

Normandale Ministry Residency



NORMANDALE
BAPTIST CHURCH

What is the Normandale Ministry Residency?

The Normandale Ministry Residency Program exists to equip and expose young men and women to ministry within a local church. We aspire to give residents hands-on experience in connecting their faith in Jesus and their theological training to real ministry in our church.

The ministry residency is a part-time program that begins each August and lasts for 12 months. The year will be spent engaging in active ministry, reading, thinking through ministry, and serving. Each month will have a ministry topic and the assignments for the month will focus on that topic. Our goal is to prepare our residents for future ministry as vocational pastors, ministers, ministry leaders, or church planters.

How is the Residency Structured?

PRACTICAL EXPERIENCE

In preparation for future ministry, we want this residency to be as helpful as possible. As such, we designed this residency to help you develop the tools and knowledge to maintain everyday ministry. You will be exposed to common ministry, administrative, and pastoral assignments that apply to almost every church. You will get a real feel for ministry, giving you confidence to potentially move forward into full-time ministry.

MONTHLY MEETING

We will hold a monthly residency meeting on the last Sunday of every month. At this meeting, we will discuss the monthly reading, all assignments, and the related hands-on practice. Attendance at the monthly meeting is required.

GENDER-SPECIFIC MINISTRY ROLES

Normandale is complementarian. This means that men and women are designed by God to fulfill different roles. In light of this, the role of pastor/elder are for men only, so any assignments related to that role will be for men only.

NON-PAID

There is no compensation for residents. However, we will supply all books and materials. Additionally, we will cover any lunch you attend with the staff.

TIME COMMITMENT

Expect to spend 2-6 hours every week on the residency. Residents will not be required to set aside specific hours and may maintain their current vocations. Having flexibility to be at the church during regular business hours on occasion would be beneficial. Additionally, all residents are invited to attend our Monday morning staff meetings at 10am then head to lunch with the staff after.

Requirements of the Residency

HOLD TO A REAL AND ACTIVE FAITH IN JESUS

Residents, like all elders, staff, and members, must hold to a real and active faith in Jesus. They must be committed to following him and helping others to know and love him.

CHURCH MEMBERSHIP & ATTENDANCE

The local church is ground zero for effective ministry. Each resident is expected to become or already be a member of Normandale. You must attend our Sunday service, be involved in a Life group, be involved in or seek to begin a Discipleship group, and be serving in some capacity.

PARTICIPATION

Residents will be required to complete monthly assignments and attend the monthly resident meeting on the last Sunday of every month. **All assignments for the month *must* be completed prior to the monthly meeting as we will discuss your assignments and reading at the meeting.** This is non-negotiable. The reason for this is because you cannot postpone real life ministry — the funeral date will be set, the wedding is a fixed date, people have planned their work schedule around your event, and Sunday will always roll around sooner than you think. In ministry, you must get your job done because people are counting on you.

All assignments must be completed in order to successfully complete the ministry residency.

INITIATIVE

Each resident must take all steps necessary themselves to prepare and complete each month's program. Gaining the motivation and/or initiative rests on the resident alone.

Note: If you fail to complete your assignments, readings, miss the residency meeting, and/or begin a pattern of absence from our services or involvement at Normandale, you will be removed from the residency program.

PERSONAL INTEGRITY AND CONDUCT

As disciples of Jesus, we are called to live in a manner worthy of the gospel of Christ (Phil 1:27). For those in ministry or training in ministry the expectation is heightened as we are expected to be set apart as examples for the rest of the church (1 Cor 11:1; Phil 3:17). Therefore, sinful and un-Christlike behavior from any resident will be addressed by the elders and may lead to removal from the residency program.

Required Reading in the Residency

Throughout the residency, there is required reading that corresponds to the topic and assignments of each month. For most months, the reading is from selected chapters of the books and not the whole books themselves, though there are a few exceptions.

All required books will be provided by Normandale for each resident.

