



THE ORCHARD NETWORK

RESIDENCY EXPERIENCE

Vision

The vision of *The Orchard Network* is to **grow gospel leaders for churches**.

Background/Purpose of this Vision

Our observation about Christian **leaders** in the United States is two-fold:

- 1) We don't have enough Gospel-centered, Bible-preaching, Christ-exalting, committed, passionate leaders. We need more.
- 2) There is alarming *drop-off* and *burn-out* among those involved in vocational ministry. Research reveals that as much as 40% of seminary graduates will no longer be involved in vocational ministry within 5 years of finishing school. We theorize that two major reasons for this drop off are:
 - a. Those new to vocational ministry do not have the mindset or skills needed to make an immediate, effective ministry impact. The actual day-by-day realities of ministry are overwhelming; much is expected of them; and they are confronted by their inexperience. These realities lead to poor ministry leadership, slow progress, discouragement, isolation, defensiveness, defeat and burnout.
 - b. Those new to vocational ministry do not maintain an intimate, vibrant, daily spiritual walk with the Lord through the Word and Prayer. The realities of ministry begin to dominate; the pressures of ministry leadership begin to weigh; the complexities of ministry become clear ... and new ministers neglect their walk with the Lord. This means they are no longer "abiding in Christ" (John 15:1-8) but are relying on their own strength or wisdom. They become worn out, dried out and eventually burned out.

The Orchard Network Residency Experience was created to pursue these two goals:

MORE TRAINING – we want to provide those with a calling to vocational ministry *space* within healthy, Gospel-centered, Christ-exalting churches to *practice* all that is involved with their calling. Thus the Residency Experience has an emphasis on ***substantial experience and practice*** and ***broad exposure*** by full immersion in a local church. Our goal is that graduates would feel *equipped* and *prepared* for the realistic realities of daily vocational ministry.

BETTER TRAINING – we want to give post-seminary graduates a foundation for *long-term, sustainable* ministry. *The Orchard Network Residency Experience* will achieve this by

- Exposing participants daily to real-life practitioners
- Constantly pressing the centrality of daily devotion to God, nourishment from His word, vibrant prayer, and personal intimacy with Christ
- Connecting all aspects of ministry to the foundation of the Gospel
- Providing a culture of mentoring in order to push participants toward a ministry life characterized by vulnerability, accountability, seeking support from others, and sharing the joys and burdens of ministry in Christ-centered community

Philosophically, we build our training goals around the rubric of LIFE, DOCTRINE and SKILLS. This comes from 1 Timothy 4 where Paul challenges the young pastor Timothy to “Watch your life and doctrine closely” (4:16, NIV) and “Do not neglect your gift (or skills)” (4:14, NIV). These three headings drive much of what we seek to cultivate and inculcate through The Orchard Network.

To cultivate these three areas we always work in partnership with a local church. The Orchard Network takes primary responsibility for cultivating spiritual LIFE and deepening Christ-centered DOCTRINE; our partner churches work to develop and refine ministry SKILLS for our Residents.

Residency Summary

Orchard Network Residents commit to a full-time job, unless they are pursuing Bi-Vocational Residency. The exact amount of time this entails is difficult to define. One way to manage time is to think of a day in three blocks of four hours each: Morning (8-12); Afternoon (1-5); Evening (6pm onwards). Each Resident should give about 12-13 blocks (48-52 hours) to their role each week.

This is divided into 5-6 blocks (20-24 hours) to The Orchard Network and 6-8 blocks (24-32 hours) to the Partner Church.

Philosophically we expect Residents to work more than 40 hours a week because many parishioners work 40+ hours a week AND are extensively involved in church (attend service, a LIFE Group, volunteer, teach or attend Sunday School, etc.) This amounts to 50+ hours a week. Those involved in vocational ministry must match their parishioners in commitment. Those pursuing a Bi-Vocational Residency Experience are permitted to hold a job outside of the Residency and encouraged to devote half of the total allotted time expected of Full-Time Residents. Please note Bi-Vocational Residents are expected to participate in both ***MOMENTUM*** and ***FOUNDATIONS*** and the work associated with those programs each week.

What does a Resident do during the hours committed to The Orchard Network?

