

# Ministry Residency

## Program Description

### GENERAL DESCRIPTION

The Park Church Ministry Residency exists to equip followers of Jesus as integrated disciples and faithful leaders, working out their giftings in the context of the local church, and discerning their calling for what is next. It is a full—time position and a two—year commitment with an optional, mutually discerned third year that is project—focused and based upon needs and opportunities within the church.

**Title:** [Department Name] Resident

**Reports to:** Department Team Lead + Residency Team Leads

**Last Updated:** September 5, 2024

### EXPECTED OUTCOMES

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#### UNDERSTAND & PRACTICE CONTEXTUALIZED MINISTRY

- Learn and observe how the unchanging Gospel and truths of Scripture get worked out in a particular cultural context
  - Participate in ministries that put contextualization into practice, responding to felt needs and questions with the Bible's answers
  - Speak into and help give shape to the church's structures and opportunities for greater contextualized ministry to flourish
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#### GROW AS AN INTEGRATED & DYNAMIC LEADER

- Learn how the components of your life and story honestly integrate with the grand Story God is telling in the world
  - Discern your own wiring and work out your giftings alongside others and within teams, likewise leading others to do the same
  - Experience greater healing and wholeness in your relationship with Jesus, from which you lead other people
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#### DEVELOP THEOLOGICALLY & PRACTICALLY AS A FOLLOWER OF JESUS

- Gain clear biblical and theological categories for God, ourselves, the church, and the world
- Work out your theology in the practice of ministry, enlivening the core doctrines of the Christian faith for the everyday lives of the people you lead
- Explore how clear commitments to regular practices form our lives in Christ for greater fruitfulness and more effective leadership

# MAJOR AREAS OF RESPONSIBILITY

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## WORK WITHIN SPECIFIC MINISTRY AREA (50–60%)

- Serve and operate as a part of a particular team and ministry area within Park Church
  - Specifics are set by the Team Lead and found in the attached job description
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## PERSONAL & PROFESSIONAL DEVELOPMENT (20–25%)

- Bi—monthly time with Residency Cohort and Residency Team Leads
  - Reading, listening, discussing, and writing on the key areas of focus
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## CROSS—DEPARTMENTAL EXPOSURE (15–20%)

- Presence and involvement in regular all—staff rhythms including staff meetings, prayer gatherings, etc.
  - Serve in particular rotating roles during Sunday services
  - Invitation—based project collaboration discerned and agreed upon by Ministry Team Leads and the Residency Team Leads
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## CULTIVATION & MAINTENANCE OF FINANCIAL PARTNER TEAM (5-10%)\*

- Participate in fundraising training and ongoing coaching for successfully building and maintaining your financial partner team
- Invest relational time cultivating a network of people to partner with you in the Ministry Residency

\*This portion of the job will occupy 100% of the resident's time during the first two months and a slightly larger amount that 5–10% during the summer months.

# Ministry Residency

## Personal & Professional Development

The personal and professional development portion of the Park Church Ministry Residency occupies up to 25% of the resident's time. It is oriented around key areas of contextualized ministry, leadership growth, and practical theology. It is structured around bi—monthly gatherings with other residents and the Residency Leads, designed through particular resources to read, listen to, and discuss. Below you'll find a breakdown of our topics and timeline.

### DEVELOPMENT TOPICS & TIMELINE

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#### SUMMER TRIMESTER 2025

**Topic:** Building a Support Team

A common misconception is that fundraising is something to accomplish before the real work of ministry begins. The reality is that fundraising is ministry in itself because we are announcing what God has called us into as we invite others into the mission of God. We'll approach fundraising from a position rooted in biblical truths and our identities in Christ. You'll be given practical tools, ongoing coaching, and the support needed to reach and maintain 100% in a way that honors the frame God has given you.