In addition to the required books, there are other books mentioned in some months — called “additional helpful books.” These are not required reading and are not provided, but are intended to point residents to other good resources for further learning and study on a given topic. These additional books would be helpful in thinking through and completing the assignments.

Here is a complete bibliography of the required books:

1. *A Practical Guide for How to Pastor a Baptist Church*, TC Melton, *published by the SBTC*.
2. *Christ-Centered Preaching*, Bryan Chapell
3. *Dangerous Calling*, Paul Tripp
4. *Delighting in the Trinity*, Michael Reeves
5. *Enjoy Your Prayer Life*, Michael Reeves
6. *Finding the Right Hills to Die On*, Gavin Ortlund
7. *Instruments in the Redeemer's Hands*, Paul Tripp
8. *The Gospel and Personal Evangelism*, Mark Dever
9. *Together on God's Mission*, D. Scott Hildreth
10. *New Member's Class Notebook*, Normandale Baptist Church
11. *The Baptist Faith and Message*, 2000.

How to Apply

If you are considering a future in ministry, we encourage you to apply. **Applications are due by the first Sunday in July.**

STEPS OF THE APPLICATION PROCESS

1. Submit a written application paper (to mason@normandale.org) that answers these questions:
 1. How did you become a Christian?
 2. Describe the circumstances of your baptism (year, setting, officiant, church involvement, etc.)
 3. Why are you considering ministry?
 4. What do you hope to learn from the ministry residency?
 5. What kind of service do you think God is leading you into?
 6. Where are you serving currently?
2. If you are not a member of Normandale, submit two letters of recommendation. One should be from a pastor. These letters should speak to your character, experience, and skills, and should discuss both strengths and weaknesses. Please ask your references to state how long and in what relational capacity they have known you. If you are married, one of your two recommendation letters should be a letter from a pastor who can describe your marriage and speak to its suitability for ministry.
3. All applicants must submit to a background check.
4. The elders will review your application and assess whether the residency would be a good fit for you.

NOTE

- By applying to Normandale Baptist Church's Ministry Residency Program, you are doing so in agreement with the teaching and beliefs of our church. These beliefs are most clearly outlined in the Baptist Faith and Message, 2000.

- Completing the Normandale Ministry Residency is no guarantee of future full-time employment at Normandale, nor is it any guarantee of becoming an elder at Normandale.

The Schedule and Curriculum

Year-Round Assignments

1. GROW IN YOUR RELATIONSHIP WITH JESUS

The most important foundation of serving in any ministry capacity is your personal relationship with Jesus. Throughout this year, above all else, we want you to grow in your love for Jesus and in your discipline in following him. We have a Bible reading plan as part of this program for the purpose of encouraging daily spiritual nourishment in your faith (Matthew 4:4).

2. GROW IN YOUR EVANGELISM

We hope to encourage a heart for the lost in addition to your growth in ministry within the church. In pursuit of this, we have a goal for all residents to 1) share the gospel once a month outside of regular church services and activities and 2) invite at least one person a month to come to Normandale.

3. INCORPORATE YOUR DESIRED MINISTRY AREA INTO YOUR ASSIGNMENTS

The assignments and practice for each month are adjustable to be tailored to your desired ministry area. For example, if you have a strong interest in working with youth or children, then as you work on your assignments, consider how that assignment would apply to youth or children. Write in such a way that you could use your completed assignment for that specific ministry.

4. PLAN A MINISTRY EVENT

Throughout this year, you need to plan or help plan at least one ministry event. This is open ended for you to decide what ministry area you feel best suits you and your skillset/gifting. The best path here is to connect with one of the staff members to observe and help them plan one of their annual events.

This assignment will not correspond with a specific month's assignments, as different events are held at different times of the year. So be mindful of your need to pick an event. It is your responsibility to take the initiative to offer help to the pastor or leader managing your chosen event.

