

FAIRHAVEN CHURCH

# Residency Program



# About Fairhaven

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Fairhaven is a multisite church of all age groups transforming lives and communities by enabling people to worship, serve and experience community in their own neighborhood. Fairhaven has a passion for helping people to find hope through a relationship with Jesus Christ.



# What is the Residency Program?

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The Fairhaven Church Residency Program is a two-year leadership training program designed to equip emerging church leaders for a lifetime of ministry significance through: 1) hands-on experience working with staff teams of the church; 2) personal mentoring and leadership training; 3) enrollment in a M.A. degree through Crown College.

# Why a Residency Program?

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50% of the ministers starting out will not last 5 years <sup>(1)</sup>

90% feel they are inadequately trained to cope with the ministry demands <sup>(1)</sup>

vs.

80% of graduates from a 2-year mentorship  
are **successful** in ministry <sup>(2)</sup>

(1) According to The Fuller Institute, George Barna, and Pastoral Care Inc.

(2) Field research by 12Stone Church, assessing longevity, perceived fulfillment and effectiveness.

# Why a Residency Program?

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“Pastors are made, not born. They may be born with certain qualities that make them ripe for the work. But they will only know about themselves, and they will only hone those gifts for effective service, within the context of a church that receives them, nurtures them, and sends them out to serve.”

A residency program ideally “helps young ministers claim their identity as pastors, and at the same time grow in their confidence and competence in performing pastoral duties in order to flourish in their pastoral life.”

Preparing the Pastors We Need: Reclaiming the  
Congregation's Role in Training Clergy

November 6, 2012  
George A. Mason

# How does the program work?

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The Six Developmental Components form the developmental strategy of the residency program:

1. Ministry Experience
2. Personal Development
3. Leadership Coaching
4. Leadership Training Curriculum
5. Academic Studies through Crown College
6. Winning Staff and Culture

# How does the program work?

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## Ministry Experience

### The Six Developmental Components

Ministry Experience is what the residency is all about. The purposes of the residency is to ensure that the residents have the leadership capacity and know-how to effectively and competently lead as a pastor or church leader. In order to do this, residents need significant real-life ministry experience. Residents are assigned to a ministry department based on resident's vocational interests, rather than church staffing needs.

# How does the program work?

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## Personal Development & Leadership Coaching

### The Six Developmental Components

Personal Development is about who the resident is, rather than what the resident does. Once a month for about an hour, a resident coach will meet one-on-one for personal development with each resident. The purpose of this meeting is to ensure that the resident is growing as a person, in community, and as a Christ-follower during the residency. Also, once each month, a resident coach will meet one-on-one for about an hour to discuss the resident's ministry experiences. The purpose of the Ministry Coaching Meeting is to ensure that the resident is growing in ministry and leadership skills.

# How does the program work?

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## **Leadership Training Curriculum**

### The Six Developmental Components

The Leadership Training Curriculum is unpacked during a weekly 75-minute training meeting with all residents and gives valuable insight into different aspects of leadership. The Leadership Training Curriculum covers self leadership, relational leadership and organizational leadership, utilizing contemporary books, leading thinkers, and conference speakers.

# How does the program work?

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## Leadership Training Curriculum

The Six Developmental Components

Understanding Spiritual Formation

Working with Volunteers

Power, Influence and Persuasion

Hiring and Managing People

Crafting a Rule of Life

Managing Conflict

Strategic Planning

Coaching Others

Soul Care

Emotional Intelligence

Toxic Charity

The Deeper Journey

Ultimate Leadership

The Voice of Jesus

The Predictive Index

Overcoming Dark Side of Leadership

# How does the program work?

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## Academic Studies

### The Six Developmental Components

Each resident must be enrolled in one of four online Master of Arts degree programs through Crown College. Tuition costs of the program are paid by Fairhaven for each resident. The two-year residency allows each resident to complete the two-year M.A. program simultaneously.

- Global Leadership
- Ministry Leadership
- Christian Studies
- Organizational Leadership

# How does the program work?

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## Winning Staff and Culture

The Six Developmental Components

Being part of a winning team is contagious. Residents benefit from being invited into a staff and church culture that is thriving and healthy. Fairhaven Church has achieved the Best Christian Workplace designation each of the last two years. Within this healthy context they pick up nuances and attitudes that distinguish effective teams and organizations.



# Life of a Resident

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## Residents...

- Work approximately 25-30 hours a week
- Live in host homes during the program, when available
- Fully participate in the life of the church and staff and are recognized as staff members at Fairhaven Church
- Receive a stipend for attendance at the weekly leadership training meetings
- Enroll in graduate studies and
- Obtain outside part-time work as needed

# Qualification of a Resident

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- College graduate
- Clear calling into vocational ministry
- Chemistry with Fairhaven philosophy and staff culture
- Adherence to Fairhaven's Statement of Faith
- Some ministry leadership experience preferred
- Demonstrated ministry competence and leadership potential

# Qualification of a Resident

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- An inner life
- Sense of wonder
- Connectionality
- History of missional life
- Teachable spirit
- Resiliency

# Opportunities for a Resident

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Fairhaven offers a menu of ministry departments from which a resident may choose. As a multisite church, Fairhaven offers several unique serving opportunities in each department.

- Children's Ministry
- Student Ministries
- Community Life
- Pastoral Care
- Local and Global Outreach
- Multisite Ministries
- Worship/Technology Ministries
- Spiritual Formation
- Communication Arts

# Resident Application Process

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**Prepare Residency Application** – Download and complete the Residency Application from the Fairhaven website. Email or submit to Fairhaven Church c/o Paul Clark.

**Interview Process** – Meet with Paul Clark, the residency program pastor, and preferred department leader.

**References** – Provide three references

**Background Check** – A background check is performed on the applicant.

**Invitation** – Church officially invites applicant to Residency Program

