



MINISTRY RESIDENCIES

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WHAT IS A MINISTRY RESIDENCY?

A ministry residency is a two to three-year season of accredited ministry training and practice in a local church. The term "ministry" refers to various types of local-church oriented ministry; and the residency can be custom fit to equip for a specific ministry calling, be it the pastorate, associate pastoral roles, church planting, or global missions. Though we desire to see and develop biblical pastor/elder qualifications in a pastoral resident, this should not be viewed as a local church's elder training track. A residency is intended to train those whom God has called to focus on the vocational, bi-vocational, or co-vocational local church ministry. The outcome of a ministry residency will be the successful completion of a robust ordination process and commissioning by the local church with the assistance of the Converge Heartland District.

RESIDENCY MISSION

To facilitate accredited and hands-on equipping for emerging local church ministers.

RESIDENCY VISION

Establishing a perpetual pipeline of 25+ residents being equipped for local church ministry in the American Heartland and beyond.



*I view the Converge Church Residency program as an on-ramp to vocational ministry that gives me experiences that bolster my seminary studies and helps prepare me to become a shepherd of God's people. The residency will teach me the important things that aren't able to be learned in a classroom, including the various counseling challenges that arise, the practice of church discipline, and the weekly dividing of truth from error in the preaching of God's Word to a local body of believers. **I know that by the end of this residency I will be far more equipped to steward the gifts God has given me in service to His Church.***

-Phillip Reaves



HOW WE HELP RESIDENTS

- Residency placement with a church or mission
- Employment support and documentation
- Direct deposit and W2 tax documentation
- Fully funded support-raising training
- Support in developing fundraising materials
- Online giving portal and page
- Donor receipting and monthly reporting
- Very low overhead costs for residencies (5%)
- Annual ministry conference and ministers' retreat
- Pastoral networking and regional minister gatherings
- Ongoing residency support
- Continuing education support
- Benefits: housing allowance, HRA, and pension plan
- Post-residency ministry opportunities

HOW WE HELP HOST CHURCHES

- Residency presentation and Q&A session for church
- Resident search and recruitment
- Full-service employment documentation
- Payroll and tax documentation for resident
- Employment liability insurance for resident
- Assistance in creating a resident job description
- Residency service contract for your church
- Removal of financial barriers via donor support
- No-hassle for church bookkeeper/treasurers
- Coaching on residency programming
- We cover resident's conference and retreat tuition
- We help facilitate resident education agreements
- Pre and post-residency support



YOU HAVE A CALLING. WE CAN HELP.

Gaining intentional, hands-on local church ministry experience is critical for cultivating new ministers. Converge Heartland provides this necessary experience by facilitating vocational ministry agreements between developing ministers and host churches to create mutually beneficial two to three-year residencies.

BE A RESIDENT

If you have a sincere ministry calling, have or are finishing a degree, and would like to gain hands-on ministry experience during your seminary studies, then start the conversation by scanning this code and filling out the info form.



HOST A RESIDENT

Regardless of church finances, if your church has health and desires to equip full-time ministers as pastors, planters, associates, or missionaries, then let's talk! Begin by scanning this code and completing the info form.



OUR MISSION:

Starting and strengthening churches together worldwide.

One look at our Heartland communities and you will quickly notice that many of the most prominent buildings are church facilities of various stripes. Some would say that the American Heartland has a dynamic of gospel saturation due to the sheer number of church buildings. It is not uncommon to find communities of under 400 people with four or five local church buildings. Though some of these church buildings are vibrantly full, many are empty and dying. For a legion of reasons, churches across the Heartland are in dire need of gospel-centered leadership and revitalization.

As Heartland churches age, many are caught in the cultural crosshairs of generational transitions that mark various cultural eras. The Greatest Generation and their boomer generation children were largely raised in the modern era when traditional church methods, denominationalism and church attendance were the societal norm. Then the adult and empty-nesting boomer generation along with their Generation X children went through the post-modern era where these norms, though intact, were seriously debated. Today the Greatest Generation, boomers, Gen X, millennials, and Gen Z all live in an advancing post-Christian era in which the Judeo-Christian values, ethics, and the traditions of former eras are either in upheaval or being outright replaced by legislated virtues. As churches struggle with these new societal norms, many are declining, merging, consolidating, and dissolving. Perhaps more than the local church, our historic pastoral training institutions are struggling through rapidly shifting cultural, legal, and technological paradigms resulting in the dissolution or decline of Bible colleges and seminaries and the diminishing of pastoral pipelines.

OUR VISION:

A gospel-centered church bringing transformation to every Heartland community.