5. TEACHING AND SPEAKING

Throughout the year, be on the lookout for opportunities to teach and speak. This includes but is not limited to teaching the storytime to preschoolers, teaching children and youth, guest teaching a life group, speaking at a ministry event, or doing the Sunday morning welcome time, Scripture reading, or prayer.

After each instance of teaching or speaking *in any capacity* at church, write a 1-2 paragraph reflection report that includes: 1) *What did you teach or speak on?* 2) *What went well?* 3) *How many paid attention?* and 4) *How might you improve next time?*

6. ATTEND AND OBSERVE OUR VARIOUS CHURCH MEETINGS

As a church, we have several groups and ministry teams that meet on an ongoing basis. The best way of learning what the various groups and teams do within the structure of our church is to periodically attend the various meetings. We have listed the meetings below. Beside the title of the meeting is the *minimum number* of times the resident needs to attend that meeting throughout the year.

1. Staff Meeting | As you are able

Frequency: Every Monday at 10am. The staff then go to lunch after.

2. Elder Meeting | 1 meeting, *men only*

Frequency: Usually every 3rd Wednesday at 8:30pm

These meetings are by invitation only. The purpose of the invitation is to ensure the matters being discussed are not of a highly sensitive nature.

3. Deacon Meeting | 2 meetings

Frequency: One Sunday a month at 6pm.

4. Finance Meeting | 1 meeting

Frequency: One Sunday a quarter around 4pm.

5. Church-wide Business Meetings | 2 meetings

Frequency: At least once a quarter, Sunday at 5pm

Regularly scheduled meetings occur in January, April, July, and October.

6. Missions Team Meeting | 1 meeting

Frequency: ad hoc

7. MAKE THE MOST OF YOUR OPPORTUNITY TO LEARN

1. Be present at church services. Attend funerals as they arise. Make every effort to be involved in church-wide activities and ministries.

2. Get to know the elders and deacons. Take the initiative to get lunch with each elder and as many deacons as you can (They want to!).

August

Ministry, the Gospel, and your Heart

READING

Dangerous Calling, Paul Tripp (ch. 1-2)

Enjoy Your Prayer Life, Michael Reeves

The Gospel and Personal Evangelism, Mark Dever (ch. 2)

A Practical Guide for How to Pastor a Baptist Church, TC Melton (ch. 8)

LESSON FOR THIS MONTH

"We need pastors who know themselves first and foremost as sheep and only secondarily as leaders and teachers—pastors who are manifestly more excited to have their names written in heaven than they are to be used as vessels in celebrated ministry (Luke 10:20)."

David Mathis

In this first month, we want to refresh our hearts in the message of the gospel in our own lives. We are seeking a fresh encounter with the Spirit of God, ensuring our devotional life has a plan, and connects our faith in Jesus to our character.

ASSIGNMENT

Due at the August Residency Meeting

1. **Write an honest self assessment.** Give adequate length to answer the following questions with depth.
 1. Where are you *really* at in your relationship with Christ?
 2. What is the gospel?
 3. How is the gospel important in your life?
 4. What has the Spirit taught you over the past month?
 5. Why is it important for our faith to shape our character?
 6. What is the danger in neglecting our relationship with Christ?
 7. How might your spiritual life affect those in your care in ministry?
 8. What is your plan for deepening your relationship with Jesus?

PRACTICE

1. Attend the residency meeting with your assessment. Be ready to discuss what you have learned from your reading.
2. If not already involved in a DGroup (discipleship group), look to begin one with 2-3 others (*of your same gender*).
3. Be active in a Life Group.

September

The Trinity

READING

Delighting in the Trinity, Michael Reeves

LESSON FOR THIS MONTH

The most fundamental belief in all of Christianity is that our God is Trinity. Knowing and understanding the Trinity is vital to leading and serving others through Christian ministry.

