



# **Pastoral Residency**

## **Handbook**

**2017**

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## **Introduction**

The Pastoral Residency Handbook is designed to communicate the philosophy, policies, procedures, and expectations of those participating in the Pastoral Residency Program (henceforth referred to as PRP) at Freshwater Church. This handbook is designed to provide supplementary information that specifically applies to the program. It also aids in communicating to a Pastoral Resident (henceforth referred to as PR) regarding the expectations that they should have regarding the responsibilities of the church during the residency.

### **1.0 Program Philosophy**

#### **1.1 Vision**

We believe that the training of potential pastors, church planters, lay leaders, and missionaries is best accomplished in the context of the local church. As a result of this conviction, the vision of the Freshwater PRP is to assist Freshwater Church in pursuing its mission of making disciples of all nations by raising up, training, assisting, and coaching future church leaders. These leaders may be future lay or vocational leaders. It is our goal to instill the DNA of Freshwater Church into young leaders so that disciples can be made of all peoples. It is also our goal to see these young men and women raised up, encouraged, taught, and then sent into the world. Our vision is that these future leaders would begin leading today as they are trained theologically in a hands-on ministry context while being overseen and encouraged by seasoned ministers.

#### **1.2 Benefits of the Program**

A formal, structured pastoral residency at a church can benefit the church and the PR in several ways. It benefits the PR by:

- Providing them with valuable ministry experience and leadership training.
- Strengthening a PR's resume as they potentially pursue vocational ministry in the future.
- Possibly fulfilling some educational requirements.

It also benefits the host church by:

- Providing fresh insight into the health and life of the church.
- Aiding the church in developing and sending future leaders into the mission field.

#### **1.3 Eligibility**

Eligibility for the Freshwater PRP includes, but is not limited to the following:

- PRs must have graduated High School (extenuating circumstances may provide exceptions to this rule)
- PRs must be aligned with the mission, vision, core values and doctrinal position of Freshwater Church (see Appendix)
- PRs should be interested in vocational ministry and will be expected to lead teams and develop leaders

- PRs are required to be in a coaching relationship and a Life Group.
- PRs will provide their own laptop computer and means of transportation.

## **1.4 Tracks**

### **1.4.1 1 Year (1Y)**

One year Pastoral residency is available for any individual that feels called to vocational ministry and would like to sharpen their leadership skills in the local church setting. Start date for the 1Y pastoral residency will be determined on a case-by-case basis.

### **1.4.2 2 Year – Degree Seeking (2YD)**

Two year Pastoral residency is available for those individuals that are seeking a degree through Midwestern Baptist Theological Seminary and the Midwestern Training Network. Start date for the 2YD will be determined on a case-by-case basis.

### **1.4.3 2 Year – Non Degree Seeking (2YND)**

2YND is available for those who feel called to vocational ministry yet do not at this point feel called to seek a Master's Degree.

## **2.0 Program Staff**

The PRP staff consists of three people. These three people will work together to oversee the PRP and to encourage the participants as they advance through the PRP.

### **2.1 PRP Director**

The PRP Director is responsible for the overall vision of the program and for ensuring that the program stays consistent with the mission, vision, and core values of Freshwater Church. The PRP Director has an 'open door policy' with all PRs. Therefore, the PRP Director is always available to the PR to discuss ministry, life, future aspirations, or the Freshwater PRP. The PRP Director is Joshua Hartley. 1Y and 2Y PRs will meet with the PRP Director at least once a quarter.

### **2.2 PRP Supervisor**

Upon acceptance and enrollment into the program each PR is assigned a PRP Supervisor. The PRP Supervisor is an Elder or director in the area of ministry where the PR serves. The PR and the supervisor meet on a regular basis for training, vision casting, strategic planning, ministry projects, etc. The PR will be in constant communication with their PRP Supervisor regarding the week-by-week ministry(s) that they oversee.

## **2.3 PRP Personal Coach**

Upon acceptance and enrollment into the program each PR is assigned a personal coach. This coach will meet with the PR on a regular basis (once or twice a month depending on the PRs chosen track). Coaching is similar to mentoring in that both are designed to grow participants in Christlikeness. However, coaching varies from mentoring in that the goal of mentoring is to instill knowledge into an individual while the goal of coaching is to draw out the strengths, aspirations, and goals of the one being coached. The personal coach will also work with the PR to form and discuss goals as well as to create a personal development plan for the span on the PRship. 1Y and 2Y PRs will meet with their personal coach once a month.

## **3.0 Applying for the Program**

The application process for the PRP is important for the leadership of Freshwater as well as for the applicant. The process allows Freshwater Leadership to individually assess each applicant and connect them with the best area of service.

With this in mind, the following is the normal application process.

1. The application process begins when a prospective PR initiates contact with leadership at Freshwater Church.
2. The next step in the process will generally be a quick meeting with the PRP Supervisor. This meeting will be informal. It is there that the prospective PR will receive and begin to review the Pastoral Residency Handbook to determine whether a Freshwater Pastoral Residency is right for them.
3. Once the application is completed and submitted with all pertinent information and statements, the prospect will receive an email confirmation. They will also be notified when all references, background checks, etc. are completed.
4. The application will then be reviewed by the PRP Supervisor. If first inspection leads the PRP Supervisor to believe that they are qualified for the program and would benefit from the pastoral residency, their information will be submitted to the Freshwater Elders for review.
5. If the Elders agree with the Program Supervisors assessment, a meeting will be scheduled with the prospect and their family. This meeting will generally be held in Jefferson City and will last approximately 2 hours. The interview will generally consist of 3 parts:
  1. 60 minutes of question and answer. The Elders and/or program staff will ask questions to the applicant (and spouse/fiancé if applicable) regarding character, theology, ministry calling, mission devotion, finances, and gifting. The applicant will also be given the opportunity to ask questions regarding the pastoral residency specifics.
  2. 20 minutes of discussion. The applicant will be temporarily dismissed as the team of interviewers discuss the quality and potential of the applicant.
  3. 30 minutes of follow-up. The applicant will be invited back for the second half of the interview. If the applicant is approved for the pastoral residency, details discussing steps toward enrollment will be reviewed, including the creation of a personalized responsibility description, pastoral residency start date, and the assigning of a supervisor and personal coach.

## **4.0 During the Pastoral Residency**

### **4.1 General Expectations**

1Y and 2Y PRs must complete the New Partner process within the first 3 months of the pastoral residency. Exceptions are made only if the required classes are not offered since the beginning of the pastoral residency. This process includes the signing of a Partnership Covenant (see appendix).

The PR must demonstrate the ability to work well with others, especially under the leadership authority of their supervisor and personal coach.

The PR must be participating in a Life Group.

The PR must demonstrate a commitment to the role assigned and be available as needed, including approximately 15 hours per week. They are expected to work well as a self-starter. This includes self-management of time and projects. PRs must be seen as hard workers who need little direction and oversight.

Sunday is a work day for PRs. They will be expected to 'arrive early and stay late'.

