

Liberti Internship

Resident Program Overview



OVERVIEW

Liberti Church's residency program is designed to equip church leaders in a holistic manner that involves the development of *head* (knowledge), *heart* (character), and *hands* (skills) for the effective furtherance of the gospel of Jesus Christ. Overall, the residency is a theological (head), spiritual (heart), and practical (hands) ministry intensive to prepare for future gospel ministry in God's kingdom.

The residency program will help future leaders gain valuable experience and explore their calling to vocational ministry. Our goal is to set up residents with a network of relationships, greater personal awareness, team ministry skills, and insights from those who are a few steps further down the road than they are.

Residents will receive practical ministry experience through leading and serving in various ministries at Liberti Church. At each step of the way, they will be closely mentored, evaluated, and equipped to lead in the church. During their residency, they will be taught essential leadership skills and encouraged to further discern their calling in community.

We define a successful residency as one that will be used by God to bring about great character within the resident and to provide greater clarity for future ministry roles in established churches and church plants, whether vocational or non-vocational. Our desire is not just to use residents to do the work of ministry, but to use ministry opportunities in our church to develop residents into stronger and more effective leaders.

Throughout the course of this program, residents will:

- Grow and develop in particular areas, which we call Core Competencies
- Participate in a leadership development with leaders of Liberti Church
- Develop their own ministry identity as they learn to become the leader that God has called them to be
- Gain wisdom and insight from shadowing Liberti Church staff and lay leaders
- Learn a strategic planning process
- Explore and understand their core strengths and weaknesses as a leader
- Understand the dynamics of leading and serving in a local church

RESIDENCY FRAMEWORK

1. There are two types of residencies—ministry and church planting. Ministry residencies last 11 months, while church planting residents last anywhere between 24-36 months. While we want to be flexible here, less than the length of time noted would “short change” the resident's development.
2. An assigned member of the staff team will mentor each resident, regularly meeting with them to set goals, delegate assignments, and provide counsel, correction and instruction with regard to the resident's ministry, character and team chemistry.
3. There is an entrance fee of \$1,000 to cover courses, books, time for Liberti staff, and a potential retreat.

4. Ministry residents should plan to dedicate 20-24 hours on average per week to the program. Church planting residents should plan to dedicate 25-29 hours on average per week.
5. Residents receive a stipend from the church in which they are serving. Residents are given the freedom to raise funds as well with ministry residents receiving a total of up to \$41,000 and church planting residents \$61,000 per year. The entrance fee of \$1,000 can be included in the fundraised amount. Residents may also hold one other part-time position outside of the church so long as it does not conflict with the program.
6. Residents will participate in monthly reviews. The resident's mentor will conduct the review to provide an honest and healthy forum for feedback that will benefit the resident, the mentor and the ministry. Additional staff may be present during these review periods to provide further guidance and/or directional leadership.
7. Residents will be assigned learning in various fields of theology, Bible, ministry and leadership.
8. Residents will be assigned to help with various tasks, some of which may be outside of their primary area of interest and gifting.
9. A commitment to this residency includes substantial involvement in the life of Liberti Church. Residents are expected to regularly attend and participate in weekly worship services and other ministries and gatherings at a local Liberti church.
10. Residents are expected to immerse themselves in this program and devote their full ministry energies to it. Unless there are exceptional circumstances agreed upon at the start of the program, residents are not permitted to split time between this residency and another congregation.
11. The type of life-on-life equipping and assessment we desire through this residency requires proximity. Therefore all residents are expected to commute in order to make Liberti Church their primary workplace and be available to meet people at or around Liberti Church's facility.
12. Residents will be placed in Liberti churches that are healthy and growing but also have the capacity and willingness to take on residents.
13. All other pertinent details for the residency program can be found in the Liberti Communion of Churches Resident Agreement.