ASSIGNMENTS

Due at the September Residency Meeting

PICK ONE OF THE FOLLOWING:

1. **Write a teaching plan with a manuscript** for teaching the following questions to your chosen ministry area (i.e. children, youth, adults, small group, etc.)
 1. What is the Trinity? How does each person in the Trinity relate to one another, the world, justification, and sanctification?
 2. Why does God being Triune matter? How does the Trinity affect my life?
 3. How does the Trinity reveal the beauty, goodness, and glory of God?
2. **Write a hymn** that expresses:
 1. Praise for and the truth of the Trinity
 2. Each person in the Trinity's involvement in our world, salvation, and sanctification.

PRACTICE

1. Attend the deacon meeting.
2. Seek out a member of our church for coffee or a lunch that you do not regularly meet with in order to get to know them and encourage them in their faith.
3. Be on the look out for your ministry event to help plan.
4. Continue to meet with your DGroup or begin to meet with your new DGroup.

October

Administration

READING

A Practical Guide for How to Pastor a Baptist Church, TC Melton (ch. 9, 22-25)
Dangerous Calling, Paul Tripp (ch. 5)

LESSON FOR THIS MONTH

Effective ministry requires organization. This month, we will review budget, effective communication, and planning.

ASSIGNMENTS

*Due at the **October Residency Meeting***

1. Budget

1. Aid in reviewing and planning the overall annual budget. Review the current year's budget and make at least 4 recommendations for the next year's budget.
2. Look within a specific ministry (such as children's, youth, worship, etc) to assess their individual annual budget allocation. Ask the leader of that specific area of ministry for the ministry's budget and discuss with them why things are allocated as they are.

2. Church Communication

1. One week this month, you will take over the church announcements and communication. Your job is to gather and create the Sunday announcement sheet and send out any church-related communication. *All communication on your week must be approved by Mason or Shannon prior sending it out.*

PRACTICE

1. Assess all announcements and communication sent by our church this month. Was it effective? Could it have been better said or more brief? How might we go about making it more effective in the future?
2. If you haven't already, find your ministry event you will help plan.
3. Attend the regularly scheduled business meeting.

November

Teaching and Preaching, part 1

READING

Christ-Centered Preaching, Bryan Chapell (ch.1-4)
Dangerous Calling, Paul Tripp (ch. 3-4)

ADDITIONAL HELPFUL BOOK

Preaching for the Rest of Us, Gallaty and Smith

LESSON FOR THIS MONTH

Much of ministry includes an aspect of teaching. Beginning this month, we will look to build or sharpen our skills in preparing and teaching the Word of God. We will seek to understand the purpose and basics of both Text-driven exposition and how to teach with a “Fallen Condition Focus.”

ASSIGNMENTS

Due at the November Residency Meeting

1. **Prepare a sermon or Bible exposition** connected to a series we have done or will do in the future. We will work on these over the course of November through January. Use your reading as well as Mason’s exposition guide as a help in preparing the sermon. Our goal is a roughly 20-30 minute sermon/exposition.
2. Using the provided grid, **assess and critique one of Mason’s sermons**. Listen for the different elements of a sermon and assess their effectiveness: Introduction, illustrations, explanation of the text, application to the hearers, main idea, and conclusion.
3. After each instance of teaching or speaking (*see below*), **write a 1-2 paragraph reflection report** that includes: 1) *What did you teach?* 2) *What went well?* 3) *How many paid attention?* and 4) *How might you improve next time?*

PRACTICE

1. Discuss Mason’s or another elder’s sermon prep process at the November meeting.
2. Seek out opportunities to teach:
 - **Highly Recommended:** Teach the Preschool Bible lesson at least once.¹
 - Students (*Discuss with Brent*)
 - Guest teach a Life Group
 - Do the welcome time, scripture reading, or prayer. This gives practice with getting on the stage, using a microphone, needing to be prepared.
3. Attend the deacon meeting.

¹ Must pass background check and be accepted as a children’s volunteer.

December

The Christmas Season

The residency is intentionally lighter this month.

