sending-church area made up of individuals not currently connected with the church
- Work to form relationships with as many members and leaders in the church as possible
- Recruit a pastoral partner
- Research potential ministry fields and make key decisions such as location, church name, timeline, team size, and budget requirements
- During the assimilation period, residents will spend approximately 75% of time on matters related to the sending church and 25% of time on matters related to the new church

Stage 2: Planning

- Write a prospectus
- Produce a promotional film
- Create a website
- Set up giving options and bank accounts
- Create a wish list
- Complete a funding summary
- Schedule speaking engagements for the year
- Present vision to your sending church
- Spend approximately 50% of time on matters related to the sending church and 50% of time on matters related to the new church

Stage 3: Gathering

- Speak in other churches
- Participate in partnership opportunities
- Begin core team meetings
- Apply with state convention, associations, and networks for affiliation
- Plan preview services and informational meetings
- Spend approximately 25% of time on matters related to the sending church and 75% of time on matters related to the new church

Stage 4: Transitioning

- Write theological position paper
- Complete ordination process
- Hold informational meetings and preview services
- Continue gathering support
- Gain acceptance from partners
- Secure housing on ministry field
- Spend approximately 25% of time on matters related to the sending church and 75% of time on matters related to the new church

Annual Church Planter Retreat

Each year the sending church invites planters, with their families, to participate in a church planter retreat. The retreat takes place annually in the spring. The retreat is not required but strongly suggested.

Residency Books

- *Church Planting Thresholds* by Clint Clifton
- *Church Planting Primer* by Clint Clifton
- *Center Church* by Tim Keller
- *Good Christians. Good Husbands?* by Doreen Moore
- *Trellis and the Vine* by Tony Payne and Colin Marshall
- *The Christian Ministry* by Charles Bridges
- *The Gospel Blimp* by Joseph Bayly
- *Church Elders* by Jeramie Rinne
- *The Pastor's Kid* by Barnabas Piper
- *Questioning Evangelism* by Randy Newman
- *When People are Big and God is Small* by Ed Welch
- *The Church Planting Wife* by Christine Hoover
- *Am I Called?* by Dave Harvey
- *A Display of God's Glory* by Mark Dever

Residency Weekly Meetings

Each week, you will meet for two hours with a pastor or elder from your church to work on areas of preparation for church planting. Though the residency is a full 52 weeks, your weekly assignments will last only through the spring. Please make sure you have completed reading the assigned chapters and watching the assigned videos when you arrive at the meeting. Below is a sample.

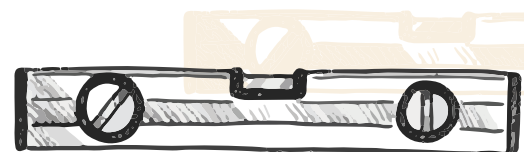
Lesson #	Subject	Reading & Video Assignments
1	Am I Called?	<ul style="list-style-type: none"> • <i>Thresholds</i>, Clifton (Ch.1) "Confirming Your Call" • <i>Am I Called</i>, Harvey (Ch. 4) "Are You Godly?"
2	Am I Healthy Enough?	<ul style="list-style-type: none"> • <i>When People are Big</i>, (Ch. 8, 9) "Biblically Examine Your Felt Needs", "Know Your Real Needs" • <i>Interview with Ed Welch</i>, Clifton • <i>Ministry and Character</i>, Tim Keller
3	How's My Family?	<ul style="list-style-type: none"> • <i>Am I Called?</i>, Harvey (Ch. 5) "How's Your Home" • <i>The Christian Ministry</i>, Bridges (Ch IX) "The Defect of Family Religion" pp.165-173 • <i>Good Christians, Good Husbands?</i>, (Ch. 1) "The Marriage of John Wesley"
4	How Will My Family Be Affected?	<ul style="list-style-type: none"> • <i>PLANT</i>, Clifton (Ch. 9) - "Pastoral Health" • <i>Good Christians, Good Husbands?</i>, (Ch. 2, 3) "The Marriage of George Whitefield", "The Legacy of Jonathan Edwards" • <i>The Pastor's Kid</i>, Piper (Ch. 1)
5	Pastoral Partners	<ul style="list-style-type: none"> • <i>Thresholds</i>, Clifton (Ch. 2) "Enlist a Partner and a Mentor" • <i>The Pastors Kid</i>, Piper (Ch. 2, 3)

