

## **Fellowship Memphis Residency Program FAQ's**

### **Describe your Best-Fit candidate for the Fellowship Memphis Pastoral Residency Program.**

We believe that there is no one-size-fits-all mold when it comes to doing pastoral ministry or church leadership. Everyone has different gifts and abilities, and what we strive to do through the residency program is to bring out and strengthen those gifts in young, humble and courageous leaders for the glory of God and the good of the Body. Therefore, our residents must demonstrate a committed, growing relationship with Christ, a track record of responsibility and service to the church. We also want to see humility and a “want to” when it comes to learning, a strong desire to be a servant-leader for God’s fame, name and glory and alignment with the doctrine, philosophies and passions of Fellowship Memphis.

Also, to take part in the Residency, you must have completed an undergraduate degree. Please hold your application until you know you will have had your undergraduate degree completed before the August of the year you want to take part in the Residency.

We will craft a different experience for an experienced leader ready to plant a church in the foreseeable future from the program than we will craft for an emerging leader not certain how they are wired, where they would fit on a team or what role they would play.

Finally, please know, we are looking to teach and shape the teachable and moldable. Arrogance, know-it-alls, entitlement mentalities, prima donnas or divas will make for a miserable

experience for you and for us. If you already have everything figured out, then go plant a church or get a job in church leadership.

### **How do I apply to be in the residency program?**

Complete the Fellowship Memphis Residency application below and submit it to Josh Weiss via email ([jweiss@fellowshipmemphis.org](mailto:jweiss@fellowshipmemphis.org)).

### **Will I be paid during my time in the residency program?**

Our desire each year is to provide a modest stipend, the amount of which will be discussed during the interview process. However, depending on their finances, many of our residents still have to fundraise to support themselves during their time at Fellowship Memphis. Applicants should have a plan in place for covering any expected expenses beyond what the stipend would cover.

### **Do I have to live in Memphis full-time to be a pastoral resident?**

Yes. Our program is meant to be a comprehensive learning experience wherein we aim to provide the highest quality teaching and guidance possible in every facet of life. We want our residents to leave the program feeling equipped and confident in their ability to not just pastor a church but to live out the gospel of Jesus Christ daily. Therefore, we feel that it is absolutely necessary for residents to live in Memphis during their time in the pastoral residency program.

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## **When does the residency program begin?**

Ideally, the pastoral residency program would function like a school schedule with a transition period over the summer and a start date of August 1. However, some exceptions may be made on a case-by-case basis and can be discussed during the interview process.

## **How long does the residency program last?**

Typically, the pastoral residency program lasts from 2-3 years, depending upon each resident's timetable. Every resident is different, and we do our very best to tailor each resident's experience to their needs, including how much time they spend with us. We consider Residencies as rolling one- year commitments from both the Resident and the FM Leadership up to three years.

If you are applying as a post-seminary applicant wanting to church plant in the foreseeable future, the timetable spent with us will be individualized to your needs and timeline. We would work to assess that with you.

## **What kind of things are taught / studied together as a Residency?**

Our Resident Cohorts have used a wide range of resources for discussion and growth including: The Gospel-Centered Life, the entire Porterbrook Series (a church based ecclesiology), various discussion (live and Skype) with great leaders, books we have read together, conferences we have attended together, a series on what leadership is (building a vocabulary) and what a leader does (studying what leader do), studied leaders and leadership in the Bible, experienced

all of 33 the series and learned how to build men and build men's ministry, taken part in learning seminars on Event Planning, Leading Volunteers and Communication, etc. There is a lot of focus on self-awareness. Tools such as Servant's by Design and Strengthfinders help us assess our Residents. Residents also take part in the regular flow of Fellowship Memphis staff development as well.

Residents have also kept a learning journal at times along with experiencing a multi-week preaching training seminary, both studying preaching and experiencing it (prepared and executed 10, 20 and 30 minute sermons preached to staff for critique). We also try to create opportunity for at least one overseas mission trip during the Residency. Many Residents go on multiple overseas trips during their time with us.

### **As a pastoral resident, how many hours a week can I expect to work?**

We place high demands on our residents to prepare them for the rigors of a life spent in vocational ministry. Depending on their seminary commitments, we usually ask that our residents work at our church around 20-25 hours a week if they are in school (on top of the 25-30 hours they will invest in classes and study) or 45-50 hours a week if they are not, including serving in leadership roles on Sunday mornings. Many resident alumni will tell you that the program is not for the faint of heart and to be prepared to work hard. Ultimately, we believe that this intense preparation will give you confidence and experience as you transition out of the program and into the next stage of life.

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## **Does the residency program have to be completed in conjunction with the pursuit of a seminary degree?**

The idea behind the pastoral residency program is to provide intensely practical, real-life teaching on how to lead the body. However, mere practicality without a foundation rooted in the Scriptures (like the foundation seminary can provide) can spell disaster for the church. Our program means to build on the knowledge attained in seminary and, more importantly, seeks to provide an outlet for it. Therefore, we strongly desire that all of our residents pursue a seminary degree while in the residency program. There are exceptions. We have had Residents take part as seminary graduates those not attending seminary at all and those attending other post-graduate, non-seminary degrees.

## **Can I be married during my time as a resident?**

Yes! Many of our residents are married during their time in the program. We enjoy having committed residents from all walks of life.

## **Is the residency program open to women?**

We believe that, according to the Scriptures, God has limited the office of Elder, Lead Pastor, Teaching Pastor and Church Planter to men. Therefore, the pastoral residency program is primarily geared toward training men toward those ends. However, we have had women take part in our residency program to prepare for ministry to women.

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## **What will I be doing during a typical week as a pastoral resident?**

The pastoral residency program is incredibly diverse. We want to allow our residents to be a part of as much as possible, and each resident's experience is specific to his own wants, needs and calling. Therefore, while there will be some constants, such as weekly meetings, ministry involvement and shepherding opportunities, no two residencies are alike. Specifics will be discussed during the interview process.

## **What can I expect to take away from my experience as a resident?**

Our pastoral residents should expect to gain a wealth of real-world knowledge as a pastor, leader and person. Our program is intended to leave you feeling equipped and ready for your next venture in life. Specifically, you can expect growth in theological clarity, disciple-making abilities, leadership skills and relationship building. You will take away incredible experiences and relationships with trusted elders and leaders who can speak into your life and affirm you as a leader for your transition into professional life after your years with us.

## **Where are your past residents now? What can I expect the residency program to lead to?**

Our residents are all over the map. Some of our residents have taken pastoral jobs in churches. Some work for non-profit, para-church organizations, and still, others have gone on to become church planters. Our residency isn't a one-size-fits-all program; therefore, there is no one-size-fits-all outcome. We can't say where you will end up, but we can say that you will be equipped to lead.

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## **Why Memphis?**

Our heart for Memphis runs far beyond blues, basketball and barbecue. Memphis is a place where so many cultures collide, sometimes meshing beautifully and other times clashing violently. It has a rich, vibrant history... and an incredibly checkered past.

We long to equip and unleash an army of Christ followers to shine the light of the gospel into the darkest areas of this city. In Memphis, you'll discover the healing power that the gospel can have over entire neighborhoods just as in individuals' hearts. You'll face the issues of race, culture and poverty head-on, and you'll learn to see Jesus magnified in some of the nation's bleakest situations.