



Pastoral Residency Program

Thanks for considering the Pastoral Residency Program at Grace Polaris Church! Our church is committed to Jesus Christ and to the proclamation of His Gospel, as expressed in our mission statement:

Grace Polaris Church exists to honor God by multiplying devoted followers of Jesus through worship, community, training, and witness.

The biblical commission to make disciples of all nations is critically urgent. Therefore, it is equally pressing to develop leaders of local churches who will be adequately equipped to stand firm in Christ and lead the Church into the future.

We are committed to leadership development and are asking God to raise up men of good character and integrity as leaders in His Church around the world. Our Pastoral Residency Program allows us to intentionally and systematically develop leaders who are committed to the Kingdom of Christ and the building of His Church. Below you will find a more detailed overview, description, and application for the Pastoral Residency Program. Our hope is not simply to offer experiences, but to encourage love and devotion to Christ and obedience to His calling.

Please send the following items to Pastor.Zac@GracePolaris.org.

- 1** The enclosed Application for Employment document, including names and email addresses for three references (one being a pastor).
- 2** A copy of your résumé.
- 3** In a separate document, answer the following questions:
 - Please share your personal testimony of coming to faith in Jesus Christ.
 - In 250 words or less, how would you explain the Gospel?
 - Describe your devotional habits—both personal habits, and if applicable, family habits.
 - Describe God's calling on your life into vocational ministry.
 - Why do you want to be a resident at Grace Polaris Church? What do you hope to learn/gain from the residency?
 - What areas of ministry has God given you passions and gifting for? In what areas of ministry would you like to grow?
 - Briefly describe the local church you currently attend. What are your current and previous ministry activities as part of the local church?
 - Briefly explain some of the major components of your ministry philosophy. Please include why you believe the local church is important.
 - What is one of the most impactful things God has taught you as you have been preparing for ministry through formal education.

If you are interested in leadership of the local church, we hope the Pastoral Residency Program at Grace Polaris Church can be of assistance to you.

Worship Center

8225 Worthington Galena Road
Westerville, Ohio 43081

Mailing Address

PO Box 1650
Westerville, Ohio 43086

GracePolaris.org

614-888-7733

Pastoral Residency Program

Overview

The Pastoral Residency Program at Grace Polaris Church seeks to equip young leaders for faithful, long-term ministry in order to train the next generation of pastors, church planters, and church leaders. The goal is that residents would be changed by the Gospel and taught to lead out of that change while learning and practicing effective tools for ministry.

Description

The Pastoral Residency Program program is a two-year commitment with assessments every three months. Commitments from both the resident and Grace Polaris Church are for 12 months at a time. The residency is designed for men who sense and have some affirmation of God's calling to leadership in the local church as either a pastor, church planting pastor, or elder. The qualifications would be that fitting of an elder in 1 Timothy 3 and Titus 1.

Philosophy & Approach

The program will have a fourfold approach:

Cultivation A primary goal is for the resident to fall more in love with Jesus and His Church. Many ministers fail because they were not truly gripped and changed by the Gospel.

Preparation After the program, our hope is that most residents will be sent either in church planting endeavors or into existing ministries. Residents will be given ministry tasks to develop skills that will prepare them for long-term ministry.

Observation Virtually every aspect of the church will be available for observation and participation. The resident will be expected to be in all ministry, elder, leader, and pastoral meetings. Observing counseling, sermon prep, and planning meetings will help a resident gain experience in important features of local church ministry.

Responsibility The resident will be responsible for aspects of ministry within the church and will start and lead ministry initiatives that will require his oversight and support to sustain.

Ministry Skills & Topics to Cover (One Every Two Months)

Ecclesiology in a Charis Fellowship Church Elders, ordinances, membership

The Gospel in Life Applying the gospel personally

The Centrality and Sufficiency of the Bible in Ministry Word-centered ministry

Preaching and Teaching Philosophy and practice

Mission Church planting and global missions

Faithful Pastoring Long term faithfulness creates fruitfulness

Contextual Issues Culture

Healthy Marriages and Families Family matters

Pastor as Theologian Thoughtful and understandable

Cultivating Personal Devotion to Jesus Devotion not profession

The Pastor and Personal Evangelism Do the work of an evangelist

Ministry of Prayer Ministry of the Word and prayer

Pastoral Residency Program

A Typical Week

The resident will be fully engaged with the life of ministry and the church. The resident is expected to become a member of Grace Polaris Church and engage in ways expected of all members, including all corporate gatherings. The resident will also attend and participate in all staff meetings, including ministry and shepherding teams. He will be asked to assist in teaching, funerals, weddings, communions, and other ministries of the church, as well as lead various groups, Bible studies, and ministry initiatives. He will disciple others as well as meet with various members of the church and most of the elders throughout his time at Grace Polaris Church. On occasion, the resident may be asked to provide pulpit or teaching supply at another church if the opportunity arises.

The general work week will be Monday–Thursday from 9:00 a.m.–5:00 p.m., Fridays from 9:00 a.m.–12:00 p.m., various evening ministries, and Sunday services and gatherings (35–40 hours a week).

