

Quick-Start Guide

10 STEPS TO LAUNCHING A RESIDENCY IN YOUR CHURCH

RESIDENCIES & MULTIPLYING LEADERS

Pastors want to see their ministries and kingdom efforts extend beyond themselves and continue for generations. This is a right and good vision that follows in the footsteps of Christ, who modeled firsthand what it looks like to invest in future generations. ***We know you want to multiply, and we can help you develop a residency program that does just that!***

Leadership development is contextual and personal, so residencies should be too. Residencies can help aspiring leaders identify a ministry call. They can help mature leaders grow in affirming God's call in their lives. And they can prepare leaders and teams for new missional opportunities. Whatever your church's vision for multiplication, there is a residency that can help make it a reality.

If your church wants to discover, develop and deploy leaders to multiply your ministry or mission, a residency may be for you. Follow these 10 steps to put your church on a trajectory to raise up future pastors, church planters and other missional leaders.

“As a pastor new to the thought of a residency, I couldn’t fathom what something like that would look like or if it would even be beneficial. Send Network helped me embrace the power of residencies for raising up leaders to multiply.”

Michael Byrd
Faith Community Bible Church
St. Louis

STEP 1: REMEMBER GOD’S HEART FOR MULTIPLYING LEADERS

Throughout the pages of Scripture, we see God's heart for multiplying leaders. In the Old Testament, we see Moses admonished to “select from all the people able men, God-fearing, trustworthy, and hating dishonest profit. Place them over the people as commanders of thousands, hundreds, fifties, and tens” (Exodus 18:21 CSB). In Psalm 32:8, God Himself shows how He develops people: “I will instruct you and show you the way to go; with my eye on you, I will give counsel.” Investing in developing leaders should matter to us because it matters to God.

The New Testament continues the emphasis on multiplying leaders. Ephesians 4:11-12 describes a pattern:

“And he himself gave some to be apostles, some prophets, some evangelists, some pastors and teachers to equip the saints for the work of ministry, to build up the body of Christ.”

Residencies help pastors and churches intentionally and systematically follow God's example.

In 2 Timothy 2:2, Paul shows us how he personally developed and modeled sending for Timothy, his spiritual son and brother, when he said, “What you have heard from me in the presence of many witnesses, commit to faithful men who will be able to teach others also.”

As pastors you know how to shepherd God's people and faithfully engage your community; now it's time to pass along that knowledge entrusted to you! Residencies are the path that will help you reproduce your ministry in faithful leaders.

STEP 2: CLARIFY YOUR VISION

Raising up leaders is hard! 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.

STEP 3: IDENTIFY YOUR DEVELOPMENT 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, the church 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?

During this step we suggest you consult with current practitioners and residency leaders. Find a list of healthy, multiplying residencies at namb.net/residencies.

STEP 4: IDENTIFY YOUR DEVELOPMENT SYSTEM

The next critical question to ask is: "Once I have residents, how do I help them grow?" Good resources and content can help guide you as you share your life and ministry; here are a few Send Network offers.

- **Multiplication Pipeline** is designed to help local churches in the early stages of identifying and developing future leaders. Multiplication Pipeline can help your church discover and develop missional leaders and church planting missionaries. Learn more at pipeline.namb.net.
- A **Training Map** event is designed to equip pastors and churches seeking to develop church planters in key transformational learning techniques. Upon completion, participants will know how to create and facilitate transformational training modules for any leadership development setting.
- **Send Network Training** is designed to develop strong, healthy church planting leaders through a unique transformational approach in 12 leadership competencies. Learn more about Send Network Training at namb.net/training.
- **Covocational Church Planting Training** is an online process that takes a potential covocational planter through a series of topics on paradigm shifts, kingdom thinking, missional engagement, biblical community and covocational aptitudes.

Based on your church's vision, Send Network will help you tailor these resources to your goals and/or guide you through developing resources that best serve your needs.

STEP 5: ORGANIZE YOUR LEADERSHIP

After determining your vision, philosophy and training systems, you should turn your attention to organizational structures. Good, clear leadership is key to a healthy, multiplying residency. There are at least three roles required to launch an effective residency.

- The **Residency Director** gives direction and oversight to the residency program. This person can be a pastor/elder, church staff or a trusted lay leader. This role generally leads the residency from an

executive level.

- The **Residency Facilitator** usually leads the residency from a managerial level. Generally, the facilitator is working with residents on a daily basis and ensuring they move toward agreed-upon objectives.
- The **Residents** are committed to being developed and deployed by your church.