RESIDENCY FOCUS

During the onboarding process, Liberti Church staff and the resident will work to craft the specifics of a residency in order to best serve and equip the resident. Depending on his or her potential and desired future ministry roles, the residency will include and rotate through one or more areas of focus. Several potential areas of focus include:

1. Mercy ministry and local and global missions
2. Children and youth
3. Church administration
4. Music, art, and liturgy
5. Small groups and discipleship
6. Connections and hospitality
7. Technology and communications
8. Global missions
9. Pastoral, preaching, and teaching

10. Church planting¹

MEETING SCHEDULE

- Weekly gathered worship (specific responsibilities will vary)
- Weekly virtual cohorts and shared learning experiences
- Staff meetings (frequency is at the discretion of the staff and based on the focus of the internship)
- Weekly meetings with your mentor
- Quarterly evaluations with mentor

READING/LEARNING COMPONENTS

Reading and learning components may be adapted to the specific residency and the potential future ministry calling. However, there are many learning components which are required for all residents. Below is a sample list of the kind of reading and learning components required in a residency:

¹ Church planting residencies are available for men with theological education and experience in vocational ministry who need equipping and coaching for church planting.

- *Celebration of Discipline* by Foster
- *Don't Waste Your Life* by Piper
- *The Drama of Scripture* by Bartholomew & Goheen
- *Life Together* by Bonhoeffer
- *Everyday Church* by Chester & Timmis
- *The Secular Creed* by McLaughlin
- *Discipling* by Dever
- *The Gospel-Centered Life* by Thune & Walker
- Virtual sessions with Liberti pastors and leaders

ATTITUDE AND POSTURE OF RESIDENTS DURING THE PROGRAM

Residents are to posture themselves in a humble manner, as learners and followers. Learning the discipline of “followership” is a critical step in the process of ministry training - you cannot be a good leader in the church if you are not first a good follower.

Residents must be patient as they learn more about themselves and their calling. Because calling is a matter of both internal and external affirmation, it requires being known in community. Emerging leaders, believing they are called internally, sometimes make decisions that shortcut their leadership training and character development.

It is critical, therefore, that the men and women in the residency program put themselves under the counsel and authority of godly leaders and learn to be imitators of them as they are of Christ (cf. 1 Cor. 11:1; 1 Thess. 1:6). Residents should understand that training for ministry is work that must be undertaken with all diligence and solemnity.

CORE COMPETENCIES OF RESIDENTS DURING THE PROGRAM

Through your time in the Liberti Internship, we will take time to help you grow and develop Core Competencies. Each competency unpacks a necessary area of personal development in kingdom ministry. Your investment of time will be a combination of reading, writing, personal assessment, and group gatherings. The competencies are as follows:

1. **Devotion:** Rooted in relationship with Christ, committed to holiness, regular in prayer and the Word, physical and emotional health, displaying the fruits of the Spirit.
2. **Calling:** Inward awareness of (as Frederick Buechner stated) “the place where your deep gladness and the world’s deep hunger meet,” affirmation by spouse and mentors, commended by other leaders and the church.
3. **Doctrine:** Clear understanding of sound doctrine, ability to winsomely communicate and defend biblical truth, know the difference between open and closed handed issues, showing grace toward those who disagree.
4. **Relationships:** Gracious interpersonal skills, relates well with believers and unbelievers, good listening skills, displays humility, patience, and compassion; if married, a healthy marriage, proactive leadership in the family, godliness in finances, sexuality, and homelife.
5. **Mission:** Committed to relationships with the lost, sharing the Gospel, and the missional aim of the local church.
6. **Discipleship:** A commitment to make, grow, and multiply disciples of Jesus Christ.²
7. **Leadership:** Integrity, follow-through, courage, adaptability, and skills in leading others.

² Church Planting Residents should also be able to formulate a strategic plan for multiplying disciples

8. **Preaching**³: Christ-centered, expositional approach, and effective communication in teaching the Scriptures.
9. **Pioneering**⁴: Ability to start new ventures, missional innovation, cultural engagement, ability to cast vision and build a team.

³ Ministry Residents with pastoral emphasis and Church Planting Residents only

⁴ Church Planting Residents only