Spouses and fiancés of PRs are, by association, seen as leaders at Freshwater. Therefore, they are expected to be involved in the life and fulfillment of the mission of Freshwater Church in many of the same ways that the PR is.

The PR must understand that they minister as a representative of Jesus Christ and Freshwater Church. It is vital that their life model an example worthy of being followed.

Regarding Time Off:

- For any time off taken, one month's notice is expected.
- Sick days do not count toward time off.
- To request time off, PRs must email the PRP Supervisor with the specific dates as well as what events are anticipated to be missed during that time.
- PRs may not take off any time during Easter Weekend (including Good Friday).
- Time off on the Sundays before and after Thanksgiving and Christmas cannot be guaranteed.
- PRs may miss a total of 4 Sunday Worship Services per year.

### **4.2 Required Reading**

Required readings are specific to the area of ministry the individual is interested in pursuing and are determined in consultation with the individual. Required reading for the PRP will vary based upon each PRs personal track and pastoral residency emphasis. Generally, each PR should plan to read 50 pages a week during the Pastoral Residency. Those participating in 2YD track should plan on their required reading *generally* corresponding with the assigned reading from their course work. Freshwater will provide all required reading materials.

## **4.3 Monthly Reports**

### **4.3.1 Statement on Personal and Family Health**

Every month each PR is required to submit a 'Statement on Personal and Family Health'. This report is to ensure that the workload that accompanies the pastoral residency as well as personal and family life does not hinder the spiritual development and health of the PR or their loved ones. This statement will deal with the emotional, physical, and spiritual aspects of the PR's health. A form will be provided to accompany this statement.

### **4.3.2 Ministry Summary**

Each month the PR will be required to submit a 'Ministry Summary' form. This form will summarize ministry involvement for the month and will work as a gauge as to estimate the amount of time devoted to ministry. At the end of the pastoral residency they will also work to provide a collective assessment of the pastoral residency that you can then place on your resume for a vocational ministry position.

## **4.4 Email**

Every 1Y and 2Y PR will be assigned a Freshwater email address. PRs are expected to check their email at least once every two days. Email addresses will generally be [firstname@freshwaterjc.com](mailto:firstname@freshwaterjc.com). (see Appendix for our Email Charter)

## **4.5 Staff Meetings**

Staff Meetings are generally held every Wednesday morning. All PRs are encouraged but not required to attend Staff Meetings.\*

## **4.6 Elder Meetings**

Elder Meetings are held at different days and times throughout the month. All male PRs will be periodically required to attend Elder meetings. The PRs attendance will be observatory in nature only.\*

*\*The dates and times of Staff and Elder Meetings may be changed to accompany the greatest number of participants.*

## **5.0 Appendix**

### **5.1 Statement of Faith**

#### **I. The Scriptures**

The Holy Bible was written by men divinely inspired and is God's revelation of Himself to man. It is a perfect treasure of divine instruction. It has God for its author, salvation for its end, and truth, without

any mixture of error, for its matter. Therefore, all Scripture is totally true and trustworthy. It reveals the principles by which God judges us, and therefore is, and will remain to the end of the world, the true center of Christian union, and the supreme standard by which all human conduct, creeds, and religious opinions should be tried. All Scripture is a testimony to Christ, who is Himself the focus of divine revelation.

*Exodus 24:4; Deuteronomy 4:1-2; 17:19; Joshua 8:34; Psalms 19:7-10; 119:11,89,105,140; Isaiah 34:16; 40:8; Jeremiah 15:16; 36:1-32; Matthew 5:17-18; 22:29; Luke 21:33; 24:44-46; John 5:39; 16:13-15; 17:17; Acts 2:16ff.; 17:11; Romans 15:4; 16:25-26; 2 Timothy 3:15-17; Hebrews 1:1-2; 4:12; 1 Peter 1:25; 2 Peter 1:19-21.*

## **II. God**

There is one and only one living and true God. He is an intelligent, spiritual, and personal Being, the Creator, Redeemer, Preserver, and Ruler of the universe. God is infinite in holiness and all other perfections. God is all powerful and all knowing; and His perfect knowledge extends to all things, past, present, and future, including the future decisions of His free creatures. To Him we owe the highest love, reverence, and obedience. The eternal triune God reveals Himself to us as Father, Son, and Holy Spirit, with distinct personal attributes, but without division of nature, essence, or being.

### **A. God the Father**

God as Father reigns with providential care over His universe, His creatures, and the flow of the stream of human history according to the purposes of His grace. He is all powerful, all knowing, all loving, and all wise. God is Father in truth to those who become children of God through faith in Jesus Christ. He is fatherly in His attitude toward all men.

*Genesis 1:1; 2:7; Exodus 3:14; 6:2-3; 15:11ff.; 20:1ff.; Leviticus 22:2; Deuteronomy 6:4; 32:6; 1 Chronicles 29:10; Psalm 19:1-3; Isaiah 43:3,15; 64:8; Jeremiah 10:10; 17:13; Matthew 6:9ff.; 7:11; 23:9; 28:19; Mark 1:9-11; John 4:24; 5:26; 14:6-13; 17:1-8; Acts 1:7; Romans 8:14-15; 1 Corinthians 8:6; Galatians 4:6; Ephesians 4:6; Colossians 1:15; 1 Timothy 1:17; Hebrews 11:6; 12:9; 1 Peter 1:17; 1 John 5:7.*

### **B. God the Son**

Christ is the eternal Son of God. In His incarnation as Jesus Christ He was conceived of the Holy Spirit and born of the virgin Mary. Jesus perfectly revealed and did the will of God, taking upon Himself human nature with its demands and necessities and identifying Himself completely with mankind yet without sin. He honored the divine law by His personal obedience, and in His substitutionary death on the cross He made provision for the redemption of men from sin. He was raised from the dead with a glorified body and appeared to His disciples as the person who was with them before His crucifixion. He ascended into heaven and is now exalted at the right hand of God where He is the One Mediator, fully God, fully man, in whose Person is effected the reconciliation between God and man. He will return in power and glory to judge the world and to consummate His redemptive mission. He now dwells in all believers as the living and ever present Lord.