Lesson #	Subject	Reading & Video Assignments
6	Practical Aspects of Plural Leadership	<ul style="list-style-type: none"> • <i>Church Elders</i>, (Ch. 1-4)
7	Painting the Big Picture	<ul style="list-style-type: none"> • <i>Thresholds</i>, Clifton (Ch. 3) "Make a Comprehensive Plan" • Study Sample Prospectus
8	Stewarding Your Time	<ul style="list-style-type: none"> • 9 Tips to Manage Your Time in Ministry, Evans
9	Presenting Your Plan	
10	Counting the Costs (Budgeting)	<ul style="list-style-type: none"> • Basic Budgeting, Owen
11	Sustainability and Planting Projector	<ul style="list-style-type: none"> • <i>Thresholds</i>, Clifton (Ch. 4) "Gather Necessary Resources" • <i>Funding Church Planters</i>, Coe • <i>The God Ask</i>, Shadrach (Ch. 16, 22, 23)
12	Individual Partnerships	<ul style="list-style-type: none"> • <i>Fundraising Boot Camp</i>, Hunter • <i>The God Ask</i>, Shadrach (Ch. 24, 25)
13	Church Partnerships	<ul style="list-style-type: none"> • <i>The God Ask</i>, Shadrach (Ch. 24, 26) "You Need the Church"
14	Denominational Partnerships	
15	Service Roles and Job Descriptions	<ul style="list-style-type: none"> • <i>Thresholds</i>, Clifton (Ch. 5) "Assemble a Missionary Team"
16	Finding and Inviting Team Members	<ul style="list-style-type: none"> • <i>Who to Empower and Who to Avoid</i>, Driscoll
17	Building Relational Bridges	<ul style="list-style-type: none"> • <i>Thresholds</i>, Clifton (Ch. 6) "Befriend Your Community"
18	Good vs. Bad Outreach	<ul style="list-style-type: none"> • <i>The Gospel Blimp</i>, (Ch. 1-12) • <i>The Problem with Gimmicks</i>, Cooke
19	Planning Your Outreach	<ul style="list-style-type: none"> • Come Ready to Submit a 12 Month Outreach Plan
20	Setting Healthy Patterns in Worship	<ul style="list-style-type: none"> • <i>Thresholds</i>, Clifton (Ch. 7) "Begin Worship Services" • <i>6 Biblical Principles for Corporate Worship</i>
21	Preparing to Preach	<ul style="list-style-type: none"> • "Uncaging the Lion", Clifton - Critical Convictions Article • The Christian Ministry, Bridges "The Composition of Sermons" (IV, II) • <i>Preaching and Preachers</i>, D. Martyn Lloyd-Jones (Ch. 10) - "The Preparation of the Sermon" • <i>Saving Eutychus</i>, Miller and Campbell "Let's Build a Sermon" pp. 121-138
22	Preaching	<ul style="list-style-type: none"> • <i>Preaching and Preachers</i>, D. Martyn Lloyd-Jones (Ch. 5) - "The Act of Preaching" • <i>Between Two Worlds</i>, John Stott (Ch. 7 subsection) - "Arguments for Sincerity" pp. 267-272 • <i>Between Two Worlds</i>, John Stott (Ch. 8 subsection) - "To Comfort and Disturb" pp. 305-314
23	Receiving Critique and Archiving	
24	Musical Worship	<ul style="list-style-type: none"> • <i>Center Church</i>, Keller, (Ch. 23) "Connecting People to God"

