

# VINTAGE GRACE RESIDENCY PROGRAM

## **SENDING STATION VISION:**

At Vintage Grace we strive to serve the Kingdom of God as a “Sending Station.” This is accomplished in 3 main ways:

1. **CHURCH BODY:** Weekly we send our church at the end of every Sunday gathering to live as everyday missionaries Monday-Saturday wherever God invites them in their jobs, neighborhoods, and God designed networks.
2. **CHURCH PLANTERS:** We desire to raise up, equip and support Church Planters who share the same discipling, equipping and sending vision in different cities through the work of planting new sending stations.
3. **CHURCH RESIDENTS:** We desire to train residents in a “teaching hospital” type atmosphere where one learns through hands-on experience. We offer a residency in a ministry context where one who is potentially called into full time vocational ministry can learn, practice, and even fail in ministry and leadership to discern their aptitude for vocational ministry.

## **RESIDENCY VISION:**

Our Residency Program is designed to give young men and women experience in vocational ministry as they assess their calling and deepen their understanding of God's design for the local church.

- The ultimate goal of the residency is to equip residents to fulfill their ultimate call as a son/daughter of the King and learn what Kingdom living and leadership looks like as a Kingdom Laborer.
- We ask all our residents to apply yearly and view this as an “at will” annual commitment to serve faithfully and commit to not only serving the local Church here at VG but also praying and watching and stepping into what their long term service in the Kingdom will ultimately look like.
- Every year there will be an annual assessment for the resident and we will decide together if it is best to take the next step in the residency program.
- There are 3 options as the residency comes to an end after year 3:
  1. Depending on current staff, budget, and gifting the resident may be invited to continue as a coordinator/director or future pastor here at VG.
  2. If they are called into a role at another church/church plant then we will joyfully, like Paul in Acts 19, say a Gospel goodbye and help by sending them onwards for more Kingdom movement.
  3. Lastly, at any point of the 3 year residency, they may decide that they are called to be an everyday missionary in the workplace and not in vocational ministry. We will provide coaching and support as they search for a new job.

## **STEPS FOR POTENTIAL RESIDENTS:**

1. Online Application
2. Complete pre-Assessments: ministry insight & Myers-Briggs
3. Interview with a Pastoral Team member to discuss the program

\*Pre-requirement: A potential resident is someone who has already shown the ability to lead *self* and *others* and is excited about growing into a leader of *leaders*.

\*Residents ideally would begin between the ages 19-25

**RESIDENT SCHEDULE:** *Ideally, September hire date, and September annual renewal date for all residents*

- Annually sign your At-Will agreement and expectations for year 1, 2, or 3 (Residencies typically start in the Fall of every year)
- Quarterly Spiritual Retreat day as a part of our “all staff meetings”
- Quarterly assessment with Supervisor for goals and next steps
- Quarterly dessert with the Lead Pastor for support and community building
- Monthly Staff meetings to grow in professional development and community with other ministers
- Monthly Lunch and Learn with your Supervisor and all other residents
- Weekly Team Meeting within the ministry in which you serve
- Daily complete ministry responsibilities determined by you Supervisor

**RESIDENT GOALS:** This is what we want for you, not from you.

- **Year 1:**
  - Begin with “I do & you assist”... Growing into “You do and I assist”
  - Successfully Lead Self → then Lead Others → then learn to Lead Leaders
  - 10 hours of work per week
  - Determine Vocational Goals (3-5 year plan)
  - Learn the DNA of VG beginning with attending NextSteps
  - Join “Desiring God” with Drew (either the Fall or the Spring)
  - Learn to practice the Pray/Watch/Step lifestyle of learning names that grow into relationships.
  - Attend monthly All Staff gatherings
  - Connect with the Sodestroms for discussion about life
  - Faithfully complete weekly ministry responsibilities
  - Recruit, onboard, and build relationships with new volunteers
  - Successfully plan, execute and lead an event, training or ministry moment
  - They will Receive Confirmation of gifts and passion by the end of year 1 to determine renewal or decision to go a different direction.
  - Read a Maxwell leadership book
- **Year 2 expectations:**
  - 10-20 hours of work per week → Lead Leaders

- Assess and evaluate your sweet spots: Leading from your strengths
- Advance in your Pray/Watch/Step lifestyle (you can regularly tell stories of OST)
- Invest in the Disciple-making-Diamond, finding and investing in your 3
- Attend monthly All Staff gatherings
- Connect with the Sodestroms for discussion about life
- Continue to faithfully complete weekly ministry responsibilities
- Recruit, onboard, and build relationships with new volunteers
- Train leaders in ministry competence and skills
- Lead your own events/teams, with consistent evaluation (failure is good)
- Read Peter Scazzero - Emotionally Healthy Spirituality

- **Year 3 expectations: #GameTime**

- 20-30 hours of work per week → Multiply Leaders
- Evaluate: How many of your leaders have multiplied their ministry competence in others?
- Evaluate: How many of your “3” have 3? #EveryoneHasOne
- Advance in your Pray/Watch/Step lifestyle
- Continue practicing in the Disciple-making-Diamond lifestyle
- Attend monthly All Staff gatherings
- Connect with the Sodestroms for discussion about life
- Continue to faithfully complete weekly ministry responsibilities
- Recruit, onboard, and build relationships with new volunteers
- Train leaders in ministry competence and skills
- You will be fully responsible for a specific aspect of ministry
- Pre-Director Status → We will help you look for that next step in ministry
- Prepare for a full time job in ministry as a Director/Pastor.
- Read another leadership book as appropriate to the person and where they are at