*Genesis 18:1ff.; Psalms 2:7ff.; 110:1ff.; Isaiah 7:14; 53; Matthew 1:18-23; 3:17; 8:29; 11:27; 14:33; 16:16,27; 17:5; 27; 28:1-6,19; Mark 1:1; 3:11; Luke 1:35; 4:41; 22:70; 24:46; John 1:1-18,29; 10:30,38; 11:25-27; 12:44-50; 14:7-11; 16:15-16,28; 17:1-5, 21-22; 20:1-20,28; Acts 1:9; 2:22-24; 7:55-56; 9:4-5,20; Romans 1:3-4; 3:23-26; 5:6-21; 8:1-3,34; 10:4; 1 Corinthians 1:30; 2:2; 8:6; 15:1-8,24-28; 2 Corinthians 5:19-21; 8:9; Galatians 4:4-5; Ephesians 1:20; 3:11; 4:7-10; Philippians 2:5-*

*11; Colossians 1:13-22; 2:9; 1 Thessalonians 4:14-18; 1 Timothy 2:5-6; 3:16; Titus 2:13-14; Hebrews 1:1-3; 4:14-15; 7:14-28; 9:12-15,24-28; 12:2; 13:8; 1 Peter 2:21-25; 3:22; 1 John 1:7-9; 3:2; 4:14-15; 5:9; 2 John 7-9; Revelation 1:13-16; 5:9-14; 12:10-11; 13:8; 19:16.*

### **C. God the Holy Spirit**

The Holy Spirit is the Spirit of God, fully divine. He inspired holy men of old to write the Scriptures. Through illumination He enables men to understand truth. He exalts Christ. He convicts men of sin, of righteousness, and of judgment. He calls men to the Saviour, and effects regeneration. At the moment of regeneration He baptizes every believer into the Body of Christ. He cultivates Christian character, comforts believers, and bestows the spiritual gifts by which they serve God through His church. He seals the believer unto the day of final redemption. His presence in the Christian is the guarantee that God will bring the believer into the fullness of the stature of Christ. He enlightens and empowers the believer and the church in worship, evangelism, and service.

*Genesis 1:2; Judges 14:6; Job 26:13; Psalms 51:11; 139:7ff.; Isaiah 61:1-3; Joel 2:28-32; Matthew 1:18; 3:16; 4:1; 12:28-32; 28:19; Mark 1:10,12; Luke 1:35; 4:1,18-19; 11:13; 12:12; 24:49; John 4:24; 14:16-17,26; 15:26; 16:7-14; Acts 1:8; 2:1-4,38; 4:31; 5:3; 6:3; 7:55; 8:17,39; 10:44; 13:2; 15:28; 16:6; 19:1-6; Romans 8:9-11,14-16,26-27; 1 Corinthians 2:10-14; 3:16; 12:3-11,13; Galatians 4:6; Ephesians 1:13-14; 4:30; 5:18; 1 Thessalonians 5:19; 1 Timothy 3:16; 4:1; 2 Timothy 1:14; 3:16; Hebrews 9:8,14; 2 Peter 1:21; 1 John 4:13; 5:6-7; Revelation 1:10; 22:17.*

### **III. Man**

Man is the special creation of God, made in His own image. He created them male and female as the crowning work of His creation. The gift of gender is thus part of the goodness of God's creation. In the beginning man was innocent of sin and was endowed by his Creator with freedom of choice. By his free choice man sinned against God and brought sin into the human race. Through the temptation of Satan man transgressed the command of God, and fell from his original innocence whereby his posterity inherit a nature and an environment inclined toward sin. Therefore, as soon as they are capable of moral action, they become transgressors and are under condemnation. Only the grace of God can bring man into His holy fellowship and enable man to fulfill the creative purpose of God. The sacredness of human personality is evident in that God created man in His own image, and in that Christ died for man; therefore, every person of every race possesses full dignity and is worthy of respect and Christian love.

*Genesis 1:26-30; 2:5,7,18-22; 3; 9:6; Psalms 1; 8:3-6; 32:1-5; 51:5; Isaiah 6:5; Jeremiah 17:5; Matthew 16:26; Acts 17:26-31; Romans 1:19-32; 3:10-18,23; 5:6,12,19; 6:6; 7:14-25; 8:14-18,29; 1 Corinthians 1:21-31; 15:19,21-22; Ephesians 2:1-22; Colossians 1:21-22; 3:9-11.*

### **IV. Salvation**

Salvation involves the redemption of the whole man, and is offered freely to all who accept Jesus Christ as Lord and Saviour, who by His own blood obtained eternal redemption for the believer. In its broadest sense salvation includes regeneration, justification, sanctification, and glorification. There is no salvation apart from personal faith in Jesus Christ as Lord.

A. Regeneration, or the new birth, is a work of God's grace whereby believers become new creatures in Christ Jesus. It is a change of heart wrought by the Holy Spirit through conviction of sin, to which the sinner responds in repentance toward God and faith in the Lord Jesus Christ. Repentance and faith are inseparable experiences of grace.

Repentance is a genuine turning from sin toward God. Faith is the acceptance of Jesus Christ and commitment of the entire personality to Him as Lord and Saviour.

B. Justification is God's gracious and full acquittal upon principles of His righteousness of all sinners who repent and believe in Christ. Justification brings the believer unto a relationship of peace and favor with God.

C. Sanctification is the experience, beginning in regeneration, by which the believer is set apart to God's purposes, and is enabled to progress toward moral and spiritual maturity through the presence and power of the Holy Spirit dwelling in him. Growth in grace should continue throughout the regenerate person's life.

D. Glorification is the culmination of salvation and is the final blessed and abiding state of the redeemed.

*Genesis 3:15; Exodus 3:14-17; 6:2-8; Matthew 1:21; 4:17; 16:21-26; 27:22-28:6; Luke 1:68-69; 2:28-32; John 1:11-14,29; 3:3-21,36; 5:24; 10:9,28-29; 15:1-16; 17:17; Acts 2:21; 4:12; 15:11; 16:30-31; 17:30-31; 20:32; Romans 1:16-18; 2:4; 3:23-25; 4:3ff.; 5:8-10; 6:1-23; 8:1-18,29-39; 10:9-10,13; 13:11-14; 1 Corinthians 1:18,30; 6:19-20; 15:10; 2 Corinthians 5:17-20; Galatians 2:20; 3:13; 5:22-25; 6:15; Ephesians 1:7; 2:8-22; 4:11-16; Philippians 2:12-13; Colossians 1:9-22; 3:1ff.; 1 Thessalonians 5:23-24; 2 Timothy 1:12; Titus 2:11-14; Hebrews 2:1-3; 5:8-9; 9:24-28; 11:1-12:8,14; James 2:14-26; 1 Peter 1:2-23; 1 John 1:6-2:11; Revelation 3:20; 21:1-22:5.*

## V. God's Purpose of Grace

Election is the gracious purpose of God, according to which He regenerates, justifies, sanctifies, and glorifies sinners. It is consistent with the free agency of man, and comprehends all the means in connection with the end. It is the glorious display of God's sovereign goodness, and is infinitely wise, holy, and unchangeable. It excludes boasting and promotes humility.

All true believers endure to the end. Those whom God has accepted in Christ, and sanctified by His Spirit, will never fall away from the state of grace, but shall persevere to the end. Believers may fall into sin through neglect and temptation, whereby they grieve the Spirit, impair their graces and comforts, and bring reproach on the cause of Christ and temporal judgments on themselves; yet they shall be kept by the power of God through faith unto salvation.