1. *MOMENTUM* – a weekly time of training focused on LIFE, SKILLS and DOCTRINE

- a. Weekly Gathering – 9:00 a.m. to noon every Friday morning, **3 hours a week**
- b. Pre-gathering Reading – usually one article or chapter, **1-2 hours a week**
- c. Post-gathering Reflection – one form required for each teaching session, **1 hour a week**

Total = 5-6 hours per week

2. *FOUNDATIONS*

- a. Weekly meeting – 8:00 a.m. to noon every Monday morning, **4 hours a week**
Note: the day of this meeting is subject to change fall 2017.
- b. Biblical Reflection and Sermon Outline Preparation – during the Residency, participants will reflect on Biblical passages and prepare sermon outlines. We will discuss these passages and sermon outlines in ***FOUNDATIONS***. At the end of the Residency, participants will have preaching outlines for the following series:

Psalm 1, 23, 51, 73, 95, 103, 130, 137, 139,

John 14:1-16:33

Ruth

Proverbs 1, 8, 9

Philippians

2 hours a week

- c. Case Studies – participants will occasionally reflect on a case study before coming to ***FOUNDATIONS***. **When assigned, 30 mins during the week.**

- d. Reading Associated with LIFE, DOCTRINE and SKILLS – Participants are expected read about 30 pages each week from assigned books. Assignments are generally about 500 pages per semester. The following list is not meant to be exhaustive or definitive, but represents the *kind* of books assigned during the Residency:

LIFE: *The Discipline of Grace* (Jerry Bridges), *Spiritual Depression* (Martyn Lloyd-Jones) *Pilgrim's Progress* (John Bunyan)

DOCTRINE: *What is the Mission of the Church* (Kevin DeYoung and Greg Gilbert), *Knowing God* (J.I. Packer)

SKILLS: *Lectures to My Students* (Charles Spurgeon), *Preaching and Preachers* (Martyn Lloyd-Jones), *The Trellis and the Vine* (Colin Marshall and Tony Payne)

Approximately 30 pages, 1 hour a week

Total = 7-8 hours a week

3. **Cultivating Spiritual LIFE** – Residents will read through the 4-Volume *Unlocking the Bible* Set during the Residency. It is encouraged that a Resident read through it with someone else, as a discipleship opportunity. If a Resident is married, we desire for you to read through this with your spouse.

Additionally, we will walk alongside Residents toward the goal of maintaining and deepening a rich spiritual life by “checking-in” on a resident’s spiritual life consistently during *FOUNDATIONS* and during a monthly Debrief/Dashboard Meeting.

Total = 2 hours each week

4. **Deepening Christ-centered DOCTRINE** – Residents will lead/teach a weekly group that will discuss Grudem's *Bible Doctrine: Essential Teachings of the Christian Faith* (34 Chapters; each chapter is 15-20 pages) each year of the Residency. The group will be the Resident plus 2-3 people recruited by the Resident. A list of potential names is provided during the first month from a campus pastor. This group serves as one of the primary ways that the Residency will strengthen a Resident’s grasp of *doctrine*.

Note: the above assumes that a resident has been to seminary. If a resident has not been to seminary, that person will *participate* in a group the first year of his or her residency, and teach a group the second year.

Total = 2-3 hours each week

5. **Service at Community Threads** – Residents will serve *at least* one 3-hour shift monthly at Community Threads (250 W. Rand Road, Arlington Heights, IL, 60004). Community Threads (CT) is our largest financial supporter and provides the bulk of the resources for the Residency Experience. It is a requirement that Residents spend time there monthly to maintain this relationship and let volunteers see what their service is going to support.

Total = 3 hours each month

6. **Service at the Unlocking the Bible Prayer Center** – Residents will be asked to serve at least 3 hours each month answering calls from listeners of the *Unlocking the Bible* radio program. These calls will give the Residents experience with prayer, counseling and pastoral care.

Total = 3 hours each month

7. **One-on-One Debrief/Dashboard Meeting** – Residents will meet with Laura Eder or Arthur Kok once a month to debrief on the Residency. This meeting will involve:

- Touching base on the Residency overall
- Review of weekly calendar – personal rhythm, busy-ness, walk with God, relationship with church
- Touching base generally on *MOMENTUM* and *FOUNDATIONS*
- Touching base on five ministry quadrants: preaching assignments (anything scheduled), teaching, personal discipleship, personal evangelism, service at Community Threads
- Touching base on fundraising: are funds coming in? Need to send a letter to donors?
- Touching base on long-term calling – What is happening after the residency?

