

Metropolitan Bible Church

Pastoral Residency Program



"Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you. And behold, I am with you always, even to the end of the age."

~ Matthew 28:19-20 (ESV) ~

"And what you have heard from me in the presence of many witnesses entrust to faithful men, who will be able to teach others also."

~ 2 Timothy 2:2 (ESV) ~

Contents

<i>Welcome</i>	<i>1</i>
<i>Design</i>	<i>3</i>
<i>Qualifications</i>	<i>3</i>
<i>Structure</i>	<i>4</i>
<i>Schedule</i>	<i>4</i>
<i>Growth and Development</i>	<i>6</i>
<i>Required Reading</i>	<i>7</i>
<i>Involvement</i>	<i>8</i>
<i>Tracks</i>	<i>9</i>
<i>Accountability</i>	<i>10</i>
<i>Application</i>	<i>11</i>

Welcome

Thank you for considering Metropolitan's pastoral residency program. In the pages that follow, we will lay out for you the purpose, design, strategy, and overall objectives of this residency program. We have intentionally kept this guide simple to best cater to the program to fit the candidate's strengths, offset their weaknesses, and address the church's present needs. That said, this guide will serve as a template to lay out the needed structure so that the resident can grow in their giftings and contribute to the ministry of Metropolitan Bible Church.

This residency is designed to be both an investment in you, the resident, and our congregation. As such, you will be supported in a process of self-discovery by our elders, staff, and leadership. We expect that you would use the gifts that God has given you and discover skills that you did not realize you have. Our greater concern is for you and your health so that you will develop into the pastor God has called you and be a gift to the congregation you will serve in the future.

Expectations:

Like everything in life, you only get out of something that you put in. This residency is no different. As a pastoral resident, you will gain most from this experience if you approach it from a position of humility, eagerness to serve and learn, and embrace new experiences from which God can shape you. As such, here are a few key aspects you will want to commit to during this residency.

1. Prayer. Every step of this residency should be bathed in personal prayer as you seek healthy dependence upon God for His leading, empowerment, and wisdom.
2. Priority. We ask that you make this residency more than a "job," but instead as a calling. Pastoral ministry is often work that goes uncounted and unnoticed. We ask that you make room in your schedule to give to this position.
3. Preparation. You will be asked to read books and come prepared for discussions with our pastoral staff and elders. Please do your homework and come prepared to fulfill the ministry assignments given to you.

4. Contribute. A residency is not a class, but it is a position where you come alongside our current pastoral staff. As such, you will be expected to serve in our ministries and be engaged in what God is already doing through our church.
5. Humility. Know that you do not know everything in ministry. As with all of us, you are in the process of being shaped and formed through the sanctifying work of the Spirit. As such, there may be times of conflict and trial. Please submit yourself to the leadership of the Spirit in humility.

I am so excited to see how the Lord works through you and develops you (and me!) in this season of your life. It is our joy to partner with you for the sake of the gospel.

For Christ, His Church, and His glory,

John Frawley

Design

This residency is designed to provide sufficient exposure in all of our different ministries at Metropolitan. One of the best ways to learn of your gifts is to be stretched and serve in new environments. While you will naturally find ways to serve that are more conducive to your skillset, you will be given broad exposure to the different ministries of Metropolitan.

At the same time, though, our church has immediate needs that you can help us fulfill. These needs may vary from season to season, but we approach this residency like a temporary partnership. This residency is designed to have a duration of 21 months. Start date is early August and end date is early May of the following calendar year.

Qualifications

1. Possesses a clear testimony of personal faith in the Lord Jesus Christ.
2. Committed to living a life of discipleship that embodies moral purity, a love for Christ, and an ongoing commitment to Him as the savior.
3. Maintaining professional growth.
4. Able to embrace an entrepreneurial work ethic.
5. Educated from an accredited theological institution. Graduation is not necessary, but plans for completion of a formal theological education is required.

Structure

This residency can be broken down in several phases. The duration listed are estimates and will largely depend on one's personal needs:

Phase 1: Self-Discovery (Late Summer)

The self-discovery stage will help lay a foundation for the rest of the residency. Here, you will serve in various roles as well as engage in key conversations with leaders who will take an active role in your development.