*Genesis 12:1-3; Exodus 19:5-8; 1 Samuel 8:4-7,19-22; Isaiah 5:1-7; Jeremiah 31:31ff.; Matthew 16:18-19; 21:28-45; 24:22,31; 25:34; Luke 1:68-79; 2:29-32; 19:41-44; 24:44-48; John 1:12-14; 3:16; 5:24; 6:44-45,65; 10:27-29; 15:16; 17:6,12,17-18; Acts 20:32; Romans 5:9-10; 8:28-39; 10:12-15; 11:5-7,26-36; 1 Corinthians 1:1-2; 15:24-28; Ephesians 1:4-23; 2:1-10; 3:1-11; Colossians 1:12-14; 2 Thessalonians 2:13-14; 2 Timothy 1:12; 2:10,19; Hebrews 11:39-12:2; James 1:12; 1 Peter 1:2-5,13; 2:4-10; 1 John 1:7-9; 2:19; 3:2.*

## VI. The Church

A New Testament church of the Lord Jesus Christ is an autonomous local congregation of baptized believers, associated by covenant in the faith and fellowship of the gospel; observing the two ordinances of Christ, governed by His laws, exercising the gifts, rights, and privileges invested in them by His Word, and seeking to extend the gospel to the ends of the earth. Each congregation operates under the Lordship of Christ through democratic processes. In such a congregation each member is responsible and accountable to Christ as Lord. Its scriptural officers are pastors and deacons. While both men and

women are gifted for service in the church, the office of pastor is limited to men as qualified by Scripture.

The New Testament speaks also of the church as the Body of Christ which includes all of the redeemed of all the ages, believers from every tribe, and tongue, and people, and nation.

*Matthew 16:15-19; 18:15-20; Acts 2:41-42,47; 5:11-14; 6:3-6; 13:1-3; 14:23,27; 15:1-30; 16:5; 20:28; Romans 1:7; 1 Corinthians 1:2; 3:16; 5:4-5; 7:17; 9:13-14; 12; Ephesians 1:22-23; 2:19-22; 3:8-11,21; 5:22-32; Philippians 1:1; Colossians 1:18; 1 Timothy 2:9-14; 3:1-15; 4:14; Hebrews 11:39-40; 1 Peter 5:1-4; Revelation 2-3; 21:2-3.*

## **VII. Baptism and the Lord's Supper**

Christian baptism is the immersion of a believer in water in the name of the Father, the Son, and the Holy Spirit. It is an act of obedience symbolizing the believer's faith in a crucified, buried, and risen Saviour, the believer's death to sin, the burial of the old life, and the resurrection to walk in newness of life in Christ Jesus. It is a testimony to his faith in the final resurrection of the dead. Being a church ordinance, it is prerequisite to the privileges of church membership and to the Lord's Supper.

The Lord's Supper is a symbolic act of obedience whereby members of the church, through partaking of the bread and the fruit of the vine, memorialize the death of the Redeemer and anticipate His second coming.

*Matthew 3:13-17; 26:26-30; 28:19-20; Mark 1:9-11; 14:22-26; Luke 3:21-22; 22:19-20; John 3:23; Acts 2:41-42; 8:35-39; 16:30-33; 20:7; Romans 6:3-5; 1 Corinthians 10:16,21; 11:23-29; Colossians 2:12.*

## **VIII. The Lord's Day**

The first day of the week is the Lord's Day. It is a Christian institution for regular observance. It commemorates the resurrection of Christ from the dead and should include exercises of worship and spiritual devotion, both public and private. Activities on the Lord's Day should be commensurate with the Christian's conscience under the Lordship of Jesus Christ.

*Exodus 20:8-11; Matthew 12:1-12; 28:1ff.; Mark 2:27-28; 16:1-7; Luke 24:1-3,33-36; John 4:21-24; 20:1,19-28; Acts 20:7; Romans 14:5-10; 1 Corinthians 16:1-2; Colossians 2:16; 3:16; Revelation 1:10.*

## **IX. The Kingdom**

The Kingdom of God includes both His general sovereignty over the universe and His particular kingship over men who willfully acknowledge Him as King. Particularly the Kingdom is the realm of salvation into which men enter by trustful, childlike commitment to Jesus Christ. Christians ought to pray and to labor that the Kingdom may come and God's will be done on earth. The full consummation of the Kingdom awaits the return of Jesus Christ and the end of this age.

*Genesis 1:1; Isaiah 9:6-7; Jeremiah 23:5-6; Matthew 3:2; 4:8-10,23; 12:25-28; 13:1-52; 25:31-46; 26:29; Mark 1:14-15; 9:1; Luke 4:43; 8:1; 9:2; 12:31-32; 17:20-21; 23:42; John 3:3; 18:36; Acts 1:6-7; 17:22-31; Romans 5:17; 8:19; 1 Corinthians 15:24-28; Colossians 1:13; Hebrews 11:10,16; 12:28; 1 Peter 2:4-10; 4:13; Revelation 1:6,9; 5:10; 11:15; 21-22.*

## **X. Last Things**

God, in His own time and in His own way, will bring the world to its appropriate end. According to His promise, Jesus Christ will return personally and visibly in glory to the earth; the dead will be raised; and Christ will judge all men in righteousness. The unrighteous will be consigned to Hell, the place of everlasting punishment. The righteous in their resurrected and glorified bodies will receive their reward and will dwell forever in Heaven with the Lord.

*Isaiah 2:4; 11:9; Matthew 16:27; 18:8-9; 19:28; 24:27,30,36,44; 25:31-46; 26:64; Mark 8:38; 9:43-48; Luke 12:40,48; 16:19-26; 17:22-37; 21:27-28; John 14:1-3; Acts 1:11; 17:31; Romans 14:10; 1 Corinthians 4:5; 15:24-28,35-58; 2 Corinthians 5:10; Philippians 3:20-21; Colossians 1:5; 3:4; 1 Thessalonians 4:14-18; 5:1ff.; 2 Thessalonians 1:7ff.; 2; 1 Timothy 6:14; 2 Timothy 4:1,8; Titus 2:13; Hebrews 9:27-28; James 5:8; 2 Peter 3:7ff.; 1 John 2:28; 3:2; Jude 14; Revelation 1:18; 3:11; 20:1-22:13.*

## **XI. Evangelism and Missions**

It is the duty and privilege of every follower of Christ and of every church of the Lord Jesus Christ to endeavor to make disciples of all nations. The new birth of man's spirit by God's Holy Spirit means the birth of love for others. Missionary effort on the part of all rests thus upon a spiritual necessity of the regenerate life, and is expressly and repeatedly commanded in the teachings of Christ. The Lord Jesus Christ has commanded the preaching of the gospel to all nations. It is the duty of every child of God to seek constantly to win the lost to Christ by verbal witness undergirded by a Christian lifestyle, and by other methods in harmony with the gospel of Christ.