Total = 2-3 hours a month

8. **Other**

- a. Ministry Conversations – a monthly lunch after one of our *FOUNDATIONS* meetings, a time for Residents to interact with Orchard Staff and ministry practitioners, one Monday a month from noon to 1:30 p.m., **1.5 hours a month**
- b. Periodic Discussions with Pastor Colin Smith – a regular meeting time when Residents can interact with Pastor Colin, (required for Orchard Residents, optional for non-Orchard residents), **1.5 hours a month**

- c. Contacting donors and supporters, recruiting more donors
- d. Preparing for the future – as time goes on there will be a need for Residents to actively get ready for what comes after the Residency. For Pastoral candidates, this means applying for jobs. For church planters, this means identifying an area for a church plant, recruiting a team, raising support and preparing to launch. For cross-cultural missionaries, it means joining an organization, raising support, preparing to leave, etc. **Time set aside for these purposes will increase during the second year of the Residency.**
- e. Occasional projects for The Orchard Network (helping with newsletters, website, Twitter, Facebook, etc).

Total = 3-5 hours a month

Summary of a Resident’s Weekly Orchard Network Commitments

Description	Hours
<i>MOMENTUM</i> (attendance and assignments)	5-6
<i>FOUNDATIONS</i> (required attendance and assignments)	7-8
Reading and reflecting on the <i>Unlocking the Bible</i> material (Cultivating Spiritual LIFE)	2
Weekly Group Discussing <i>Bible Doctrine: Essential Teachings of the Christian Faith</i> (Deeping Christ-centered DOCTRINE)	2-3
Either Debrief Meeting, Service at Community Threads, or Other	2-3
TOTAL	18-22

What does a Resident do during the hours committed to The Partner Church?

Beyond the time with The Orchard Network, full-time Residents will spend about 20-30 hours and Bi-vocational Residents about 10-15 hours, with a partner church, focusing on developing and refining ministry SKILLS. These skills are developed and refined through two general strategies:

1. Experiences: We want residents to experience and even practice different elements of a ministry leader's life. These experiences are primarily related to preaching, pastoring and leading. Residents have a list of experiences we want you to have during the Residency (see the Appendix at the end of this document).

The Orchard Network will work with the Partner Church to give Residents opportunities to pursue these experiences, but it is ultimately **the responsibility of the Resident** to seek out the experiences required to graduate.

2. Exposure: We want Residents to be exposed to the three broad ways that a church grows Christians. We refer to these as:
 - a. ROOTS -- the Sunday service experience, where Christians dig their roots deep in the word of Christ by reading, singing, praying and preaching the Word of Christ.
 - b. LIFE -- small gatherings of Christians around God's Word, where Christians share the life of Christ together; at The Orchard, these groups are called LIFE Groups.
 - c. FRUIT -- ways Christians respond to what Christ has done, where Christians bear fruit for Christ by the Spirit of Christ, these are primarily giving, inviting, praying and serving.

During their Residency, we would like Residents to be involved with these three parts of church life. (See ways that this might be done in the Appendix at the end of this document.) Again, the Orchard Network will work with The Orchard Evangelical Free Church to give Residents opportunities to be exposed to these areas of church life, but it is ultimately **the responsibility of the Resident** to seek out the exposure required to graduate.

Note: we expect that many of our Residents will serve at our primary partner church, The Orchard Evangelical Free Church. However, Residents can also serve at other partner churches with which The Orchard Network has a relationship.

Other Elements of The Orchard Network Residency Experience

1. Required Conferences

Every year, registration will be provided for Residents to attend two conferences:

- a. Either The Gospel Coalition National Conference or the Together 4 the Gospel Conference, depending on the year. (Note: accommodation and transport will also be provided for this conference.)
- b. The Evangelical Free Church Theology Conference or The Great Lakes District Annual Conference.

2. Optional Conferences

One time during their Residency, registration may be provided for Residents to attend an additional conference of their choice. This choice must be approved by The Orchard Network. Examples might include:

- Exponential (for those interested in church planting)
- The Cross (for those interested in missions)
- Desiring God Conference for Pastors and Church Leaders (for future pastors)

General Approach to Time Management and Hourly Commitments

Hours of ministry commitment isn't an exact science. Some weeks of the Residency will require more working hours and some weeks will require fewer working hours. While no one will be keeping track of hours, it is expected that Residents will fulfill their obligations outlined above and will keep a weekly and monthly calendar to help in time management. (See following page for a sample resident week.)

