



2019-20 Residency Program

At the heart of church multiplication is leader multiplication. These leaders are empowered and sent out by the Holy Spirit (Acts 1:8). These individuals are called by God, acknowledge their calling, and are willing to serve Christ's Church in vocational ministry.

At the heart of Princeton Alliance Church (PAC) is our desire to help individuals live life to the fullest in Jesus (John 10:10) throughout central NJ. However, this cannot be done effectively without the rampant spread of the Gospel. For this reason, PAC has launched a new residency program that is specifically designed to fulfill two purposes: (1) *train called individuals for God's service in the local church (discipleship)* and (2) *send these individuals into specific roles in the local church (apostleship)*.

The Residency Program (RP) is designed to foster the already-called vocational church worker and give him/her the support and freedom to work in a church; setting him/her up well for full-time ministry by providing further training to broaden their understanding of church-wide ministry. The closest resemblance to this type of program would be those in medical school residency. In essence, this is something similar to a baseball farm system. These individuals will be prepared to apply for a new role at a future church plant/location or fill a vacancy at PAC.

The Program is a two-tier (12 & 24-month) commitment that includes a base salary for a 30-hour work week and certain benefits (for the individual only). Depending on the individual's work experience, ministry experience, and capabilities, he/she will be identified as either a Resident-1 (one-year experience) or Resident-2 (two-year experience). More details follow below.

About the Program

The Residency Program is intended to establish an individual in discipleship and apostleship. Discipleship is the individual's commitment to following Jesus in all aspects of life—spiritual, emotional, relational, financial, psychological. Apostleship is the individual's commitment to sharing Jesus with all people. It is not a balance of the two but rather a full commitment to the two.

In the area of discipleship, the Program will have requirements to fulfill in the areas of spiritual and emotional development, such as a commitment to spiritual disciplines and other practices. It will also include self-awareness assessments such as Strengths Finder, Enneagram, and SDI.

The Program will also provide leadership opportunities to preach, teach, lead, and manage a group of individuals and/or teams within a specific ministry context. This will provide the hands-on experience needed to excel in leadership in large group, small group, and one-on-one settings.

Lastly, the Program will instill PAC and church multiplication culture within the Resident and will acclimate the individual to all of PAC's systems and best practices.

Two-Tier Residents

Not every applicant will have the same level of experience, giftings, and aptitudes. For this reason, a two-tier distinction is necessary.

First, a Resident-1 is an individual who is assured in his/her calling to vocational ministry, has demonstrated full competency, has local church ministry experience (even non-church experience), and can be propelled into ministry within one year of hiring. Typically, this person is a seminary graduate, has years of pastoral ministry experience already, is mature, has completed or will be able to complete the appropriate accreditation process with the C&MA within the residency, and is close to moving into a leadership role on a church staff.

Second, a Resident-2 is an individual who is confident of his/her calling to vocational ministry, has demonstrated some level of competency, and will require up to two years of work experience in the local church context to be propelled into ministry. They are willing to engage in the appropriate accreditation process with the C&MA. Typically, this person is a recent college graduate and requires additional development, maturity, and experience in order to move into a leadership role on staff.

In regards to a Resident-2, the hiring manager will determine one of two options after the first year. First, if the resident is not showing progress or is not leading in a manner that is helpful, safe, and/or appropriate, then the manager will terminate the residency for the individual. This is to ensure our resources are being allocated well at all times and to ensure we have the right people on the bus. Second, if the Resident-2 is meeting expectations or exceeding them, the individual will move to the Resident-1 track in his/her second year. For a Resident-2, the goal is to become a Resident-1. All Residents will have reviews at a minimum of every 6-months for continuous feedback and evaluation.

Resident-2 ----> Resident-1 ----> Release to Full-Time Ministry

Lastly, in regards to PAC's organization chart, a Resident will work under the supervision of a Ministry Leader. A Team Leader will provide oversight but not day-to-day management.

Application Process

In order to get the best candidates either externally or internally, an application is needed. Each application will be reviewed by HR and the Team Leader, both of whom receive the applications.

The application process for the Program will be selective as it is essentially a 1-2-year, on-the-job interview for a potential Ministry Leader position. He/she will apply through the standard PAC employment application process channel and will then complete a Candidate Profile (sent to the applicant after the initial employment application is reviewed). This profile will ask theological, ministry-related, and personal questions.

There will be three rounds of interviews. First, an interview with HR will occur. If sufficient, the Ministry Leader will meet with the individual. Lastly, the Team Leader will meet with the individual.

Each application will include (but is not limited to) the following pieces of information:

- Calling to vocational ministry
- Short, medium, long-term goals in ministry
- Expressed desire for a certain team/ministry focus
- At least 2 character references
- Background Check permission
- Written samples
- Academic transcripts

Every candidate will have at least a Bachelor's Degree (not necessarily ministry-related) and/or be pursuing the Ministerial Study Program (MSP) through the C&MA so as to meet the requirements for licensing. Current PAC employees who would like to apply would need to resign their position upon acceptance in order to be able to fulfill the hours needed for a residency position.

Development Tracks

There are four development tracks for each resident that are important aspects of growth. He/she will grow in all four areas through time spent leading ministries, intentional classroom settings, and one-on-one development-focused conversations with managers.

Ministry-Related

- Public-speaking communication (preaching, teaching, etc.)
- General pastoral care and counseling
- Creating a volunteer culture
- Evangelism
- Specialized ministry competencies

Leadership-Related

- Casting vision
- Strategic planning
- Goal setting
- Building/leading teams
- Creating and reproducing leadership

Practical

- Team dynamics and conflict resolution
- Interoffice communication
- Church marketing and social media
- Preparing and overseeing a budget
- General HR competency
- Time management
- Event planning
- Leading effective meetings

Personal

- Self-awareness (SDI, StrengthsFinder, Leading from Your Strengths)
- Spiritual disciplines
- Emotional health (Emotional Intelligence)
- Relational and interpersonal skills
- Financial management

What Will a Graduate Do Upon Completion?

Within the two-year residency, the individual will be working alongside a specific ministry or Team. The RP is essentially a 1-2 year interview process. The individual and PAC gets a longer timeline to see if he/she is a good fit for church multiplication or ministry.

It is the goal of the program that the Resident applies for employment at PAC or a network church within the last year of residency. If there is no position available or the fit is not right, then the Resident will move on.

The Residency Program Team

The Residency Program Team consists of a Cohort Leader, the Team Leaders and Ministry Leaders and the Residents.