*Genesis 12:1-3; Exodus 19:5-6; Isaiah 6:1-8; Matthew 9:37-38; 10:5-15; 13:18-30, 37-43; 16:19; 22:9-10; 24:14; 28:18-20; Luke 10:1-18; 24:46-53; John 14:11-12; 15:7-8,16; 17:15; 20:21; Acts 1:8; 2; 8:26-40; 10:42-48; 13:2-3; Romans 10:13-15; Ephesians 3:1-11; 1 Thessalonians 1:8; 2 Timothy 4:5; Hebrews 2:1-3; 11:39-12:2; 1 Peter 2:4-10; Revelation 22:17.*

## **XII. Education**

Christianity is the faith of enlightenment and intelligence. In Jesus Christ abide all the treasures of wisdom and knowledge. All sound learning is, therefore, a part of our Christian heritage. The new birth opens all human faculties and creates a thirst for knowledge. Moreover, the cause of education in the Kingdom of Christ is co-ordinate with the causes of missions and general benevolence, and should receive along with these the liberal support of the churches. An adequate system of Christian education is necessary to a complete spiritual program for Christ's people.

In Christian education there should be a proper balance between academic freedom and academic responsibility. Freedom in any orderly relationship of human life is always limited and never absolute. The freedom of a teacher in a Christian school, college, or seminary is limited by the pre-eminence of Jesus Christ, by the authoritative nature of the Scriptures, and by the distinct purpose for which the school exists.

*Deuteronomy 4:1,5,9,14; 6:1-10; 31:12-13; Nehemiah 8:1-8; Job 28:28; Psalms 19:7ff.; 119:11; Proverbs 3:13ff.; 4:1-10; 8:1-7,11; 15:14; Ecclesiastes 7:19; Matthew 5:2; 7:24ff.; 28:19-20; Luke 2:40; 1 Corinthians 1:18-31; Ephesians 4:11-16; Philippians 4:8; Colossians 2:3,8-9; 1 Timothy 1:3-7; 2 Timothy 2:15; 3:14-17; Hebrews 5:12-6:3; James 1:5; 3:17.*

## **XIII. Stewardship**

God is the source of all blessings, temporal and spiritual; all that we have and are we owe to Him.

Christians have a spiritual debtorship to the whole world, a holy trusteeship in the gospel, and a binding stewardship in their possessions. They are therefore under obligation to serve Him with their time, talents, and material possessions; and should recognize all these as entrusted to them to use for the glory of God and for helping others. According to the Scriptures, Christians should contribute of their means cheerfully, regularly, systematically, proportionately, and liberally for the advancement of the Redeemer's cause on earth.

*Genesis 14:20; Leviticus 27:30-32; Deuteronomy 8:18; Malachi 3:8-12; Matthew 6:1-4,19-21; 19:21; 23:23; 25:14-29; Luke 12:16-21,42; 16:1-13; Acts 2:44-47; 5:1-11; 17:24-25; 20:35; Romans 6:6-22; 12:1-2; 1 Corinthians 4:1-2; 6:19-20; 12; 16:1-4; 2 Corinthians 8-9; 12:15; Philippians 4:10-19; 1 Peter 1:18-19.*

#### **XIV. Cooperation**

Christ's people should, as occasion requires, organize such associations and conventions as may best secure cooperation for the great objects of the Kingdom of God. Such organizations have no authority over one another or over the churches. They are voluntary and advisory bodies designed to elicit, combine, and direct the energies of our people in the most effective manner. Members of New Testament churches should cooperate with one another in carrying forward the missionary, educational, and benevolent ministries for the extension of Christ's Kingdom. Christian unity in the New Testament sense is spiritual harmony and voluntary cooperation for common ends by various groups of Christ's people. Cooperation is desirable between the various Christian denominations, when the end to be attained is itself justified, and when such cooperation involves no violation of conscience or compromise of loyalty to Christ and His Word as revealed in the New Testament.

*Exodus 17:12; 18:17ff.; Judges 7:21; Ezra 1:3-4; 2:68-69; 5:14-15; Nehemiah 4; 8:1-5; Matthew 10:5-15; 20:1-16; 22:1-10; 28:19-20; Mark 2:3; Luke 10:1ff.; Acts 1:13-14; 2:1ff.; 4:31-37; 13:2-3; 15:1-35; 1 Corinthians 1:10-17; 3:5-15; 12; 2 Corinthians 8-9; Galatians 1:6-10; Ephesians 4:1-16; Philippians 1:15-18.*

#### **XV. The Christian and the Social Order**

All Christians are under obligation to seek to make the will of Christ supreme in our own lives and in human society. Means and methods used for the improvement of society and the establishment of righteousness among men can be truly and permanently helpful only when they are rooted in the regeneration of the individual by the saving grace of God in Jesus Christ. In the spirit of Christ, Christians should oppose racism, every form of greed, selfishness, and vice, and all forms of sexual immorality, including adultery, homosexuality, and pornography. We should work to provide for the orphaned, the needy, the abused, the aged, the helpless, and the sick. We should speak on behalf of the unborn and contend for the sanctity of all human life from conception to natural death. Every Christian should seek to bring industry, government, and society as a whole under the sway of the principles of righteousness, truth, and brotherly love. In order to promote these ends Christians should be ready to work with all men of good will in any good cause, always being careful to act in the spirit of love without compromising their loyalty to Christ and His truth.

*Exodus 20:3-17; Leviticus 6:2-5; Deuteronomy 10:12; 27:17; Psalm 101:5; Micah 6:8; Zechariah 8:16; Matthew 5:13-16,43-48; 22:36-40; 25:35; Mark 1:29-34; 2:3ff.; 10:21; Luke 4:18-21; 10:27-37; 20:25; John 15:12; 17:15; Romans 12-14; 1 Corinthians 5:9-10; 6:1-7; 7:20-24; 10:23-11:1; Galatians 3:26-28; Ephesians 6:5-9; Colossians 3:12-17; 1 Thessalonians 3:12; Philemon; James 1:27; 2:8.*

#### **XVI. Peace and War**

It is the duty of Christians to seek peace with all men on principles of righteousness. In accordance with the spirit and teachings of Christ they should do all in their power to put an end to war.

The true remedy for the war spirit is the gospel of our Lord. The supreme need of the world is the acceptance of His teachings in all the affairs of men and nations, and the practical application of His law of love. Christian people throughout the world should pray for the reign of the Prince of Peace.

*Isaiah 2:4; Matthew 5:9,38-48; 6:33; 26:52; Luke 22:36,38; Romans 12:18-19; 13:1-7; 14:19; Hebrews 12:14; James 4:1-2.*

## **XVII. Religious Liberty**

God alone is Lord of the conscience, and He has left it free from the doctrines and commandments of men which are contrary to His Word or not contained in it. Church and state should be separate. The state owes to every church protection and full freedom in the pursuit of its spiritual ends. In providing for such freedom no ecclesiastical group or denomination should be favored by the state more than others. Civil government being ordained of God, it is the duty of Christians to render loyal obedience thereto in all things not contrary to the revealed will of God. The church should not resort to the civil power to carry on its work. The gospel of Christ contemplates spiritual means alone for the pursuit of its ends. The state has no right to impose penalties for religious opinions of any kind. The state has no right to impose taxes for the support of any form of religion. A free church in a free state is the Christian ideal, and this implies the right of free and unhindered access to God on the part of all men, and the right to form and propagate opinions in the sphere of religion without interference by the civil power.