Phase 2: Active Contributions (One Full Year)

Through the experiences gained in phase 1, you will be assigned particular ministry tasks and responsibilities.

Phase 3: Reproducing (Early Spring)

The goal for all ministries is to invest yourself in others. Since this is a temporary residency, you will need to actively empower others to take on roles that you have helped build and maintain.

Phase 4: Preparation for Release (Late Spring)

We have a commitment to release you well. In this stage of the residency, there are expectations that you have made future plans for your ministry. We trust that the Lord has both used you and prepared you in these 21 months to progress in your capacity to serve Him. This stage is celebratory as we rejoice in what the Lord has done through you!

Schedule

In order to maximize our time and energies in the development of our residents the following schedule will guide our conversations and experiences throughout the course of the residency. A specific topic will be

discussed each month for the purpose of maintaining focus and maximizing conversation. Reading will correspond with these topics.

MONTH 1: Health: Personal & Spiritual, Leadership Rhythms

MONTH 2: Health: Ministry Health & Ministry Rhythms

MONTH 3: Health: Marital & Relational, Life & Family Rhythms

MONTH 4: Theology: Christ, Word & Preaching

MONTH 5: Theology: Church, Mission & Leadership

MONTH 6: Theology: Discipleship

MONTH 7: Theology: Reformation History and Distinctives

MONTH 8: Theology: Church Membership

MONTH 9: Strategy: Groups & Discipleship Strategy

MONTH 10: Strategy: Community Engagement & Mission

MONTH 11: Strategy: Multiplication and Addition

MONTH 12: Strategy: Church Revitalization

MONTH 13: Leadership: Volunteers, Teams & Recruiting

MONTH 14: Leadership: Leadership Development

MONTH 15: Leadership: Staff & Church Culture

MONTH 16: Leadership: Elder Boards & Governance

MONTH 17: Leadership: Budget and Finance

MONTH 18: Leadership: Mission, Vision, and Core Values Definition

MONTH 19: Other

MONTH 20: Other

MONTH 21: Other

Growth and Development

Outside Training

One of the keys to being successful in ministry is to be a lifelong learner. Our staff will engage with various conferences, webinars, podcasts, or other training materials throughout the year. From time to time, opportunities will be available to join Metropolitan's staff in these learning activities.

Onsite Visits

Given that we are enriched through different experiences, you will be asked to attend various churches from time to time. You will have opportunities to learn from others in different ministries.

Personal Investment

Our pastoral staff has a wealth of resources and experiences. Each staff member will make a personal investment in you throughout the residency.

New Experiences

You will likely be opportunities to preach, teach Bible studies, lead discussions, explore the use of digital media, build relationships with our community, or serve in ministries like Metro Kids, Students, and worship ministries.

Reading

This residency will provide monthly reading assignments and discussions with various members of our pastoral staff.

- *Humility*, C.J. Mahaney
- *Christ-Centered Preaching*, Bryan Chapell
- *The Gathering Storm*, Al Mohler
- *God Dreams*, Will Mancini
- *Church Unique*, Will Mancini
- *Sticky Teams*, Larry Osborne
- *Unstuck Church*, Tony Morgan
- *Christ-Centered Worship*, Bryan Chapell
- *Taking God at His Word*, Kevin DeYoung
- *Designed to Lead*, Eric Geiger
- *Theology of the Reformers*, Timothy George
- *The Unquenchable Flame*, Michael Reeves
- *What Is a Healthy Church?*, Mark Dever
- *What Is a Healthy Church Member*, Thabiti Anyabwile
- *Understanding Church Leadership*, Mark Dever
- *The Reformation of the Church*, Iain Murray
- *The Christian Ministry*, Charles Bridges
- *Polity*, Mark Dever, ed.
- *Nine Marks of a Healthy Church*, Mark Dever
- *The Deliberate Church*, Mark Dever and Paul Alexander