Sample F/T Resident Week: 13 blocks x 4 hours per block = 52 hours total

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
<i>Pre 8am</i>				Biblical Reflection Time (for FOUNDATIONS), 2 hours		MOMENTUM Reading, 1 hour	Personal Discipleship Time, 1.5 hours
<i>8-12</i>	Local Church Ministry	FOUNDATIONS	Local Church Ministry		Local Church Ministry	MOMENTUM	
<i>1-5</i>		Ministry Conversation, Community Threads	Local Church Ministry		Local Church Ministry	Local Church Ministry	
<i>6-10</i>	MOMENTUM Reflections, FOUNDATIONS Reading, FOUNDATIONS Case Study; Theological Reading (Grudem)		Theological Reading Group, 1.5 hours		Local Church Ministry		
<i>Post 10pm</i>							

Key: = Orchard Network Hours = Local Church Hours

Residents will be encouraged and resourced to establish good habits and healthy rhythms of work and rest. Too much intense work without rest leads to burnout. Too much rest leads to laziness and ineffectiveness. When looking at the week as a whole, Residents should model a healthy rhythm as much as possible. When looking at the month as a whole, one full day per month should be scheduled for personal solitude.

Who Can Apply?

- Men who have a committed call to be a vocational **pastor, church-planter or missionary** in the future.
- Women who have a committed call to be a vocational **church leader or missionary** in the future.

Qualifications to Apply:

1. Candidates should have *completed* (or *will have completed*) a theological seminary degree (and MDiv or MA) at the time of intake (January or August each year). Those without a theological seminary degree should contact the Director of Residency and Training to discuss potential fit.
2. Candidates should fit the "Candidate Profile" with regards to *calling, character, chemistry and competencies* as outlined below.
3. Candidates must be willing to raise support to the level required. This level will be determined in consultation with The Orchard Network staff and will depend on the candidate's financial needs, life situation, and job.

Candidate Profile:

At The Orchard Network we evaluate candidates based on the "4 C's": Calling, Character, Chemistry and Competency. Here is a snapshot of the kind of candidate we are looking for:

Calling: We are looking for Residents who desire to give significant time in their future to full-time pastoring, church planting or cross-cultural missions. This calling should be seen in strong personal conviction, revealed in personality and temperament assessment tools and confirmed by others within the body of Christ.

Character: We are looking for residents who demonstrate the godly character consistent with 1 Timothy 3 and Titus 2. This includes but is not limited to:

- A deep commitment to *The Gospel* as central to the Christian life, both as essential for salvation and essential for ongoing sanctification
- A deep commitment to consistent time with God in personal Bible reading, meditation, study and prayer

- A deep commitment to be mortifying sin. This is informed by a *robust doctrine* of Sin -- as personal acts, as powers at war against us (the Flesh, the World and the Devil) and as a presence in creation (original sin) -- and guided by a *thoughtful, strategic plan* to battle sin in one's own life
- A deep commitment to personal holiness and growing in godliness
- A teachable, humble, eager spirit who is ready to learn, ready to work and ready to receive from the Residency Experience

Chemistry: We are looking for Residents whose theological beliefs and philosophy of ministry are a good fit with The Orchard Network and partner churches.

- The Orchard Network is closely associated with The Orchard Evangelical Free Church and the Evangelical Free Church of America Denomination (EFCA). Residents must be willing to affirm The Orchard Network's *Statement of Faith* which closely follows that of the EFCA.
- The Orchard Network's philosophy of ministry is focused on the centrality of *The Gospel* -- not only for personal salvation and sanctification (see "Character") but also for ministry. Residents should resonate with or be willing to work within this ministry framework.

Competencies: We are looking for Residents with some confirmed gifting in ministry skills associated with pastoring, church planting and cross-cultural missions. These include: Preaching/Teaching Gifts, Shepherding Gifts, Evangelistic/Discipleship Gifts, Ministry Leadership Gifts, some entrepreneurial/gathering gifts (especially for missions and church planting), some experience with cross-cultural settings (especially for missions) and some experience training/equipping others for ministry.

When Do I Apply?

There are two intakes each year – January 1st and August 1st.