*Genesis 1:27; 2:7; Matthew 6:6-7,24; 16:26; 22:21; John 8:36; Acts 4:19-20; Romans 6:1-2; 13:1-7; Galatians 5:1,13; Philippians 3:20; 1 Timothy 2:1-2; James 4:12; 1 Peter 2:12-17; 3:11-17; 4:12-19.*

## **XVIII. The Family**

God has ordained the family as the foundational institution of human society. It is composed of persons related to one another by marriage, blood, or adoption.

Marriage is the uniting of one man and one woman in covenant commitment for a lifetime. It is God's unique gift to reveal the union between Christ and His church and to provide for the man and the woman in marriage the framework for intimate companionship, the channel of sexual expression according to biblical standards, and the means for procreation of the human race.

The husband and wife are of equal worth before God, since both are created in God's image. The marriage relationship models the way God relates to His people. A husband is to love his wife as Christ loved the church. He has the God-given responsibility to provide for, to protect, and to lead his family. A wife is to submit herself graciously to the servant leadership of her husband even as the church willingly submits to the headship of Christ. She, being in the image of God as is her husband and thus equal to him, has the God-given responsibility to respect her husband and to serve as his helper in managing the household and nurturing the next generation.

Children, from the moment of conception, are a blessing and heritage from the Lord. Parents are to demonstrate to their children God's pattern for marriage. Parents are to teach their children spiritual and moral values and to lead them, through consistent lifestyle example and loving discipline, to make choices based on biblical truth. Children are to honor and obey their parents.

*Genesis 1:26-28; 2:15-25; 3:1-20; Exodus 20:12; Deuteronomy 6:4-9; Joshua 24:15; 1 Samuel 1:26-28; Psalms 51:5; 78:1-8; 127; 128; 139:13-16; Proverbs 1:8; 5:15-20; 6:20-22; 12:4; 13:24; 14:1;*

*17:6; 18:22; 22:6,15; 23:13-14; 24:3; 29:15,17; 31:10-31; Ecclesiastes 4:9-12; 9:9; Malachi 2:14-16; Matthew 5:31-32; 18:2-5; 19:3-9; Mark 10:6-12; Romans 1:18-32; 1 Corinthians 7:1-16; Ephesians 5:21-33; 6:1-4; Colossians 3:18-21; 1 Timothy 5:8,14; 2 Timothy 1:3-5; Titus 2:3-5; Hebrews 13:4; 1 Peter 3:1-7.*

## **5.2 Freshwater Mission**

The stated mission of Freshwater Church is to “make disciples by leading the people of our community and world into a totally-committed relationship with Jesus Christ”. We believe that a disciple of Jesus might be defined as one who is:

- Learning God’s Word,
- Living out their Faith in Jesus as Savior and Lord, and
- Leading others to do the same.

## **5.3 Freshwater Core Values**

Core Values describe those values that Freshwater Church holds near and dear to its heart. These core values help the leadership of Freshwater determine which ministries should and should not be pursued.

### **I. Connection**

We define Connection as being transformed by being in the presence of God. We encourage connection by emphasizing corporate, individual and family worship as well as corporate and individual prayer and fasting.

### **II. Spiritual Formation**

Spiritual Formation is the process by which Christ-followers are transformed into the image of Christ. At Freshwater, five elements of Spiritual Formation are embraced and encouraged on a regular basis. Those elements are:

- a. Emphasis on Covenant Church Partnership
- b. Expository Preaching
- c. Training and Encouragement in Personal Evangelism
- d. Regular Opportunities for in-depth Bible Teaching in Life Groups and Bible Teaching Seminars
- e. Spiritual Formation of the Family

### **III. Community**

Our desire is that all partners of Freshwater would experience Biblical Community as they progress in their walk with Christ. We believe that Biblical Community is best cultivated as small groups of believers begin meeting together on a regular basis, loving each other unconditionally, and studying the Word of God together. We call these small groups 'Life Groups'. All partners of Freshwater agree in their church covenant to be involved in the Life Group of their choosing.

#### **IV. Gospel Advancement**

Our fourth core value deals with the call that God has placed on our hearts to advance His gospel to the ends of the earth. We believe that we are called individually and corporately to make disciples of all nations. Therefore, we emphasize that we are a mobilized congregation that will, and must, plant more churches by making more disciples.

#### **5.4 Church Partnership Covenant**

The church partnership covenant will be signed during the new partner class (required for 1Y and 2Y PRs).



# freshwater church

## -Jefferson City- Partnership Covenant

“When you make a vow to the Lord, do not delay in fulfilling it. He has no pleasure in fools; fulfill your vow. It is better not to vow than to make a vow and not fulfill it.” --Ecclesiastes 5:4-5

### **Purpose**

When anyone enters into relationship with God by grace from, and faith in, the person and work of Jesus Christ, they are entering into two covenants. The first is to walk with God, growing in obedience and love for the rest of their lives. The second is to walk with God’s children, growing in community and love through the local church. Your covenant with Freshwater Church is to officially recognize this commitment and the purposes of this covenant:

1. To join the Spirit in forming authentic community that reflects the relationship between the Father, Son and Spirit.
2. To clarify the ongoing blessing and responsibilities of each member of the core team.
3. To encourage consistency, accountability and living unity within the church family.
4. To accomplish God’s call for the Freshwater Church family.

*This agreement does not imply that you will never fall short of the goals, but that the desire of your heart is to fulfill each of the responsibilities stated to the best of your ability. We trust that your commitment will be a personal blessing to your own journey with Christ, as well as a blessing to those around you.*

### **With the enablement of the Holy Spirit, the church leadership covenants the following:**

1. We commit ourselves to lovingly care for you and seek your growth in Christ  
(Heb. 13:17; I Thess. 5:12)
2. We covenant to provide teaching and counsel from the Scriptures (Gal. 6:6; I Tim. 5:17-18)
3. We covenant that this teaching will span the whole counsel of God’s Word (Acts 20:27-38)
4. We covenant to help you in times of need (Acts 2:42-47; 4:32-35; James 2:14-17)
5. We covenant that elders and deacons will meet the criteria assigned to them in the Scriptures  
(I Tim. 3:1-13; 5:17-33; Titus 1:5-9; I Peter 5:1-4)
6. We covenant to pray for you regularly, particularly when you are sick (James 5:14)
7. We covenant to be on guard against false teachers (Acts 20:28-31)
8. We covenant to exercise church discipline and guidance when necessary  
(Matt. 18:15-20; I Cor. 5; Gal 6:1)
9. We covenant to help you become equipped to serve Christ (Eph. 4:11-13)
10. We covenant to seek God’s will for our church community to the best of our ability as we study the Scriptures and follow the Spirit (Acts 20:28; I Peter 5:1-5)
11. We covenant to set an example and join you in fulfilling the duties of Partnership as we seek to glorify God and advance the gospel  
(1 Cor. 11:1; Phil. 3:17; I Tim. 4:12)



-Jefferson City-

Partnership Covenant

(please sign and turn in this page)