Lesson #	Subject	Reading & Video Assignments
25	Organizational Architecture	<ul style="list-style-type: none"> • <i>Thresholds</i>, Clifton (Ch. 8) “Establish Biblical Polity” • <i>Center Church</i>, Keller, (Ch. 28) “The Church as an ...”
26	Elder Role	<ul style="list-style-type: none"> • <i>Church Elders</i>, (Ch. 5-8) • <i>How Pastor Mark Gives Authority</i>, Leeman p. 28 • <i>Display of God’s Glory</i>, Dever (Ch. 2)
27	Deacon Role	<ul style="list-style-type: none"> • <i>Display of God’s Glory</i>, Dever (Ch. 1)
28	Member Role	<ul style="list-style-type: none"> • <i>Display of God’s Glory</i>, Dever (Ch. 3, 4)
29	Leading Groups to Reach Individuals	<ul style="list-style-type: none"> • <i>Thresholds</i>, Clifton (Ch. 9) “Lead Your Church to Plant”
30	Leading Individuals to Reach Groups	<ul style="list-style-type: none"> • <i>Why Plant Churches?</i>, Keller • <i>Trellis and Vine</i>, Payne/Marshall (Ch. 9-11)
31	Leading Groups to Reach Individuals	<ul style="list-style-type: none"> • <i>Trellis and Vine</i>, Payne/Marshall (Ch. 4) • <i>The Waterer Watered</i>, Spurgeon
32	Equipping People for Missional Living	<ul style="list-style-type: none"> • <i>Unreached Peoples in Least Reached Places</i>, Payne • <i>Trellis & Vine</i>, Payne/Marshall (Ch. 9) • <i>Center Church</i>, Keller, (Ch. 21) “Connecting People ...”
33	Prioritizing International Church Planting	
34	Personal Evangelism	<ul style="list-style-type: none"> • <i>Questioning Evangelism</i>, Newman (Ch. 1, 4, 8, 11)
35	Personal Disciple Making	<ul style="list-style-type: none"> • <i>Trellis & Vine</i>, Payne/Marshall (Ch. 1, 2) • <i>Center Church</i>, Keller, (Ch. 24) “Connecting People to God”
36	Church Planters Retreat	
37	Administration and Legality	<ul style="list-style-type: none"> • <i>Taxation of Ministers</i> • <i>PLANT</i>, (Ch. 3) – “Administration”
38	Ministerial Failure	<ul style="list-style-type: none"> • <i>Planter Resignation Email</i> • <i>Why Church Plant’s Fail</i> • <i>Confessions of a Failed Planter</i> • <i>Why Pastors Quit</i> • Pastoral Pressures, Rainer • Training for Fallen Pastors • Why I’m No Longer a Church Planter
39	Wrap Up	<ul style="list-style-type: none"> • Review Materials and Q&A

Ordination and Commissioning Service

If all goes according to plan, your church will hold an ordination and/or commissioning service after requirements have been completed and you have been approved to serve. Plan to invite family, friends, and team members to attend this service.



3 Considerations Before Compensating Residents

Before you start setting up payroll for your residents, you must consider the potential outcomes of compensation. Here are three considerations to delay paying residents until you are confident they have cultivated a heart of gratitude.

Motive Check

It is nearly impossible to decipher true motives in the beginning of a relationship, especially when money is involved. The exclusion of money from the residency equation inevitably weeds out those with less-than-pure motives.

Fundraising Skills

Fundraising is an essential skill for many missional leaders. Residents need to develop fundraising skills, especially in the beginning of their residency experience.

Easy to Add ...

But painful to remove. There is no harm in delaying compensation for residents, especially if it is accompanied by good instruction about the honor of serving in ministry. The delay and instruction set the resident up for a healthy relationship with funds in the future.



5 Ways to Find Residents

A key to discovering future missional leaders is being wildly optimistic about the potential of those in your church. Here are five ways to discover potential residents within your church.

1. Pay Attention

If you pay attention, you will notice that there are people in your congregation with incredible ministry gifts. Consider your staff, deacons, small group or Sunday School leaders, and faithful volunteers. Ask God to give you clear eyes to see the leadership and ministry potential in those you regularly encounter. When you discover potential in someone, arrange a time to meet with them and share what you have observed.

2. Offer Discovery Courses

Offer classes that help people discover their ministry gifts. Examples include classes in Biblical Counseling, Preaching Labs, Basic Theology, Exploring Your Calling, Evangelism Training, and so forth.

3. Emphasize Plurality

Group likeminded people together. If you have five young men who are interested in becoming pastors, put them in a group and meet with them. Nothing helps people grow in their faith like a community of growing and maturing Christians.