- Initial applications for **January** intake are due **March 31st of the previous year**. Applicants are informed of a decision by **May 31st**. This allows 7 months to raise support before the January intake. Initial applications for **August** intake are due **October 31st of the previous year**. Applicants are informed of a decision by **December 31st**. This allows 7 months to raise support before the August intake.
- See Financial Details below for more on support raising.

Application Process

Pre-application

- If a potential participant lives in the Chicagoland area, he or she is welcome to visit **MOMENTUM** and/or contact the Director of Residency and Training to express interest or pose initial questions.
- Even if someone is far away, potential participants can initiate contact at any time with the Director of Residency and Training to express interest or ask initial questions.

Official Application Process

- Submit Application Form
- Application will be reviewed by the Director of Residency and Training, as well as other members of The Orchard Network leadership team. A determination is made as to the viability of the candidate according to stated program criteria. (See application form)
- If positive determination, a 3-hour qualitative interview/conversation is scheduled in person or by telephone.
 - Including spouse if candidate is married
 - Selective personality tests/instruments may be required of candidate in advance of interview
- Interview with The Orchard Network Board of Directors
- Final Determination made and communicated to candidate by **May 31st** or **October 31st** (see above).

Note: See Application Form for more details. Generally, candidates are considered regarding:

- Character – general godliness, commitment to Christ
- Calling – strength and clarity of calling to be a full-time, long-term vocational ***pastor, church-planter or missionary***
- Competence – ministry skills, ability, experiences
- Chemistry – personality, fit with *The Orchard Network* culture

Financial Details

The Orchard Network will work with each candidate **individually** regarding his or her financial situation. Our priority is that each Resident and family will have financial support to cover costs throughout the Residency. What is outlined below is our general *posture* toward the financial aspects of this Residency.

Generally, The Orchard Network assumes \$36,000 as the amount needed per Full-Time Resident, and \$18,000 needed per Bi-Vocational Resident per year. We request you raise half of this amount, corresponding to \$1,500 or \$750 dollars a month, respectively. The Orchard Network grants \$18,000 F/T or \$9,000 Bi-Voc. with a stipulation that the agreed upon support amount is fully pledged and a minimum percentage collected at the time of hire.

We want to work with you regarding your financial situation and context. As part of the application and acceptance process, we will interact with you regarding the amount of money you need, the potential for raising support in your network, and the availability of funds from various sources.

Instead of making a “one-size-fits-all” financial template, we want to create space for a variety of financial realities. Nevertheless, you will be **required** to raise some support to participate in the residency.

Rational for Requiring Support-Raising

- Every pastor, church-planter and missionary must be comfortable talking with others about money. Church-planters and missionaries will probably require some level of support long-term and pastors will need to encourage members with regards to giving. **Requiring support-raising invites participants into a skill and reality essential for long-term ministry.**
- Willingness to approach friends, family and churches about support reveals something about the strength of a candidate’s call. Asking for support is not easy, but neither is full-time vocational ministry.
- Willingness of others to support a candidate *potentially* reveals something of the candidate’s character and history. It is one way among others that a community can affirm a person’s call.
- Involving candidates (and eventual Residents) in support-raising expands the financial base of *The Orchard Network* and allows it to equip more people for Gospel ministry.

We know that not everyone has a network to draw on for support. We will not evaluate anyone’s suitability for candidacy based on how much money they raise or how quickly it happens. We will work with you regarding your context and situation.

More Comments

- If you are accepted to the Residency, you will have 7 months to raise this support. You are also welcome to begin raising this support beforehand.
- The goal is to raise *pledges* that will cover the amount you must raise for 24 months. You don't have to have the money in hand.
- *The Orchard Network* is an independent 501c3. We will provide tax-deductible receipts for all your supporters (churches and/or individuals) who send money to us so that it is in turn disbursed to you over the course of your experience.
- We will provide resources and training for you in *support-raising*: brochures about the residency; advice for you on letter-writing, communication, follow-up; letters about the Residency you can share with others, etc.

Even if no support is needed (because a spouse works or because a candidate has savings), some amount of support-raising is required to participate in the Residency. Contact the Director of Residency and Training to work out the specifics.

Other Administrative Aspects of the Residency

Housing

If you are coming from out of state, *The Orchard Network* will try and help you find housing as possible. However, finding housing, if needed, is the responsibility of residents.

Insurance

The Orchard Network does not provide health insurance.