**With the guiding enablement of the Holy Spirit, I, the undersigned, covenant the following:**

1. I am a Christian who has been saved from my sins by the grace of Jesus Christ. Please check one of the following:

I have been baptized by immersion *since* I became a Christian

Sign me up for baptism (you will be contacted soon to arrange)

Have you ever been a member of another church? Circle: Yes      No

If so, please provide any contact information you have regarding the church below:

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2. I have read and understand the Freshwater vision, values and core doctrinal beliefs and agree to not be divisive to its teaching. I also understand the importance of submission to church leadership and will be diligent to preserve unity and peace (Heb. 13:7, 17; Eph. 4:1-3).
3. I will endeavor to maintain a close relationship with the Lord through regular personal Bible reading, prayer, fasting, fellowship and practice of the other spiritual disciplines. Further, I will regularly attend the Life Group of my choosing. This includes regular attendance, contribution, and interaction with my brothers and sisters in Christ while my Life Group is in session. My journey with Christ will be evident through my regular participation in the partner meetings, outreach and fellowship events, and worship services. (Ps. 119:97, 105; Acts 2:42-47; Heb. 10:23-25).
4. I will strive to properly manage the resources God has given me, including my time, body, gifts and talents, attitudes, finances and possessions (Eph. 5:15-18; Rom. 12:1-2; Eph. 4:1-16; Gal. 5:23-26; Prov. 3:9-10). This includes taking ownership of the churches financial responsibilities and partnering financially to support the ministry and mission of Freshwater Church through regular tithes and offerings (II Cor. 8 & 9).
5. I commit myself to the Freshwater family and agree to aid in fulfilling its missional purpose to glorify God and advance the gospel by leading the people of our community and world into a totally committed relationship with Jesus Christ. I recognize that this will be accomplished by pursuing Freshwater's core values of Connection, Spiritual Formation, Community, and Gospel Advancement. Furthermore, I will be a missionary to those around me. I will tell others about Jesus, invite them to church, pray for their salvation, and willingly serve them in the Spirit of Christ. I will also be willing to give, pray, and/or go on short-term mission trips.

6. I commit to using the spiritual gift(s) God has given to me for the building up of the church, both at Freshwater and universally (I Pet. 4:10-11; Rom. 12:1-8; I Cor. 12:7-31). Here are my spiritual gifts:  
\_\_\_\_\_
7. I covenant to practice the humility and sacrificial attitude of Christ by considering the needs of others (Phil. 2:1-11), not gossiping (Prov. 16:28; Matt. 18:15-17), and seeking spiritual friendship (Prov. 17:17).
8. I covenant to follow the biblical procedures of church discipline, and submit myself to restorative discipline if the need should ever arise (Matt. 18:15-17; Gal. 6:1-5).
9. I covenant to submit to the authority of the Scriptures as the final arbiter on all issues (Ps. 119; II Tim. 3:16-17).
10. God enabling me, I will strive to consider my commitment to this Partnership Covenant on a yearly basis. I understand that it is an evaluative tool, as well as an affirmation of my continuing conviction and purpose. My responsibility will be to notify Freshwater leadership if at any time I can no longer commit to this covenant, or if I have questions, comments, or concerns regarding Freshwater Church.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Printed Name: \_\_\_\_\_

Date of Personal Interview \_\_\_\_\_

Notes from Interview:

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Leadership Team Signatures (Interviewers Only)

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## Pastoral Residency Application

Thank you for your interest in Freshwater Church's PRP. Please send your completed application as an email attachment to [Joshua@freshwaterjc.com](mailto:Joshua@freshwaterjc.com) or via mail to Freshwater Church, Attn: PRP, PO Box 104416, Jefferson City, MO 65110. All information gathered through the application process will be handled confidentially.

### GENERAL INFORMATION

Name \_\_\_\_\_ Date of Application \_\_\_\_\_

Preferred Address \_\_\_\_\_

Preferred Phone \_\_\_\_\_ Alternate Phone \_\_\_\_\_

Email address \_\_\_\_\_

Gender:      Male              Female

Marital Status:      Single              Married

Name of spouse \_\_\_\_\_

How did you hear about the PRP?

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

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### PASTORAL RESIDENCY PROGRAM SPECIFICS

I am applying for the following pastoral residency track (check all that apply) (see definitions of tracks in Pastoral Residency Handbook)

**1 Year (1Y)**

**2 Year - Degree Seeking (2YD)**

**2 Year - Non Degree Seeking (2YND)**

PRs work closely with a specific staff member and thus will have a specific ministry focus along with general responsibilities. Please number the following ministry areas (0-5) according to your level of interest, with 5 being the highest.

- |                                  |                              |
|----------------------------------|------------------------------|
| _____ Children’s Ministry        | _____ Middle School Ministry |
| _____ High School Ministry       | _____ College Ministry       |
| _____ Singles Ministry           | _____ Adults Ministry        |
| _____ Outreach/Missions Ministry | _____ Worship Arts Ministry  |
| _____ Finance/Administration     | _____ Graphic Design         |

Please state briefly why you are passionate about your top choice(s).

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## EDUCATION BACKGROUND

Please list all schools attended after grammar school (high school, technical college, university, graduate school, Bible institute or seminary).

School Name	Location	Years Completed	Degree	GPA

Are there any training courses or seminars you have completed which you feel have helped prepare you for the ministry experience you are applying for? If so, please list the course title, date completed and the major benefit to you.

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**EMPLOYMENT HISTORY** Please do not substitute a resume for this section.

Most Recent Employer \_\_\_\_\_ Phone Number \_\_\_\_\_

Address \_\_\_\_\_

Position(s) Held \_\_\_\_\_

Employment Start Date \_\_\_\_\_ Employment End Date \_\_\_\_\_

Supervisor/Manager \_\_\_\_\_

May we contact?      Yes              No

Reason for Leaving \_\_\_\_\_

Past Employer \_\_\_\_\_ Phone Number \_\_\_\_\_

Address \_\_\_\_\_

Position(s) Held \_\_\_\_\_

Employment Start Date \_\_\_\_\_ Employment End Date \_\_\_\_\_

Supervisor/Manager \_\_\_\_\_

May we contact?      Yes              No

Reason for Leaving \_\_\_\_\_

Past Employer \_\_\_\_\_ Phone Number \_\_\_\_\_

Address \_\_\_\_\_

Position(s) Held \_\_\_\_\_

Employment Start Date \_\_\_\_\_ Employment End Date \_\_\_\_\_

Supervisor/Manager \_\_\_\_\_

May we contact?      Yes                  No

Reason for Leaving \_\_\_\_\_

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## STRENGTHS & SKILLS

List your top three strengths and top three weaknesses

Strengths

Weaknesses

1. \_\_\_\_\_ 1. \_\_\_\_\_

2. \_\_\_\_\_ 2. \_\_\_\_\_

3. \_\_\_\_\_ 3. \_\_\_\_\_

Please number the following skill areas (0-5) according to your level of experience, with 5 being the highest.

