



## ***Pastoral Residency Application***

Our pastoral residency program provides an opportunity for individuals heading into pastoral ministry to gain practical experience in a local church context. Pastoral residents are mentored by the lead pastor of their church through an intentional, goal-oriented approach. They also participate in leadership development experiences provided by the denomination.

This program is for individuals who are on the path to vocational ministry. This includes those aspiring towards lead pastor roles, as well as other types of associate positions such as children's pastor or youth pastor. They must possess the following:

- Pursuing a goal of vocational church ministry
- Completed a theological degree or be currently enrolled in a theological program
- A demonstrated giftedness for pastoral ministry
- Theological alignment with the Be In Christ Church of Canada

Further details can be found at [pastoralway.com/pastoral-residency](http://pastoralway.com/pastoral-residency). To apply, please complete the following application.

### **Pastoral Resident Candidate**

Name : \_\_\_\_\_ Date of Birth: \_\_\_\_\_

Address : \_\_\_\_\_ City : \_\_\_\_\_ Postal Code : \_\_\_\_\_

Email : \_\_\_\_\_ Phone : \_\_\_\_\_

### **Supervising Pastor**

Name : \_\_\_\_\_ Church: \_\_\_\_\_

Email : \_\_\_\_\_ Phone : \_\_\_\_\_

## **JOB DESCRIPTION**

Describe the duties, leadership responsibilities, and learning opportunities of the pastoral residency position.

## **FUNDING**

BIC Canada will reimburse the church for half of the resident's salary. This subsidy will cover a maximum of 10 hours per week at a maximum wage of \$20/hour. Please indicate the following terms of employment.

Number of hours per week: \_\_\_\_\_ Hourly wage: \_\_\_\_\_

## MENTORING PLAN

Describe the specific goals for the resident's development in ministry.

How will progress be measured?

Describe the structure you will use for feedback, evaluation, and processing. How often will you meet?

What resources do you plan to use? (books, articles, podcasts, etc)

*See suggested resources at [pastoralway.com/coaching](http://pastoralway.com/coaching).*

## AGREEMENT

### Pastoral Resident Candidate

By signing below, I acknowledge that I understand and agree to the following:

- I have read the Articles of Faith & Doctrine and am committed to the Core Values of the Be In Christ Church of Canada.
- I have read this completed application and understand the job description and mentoring plan.
- Pastoral residency involves leadership development experiences provided by BIC Canada. I will participate in the BIC Elevate Collective learning cohort from October to May (one day per month). I will also attend the two BIC LEAD Events held during the year (spring and fall).
- I will engage in the mentorship plan with my supervisor, as outlined above.
- Pastoral residents do not need to be credentialed with BIC Canada. However, I understand that if I complete the credentialing process and am approved by the Credentialing Overseer, BIC Canada will grant pastoral credentials to me for the time period of my residency position.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

### Supervising Pastor

By signing below, I acknowledge that I understand and agree to the following:

- The pastoral resident will be an employee of our church and thus on our payroll. Given the acceptance of this application, BIC Canada will provide funding support for one year with the possibility of renewal for a second year. I am responsible to send quarterly invoices to BIC Canada for the agreed upon amount in order to initiate the payment process.
- I will ensure that the resident has completed a Criminal Record Check, including a Vulnerable Sector report.
- I will discern with the resident what their future ministry work may entail. I will provide opportunities to learn those skills through practical experience with subsequent feedback and processing.
- I will have a quarterly conversation with Residency Program Director to discuss the resident's work and development.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_