Other Jobs

Residents are discouraged from working another job during the Residency unless they are specifically pursuing the Bi-Vocational Residency option. We really want you to have margin to care for your family and prepare for your long-term calling. However, if additional financial support is required beyond the amount provided by this Residency, you are still welcome to apply and discuss your situation with us. Spouses are welcome to work to support the family as well.

What will a Resident leave the experience with?

- A deep understanding of the Gospel and how it connects with all of Life and Ministry
- Experience and exposure to all aspects of church life

- A notebook of reflection assignments from *MOMENTUM* that will serve as a resource for continuing life and ministry
- A character reference from *The Orchard Network* and/or a partner church
- A leadership summary: a self-assessment, prepared by the Resident with contributions by *The Orchard Network* staff, summarizing the Resident's activities and leadership experiences during the residency
- A sermon recording (if appropriate)
- A ministry vision statement, prepared during our *FOUNDATIONS* training experience

Commitments by *The Orchard Network* to you

Short-term

Our goal is to *deploy* you in ministry.

If you are called to be a pastor:

- Our goal is that you are working as a full-time or associate pastor when you finish the Residency.
- We'll help you to look for a church and do our best to open doors for you through our own contacts and networks.

If you are called to be a church-planter:

- Our goal is that you would be ready to plant a church when you finish the Residency.
- We work closely with the Great Lakes District (EFCA). If you are a church-planter, you will be in contact with Brett Gleason, who coordinates church-planting for the GLD, throughout your Residency.

If you are called to be a missionary:

- Our goal is that you are sent overseas or commissioned for domestic service when you finish.
- We work closely with ReachGlobal, the mission agency of the Evangelical Free Church of America.
- If your missionary vision is with another mission organization, we'll help you apply and raise support during your Residency so you'll be ready to *go* when you finish.

Long-term

As a graduate of the Residency, you will be part of *The Orchard Network*. We would want to stay in contact with you for the rest of your life, to support you, pray for you, provide resources or encouragement as we can, and be available to you and those in your ministry context for continued training.

Perhaps someday you would point someone new to *The Orchard Network Residency Experience!*

CONTACT INFORMATION

Any other questions? Send an email to residency@theorchardnetwork.org or contact Laura Eder, Director of The Orchard Network, at 224-764-4034. We hope to hear from you!

Appendix: List of Potential *Experiences* and areas of *Exposure*

(Note: the below list is tailored for a Residency at The Orchard Evangelical Free Church. A Residency done at another church will have a unique set of experiences and areas of exposure, created together with the partner church.)

Experiences

Following is a list of experiences that Residents should pursue during their two year residency. Some of the experiences listed below are required and others are optional. (Note: we have tried to make required experiences ones that we believe are essential to all pastors, regardless of the demographic, ethnic, or geographic setting.) This list is not intended to be exhaustive but represent of the types of experiences Residents should have over the course of two years.

These *experiences* are organized around our three key ministry SKILLS – preaching, pastoring, and leading.

Note: The Orchard Network will work with the partner church to create opportunities to pursue these experiences, but it is ultimately **the responsibility of the Resident** to secure and do these experiences before he or she graduates.

1. Preaching

Residents should avail themselves of this time during the Residency to preach *as much as possible*. There is no better setting for practice in preparation and delivery, or to seek feedback after a sermon, than this two year Residency. A goal would be for a Resident to preach once a month.

As a minimum, **Residents are REQUIRED to preach at least 10 times during the Residency.**

Below are various settings where one might preach at The Orchard Evangelical Free Church:

ARLINGTON HEIGHTS

- Ragont LIFE group at 8:00 am on Sunday morning (20-30 minutes), coordinated by Pastor Brandon Myers
- New Commandment at 9:30am on Sunday morning (25-35 minutes), coordinated by Bill Bradish
- English LIFE group at 9:30 am on Sunday morning (15-20 minutes), coordinated by Pastor Brandon Myers
- Children's large group teaching at 9:30 am & 11 am on Sunday mornings (15 minutes), coordinated by Heather Safford, Director of Children's Ministries
- Connections & Equip @ 9:30 am on Sunday mornings (20-30 minutes), coordinated by Pastor Darin Anderson