STEP 6: ORGANIZE YOUR LOGISTICS

While identifying leadership is key, another major step in building your residency is working through administrative logistics. 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.

STEP 7: RECRUIT RESIDENTS

Recruiting residents may be one of the most challenging aspects of starting and continuing a residency. Residency leaders must pray God gives them clear eyes to see the leadership and ministry potential in those they encounter. Here are three avenues to begin your search for residents.

- **Prayerfully:** As you read about God working in the lives of leaders throughout the Bible, spend time asking God for direction, that the Holy Spirit may reveal people you need to invite to grow as leaders through a residency.
- **Internally:** Look at the leadership within your church. Consider your staff, deacons, small group or Sunday School leaders, faithful volunteers, etc. As you trust God's provision in launching a residency, trust Him to also be raising future leaders from within your church.
- **Relationally:** Often a future leader can be found serving in other churches or ministries that don't have a residency. One of the values of being part of a network or family of churches is the ability to share resources, including development opportunities.

“When my pastor invited me to participate in our church’s residency, I was interested in church planting, but never seriously thought God would call me to that. God used that time in my life to help me discover my calling and provide the experience and mentorship I needed. All of the hands-on training for pastoral ministry gave me the confidence I needed to start a new church.”

Bruce Wood

Valley Lights Church, Riverside, CA

STEP 8: PLAN AN APPLICATION PROCESS

Beginning to receive inquiries into your new residency is an exciting moment. Be sure to pause and praise God for those interested in pursuing a call to intentional development. However, don't let your excitement overwhelm the need to do your due diligence in vetting potential residents. An application process can be informal or structured, whichever best meets the church's needs. A simple process can be inviting a church member into intentional phases of ministry development.

Here are some key components of a thoughtful process:

- **Application:** This doesn't need to be exhaustive, but it's good to know an applicant's background, education, work experience and testimony.
- **Character Assessment:** Ideally, your residency is developing future elders, deacons, and ministry leaders in their church, but character and teachability are more important than gifting and talents.
- **Personality Assessment:** It's helpful to gain a broad understanding of how your potential residents are wired. Assessments such as StrengthsFinder, the Myers-Briggs Type Indicator, and APEST can help

give you a glimpse into your applicant's personality.

- **Interview:** An in-person interview should be conducted between the resident and church's residency director. If possible, the ministry leader or staff member the resident will be working directly under (if not the residency director) should also be present. Interviews are key in helping gauge personality fit and missional alignment, as well as in building a relationship.

When possible, have a plurality of leaders speak into whether a resident should be extended a formal offer. Because of the high level of commitment a church and resident are making, both parties should prayerfully seek discernment and wisdom while walking through the application process.

Before moving on, it's important to note a resident should agree to a clear job description and residency expectations. (Certain churches may also need to explain HR policies before allowing a resident to formally accept an offer.)

STEP 9: PLAN FOR RELATIONAL DEVELOPMENT

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

- **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.
- **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 them through this season of ministry development and providing wisdom and accountability regarding raising support, where applicable.
- **Host a meal with your new residents and senior leadership.** Before any formal development begins, get to know the resident and their families by hosting a meal. It's important for new residents to see church leaders as regular people outside of a ministry context.
- **Prepare to connect your resident into the life of the church.** For residents who are moving or changing churches for the purpose of development, be sure to prioritize getting them connected into the life of your church. While a resident is raising support and transitioning their family, they have enough on their plate. Connecting to their new church and finding community should not be an additional responsibility they have to work through alone. A staff member or trusted lay leader should own helping your resident and their family get plugged into community.

STEP 10: LAUNCH YOUR RESIDENCY

The first day of school is always hard, and being a new kid makes things that much more awkward. This is true for residents as much as it is for children. Here are a few ways to help your residents' onboarding experience run smoothly.

Review expectations as a supervisor

- Review residency expectations and job description.
- Set up a time to introduce the new resident to your team.
- Help your resident get set up at their workspace and celebrate their arrival by taking them out to lunch.
- Ensure residents and their supervisors are set up to begin leveraging Send Network development resources such as Multiplication Pipeline.

Now, begin working your plan with regular coaching and care, and enjoy the ride. Your church just launched a residency!

Whether you need development resources, coaching or networking assistance, Send Network is here to help. We are confident every healthy church can build a healthy, multiplying residency. When you're ready to take a next step, email us at residencies@namb.net!