READING

Matthew 1-3; Luke 1-2; Isaiah 9
Consider getting an advent devotional.

LESSON FOR THIS MONTH

Christmas-time is a great time in the church. Take this month to focus again on your walk with Christ.

ASSIGNMENTS

We won't have a December Residency Meeting

1. Talk through with the staff what should be included within the Christmas Eve Service. What elements do you think would benefit our church as we remember the birth of Jesus?

PRACTICE

1. Invite another person to attend our church, either our normal Sunday services or the Christmas Eve service.
2. Attend the annual church budget Q&A times.

January

Teaching and Preaching, part 2

READING

Christ-Centered Preaching, Bryan Chapell (ch.10-11)

A Practical Guide for How to Pastor a Baptist Church, TC Melton (ch. 13-14)

Dangerous Calling, Paul Tripp (ch. 6-7)

ADDITIONAL HELPFUL BOOK

Preaching for the Rest of Us, Gallaty and Smith

LESSON FOR THIS MONTH

We will continue our focus on teaching the Word of God we began in November.

ASSIGNMENTS

Due at the January Residency Meeting

1. **Complete your sermon or exposition.**
2. **Plan out a Sunday Morning Service** based on your sermon or exposition. Include a related Scripture Reading, welcome time, relevant worship songs, and any prayer focus.
3. After each instance of teaching or speaking *in any capacity* at church, **write a 1-2 paragraph reflection report** that includes: 1) What did you teach? 2) What went well? 3) How many paid attention? and 4) How might you improve next time?

PRACTICE

1. Continue to seek out opportunities to teach:
 - **Highly Recommended:** Teach the Preschool Bible lesson at least once.
 - Students (*Discuss with Brent*)
 - Guest teach a Life Group
 - Do the welcome time and/or announcements. This gives practice with getting on the stage, using a microphone, needing to be prepared.
2. Come early on a Sunday morning (8ish) — if you don't already — to observe all that takes place to prepare for the Sunday morning service and groups. Go pray with the worship team when they meet to pray at 10:30am (in the office area).
3. Attend the regularly scheduled business meeting.
4. Be on the lookout for your ministry event to help plan.

February

Ministry, Counseling, and People, part 1

READING

A Practical Guide for How to Pastor a Baptist Church, TC Melton (ch. 4, 11-12)

Instruments in the Redeemer's Hands, Paul Tripp (ch. 1-2, 4)

Dangerous Calling, Paul Tripp (ch. 8-9)

LESSON FOR THIS MONTH

Ministry is about people and people's lives are messy. As ministers our job is to love people, care for them, and shepherd them to love Jesus. For this month, we will consider several scenarios that have occurred within churches in order to prepare for how to best love those in our care.

ASSIGNMENTS

Due at the February Residency Meeting

1. **Organize a plan of response for 3 of the church dilemmas below.** Each plan of response should include: 1) *Who all should be involved in the response?* 2) *What issues are at stake?* 3) *What is your plan for caring for the people involved?* **All residents must include #8 but for the other two, each resident must select different scenarios.**
 1. It was brought to your attention that a man in the church has been sending messages to woman in the church that are making her uncomfortable. You have not been shown the messages. It did not come across like they are sexually explicit, but they are unwanted.
 2. A visitor had a cup of coffee and one of our members bumped into her. Unknown to the visitor some of the coffee spilled onto the floor. So our member proceeded to take the visitor by the hand, like a 4 year old, to show her where the towels were. Then they lectured her on on being a responsible adult and cleaning up after herself.
 3. Two greeters begin cursing and threatening to fight/kill each other at the front door of the church on a Sunday morning.
 4. A person has heart attack during the worship service. They do not survive.
 5. A gay couple begin to attend the church and are looking for greater involvement.
 6. You show up on Sunday morning and there has been a flood in the youth room and 3 children's classrooms.
 7. A teen admits to struggling with marijuana use. Their parents are active church members.
 8. A teen who is a girl tells a youth leader that another youth leader kissed her and touched her breasts. She was shocked and too scared to say anything until now. He has since tried to apologize and told her to please keep it a secret. The leader she told has brought it to your attention.