- College & Career LIFE Group @ 9:30 am on Sunday mornings (20 minutes), coordinated by Matt Robertson
- HS Youth Group on Sunday evenings (20-25 minutes), coordinated by Pastor Brad Wetherell
- AWANA large group on Tuesday evenings (15 minutes), coordinated by Pastor Darin Anderson
- Luther Village @ 11 am on Wednesdays (15-20 minutes), coordinated by Dick Renfro
- Middle School Youth Group on Wednesday evenings (20-25 minutes), coordinated by Pastor Brad Wetherell
- Men's Breakfast, coordinated by Pastor Brandon Myers
- Community Care Bible studies, coordinated by Liz Gasparovic
- Faith for Life @ 1-3 pm on Thursdays, coordinated by Pastor Matt Zaubi
- In one of the three Sunday Services, coordinated by Pastor Colin Smith

BARRINGTON

- Youth Group Wed Night, coordinated by Pastor Josh Newton
- Awana Tues Night, coordinated by Wendi Serna
- Celebrate Recovery Thursday Night, coordinated by Pastor Luke Trifilio
- Singles' Friday Night, coordinated by Pastor Luke Trifilio
- Men's Breakfast, coordinated by Pastor Luke Trifilio
- Sunday AM elective, coordinated by Pastor Luke Trifilio
- One the Saturday night service or one of the two Sunday Services, coordinated by Pastor Colin Smith

ITASCA

- Youth Group on Thursday evening, coordinated by Pastoral Intern Logan Murphy
- Awana program K-5th graders on Wednesday evenings, coordinated by B J Hardesty
- Men's Breakfast on Saturday mornings, coordinated by Pastor Greg Norwine
- LIFE Groups on Wednesday evenings, coordinated by Pastor Greg Norwine
- In one of the two Sunday Services, coordinated by Pastor Colin Smith

MARENGO

- Youth Group on Thursday at 7pm, coordinated by Pastor Jared Hendricks
- Children's Sunday School on Sundays at 11 am, coordinated by Pastor Jared Hendricks
- Awana on Wednesdays at 6:30pm, coordinated by Pastor Jared Hendricks
- Valley Hi Nursing Home in Woodstock on the 4th Sunday of every month at 2pm, coordinated by Pastor Jared Hendricks
- A large group study for a few weeks to give someone an opportunity to teach, coordinated by Pastor Jared Hendricks
- In the Sunday Services, coordinated by Pastor Colin Smith

Other potential settings:

- At Partner Churches (The Brook, Evanston Bible Fellowship, etc.)
- At nearby Senior Centers (Sedgebrook, the Garlands)

- Form a sermon writing and delivery group with other Residents who participate for critique and sharpening
- At various settings around Chicago: Koinonia House, Pacific Garden Mission, various prisons, Skyward Airport Ministries, etc.

2. Pastoring

Pastoral skills are often what intimidate future church leaders the most. Generally, these skills include caring for people, shepherding, and counseling.

The following pastoral experiences are REQUIRED for a Resident to graduate. We call them our “seven pastoral touch points.”

- a. Newcomers: Welcome visitors or newcomers to the church (either in the lobby as part of a welcome team, or giving newcomers a follow-up phone call)
- b. Membership: Be part of the process to run a membership class and to interview/welcome new members
- c. Baptism: Prepare a candidate for Baptism and Baptize them
- d. Child Dedications: Be part of communicating with parents about a child dedication and be part of a child dedication ceremony
- e. Engagement/Marriage: Be part of a pre-marital counseling process and marriage ceremony
- f. Funeral: Be part of grief/bereavement counseling and a funeral service
- g. Crisis: Make a hospital or home visit as part of a crisis intervention moment

Besides these required experiences, there are many other ways and settings through which residents can grow in their pastoral skills:

- Assist in Community Care Counseling Ministries on Thursday afternoons at The Orchard Arlington Heights, coordinated by Liz Gasparovic
- Attend Celebrate Recovery
- Become exposed to *Grief Share*, *Divorce Care* and *Timothy's Ministry*
- Connect with Pastor Matt Zaubi about counseling needs among Seniors, go with him on a hospital or home visit
- Connect with Pastors Brandon Myers/Luke Trifilio about counseling needs among general congregation members
- Connect with Women's Ministries Directors Linda Green/Laura Kleinschmidt about counseling needs among women/families as appropriate
- Be part of a campus lay-pastor team (attend weekly prayer meeting and do assigned care follow-up)
- Be part of the Church Care Team
- Understand the Church Benevolence Fund System and be part of a Benevolence Fund Disbursement

3. Leading

There are untold ways that Residents can strengthen their *experience in* and *understanding of* church leadership. The most concrete, of course, is actually taking responsibility for a ministry team, event or aspect of church ministry. We also believe Residents can grow in their leadership

by observing and working alongside current leaders as they function in their roles. The below “experiences” outline a variety of ways that a Resident might enter into, observe and actually participate in church leadership.