4. Celebrate the Ordinary

Share your personal story of calling and emphasize how God called you from your ordinary life to serve Him. Share stories of bivocational pastors and volunteer ministers of the gospel. Encourage people to attempt great things for God.

5. Create Limitless Opportunities

In a church where everyone is a professional, it is hard to notice any obvious needs that could be filled. Pastors tend to tell stories about ministries that are already staffed and do not tell stories of the ministries that could exist and be led by brave, passionate believers within the congregation. You can create limitless opportunities by praying for God to raise up someone to start a new church among Spanish speakers in your community or to work with county foster care leadership to help find homes for foster children.



5 Steps to Recruit Residents

When you're considering potential ministry leaders to join your residency program, recruiting starts with a conversation and ends with an invitation and follow-up. If you see characteristics in a leader you believe God may be calling into ministry leadership, your first step is a conversation that is clear, candid, and compelling about how your residency program could help in ministry preparation.

Use the following example of a pastoral ministry residency invitation to guide your conversation and invitation in five steps.

Step 1: Be mindful of those in your congregation.

For example, Cody is a member of your church. He is a strong family man who loves his wife and children. Cody also has a solid career and uses it as an opportunity to share the gospel with his coworkers. He joyfully serves in your church and reaches out to his neighbors to minister in gospel-centric ways.

Step 2: Schedule a time to meet.

You may first talk to Cody or send him a text, "Hey Cody, I'd like to meet for coffee and talk to you about a ministry opportunity I've been thinking about."

Step 3: Give the bottom line up front.

When you meet, your conversation should go something like this:

"Cody, the reason I asked you to meet with me is because I can see giftings in you that God often uses to make pastors. You love and lead your family well, serve faithfully in our church, and reach out to your neighbors and to your coworkers in ways that exemplify the gospel.

I'm not sure if you've ever felt called to ministry, but one of the reasons why I asked you to meet with me is because if you have ever had an aspiration to pursue ministry, I'm eager to help you prepare. As your pastor, I'd like to walk alongside you in that journey through our residency, so you wouldn't be alone or left to figure it all out yourself. I would serve as a guide to help you get prepared for pastoral ministry. And I feel confident you could be a powerful minister of the gospel with the gifts God has given you and how I have witnessed you serve the Lord. I believe you could serve in ministry professionally, and I'd love to help you get there.

I can't answer if you feel called to ministry. I'm not even going to tell you that I think you're called. I'm just here to offer to help you get ready for ministry if God does call you. If this is something you would like to pursue, I would like for us to meet on a regular basis and talk about aspects of pastoral ministry and give you opportunities to experience pastoral-type things through our

of pastoral ministry and give you opportunities to experience pastoral-type things through our residency. I just want you to know that I see gifts in you and invite you on a residency journey where we work toward cultivating those gifts.”

Step 4: Pray now, respond later.

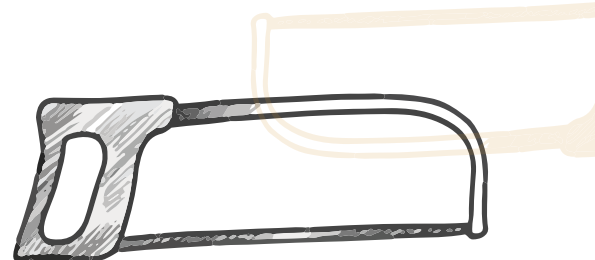
After you have called out the gifts you see in Cody, ask him to pray and consider the opportunity before responding.

“I don’t expect an answer from you right now. But I do ask that you pray through this opportunity and get back to me with any questions or concerns you may have. Just know I’m excited about this potential and helping you pursue pastoral ministry if God is calling you to it.”

Provide a copy of your Church Planting Residency Syllabus with the expectations in writing. Set a timeline on when you’d like Cody to respond and when the residency will begin, if he commits.

Step 5: Follow up.

Be sure and follow up according to the timeline you established. If Cody has additional questions or concerns, meet and discuss them. If he is ready to commit, you can begin next steps toward your residency. This may include completing a Prospective Church Planting Resident Questionnaire, and/or Residency Expectations and Commitment. If he is not ready or interested, ask God to help you be aware of others in your congregation who He may be calling into ministry.