PRACTICE

1. Go on a pastoral visitation with a pastor, elder, or deacon. This could be a hospital visit, visiting a widow with a deacon, a nursing home, etc.

March

Ministry, Counseling, and People, part 2

READING

A Practical Guide for How to Pastor a Baptist Church, TC Melton (ch. 16-17)

Instruments in the Redeemer's Hands, Paul Tripp (ch. 5-6)

Dangerous Calling, Paul Tripp (ch. 10-11)

LESSON FOR THIS MONTH

Ministry is about people. There are few times people need ministers more than at the death of a loved one. This month, we want to think through and plan a funeral service in order to be prepared to best care for grieving families in our church.

ASSIGNMENTS

*Due at the **March Residency Meeting***

1. **Prepare for a funeral service.** Use the *Melton* reading to think through different elements of the service.
 1. **Create a funeral service order**, including songs, obituary reading, sharing about their life, sermon, procession/recession, slideshow, plus any other element to include.
 2. **Write a “life summary”** — Meet with a friend or family member and get them to share stories about a person you are not close to. Then organize those stories and thoughts into a short speech that you would share at a funeral.
 3. **Write out questions you need to ask families** in a meeting before the funeral takes place. *We will discuss these further at the March Residency Meeting.*
 4. **Outline a short funeral sermon.** *You do not need a full manuscript.* What text might you use? What are some points? How might this text be helpful to the grieving family?

PRACTICE

1. If there is a funeral need that arises, make your best effort to attend the funeral. Likewise, beforehand, see if you may attend the pre-meeting with the family.
2. Seek out a member of our church for coffee or a lunch that you do not regularly meet with in order to get to know them and encourage them in their faith.
3. Look ahead to Easter. Where can you help in the planning and organization of the special Easter events, especially the Passover Meal?

April

Evangelism and Missions

READING

A Practical Guide for How to Pastor a Baptist Church, TC Melton (ch. 18-21)

The Gospel and Personal Evangelism, Mark Dever (ch. 2, 4, 7)

Dangerous Calling, Paul Tripp (ch. 12-13)

LESSON FOR THIS MONTH

Jesus made it clear that his heart is for lost people to be found. Heaven rejoices over the repentance of sinners—people who find grace through Jesus and his work on the cross. We have been tasked with carrying the message of the gospel to the world. So this month, we will focus on methods of carrying out our commission as a church.

ASSIGNMENTS

*Due at the **April Residency Meeting***

1. **Outline a possible new outreach program.** Use the Melton reading as a helpful guide. Answer these questions: 1) *What is it?* 2) *How would it work?* 3) *Who might this reach in our community?* 4) *How many volunteers would it require?* 5) *How could we make it sustainable?*
2. **Learn how to baptize.** We will meet at the church on a Sunday afternoon to learn about and practice performing a baptism.

PRACTICE

1. Seek out opportunities to share the gospel with non-believers and hold spiritual conversations with people this month.
Goals:
 1. Share the gospel 2 times this month.
 2. Hold a spiritual conversation with 3 people this month.
2. Seek out a member of our church for coffee or a lunch that you do not regularly meet with in order to get to know them and encourage them in their faith.
3. Attend the regularly scheduled business meeting.

May

Cultural and Church Topics

READING

Finding the Right Hills to Die On, Gavin Ortlund

Dangerous Calling, Paul Tripp (ch. 14-15)

ADDITIONAL HELPFUL BOOKS:

God, Marriage, and Family, Kostenberger

How Can I Love Church Members with Different Politics?, Leeman and Naselli

Men and Women in the Church, DeYoung

What Does the Bible Really Teach About Homosexuality?, DeYoung

LESSON FOR THIS MONTH

There are many issues that require wisdom and keen insight from the Word of God. In these we often come to different conclusions. Some of these conclusions are worth dividing over while others are not. This month we are wading into the waters of controversial topics related to ministry and the gospel to gain a base understanding of the issues and to assess what level of importance they hold within the church.

