



12Stone® Church Residency Partnerships exist to work together with churches to fulfill our mutual and God-given call to raise up the next generation of church leaders.

### **Residency Program**

- The residency is a two-year, full time, post college leadership development program for emerging leaders who feel called to vocational church ministry.
- The residency focuses on hands on ministry experience within a department of the church.
- Each resident gets the real life ministry experience they will need to for a lifetime of significant church ministry.
- Each resident experiences regular leadership coaching and personal development.
- Over the two years, each resident learns leadership through the weekly leadership training.
- Leadership training curriculum focuses on four leadership arenas:
  - Self Leadership
  - Relational Leadership
  - Organizational Leadership
  - Focused Leadership (Pastoral Ministry, Preaching Ministry, Worship Ministry)

### **Residency Partnership**

- 12Stone Church gives details of residency logistics, structure, philosophy and practices to Partner Church.
- 12Stone Church provides regular training curriculum to Partner Church.
- 12Stone Church gives regular coaching to Partner Church.
- 12Stone Church hosts annual training gathering for all residents.
  
- Partner Church selects a resident coach.
- Partner Church recruits residents.
- Partner Church implements residency.

If you have any questions, you can email Pastor Miles at [miles@12stone.com](mailto:miles@12stone.com). If you are interested in applying, fill out the application at [partnerchurch.12stone.com](http://partnerchurch.12stone.com).

# The Six Developmental Components

## Detailed Chart

	<b>Phase 1 - Orientation</b> First Quarter	<b>Phase 2 - Maturation</b> Second through Sixth Quarter	<b>Phase 3 - Completion</b> Seventh and Eighth Quarter
<b>1 Ministry Experience</b>	<ul style="list-style-type: none"> <li>• Orientation to Church</li> <li>• Relationship Building</li> <li>• Leadership Tasks</li> </ul>	<ul style="list-style-type: none"> <li>• Leadership Assignment</li> <li>• Leadership Load</li> <li>• 16 Leadership Experiences</li> </ul>	<ul style="list-style-type: none"> <li>• Leadership Load Handoff</li> <li>• Final Ministry Enhancement and Preparedness</li> </ul>
<b>2 Leadership Coaching</b>	<u>Regular meeting 2/Month</u> <ul style="list-style-type: none"> <li>• Current Leadership task feedback</li> <li>• Capacity to initiate</li> <li>• Philosophy of ministry</li> <li>• Resident questions</li> </ul>	<u>Regular meeting 2/Month</u> <ul style="list-style-type: none"> <li>• Current Leadership Assignment/Load feedback</li> <li>• Capacity to recruit &amp; Think strategically</li> <li>• Philosophy of ministry</li> <li>• Resident questions</li> </ul>	<u>Regular meeting 2/Month</u> <ul style="list-style-type: none"> <li>• Current Leadership Assignment/Load feedback</li> <li>• Capacity to delegate</li> <li>• Philosophy of ministry</li> <li>• Resident questions</li> </ul>
<b>3 Personal Development</b>	<u>Regular meeting 2/Month</u> <ul style="list-style-type: none"> <li>• Establish mentor-mentee relationship</li> <li>• Biblical/Theological competence- assessment</li> <li>• Personal Profile- Identification</li> <li>• Character- Assessment</li> <li>• Personal issues- Identification</li> </ul>	<u>Regular meeting 2/Month</u> <ul style="list-style-type: none"> <li>• Biblical/Theological competence-Progress</li> <li>• Personal Profile- Application</li> <li>• Character- Growth</li> <li>• Personal issues- Progress</li> </ul>	<u>Regular meeting 2/Month</u> <ul style="list-style-type: none"> <li>• Biblical/Theological competence Achievement</li> <li>• Personal Profile- Fulfillment</li> <li>• Character- Qualification (1Tim 3)</li> <li>• Personal issues- Maturation</li> <li>• Resume/Job search Skills</li> </ul>
<b>4 Leadership Training Curriculum</b>	Training Sessions every week	Training Sessions every week	Training Sessions every week
<b>5 Winning Staff and Church Culture</b>	All Staff Department Team Meetings	All Staff Department Team Meetings	All Staff Department Team Meetings
<b>6 Evaluations</b>	Initial Evaluation	Quarterly Evaluations	Final Evaluation



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### **The Six Developmental Components**

The Six Developmental Components form the developmental strategy of the residency program.

- 1. Ministry Experience-** Ministry Experience is what the residency is all about. The purpose of the residency is to ensure that the residents have the leadership capacity and know-how to effectively and competently lead as a pastor. In order to do this, residents need significant and real-life ministry experience.
- 2. Leadership Coaching-** Ministry Coaching works in conjunction with Ministry Experience (Developmental Component #1). Ministry Coaching also overlaps with Personal Development (Developmental Component #3). Two times per month the resident coach will meet one on one for at least 45 minutes to discuss ministry with the resident. The purpose of the Ministry Coaching Meeting is to ensure that the resident is growing in ministry competence during the residency.
- 3. Personal Development-** Personal Development is similar to Ministry Coaching but is also quite different. Personal Development is more about who the resident is than what the resident does. Two times per month the resident coach will meet one on one for at least 45 minutes for personal development with each resident. The Purpose of this meeting is to ensure that the resident is growing as a person and Christian during the residency
- 4. Leadership Training Curriculum-** The Leadership Training Curriculum is unpacked during a weekly training meeting and gives valuable insight into different types of leadership. The Leadership Training Curriculum covers self leadership, relational leadership and organizational leadership. The Leadership Training Curriculum also has an “elective” quarter where the resident can learn about Pastoral Ministry, Preaching Ministry or Worship Ministry.
- 5. Winning Staff and Church Culture-** Being part of a winning team is contagious. Residents benefit greatly from being invited into a staff and church culture that is thriving and healthy. Within this context they pick up nuances and attitudes that separate winning teams from other teams.
- 6. Quarterly Evaluations-** Each quarter a formal evaluation process gives feedback to the resident as well as to the resident coach about the residency and the resident’s readiness for pastoral ministry. While the evaluation process is an important tool in its own right, it also serves a “catch” for any development issues that have been inadvertently overlooked in the other components.