Our current force of vocational ministers is nearing retirement age, and a generational pastoral leadership transition is upon us, though we stand woefully unprepared. The challenge of placing Biblically qualified pastors in both rural and urban communities of the American Heartland is figuratively akin to finding a needle in a haystack as we have more churches in need of pastors than pastors in our placement pipelines. What we need is a fresh wave of authentically called and effectively capable gospel ministers who know the language and landscapes of our Heartland communities. This cannot be outsourced to distant training institutions. The time has come when we must support, celebrate, and help train future pastors, within our churches, to advance the effective ministry of the gospel of Jesus Christ to both present and future generations. For such a time as this, we are committed to building a pastoral residency program for the recruitment and hands-on equipping of gospel-centered local church pastors.

HEAR IT FROM THE RESIDENTS

“Church Residency means that I can pursue my discerned calling of becoming an equipped pastor without forsaking my first ministry to my wife and kids. Being a Church Resident will equip me for, Lord-willing, a lifetime of pastoral ministry.”

-SID FRY



Ministry residencies are like the residencies of other vocational callings such as medical residencies or corporate residencies. Residents typically come with college degrees and some minimal experience, but they also come with the expectation of further development and the need for adequate compensation. Many churches would love to host a ministry resident but question how it works and how they can afford it. Often, the desire to host a resident gets shut down due to a church's budgetary limitations. Converge Heartland's Residency Program provides a way for potential host churches to overcome budgetary barriers.

Converge Heartland's Residency Program leverages both local church and donor support to make residencies possible. Here is how it practically works: ○

HEAR IT FROM THE RESIDENTS

Church residency means that I will walk away a stronger minister, who is not only theologically equipped but pastorally equipped as well. I pursued this residency because I want to be a really good pastor, and that can only come by putting your hand to the plow in a local church. This residency has and continues to enable me to be prepared for future ministry endeavors.

-CAIDEN CAPALDO





1

Converge Heartland is invited and presents residency program to the host church leaders.

2

Church agrees to pursue a resident and makes budgetary allocations to help support the resident.

3

Church and Converge Heartland define a contextualized residency position profile.

4

Converge Heartland recruits a resident for the church.

5

Resident enters into an employment agreement and onboards with Converge Heartland. A fundraising goal is established as a part of the employment contract.

6

Resident is given prerequisite reading and is sent through the Support Raising Solutions Bootcamp.

7

Converge Heartland assists resident in creating personal fundraising materials.

8

Resident raises financial support.

9

A secondment agreement is formed between Converge Heartland, the Resident, and the host church.

10

Resident serves the remainder of his residency under the authority of the host church. Participates in Converge Heartland activities.

11

Resident begins his seminary education during residency.

12

Converge Heartland works with resident and host church to complete the resident's ordination process.

13

Converge Heartland follows up with the resident to explore post-residency placement trajectory and options.

14

Church commissions resident into next phase of ministry.

15

Converge Heartland debriefs with host church. Repeat residency!



RESIDENCY FACILITATION SYSTEMS

EMPLOYMENT

- Portrait Systems leadership and personality assessments
- GoodHire.com background check services
- Brotherhood Mutual employee liability insurance
- ATY Solutions payroll, direct deposit, and tax documentation

FUNDRAISING

- Support Raising Solutions Bootcamp in Fayetteville, AR
- District Canva account for creating fundraising materials
- MailChimp for electronic donor communication
- United States Post Office for an old-fashioned personal touch
- Accordus.com assistance with website updates and communication
- Simple Church CRM online giving portals

DONOR MANAGEMENT

- In house receipting and recording of donor gifts
- Simple Church CRM cloud-based donor tracking and reporting
- Monthly donor receipts sent via email from Simple Church CRM
- Monthly donor lists sent to resident for personal follow-up
- Simple Church CRM integrates with MailChimp for emailing donors



EMPLOYMENT

- Designated bookkeeper with ATY Solutions in Sioux Falls
- We use QuickBooks Online
- Monthly reporting on the resident's designated fund activity and status

BENEFITS

- Health Reimbursement Account via PeopleKeep.com
- Tuition-free annual Converge Heartland RENEW Retreat
- Tuition-free annual Converge Heartland Cultivate Conference
- Converge Retirement Plan

EDUCATIONAL CONNECTIONS

- Midwestern Baptist Theological Seminary (KC Metro North)
- Bethlehem College & Seminary (MSP Metro)
- Calvary University & Theological Seminary (KC Metro South)
- Kairos University (online, formerly Sioux Falls Seminary)



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