

What is Graceway Residency?

THE RESIDENCY PROGRAM

The Graceway Residency is a two year, full-time leadership training program designed to give hands-on experience working with one of the staff teams of the church, personal mentoring and leadership training to equip emerging church leaders for a lifetime of ministry significance. We believe the church is responsible for developing the next generation of church leaders and can not simply delegate this responsibility entirely to other institutions including college, seminary, and/or other pastoral para-church organizations. The pastoral ministry is a unique calling, we believe that it requires a pastoral leader to identify, develop, and train emerging leaders. These convictions are what lead to the development of the Residency Program.

WHO BECOMES A RESIDENT?

Below are some qualifications we look for as we are sifting through potential candidates. Whether they come from our Graceway family, our local community, networks or a college/institution, each resident must meet the below qualifications and successfully make it through our interview process.

- *Residents have expressed a clear calling into full-time church ministry*
- *Residents are college graduates*
- *Residents are in alignment with Graceway church philosophy, culture, and staff*
- *Leaders*
- *Residents must have ministry experience, maturity, and a good work ethic*
- *All residents must have health and auto insurance.*

DURATION OF RESIDENCY

Residency is a two-year program. Residents can join the program in August or January. After 18 months the residents are encouraged to start looking for a pastoral position. Many of them get an offer before the end of their residency. If the Resident Coach and the Director agree that the resident is ready, then it is acceptable to end their residency

RESIDENT HOUSING

Our hope is that each resident will have the option to live in housing provided by the church. Residents are expected to conduct themselves appropriately at the host home. The resident should consider themselves part of the household. This means the residents clean up after themselves and find additional work 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.....these expectations are addressed via the "How We Live" document conversation.

VISION OF HOST HOMES

When becoming a host home, you are doing more than providing a room and key for a future resident, but, you are participating in the residency program in a key, and unique way. As a Host Home, you are inviting an emerging leader to live and share life with you as they grow in their practical leadership and personal development.

EXPECTATIONS OF HOST HOMES

A consistent living environment can add a lot of value to one's residency. We believe that clear expectations will only help enable that reality. The following are expectations when you join the residency ministry as a host home.

- *A member of Graceway*
- *Suitable living space/room for a resident*
- *Appropriate passion to serve emerging church leaders*
- *Ability to address, navigate difficult conversations when potential conflict and/or issues arise during one's residency*
- *A healthy family dynamic*
- *Host homes **are not required** to provide ALL meals or other living necessities for residents*
- *We ask for you to consider a one-year commitment*

If interested in hosting but would like to discuss with someone please email jbrady@visitgraceway.org

GRACEWAY HOST FAMILY/RESIDENT “THE WAY WE LIVE” CONVERSATION TOOL

The Way We Live Conversation Tool is provided as a guide to help you establish “house rules” and clear expectations as your Graceway Resident moves in and makes your home their place to live, laugh, and love for a season. We’ve found that setting expectations on the front end creates a healthy environment to work out life together over the following months.

If you’d like ideas or someone to talk to about how to win in creating the very best experience for please don’t hesitate to call our Resident Coordinator, Jodi Brady (816) 315-3727 or email at jbrady@visitgraceway.org

- 1) **Communication-** *“The single biggest problem in communication is the illusion that it has taken place.”--George Bernard Shaw*
 - *What steps will we take when things aren’t working the way we thought they would?*
 - *Given the house layout and needs of the family, what communication needs to take place in occurrence of the following:*
 - *Late night arrivals at home*
 - *Nights the resident won’t be home at all*
 - *Guests that the resident may want to invite over*
- 2) **Food in the Kitchen-** *“Food is an important part of a balanced diet”. Fran Lebowitz*
 - *Is there a designated place for the resident to keep food? Where?*
 - *While there is no requirement for the host family to provide food/meals, we’ve found that some families like for the residents to join them for meals when their schedule allows. What would our household like to do in this area? Any daily communication needed?*
- 3) **Cars and Parking-** *“The way humans hunt for parking and the way animals hunt for food are not as different as you might think.” Tom Vanderbilt*
 - *Where is the best place to park?*
 - *Keys available if needed?*
- 4) **Thermostat-** *“It doesn’t make a difference what temperature a room is, it’s always room temperature” -Steven Wright*
 - *What is the expectation for the thermostat setting for air conditioning and heating?*
- 5) **Laundry-** *“Sometimes I feel like throwing in the towel...but that would only make more laundry for me.” Pinterest*
 - *When is the best time to do laundry*
 - *Any special instructions/conditions?*
- 6) **Cleanliness-** *“Housework is something you do that nobody notices until you don’t do it.” Unknown*
We have found that this issue can cause tension if clear boundaries are not set upfront. What are your expectations regarding the following:
 - *Resident’s room*
 - *Common areas*
- 7) **Other Items:**

- *Pets*
- *Garbage*
- *Mail: Collection and distribution*
- *Others.....*

8) What can the Resident do to help out as a member of the household

We've held this "Way We Live" conversation on _____(date). We are in agreement to use it as a guide when we encounter tension in daily life and seek to resolve them.

Signatures:

_____ *(host home)*

_____ *(Resident)*