**Resources:** "A Spirituality of Fundraising" by Henri Nouwen  
"The God Ask" by Steve Shadrach

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#### FALL TRIMESTER 2025

**Topic:** Contextualizing Gospel Ministry

The Gospel of Jesus Christ is foundationally and eternally true. Yet culture and language are in a near—constant flux. How do we faithfully and effectively bring scriptural truths to bear on our particular context, and to the specific people God has called us to? We'll find we need to develop a theological vision that holds fast to God's Word while paying deliberate and embodied attention to the people and places around us. Such an approach strengthens our presence and practice of ministry in whatever city and culture we find ourselves.

**Resource:** "Center Church" by Timothy Keller

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#### SPRING TRIMESTER 2026

**Topic:** Becoming an Integrated Leader

It's often said you cannot give away what you do not have; and you cannot take others where you have not been. These truths equally apply to the inner life of a leader as they do to the material world. It's essential that we do not merely "do for" Jesus, but cultivate a life in and with Jesus. This takes us on a journey to discern our own stories and families of origin, pursue emotional reintegration, practice a non—anxious presence, and discover

afresh our own wirings and giftings as they get worked out in the workplace, through the church, and out in the world.

**Resources:** Assorted readings and podcasts from Pete Scazerro, Steve Cuss, Sandra Dalton-Smith, Ruth Haley Barton, John Mark Comer, Patrick Lencioni, etc.

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## SUMMER TRIMESTER 2026

**Topic:** Practicing Cruciform Leadership

The way of Jesus is centered on the cross—and we are called to model our own life after His. The ancients would call this a “cruciform” way of living, an approach that calls us to actively take up our cross, bear it daily, die to self, and become a living sacrifice in service to God and others for their good. This leads to a life that is others—oriented, able to be present with people, value their gifts and voices, and help create an environment within which others thrive according to God’s design and intentions. What does this look like in practice? How are we formed to have the character of Christ in how we lead others? This is what we’ll take up this trimester.

**Resource:** “Strong and Weak” by Andy Crouch  
“Instruments in the Redeemer’s Hands” by Paul David Tripp

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## FALL TRIMESTER 2026

**Topic:** Learning Everyday Theology

There is certainly a way to do theology that divorces it from our affections and everyday lives. But it was never supposed to be done like this. The beautiful truths we discern in the divinely—inspired Word of God are meant to stir our souls into infectious delight and guide our lives in the most practical of ways. Beholding who God is, who we are as His images in the world, and how our Lord has structured reality—this transforms both us and the people we lead. During this semester we’ll learn (and practice!) theology according to this vision.

**Resources:** “You are a Theologian” by Jen Wilkin and J.T. English  
Independent Study in particular area of Christian doctrine

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## SPRING TRIMESTER 2027

**Topic:** Orienting Life & Ministry around Jesus

It is easy to “fall into” our schedules and functional priorities. Or, we even allow other people to determine them for us! It is essential that we deal with rigorous honesty the stewardships God has given us, starting with the time, energy, and attention allotted to us all. Then we may start building toward a practical structure and guide through which we discern the most important things and commit to “what’s best next.” It is here that we find that most formational effect on our lives and opportunity for effectiveness, no matter where we are called in the next season.

**Resources:** Building a Rule of Life  
Assorted readings and podcasts  
“You Are What You Love” by James KA Smith

# Ministry Residency Compensation & Benefits

## COMPENSATION & BENEFITS BREAKDOWN

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### COMPENSATION (AMOUNT TO BE SUPPORT—RAISED)

#### ANNUAL TO BE RAISED:

Annual Salary: \$43,000

Administrative Costs: \$3,300

Health Benefits: \$4,500\*

Increased Stipend: \$1,200\*

**TOTAL RAISED: \$92,600**

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\*Optional, based on needs and preference

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### BENEFITS

**Two—month Stipend:** \$2,000/month

**Cell Phone Reimbursement:** \$50/month

**Professional Development:** \$1,000/year

**Personal Counseling:** \$500/year

**Book/Resource & Meal Budgets:** TBD by Team Lead

**Paid Time Off (PTO):** 17 days/year

**Personal Restore Days:** 9 days/year