Prospective Church Planting Resident Questionnaire

You are being considered for a residency position at [SENDING CHURCH]. Since God's Word teaches that there are standards of character for those who serve in church leadership, we want to do the best we can to understand your theological convictions, personal practices, family life, and your walk with God. Please help us start this conversation by answering the questions below, using a separate sheet as necessary.

Personal Information:

Name:

Age:

Phone Number:

Email:

Relationship With God:

1. Briefly describe when you became a follower of Christ.
2. Do you actively participate in spiritual disciplines such as prayer, Bible reading, fasting, tithing, corporate worship, and evangelism?
 Yes No
3. Do you consider yourself to be scripturally qualified for pastoral ministry according to 1 Timothy 3 and Titus 1?
 Yes No
4. Please describe the greatest struggles that you face in the Christian life.
5. What spiritual gifts do you believe you possess?
6. Have you been baptized by immersion since becoming a Christian?
 Yes No
7. Since becoming a Christian, has there ever been a time when you significantly rebelled against the Lord, or has there been a time when you abandoned your faith all together? Yes No

8. In what ways is it obvious that you have a love for Jesus Christ and His gospel?
9. Have you ever personally discipled another Christian and seen them experience significant spiritual growth?
10. What do you think a pastor's responsibility is before the Lord?

Your Theological Positions:

11. Can you wholeheartedly affirm [YOUR DENOMINATION OR NETWORK DOCTRINAL STATEMENT]?
 Yes No (If no, please comment on the areas of disagreement.)
12. Please explain the gospel of Jesus Christ as if you were explaining it to someone who had never heard it before.
13. Do you have any formal (seminary) or church-based theological education?
 Yes No - If so, where and when?
14. With what denominations or networks have you been affiliated in past churches?
15. What do you consider the role of church membership in a healthy local church?

Your Personal Relationships:

16. If you are married, would your wife support your endeavor to become a church planter? Yes No Not Married
17. If married, please describe one or two ways your wife has supported you in previous church roles.
18. Have you ever been divorced or had a marriage annulled?
 Yes No
19. Have you ever had an extramarital affair?
 Yes No
20. Do you feel that you are a good manager of your home?
 Yes No (If so, explain.)
21. Are you now, or have you ever been, in the regular practice of viewing pornography?
 Yes No (If so, explain.)

22. Have you ever been in a homosexual relationship or taken part in homosexual sex?
 Yes No (If so, explain.)
23. Has your wife?
 Yes No (If so, explain.)
24. Have you or your wife ever been sexually molested?
 Yes No (If so, explain.)
25. Have you ever been through bankruptcy or foreclosure?
 Yes No (If so, explain.)
26. Other than your home, what is the total amount of your personal consumer debt, including credit cards, car loans, student loans, etc.?
27. Are there any areas of your life that, if exposed, would bring shame to our Lord and our church? (For example: Do you make a habit of becoming intoxicated? Do you operate unethically at your workplace? Do you commonly steal or lie? Have you ever been convicted of a felony or imprisoned?) Yes No (If so, explain.)

[SENDING CHURCH] Specifics:

28. Please explain the reason you are considering participating in church leadership at [SENDING CHURCH]?
29. Can you wholeheartedly support the vision, structure, and government style of [SENDING CHURCH], as you currently understand it?
 Yes No (If so, explain.)
30. Are you currently a member in good standing of [SENDING CHURCH]?
 Yes No (If so, explain.)
31. [SENDING CHURCH] is committed to participating in church planting locally and globally. If you successfully plant a new church, will you endeavor to lead that new church to plant other churches?
 Yes No (If so, explain.)
32. Our church has chosen to cooperate in missions with [CHURCH PLANTING NETWORK OR DENOMINATION]. Can you support our partnership with this organization? Yes No (If so, explain.)

Adapted from Clint Clifton, *Thresholds* (self-pub., CreateSpace, 2016), 172–175.