Report

Residents will report directly to the lead pastor. Residents will work alongside, assist, and support other pastoral and ministry staff.

Other pastoral staff will include residents in various ministry opportunities, tasks, or responsibilities. This will help residents to have a well-rounded experience while also having their own responsibilities. Monthly ministry reports will be completed and reviewed by supervisors.

Application for Employment

Personal Contact Information

_____ FIRST NAME	_____ MIDDLE NAME	_____ LAST NAME
_____ CURRENT STREET ADDRESS		
_____ CITY	_____ STATE	_____ ZIP
_____ YEARS AT THIS ADDRESS	_____ PHONE NUMBER	_____ CELL PHONE NUMBER
_____ EMAIL ADDRESS		

General Information

For what position are you applying? _____

Time Classification: Full time Part time

Date available to begin work: _____

Desired rate of pay: _____

Pay Schedule: Hourly Weekly Annually

Are you a US citizen? Yes No

Have you ever been bonded? Yes No

If yes, explain:

Were you previously employed at Grace Polaris Church?

Yes No

If yes, when?

List any friends or relatives who work for Grace Polaris Church.

Why do you desire to work for Grace Polaris Church?

Would you be willing to have a physical examination before becoming employed?

Yes

No

Have you ever been indicted for, convicted of, or plead guilty to child abuse or a crime involving actual or attempted sexual molestation of a minor?

Yes

No

Have you ever been convicted of a felony?

Yes

No

Personal Testimony

Write a short statement on the foundations of your Christian faith.

What church do you attend?

Are you a member of that church?

Yes

No

How long have you attended that church?

Educational Background

HIGH SCHOOL NAME & ADDRESS

COURSE OF STUDY

NUMBER OF YEARS COMPLETED

UNDERGRADUATE SCHOOL NAME & ADDRESS

COURSE OF STUDY

DIPLOMA / DEGREE

NUMBER OF YEARS COMPLETED

GRADUATE SCHOOL NAME & ADDRESS

COURSE OF STUDY

DIPLOMA / DEGREE

NUMBER OF YEARS COMPLETED

TECHNICAL SCHOOL NAME & ADDRESS

COURSE OF STUDY

DIPLOMA / DEGREE

NUMBER OF YEARS COMPLETED

Work Experience

Start with your present or most current occupation.

OCCUPATION TITLE

EMPLOYER

ADDRESS

TELEPHONE NUMBER

SUPERVISOR

DESCRIBE RESPONSIBILITIES

DATES EMPLOYED

REASON FOR LEAVING

May we contact this employer?

Yes

No

OCCUPATION TITLE

EMPLOYER

ADDRESS

TELEPHONE NUMBER

SUPERVISOR

DESCRIBE RESPONSIBILITIES

DATES EMPLOYED

REASON FOR LEAVING

May we contact this employer?

Yes

No

OCCUPATION TITLE

EMPLOYER

ADDRESS

TELEPHONE NUMBER

SUPERVISOR

DESCRIBE RESPONSIBILITIES

DATES EMPLOYED

REASON FOR LEAVING

May we contact this employer?

Yes

No

Specialties & Training

Describe any specialized training, skills, extra-curricular activities, volunteer work, etc.

References

Do not include family members or past supervisors.

NAME

PHONE NUMBER

BEST TIME TO CALL

OCCUPATION

NAME

PHONE NUMBER

BEST TIME TO CALL

OCCUPATION

NAME

PHONE NUMBER

BEST TIME TO CALL

OCCUPATION

Applicant's Statement

I hereby certify that the information given in this application is true and complete.

I understand that providing false or misleading information given in my application or interviews may result in discharge.

I authorize investigation of all statements contained in the application for employment as may be necessary in arriving at an employment decision. I give my permission to Grace Polaris Church and its agents to contact all of the references, and obtain information about (but not limited to) credit, criminal background, and driver's record. I release Grace Polaris Church and its agents from liability for relying on any information received during the application and interviewing process. I also release all employers and individuals from liability for furnishing the information about me.

I understand and acknowledge that any employment relationship with the organization is of an "at will" nature, which means that the employee may resign at any time and the employer may discharge the employee at any time with or without cause. It is further understood that this "at will" employment may not be changed by any written document or by conduct unless such change is specifically acknowledged in writing by an authorized executive of this organization.

I agree that for so long as I am employed, I will conform my conduct to the rules of the organization.

SIGNATURE OF APPLICANT

DATE

As a church and nonprofit organization, we are exempt from the Unemployment Compensation Act. We are an Equal Opportunity Employer.

Statement of Faith

Introduction of Beliefs

Before applying, visit [GracePolaris.org/Beliefs](https://www.gracepolaris.org/Beliefs) to review our beliefs and identity, along with the position statements of Grace Polaris Church and the Charis Fellowship.

I am in agreement with the Grace Polaris Church Statement of Faith and the Governing Policy with the following exception(s):

SIGNATURE

DATE