- *Expositional Preaching*, David Helm
- *The Gospel and Personal Evangelism*, Mark Dever
- *Evangelism and the Sovereignty of God*, J.I. Packer
- *The Trellis and the Vine*, Colin Marshall and Tony Payne
- *Church Membership*, Jonathan Leeman
- *Church Elders*, Jeramie Rinne

Involvement

During your residency, you are expected to be both a healthy contributor as well as a healthy church-member in residence. As such, you will have unique exposure to various environments:

- Regular attendance at weekly worship services
- Regular attendance to elder meetings
- Regular attendance to Monday staff meetings
- Regular attendance to a Family Group
- Regular attendance to Wednesday ministries (varies)
- Preaching (as requested)
- Teaching (as requested)
- Service planning (as requested)
- All church events (i.e. Vacation Bible School)
- Discipleship
- Regular office hours
- Regular attendance at committee meetings (as requested)
- All other activities requested by the senior pastor

Tracks

Every resident will have one (or two at the most) tracks for the residency. These tracks will provide an area of emphasis for the ministry during the duration of the residency. This does not mean that the resident will not serve in other areas of the church. Each track will have a separate list of responsibilities provided by the direct supervisor associated with the actual ministry. The tracks will be selected based upon two criteria:

- The gift makeup of the resident.
- The present needs for Metropolitan at the time of the residency.

Worship Ministries

Involvement with service planning, song selection, leading worship teams, interfacing with tech, stage set-up, leading congregational singing, and worship service evaluation. Worship Ministries Pastor is direct supervisor.

Metro Kids (Children's Ministries)

Involvement with Sunday morning Metro Kids programs, AWANA, volunteer training and development, curriculum, activities, Metro Kids events like camp and Vacation Bible School, and Sonlight preschool. Metro Kids Director is direct supervisor.

Student Ministries

Involvement with Sunday morning teaching and programming, Wednesday night D-Groups, leaders development, events, and summer activities. Student Ministries Pastor is direct supervisor.

Outreach Ministries

Partner with ministries Metropolitan already works with for the purpose of community engagement. Examples would be Whiz Kids, Wiley Post Elementary, Care Portal, and Little Light Christian School. Senior Pastor is direct supervisor.

Digital Engagement

Create content designed to broaden and expand Metropolitan's digital footprint. Examples would be weekly interviews, discussions on cultural and theological topics, and sermon application. Senior Pastor is direct supervisor.

Young Adults

Leading a young adult ministry that focuses on Gen Z and young millennials. Active discipleship and mentoring is expected. Senior Pastor is direct supervisor.

Family Groups

Oversee Metropolitan's small group ministry (Family Groups) by providing structure, accountability, and training to leadership. Actively seek ways to multiply groups by discipling new leaders. Family Group Coordinator is direct supervisor.

Accountability

Accountability is crucial for a healthy residency program. Accordingly the following measures of accountability are expected of all residents in the program:

SPIRITUAL / PERSONAL ACCOUNTABILITY: The resident should identify a mentor and maintain a healthy relationship that includes regular meetings. The identity of this individual is flexible, and it is up to the resident to select this person.

MINISTRY ACCOUNTABILITY: The resident must report directly to the pastor/director who oversees the ministry of his track.

ELDER ACCOUNTABILITY: The resident will provide monthly progress reports to the elders in order to inform the board of growth and ministry activity.

Application

If you are interested in applying for Metropolitan's Pastoral Residency Program, please submit a current resume and respond in written form to the questions below. Email documents to Pastor John Frawley at jfrawley@metropolitanbible.church.

1. In what ways have you or are you currently demonstrating leadership?
2. How would you describe your strengths and weaknesses?
3. Tell us about your journey of faith.
4. How have you been involved in your local church – past and present?
5. What is something you have learned recently from the Word of God?
6. Read any good books lately? Tell us about one or two of them. (Exclude the Bible on this answer.)
7. What do you like to do for fun?
8. When did you sense a calling to be a pastor?
9. Where and how do you sense God is directing you to serve Him after this residency?
10. Why do you feel called to be involved in this residency program at Metropolitan?

Church Residency Program

7201 W. Britton Rd.
Oklahoma City, OK 73231
metropolitanbible.church



METROPOLITAN
B I B L E C H U R C H