Resident Expectations and Commitment

[CHURCH NAME]'s residency program seeks to train, equip, and deploy future missional leaders, including pastors, church planters, and missionaries. For one year, residents will commit to participate in weekly residency meetings, engage in hands-on ministry experiences, and complete training and reading assignments to equip them in their spiritual and ministerial growth. On average, a resident may expect to spend 20 hours each week on residency-related tasks and experiences.

As a resident at [CHURCH NAME], residents are expected to commit to the following:

- Engage in being developed and deployed for missional leadership
 - Residency start date:
 - Residency end date:
- Participate in weekly residency meetings
 - 2 hours per week
- Complete weekly training and reading assignments
 - 3-5 hours per week
- Engage in hands-on ministry experiences
 - 5-10 hours per week
- Attend elder and staff meetings
 - 2 hours per week
- Remain faithful, available, and teachable throughout the process

I understand the residency expectations and commit to the expectations required for [CHURCH NAME]'s residency program.

Signed:

Date:



4 Ways to Plan for Relational Development

Once an applicant agrees to join your residency, it's important to start investing immediately in your relationship with him.

1. Set aside time to share how God called you into ministry.

Being open and transparent about your own journey in ministry development will help build trust between you and your resident. They are there partly to spend time with you and your leaders. Start off right by sharing your own experiences.

2. Schedule regular phone calls or meetings to check in.

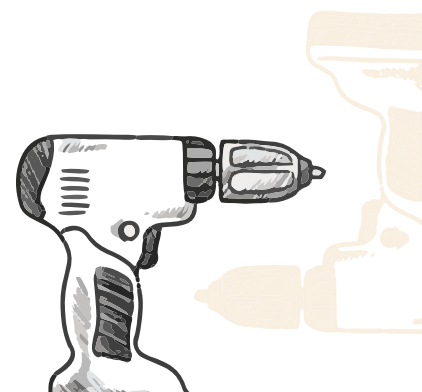
Regular touchpoints are crucial to cultivating trust and developing a relationship with your resident. These conversations should be focused on getting to know the resident better, walking with him through this season of ministry development, and providing wisdom and accountability.

3. Host a meal with your new resident and senior leadership.

Before any formal development begins, get to know your resident and his family by hosting a meal. It's important for a new resident to see church leaders as regular people outside of a ministry context.

4. Connect your resident into the life of the church.

If a resident is not already plugged into your church or is shifting into a new area of ministry, prioritize getting him connected. Help him along the way so he establishes community.



7 Ways to Pray for Your Resident

Use the following prompts as a guide to pray for your resident.

1. Pray for a close walk with Jesus.

Ministry overflows from a personal walk with Jesus Christ. Pray your resident prioritizes his relationship with Jesus through time in His Word and prayer.

2. Pray for an identity grounded in Christ.

Identity is who we are in Christ, not what we do or how well we do it. Pray your resident stays rooted deeply in the gospel.

3. Pray for a strong marriage and family.

Balancing family and ministry can be difficult. Pray he is sensitive and attentive to the needs of his marriage and family.

4. Pray for wisdom.

Decisions can make, or break, a ministry. Pray for wisdom as your resident learns and makes ministry decisions.

5. Pray for favor in his ministry assignment.

Relationships are key in ministry. Pray for God to open doors to effective relationships with team members and ministry partners.

6. Pray for faithfulness in his work.

Ministry can be draining and discouraging. Pray your resident stays faithful to the call God has placed on his life, through both the ups and downs.

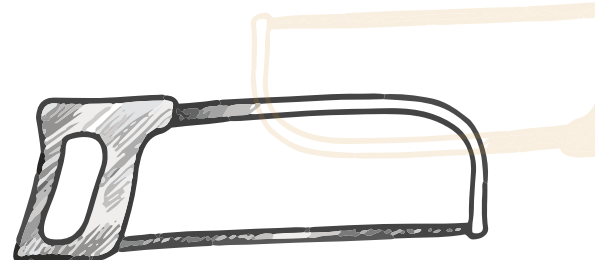
7. Pray for fruit for God's Kingdom.

Only Jesus can save lives. Pray that your resident's ministry would bear fruit through individuals and communities transformed by the gospel.



