



RESIDENCY PROGRAM

Residency at Rocky exists to raise up the next generation of church leaders.

Apply at rocky.church/residency

WHAT IS RESIDENCY AT ROCKY?

- The Residency is a **two-year leadership development program** for emerging leaders who feel called to vocational ministry.
- The Residency focuses on **hands-on ministry experience** within a department of the church.
- Each resident gets the **real-life ministry experience** they will need for a lifetime of significant church ministry.
- Over the two years, each resident learns leadership skills through **weekly leadership training**, which focuses on 24 skills, including: communication, influence, managing details, failing forward, etc.
- **Additional opportunities** will also be provided, including: a Resident Retreat, going on a mission trip, experiencing Rocky's Groups Pathway, reading a variety of books, etc.

WHAT ARE THE RESIDENCY QUALIFICATIONS?

- A desire to work in full-time ministry.
- Proven leadership abilities.
- Proven character, integrity, maturity and work ethic.
- At least one year out of high school, and ages 19-29.
- Agreement with Rocky Mountain Christian Church's Statement of Faith. *(See pages 4)*

HOW WILL I GET THE MOST FROM THIS EXPERIENCE?

- Be a sponge, soak it all in.
- Be a learner, ask questions.
- Try different things, volunteer in other areas.
- Be flexible and adaptable.
- Do everything with excellence and seek to help.
- Have a positive attitude.
- Take time getting to know your ministry team.

HOW LONG IS THE RESIDENCY PROGRAM?

The Residency is a **two-year program**.

After the first 90 days and the 9-month mark, the Resident Director, Ministry Supervisor and the Resident will re-evaluate and confirm the program is meeting expectations for all. The evaluation will determine if the Resident continues or ends the Residency Program at Rocky.

At 18-months, it is encouraged for residents to start looking for a ministry position. You may get an offer before the end of your residency. If your Supervisor and the Resident Director agree that the resident is ready, then this is an acceptable end to your residency. Upon completing the residency, there is no guarantee of a job offer from Rocky.

HOW MANY HOURS PER WEEK IS THE RESIDENCY?

Each resident is expected to **work 29 hours per week**. The bulk of the time will be spent working with their Ministry Supervisor as a part of their ministry team. Residents are also expected to participate in the weekly **Resident Leadership Training** (2.5 hours) and to **volunteer in another area of ministry** (1.5-2.5 hours), which is outside of the 29 paid hours.

Weekly hours will be adjusted to support your weekend responsibilities. Your Ministry Supervisor will present you with a baseline schedule for your work week. Fridays and Saturdays are Rocky's typical days off. Depending on your ministry role or time of year, your supervisor may adjust your days off.

WHO WILL BE THE KEY PEOPLE IN MY LIFE DURING THE RESIDENCY?

The Residency Director and Residency Coordinator

The Residency Director and Coordinator monitor your overall experience, growth and performance. They also lead the Resident Leadership Training and will be spending one-on-one time with each resident.

Ministry Supervisor

The Ministry Supervisor will be your boss. They will have a job description and a checklist of ministry opportunities for you and will be setting up your hands-on ministry experience. The Ministry Supervisor will meet with you on a regular basis.

WHAT DOES COMPENSATION LOOK LIKE?

- Residents will be considered a Part-time Employee (29 hours per week) and will be paid **\$12/hour**.
- Rocky will provide books for the Residency Training.
- Rocky will provide the registration costs or discounts to various retreats/events over the 2 years.
- Rocky will provide up to half of the cost of the mission trip.
- The Resident will gain a week of PTO after 6 months, as well as getting paid for various holidays and a week off at the end of the year (Dec 25-31).
- Rocky provides paid time off for spiritual renewal.

WHERE WILL I LIVE?

Rocky will work with you on finding a host home arrangement. You are also free to find your own housing. We recommend finding a place that is within a 5-10 mile radius of the campus you will be serving at.

Residents are expected to conduct themselves appropriately at their host home. The resident should consider themselves part of the household. This means the residents clean up after themselves and help to keep up the house. As a member of the household, the resident should be courteous with regard to cleanliness, noise, whereabouts and common considerations.

WHAT DO I NEED?

- Your own transportation.
- Your own health and auto insurance.
- You will be responsible for paying a portion of the mission trip. Prepare to build a prayer and financial support team. We will teach you how to do this.

CAN I WORK AN ADDITIONAL JOB?

Residents may have an additional part time job to supplement their income. The resident's outside job, however, should not impede their regular residency duties. The resident is responsible to find his or her own outside employment that fits into their weekly ministry rhythm.

WHAT HAPPENS AFTER I COMPLETE THE RESIDENCY?

Near the end of the residency experience, we focus on preparing you for your next ministry position, whether that's at Rocky or another church. We partner with Leadership Pathway to help you put your best foot forward and confidently move into what God has prepared for you next. It is our ultimate goal to help you land where you can use your gifts and build toward ministry longevity and success.

BELIEFS

Rocky Mountain Christian Church is a non-denominational, Christian Church.

STATEMENT OF FAITH

While the following list is not an exhaustive list, it does represent the core of who we are and what we believe:

We Believe...

- There is one **God**, eternally existing in three persons: Father, Son and Holy Spirit. He is the creator and ruler of all things and the redeemer of mankind.
- **Jesus Christ** is the Son of God. He died on the cross as a perfect sacrifice to pay the penalty for our sins and God raised him from the dead on the third day.
- The **Holy Spirit** is our guide and comforter. He empowers believers to fulfill God's vision and purpose for their lives.
- People are created by God to have a **personal relationship** with him. Each person's willful decision to sin severs their relationship with God and leaves them lost, without hope, and in need of rescue.
- **Salvation** is a gift offered to us by God's grace apart from any personal work or achievement. Salvation from sin is the common need of all people and can only be found through Jesus Christ.
- The appropriate **response** to God's grace is to believe, repent, confess, be baptized, and partner our lives deeper with Jesus, his church and his mission.
- Biblical **baptism** is by immersion, as practiced and instructed by Jesus and the early church.
- The **Bible** is the authoritative Word of God which guides all we say and do. It is truth without error, and it is the source for knowing God's will for our lives.
- The **church** is a faith community consisting of Christians everywhere. The New Testament provides clear instruction concerning how we should teach the Gospel as well as a pattern for church practices.
- **Sharing** and helping people understand the story and teachings of Jesus is every Christian's privilege and responsibility.