The following are REQUIRED for all Orchard Network Residents.

Leadership Associated with a Corporate Worship Service

- Attend a campus worship service debrief/planning meeting
- Lead a Saturday or Sunday service (Call to Worship, Announcements, Pastoral Prayer, Benediction)
- Lead a Communion Service
- Read Scripture in the Service
- If possible, lead music in a corporate setting (Sunday Service, LIFE Group, Staff meeting or Bible Study)

Leadership Associated with Church Management/Administration

- Attend an elder’s meeting or board meeting
- Attend an all-campus pastor’s meeting
- Attend an all-campus communications meeting
- Attend a Church Staff Meeting
- Attend a Church Annual Business Meeting

Other Leadership Requirements

- Attend a Vocational Prayer Meeting with Pastor Colin Smith
- Lead a Bible Study or teach a Sunday School Class (or Adult Bible Fellowship Session)
- Lead a LIFE Group
- Find someone to mentor or meet with regularly for ongoing care and/or discipleship; disciple a person so they grow in faith and maturity to the point where they become a leader themselves

The following are optional ways that Orchard Network Residents can gain leadership insight and experience:

- Learn about staff management from senior pastoral staff
- Work with communication teams to understand and help with communication throughout the church
- Work with Campus Admins to be exposed to variety of church admin tasks
- Have a conversation with HR, be exposed to a search committee and hiring as appropriate
- Learn about capital campaigns from Jeff Rylander (who is leading The Orchard’s Thrive Campaign)
- Learn about budgeting (from The Orchard’s Director of Operations Russ McCune)
- Meet with Directors or Pastors and learn the philosophy and practice of the following ministries of the church:
 - Children’s ministries
 - Student ministries (Middle School and High School)

- LIFE Groups
 - Men’s Ministries
 - Women’s Ministries
 - Family Ministries
 - Senior’s Ministries
- Meet with a Facilities Director for an overview of caring for church property
 - Lead or be part of a Mission Trip

Exposure

Following is a list of various ways that Residents might gain exposure to the rhythms of a church during their two-year residency.

These areas of *exposure* are organized around the three main ways that we believe Churches grow healthy Christians: Roots, Life and Fruit.

Note: The Orchard Network will work with the partner church to create opportunities for Residents to be exposed to these areas of church life, but it is ultimately **the responsibility of the Resident** to seek them out before he or she graduates.

ROOTS

- Attend a choir practice rehearsal
- Join the seasonal choir
- Work with the media team for one month
- Serve Communion
- Serve as an usher or parking greeter
- Help with the Coffee ministry on a Sunday morning

LIFE

- Communicate with and/or care for LIFE group leaders
- Attend various LIFE Groups of different styles, demographics and topics

FRUIT

Outreach

- Help with *Free English Class*
- Be part of *Seeds Ministry* at Barrington
- Help with *Christianity Explored* or *Discipleship Explored*
- Attend/Help with a “Pizza with Jesus” outreach event at Hersey High School
- Plan an outreach event with follow-up? Perhaps a seeker LIFE Group?
- Mentor an at-risk student through “Hope for Kids”

Missions

- Help care for Orchard Missionaries
- Help with administration of and preparation for mission trips
- Attend a gathering of Christian Advocacy Now

Men's, Women's and Family Ministry

- Help with Awana
- Attend a Family Camp
- Assist with Men's Ministry Events
- Serve with Men in Action
- Understand Women's Ministry Events as appropriate

Children's Ministry

- Volunteer for Children's Ministries on Sunday morning
- Connect with Children's Ministry leaders to pray for them, encourage them
- Work with Children's Ministry Director for two weeks
- Assist with Special Needs ministry (SNaPn)
- Attend a volunteer training session
- Attend/Help with Springhill Day Camp

Youth Ministry

- Attend a Middle school or High School evening
- Disciple a middle or high-school student
- Co-lead a Middle School or High School short-term missions trip
- Connect with families as appropriate

Prayer

- Plan and help lead Pray First (with campus pastor)
- Be on the Intercessory Prayer Team