5 Ways to Roll Deep with Your Residents

1. When you prepare your sermon, talk through the passage of Scripture with your resident and tell him what you plan to focus on. Discuss what you think the main point of the text is and work on an outline together.
2. When you meet with a community leader to see how your church can better serve their group or organization, bring a resident with you. It gives you credibility, and it gives the resident the experience of having a conversation with that leader in your presence.
3. When you run errands for the church, invite a resident to tag along. Talk theology and mission as you go.
4. When you go to a pastors' conference, bring a resident and talk about the experience over meals and breaks.
5. When you plan an event for your congregation, assign tasks to your resident. It gives him experience and helps take some of the burden off of you.



Weekly Residency Meeting Format

Below is a two-hour weekly residency meeting format. Be sure the meeting starts on time and ends on time. You may also want to schedule informal time to hang out following the meeting, like going out for coffee or lunch.

Prayer and Devotional (10 mins.)

Spend time asking God for wisdom and discussing what the Lord is doing in your lives and families.

Review (20 mins.)

Assuming there was an assignment given in the previous meeting, review it. Use your residency task checklist as a guide.

Instruction (30 mins.)

This time is when the Residency Facilitator teaches on a subject.

Discussion (20 mins.)

After presenting the idea, ask for pushback and questions. Cultivate an environment where it is appropriate and even encouraged to disagree. Play devil's advocate and try to aggravate the conversation to get residents to think deeply.

Case Study (35 mins.)

Talk about a current situation in the church and brainstorm how best to address it in light of God's instruction and wisdom.

Closing (5 mins.)

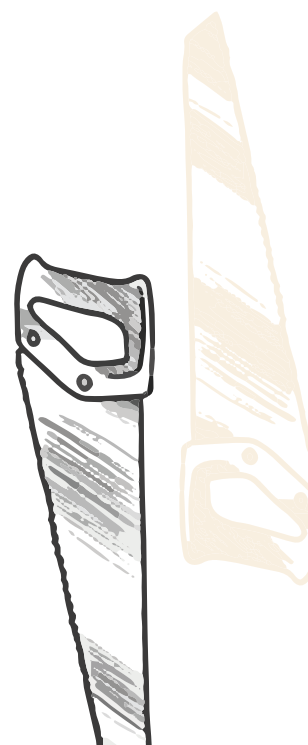
Close the meeting with a recap of the conversation and clarification of the next week's assignments.



Residency Ministry Experiences

Remember that the most impactful residencies include hands-on ministry experiences. Use the following list to help you determine what ministry experiences are most important for your residents.

- Organize and lead an initiative or event.
- Disciple a new believer.
- Share the gospel.
- Baptize a new believer.
- Plan worship services.
- Research, write, and deliver sermons.
- Counsel couples in marital distress.
- Conduct weddings and funerals.
- Resolve conflict among team members.
- Forge a partnership with a civic, community, or nonprofit leader.
- Plan and lead meetings.



Residency Processing Questions

Use the following sample questions as a guide to help your resident process his spiritual growth and ministry experiences.

- What is something God has been teaching you about yourself?
- What is something God has shown you about Himself?
- What is something you can celebrate about your spiritual growth today?
- What goal for growing in spiritual maturity are you working on right now? What steps have you taken toward that goal? What steps do you need to take?
- With whom have you shared the gospel over the past month?
- Where have you seen God at work recently?
- Tell me about a ministry breakthrough you had this week.
- What do you enjoy most about ministry? What energizes you? What do you enjoy least?
- What did you learn about how to motivate volunteers during the service or event this week?
- What was your biggest frustration in ministry this week? What was your biggest encouragement?
- What is one thing you learned from watching me that you want to emulate as a ministry leader? What is one thing you want to avoid?
- This week you watched me handle that tense situation with _____. What would you have done differently in that situation and why?
- What do you enjoy most about preaching/teaching? How would you describe your preaching/teaching style? In what ways do you need to grow as a preacher/teacher?
- How well do you communicate with your ministry team? Would your ministry volunteers agree or disagree? Why? What steps could you take toward improving your communication skills?
- What books have you read lately? How have they been helpful to your ministry leadership?

