

Pastoral Residency Program

North Park Community Church

Overview

The Pastoral Residency at North Park Community Church is a two-year, on-the-job experience designed for recent graduates pursuing a life of professional ministry. Using a mixture of church leadership experience, community outreach, mentoring, personal development and education, the Pastoral Residency is designed to enhance a leader's self-awareness and training, clarify calling, and provide work experience, thereby launching them into a life of impactful servant leadership in Jesus' Kingdom.

Purpose

For any young minister, the first few years of full-time ministry have a dramatic impact on the likelihood of enduring long-term. The Pastoral Residency program was created to prepare young leaders for longevity in ministry, while also increasing the health of North Park. By creating a challenging but supportive atmosphere, coupled with holistic personal growth, the Pastoral Residency program lays a strong foundation for young leaders to thrive long-term. In turn, the resident's education and experiences will help stretch North Park.

The Pastoral Residency program provides unique opportunities for our congregation to invest personally in the development of young leaders, which furthers our mission beyond our neighborhood and city. In turn, residents bring positive impact through their professional effort during their two years, adding to the health of our church.

Structure

Congregational Participation

Residents will have significant participation in congregational activities and ministries, spending time with church volunteer leadership, attending staff meetings, and having opportunities to lead and try new things. In short, they will be a part of our congregation, committed not only to ministry, but also to a reciprocal sharing of ministry and gifts with others in our church.

Community Engagement

Residents will have strong engagement outside the walls of our church, learning how to engage communities through needs assessment, volunteer engagement and partnership with the business community and the neighborhood. North Park has a strong history of working alongside our neighbors to meet real needs in the community. An aspect of the Pastoral Residency experience will be to lead a neighborhood initiative.

Mentoring / Coaching

The senior pastor will be the primary supervisor and mentor of the Resident. Feedback will be focused on personal and spiritual growth as well as professional development. We will address issues of humility, the ability to respond to difficult situations graciously and how to thrive with longevity in ministry and the challenges it presents. If a weakness is recognized that may harm his or her soul, family or future ministry, it will be addressed.

Personal Development

In addition to pursuing a vibrant relationship with God, each Resident will be challenged to learn constantly. Residents will be expected to study, read, and complete a variety of assignments. Many of the assignments will be hands-on and relational. The readings will be designed to augment the hands-on experience and tailored to the needs of the resident.

Immersive Employment Experience

Unlike an internship, this is a paid, professional position. This means residents will leave the program with two years of real ministry experience. Work done by Residents will be matched both to their skill set and to the needs of North Park.

Continuing Education

Residents will engage in LEAD cohorts and gatherings provided through the USMB designed to sharpen skills and support personal growth. Residents will also have access to continuing education through Fresno Pacific Seminary.

Desired outcomes

A major objective of the Pastoral Residency Program is to help Residents know who they are in Christ and to become comfortable in their own skin as leaders. We help Residents explore and identify their strengths and weaknesses so that they can lead in the freedom and joy God intends with a gospel-rooted security. Holistically healthy leaders with strong emotional, mental and spiritual health and an honest and accurate self-awareness are the goal of this program.

Our aim is to become a church committed to developing and sending out godly, Gospel-centered leaders who are launched into their next season of life as Christ-like, servant leaders who disciple others to make disciples. We dream of sending out church planters, church rehabilitators, pastors of established congregations and missional leaders. As a resident's specific passion, gifting and calling are clarified, we will work diligently to connect them to opportunities for their next season, while investing ourselves into their success.