ASSIGNMENTS

*Due at the **May Residency Meeting***

1. **Write a paper** on one of the topics below. In your paper, you should include 1) *a definition of the topic*, 2) *a brief summary of the arguments for and against its inclusion within the church*, 3) *what does the Bible say about this issue*, and 4) *how the church should respond or include it*. **Each resident must select a different topic.**
 1. LGBT movement
 2. Complementarianism vs Egalitarianism, Women in ministry.
 3. Divorce and Remarriage
 4. Republicans and Democrats: Political advocacy within the church
 5. Genesis and Evolution
 6. Alcohol Usage
 7. Calvinism vs Arminianism
2. Using the ministry triage grid from the reading for this month, **assign each of these topics above to a category of importance**. Which topics are essential, urgent, important, and unimportant?

PRACTICE

1. Seek out a person who holds a different viewpoint than you on one of these topics above. Meet up with them over coffee or lunch or something and discuss your differing viewpoints. Consider afterward, would this topic be an issue that would prevent us from working together for the gospel?

June

Southern Baptist Identity and Ecclesiology

READING

Together on God's Mission, Scott Hildreth
New Member's Class Notebook, Normandale Baptist Church
The Baptist Faith and Message, 2000.

ADDITIONAL HELPFUL BOOKS

SBC FAQs, Harper and Whitfield
The Church, Mark Dever
What Do Deacons Do?, Juan Sanchez

LESSON FOR THIS MONTH

We are Baptists who choose to cooperate with the Southern Baptist Convention because we believe we can accomplish far more together with fellow Baptists for the sake of Christ's kingdom than we can by ourselves.

This month, we will learn about the structure and initiatives of the Southern Baptist Convention and the ecclesiological structure of Normandale Baptist Church.

ASSIGNMENTS

*Due at the **June Residency Meeting***

1. Imagine you are at a business meeting and several members want to reassess our affiliation with the Southern Baptist Convention and our identification as Baptist. Here are their questions. How would you guide and teach in this meeting? **You need to write out your responses.**
 1. What is the Cooperative Program? What is its purpose? How does it work? Through it, what do Baptists fund and accomplish? Is it worth giving a significant percentage of our annual budget to?
 2. What makes the International Mission Board of the SBC different than other missionary sending agencies? Could we just send our own missionaries?
 3. Why do we do these Lottie Moon offerings? Who was she and Annie Armstrong anyway and why are they important to Southern Baptists?
 4. What does it mean to be Baptist?
 5. I have a friend who goes to a church that is elder-rule. Are we? I thought we were congregational.

PRACTICE

1. Consider why you attend an SBC church. Why do you choose to be a member here rather than a gospel-centered Presbyterian, Anglican, or non-denominational church?
2. Seek out opportunities to be active in ministry throughout this summer. Consider going as a sponsor to one of our camps, serving at VBS, helping organize any church-wide fellowships, and/or heading out on one of our mission trips.

The June Residency Meeting will be the *final* residency meeting.

July-August

Review and Assessment

During July and August, our staff and elders will review your time in the residency. We will schedule a final assessment meeting for each resident. In this meeting, we will share our thoughts concerning your ministry gifts and strengths, as well as recommendations for future ministry growth and direction.

Here are topics of we will assess:

1. What are your ministry strengths?
2. Recommended areas for growth
3. Do we recommend ordination at this time? (*For men only*)
4. Do we recommend seminary?
5. What type of ministry role, if any, do we see being a good fit for the resident?

PRACTICE

1. Seek out opportunities to be active in ministry throughout this summer. Consider going as a sponsor to one of our camps, serving at VBS, helping organize any church-wide fellowships, and/or heading out on one of our mission trips.



Ministry Residency Guide