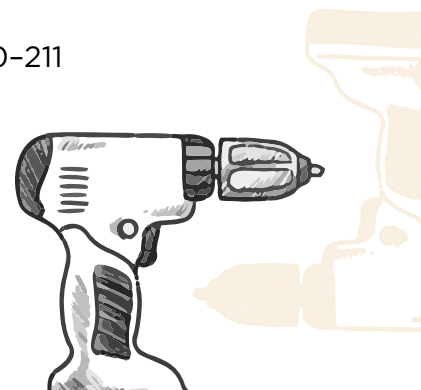


Preaching and Service Review Form

As your residents have opportunities to preach, teach, and lead your congregation, use this form to evaluate the experience.

- Report for the week of:
- Did the service start on time: Yes No (What Time: _____)
- Did we end on time? Yes No (What Time: _____)
- Were there any technical problems? Yes No
- What were the technical problems?
- Who is assigned to correct this problem?
- Who preached the sermon?
- What was the text?
- Was the point of the text the point of the sermon?
- Was the Gospel proclaimed at any point in the sermon?
- Were there particularly strong points to the sermon?
- Is there any constructive criticism for the preacher?
- How long was the sermon?
- Was the Lord's Supper conducted in a way that depicted the Gospel?
- Is there anything we can do to improve our presentation of the Lord's Supper?
- Were clear instructions given concerning who may take the Lord's Supper?
- Was the offering pictured as an act of worship?
- Were the songs scripturally sound?
- Was there anything distracting about the service that turned attention from God to man?
- Who is present at the review?
- How many adults were in worship?
- How many children were in worship?
- What was the total attendance for the week?
- What was the total weekly offering amount?

Adapted from Clint Clifton, *Thresholds* (self-pub., CreateSpace, 2016), 210-211



How to Commission Your Church Planting Residents

After a resident has completed your residency program and is ready to plant a church, what's next? Commission your church planter! A commissioning done well recognizes both the opportunities and challenges a church planter, his family, and his team will step into.

Here are six considerations as you commission a church planter.

1. Affirm your planter.

As God leads, formally set apart those God calls, acknowledging both the opportunity they have to partner in Kingdom work and the responsibilities they assume as they do.

2. Identify a champion.

Every church plant needs a champion from their sending church. Enlist a member of your staff or church to serve as the primary advocate among the sending congregation.

3. Formalize the partnership.

A formal agreement will help the sending church and the church planter work through any issues they may face. Writing out expectations and signing an agreement ensures everyone is on the same page and underlies the significance of the partnership.

4. Celebrate publicly.

The sending church has the unique privilege of celebrating and commissioning the church planter as they launch them to this new work. Affirm with the congregation your commitment to church planting, to share what God has done, and to pray for what He will do through this new work.

5. Plan for accountability.

Partners will want to know about progress toward achieving the goals of the partnership. They will want to celebrate success and overcome obstacles. They will care about the health of the partner and opportunities to strengthen the relationship. The sending church should proactively touch base with their partner on key areas of health and success.

6. Commit for the long haul.

Starting a new church is difficult work. It takes time to reach people and disciple them to the maturity necessary to sustain a healthy, multiplying church. Be patient with your church planter and continue to invest in the plant to see it succeed.



10 Ways to Care for Your Church Planter

Planting a church often feels difficult and lonely. The long-term success of a church plant is tied to the physical, emotional, and spiritual health of the planter and his family. Here are 10 ways for your church to proactively care for them on their church planting journey.

1. Call the planter regularly, ask good questions, and pray for him, his family, and his church plant.
2. Encourage members of your sending church to send encouraging notes or cards.
3. Remember the planter's birthday and send personal notes with a card or gift card.
4. Remember the planter's wedding anniversary and send a book on marriage with a card or gift card.
5. Remember the planter's children and send gifts on their birthdays and/or at Christmas.
6. Help the planter schedule a spa day for his wife and cover the expense.
7. Provide a babysitter for the planter and his wife to go on a date night or an overnight getaway.
8. Invite the planter to preach at your church and encourage his family while they are there.
9. Send your pastor or a staff member to attend the church plant and treat the planter's family to a meal after the service.
10. Provide access to a biblical counselor. Offer this service whether or not you feel it is necessary.

