

TRINITY LEAD PASTOR RESIDENCY

Equipping faithful and healthy pastors to serve faithful and healthy churches.

WHY RESIDENCY?

Being a church pastor is one of the most challenging tasks today. Fewer people than ever want to become pastors, and many of those that do are not prepared for the common struggles we face. The result? **Pastors are sidelined, burned out, or disqualified.** These problems are at an all-time high and pastoral instability has taken a toll on the discipleship and commitment of church members—especially in an era when so many young Christians are deconstructing their faith.

We believe the church must do better, and by God's grace, we can. Since the biggest problems in churches are rooted in unfaithful and unhealthy leaders, if we have more faithful and healthy leaders, more churches will be faithful and healthy. The result? God's purposes will be fulfilled **on earth as it is in heaven!** At Trinity, we want in on this, and we want to help you thrive as a developing lead pastor.

OUR APPROACH

Equipping Toward Health

God has made his plans for his church very clear. In Ephesians 4:11-13, he gives us a picture of what a healthy church looks like—it's one that has *unity* and *maturity* in Christ—but he also gives us a picture of what it takes to get there: various sorts of gifted leaders (apostles, prophets, evangelists, pastors and teachers) equipping his people (the saints) for service (ministry). Local churches and the universal church will only become who we were meant to be when each part of the body is working properly, making the body grow so that it builds itself up in love. At Trinity we are committed to God's vision for his church and deeply desire to see not only our own church thrive, but many churches thrive. This is only possible when senior leaders are equipped.

Immersive Experience

Our Lead Pastor Residency program is designed to immerse leaders in our church community, both so they can develop their gifts to multiply ministry, but also so that leaders can experience the culture of a healthy church. We call this *gospel culture*: where the realities of the gospel are not only proclaimed propositional truths, but are also the lived experience of the community.

Life-On-Life Apprenticeship

The Christian life is holistic—we live for Jesus in every sphere of life: where we live, learn, work and play. Because discipleship is much more than just worshiping together, learning to be a Lead Pastor must include life-on-life apprenticeship in every context where we minister.

Key Development Components

Over the course of the two year commitment, the resident will be equipped in **5 key development areas.**

Component One: Church Membership

Leaders are members first, and must [be a healthy member](#) of a church family before they can become healthy leaders. The resident will participate in **Disciple Equip**, make membership commitments (including joining a Trinity Community Group), and build a personal discipleship plan (what we call Liturgies for Life) to practice the Story of God in the rhythms of everyday life.

Component Two: Leader Equip and Huddle

The resident will be [developed as a healthy leader](#) by participating in **Leader Equip** and a ‘huddle’ with other ministry leaders. In this learning community, he will be equipped in 4 foundational leadership values: Gospel Culture, Character, Relational Discipleship, and Team or Group development. Through collaboration with his Huddle Coach, he will learn to multiply ministry.

Component Three: Aspire and Elder Equip¹

The resident will be developed as a Trinity elder and pastor by participating in our [Elder Development Process](#), which begins with Aspire and concludes with Elder Equip. An important part of this process is building relationships with the elders and experiencing what it’s like to be an elder in our monthly elder meetings and quarterly finance meetings with the Board of Directors.

Component Four: Staff Role

While on full-time staff, the resident will experience a healthy staff culture where we are family first and employees second. He will participate in staff meetings and reviews, create annual ministry plans, preach and teach, develop new members and leaders through Disciple Equip, and in the final 9 months of the residency, build a plan for the church he will go on to lead.

Component Five: Additional Learning

Resources. Each month of the residency, the resident will work through a list of resources to read, watch or listen to, followed by writing resource response papers.

Counseling. At the beginning of year two, the resident and his wife will do an intensive soul care retreat guided by counselors or spiritual directors and designed to help recalibrate them as individuals and as a married couple.

Faith and Work. Each month of the residency, the resident will join Pastor David in his Faith and Work grow group. He will follow that with a work visit to a member of the church, getting to both learn from and minister to them in their work environment.

Racial Reconciliation. The resident will join Pastor Joel and Pastor David at a monthly [Racial Reconciliation Network](#) meeting where he will grow as a minister of reconciliation across ethnic lines as well as pursue and preserve the unity of Jesus’ multi-ethnic church.

¹ Since our Lead Pastor Resident will be participating in our Elder development process and at Trinity we believe the Bible has reserved the office of Elder to men, we will only be considering male applicants for the Lead Pastor Residency program.