\_\_\_\_\_ Accounting/Finance                  \_\_\_\_\_ Music *please specify:* \_\_\_\_\_

\_\_\_\_\_ Audio Production                  \_\_\_\_\_ Graphic Arts

\_\_\_\_\_ Photography                  \_\_\_\_\_ Languages please specify: \_\_\_\_\_

\_\_\_\_\_ Journalism                  \_\_\_\_\_ Computer Skills

\_\_\_\_\_ Video Production                  \_\_\_\_\_ Office Skills

Please note any additional skills or interests:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

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## MINISTRY PROFILE

Please number the following ministry areas (0-5) according to your level of experience, with 5 being the highest.

- |                              |                              |
|------------------------------|------------------------------|
| _____ Children's Ministry    | _____ Middle School Ministry |
| _____ High School Ministry   | _____ Communication          |
| _____ Adults Ministry        | _____ College Ministry       |
| _____ Worship Arts Ministry  | _____ Care Ministry          |
| _____ Finance/Administration | _____ Outreach/Missions      |

What aspects of ministry excite you? What aspects don't?

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List your top three spiritual gifts. If you do not know your spiritual gifts, we can provide a spiritual gifts evaluation. You can request an assessment by emailing [joshua@freshwaterjc.com](mailto:joshua@freshwaterjc.com) .

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

How have you seen these gifts fit with your ministry experience?

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## PERSONAL STORY

Please include brief responses to the following questions with the application.

1. Please describe your faith journey. Include how God got your attention and some significant experiences and people that He used. How has this journey prepared you for this position?
2. Why are you applying to the Freshwater PRP?
3. What are your short and long-term goals? How does the Freshwater PRP help you accomplish these goals?

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## REFERENCES

List the contact information of the individuals (excluding family members) whom you are giving the reference forms. You are responsible for sending reference forms to the individuals listed below. You are also expected to include a stamped envelope with the Freshwater address with the reference form. The form can be found at the end of the Pastoral Residency Application.

List two contacts you've served under in ministry:

1. Name \_\_\_\_\_

Relationship to applicant \_\_\_\_\_

Phone \_\_\_\_\_

Email Address \_\_\_\_\_

2. Name \_\_\_\_\_

Relationship to applicant \_\_\_\_\_

Phone \_\_\_\_\_

Email Address \_\_\_\_\_

List two contacts you've served with in ministry:

1. Name \_\_\_\_\_

Relationship to applicant \_\_\_\_\_

Phone \_\_\_\_\_

Email Address \_\_\_\_\_

2. Name \_\_\_\_\_

Relationship to applicant \_\_\_\_\_

Phone \_\_\_\_\_

Email Address \_\_\_\_\_

List two people you have influenced through your leadership:

1. Name \_\_\_\_\_

Relationship to applicant \_\_\_\_\_

Phone \_\_\_\_\_

Email Address \_\_\_\_\_

2. Name \_\_\_\_\_

Relationship to applicant \_\_\_\_\_

Phone \_\_\_\_\_

Email Address \_\_\_\_\_

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## CHURCH OR PARACHURCH BACKGROUND

Please list all churches you have regularly attended in the past 10 years and any previous ministry experience or volunteer involvement.

1. Current Church Name \_\_\_\_\_ Dates Attended \_\_\_\_\_  
Church Address \_\_\_\_\_  
Church Phone \_\_\_\_\_ Email \_\_\_\_\_  
Staff Contact (name and position) \_\_\_\_\_  
Ministry Experience (if any) \_\_\_\_\_  
\_\_\_\_\_
2. Previous Church Name \_\_\_\_\_ Dates Attended \_\_\_\_\_  
Church Address \_\_\_\_\_  
Church Phone \_\_\_\_\_ Email \_\_\_\_\_  
Staff Contact (name and position) \_\_\_\_\_  
Ministry Experience (if any) \_\_\_\_\_  
\_\_\_\_\_
3. Previous Church Name \_\_\_\_\_ Dates Attended \_\_\_\_\_  
Church Address \_\_\_\_\_  
Church Phone \_\_\_\_\_ Email \_\_\_\_\_  
Staff Contact (name and position) \_\_\_\_\_  
Ministry Experience (if any) \_\_\_\_\_  
\_\_\_\_\_

# BACKGROUND INFORMATION

Are you legally authorized or permitted to work in the United States?  yes  no

Are there any past or present issues (spiritual, physical, emotional/mental, social) which would hinder your ability to work appropriately with children or students?  yes  no

Have you been accused, charged or convicted of a criminal offense (felony or misdemeanor other than a parking violation)?  yes  no

Have you struggled in the past or are you currently struggling with any addictions (alcohol, drug, pornography, etc)?  yes  no

Is there anything from your past that may come up in the future about you that could hurt the ministry of Freshwater Church?  yes  no

If you answered no to the first question or yes to the remaining questions, please explain (attached an additional page if needed).

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## BACKGROUND CHECK

This form authorizes Freshwater Church to obtain background information and must be completed by the applicant.

Name (first, middle, last) \_\_\_\_\_

Other names used (maiden, nickname, alias) \_\_\_\_\_

Driver's License Number (and state) \_\_\_\_\_

Gender \_\_\_\_\_ Social Security Number \_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_

Date of Birth \_\_\_\_ / \_\_\_\_ / \_\_\_\_

Current Address \_\_\_\_\_

Home Phone \_\_\_\_\_ Cell Phone \_\_\_\_\_

If you have lived at your current address less than three years, please provide your former address below. If you are a college student, please provide your permanent address below.

Alternate Address

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In the interest of safety and security I, the undersigned applicant, authorize Freshwater Church to procure background information about me, prior to, and at any time during, my service to the organization. This report may include my driving history, including any traffic citations; a social security number verification; present and former addresses; criminal and civil history/records; and the state sex offender records.

Signature\_\_\_\_\_ Date\_\_\_\_\_



## Pastoral Residency Reference Form

All information gathered through the screening process will be handled confidentially.

Name of Pastoral Residency Applicant \_\_\_\_\_ Date \_\_\_\_\_

Name of Reference \_\_\_\_\_

Relationship to Applicant \_\_\_\_\_ Number of Years Known \_\_\_\_\_

Phone \_\_\_\_\_ Email Address \_\_\_\_\_

Please answer the questions with as much candor as possible. An answer that might be perceived as negative will not necessarily prevent the applicant from being accepted but may be useful to the team leader when approaching various issues.

1. What have you observed to be this applicant's greatest strengths?

2. What have you observed as his/her greatest weaknesses?

3. How does this applicant perform in a team setting?

4. Do you have any reservations about the applicant's ability to work appropriately with children or students under age 18? If yes, please explain.

5. Which of the following words would you use to describe the applicant? Circle all that apply.

Self-starter	Flexible	Supportive	Tactful	Congenial
Picky	Shy	Easygoing	Stable	Honest
Responsible	Calm	Leader	Rigid	Follower
Creative	Productive	Artistic	Energetic	Outgoing
Prompt	Sloppy	Complainer	Friendly	Emotional
Argumentative	Discerning	Worker	Lazy	Patient
Relational	Respects authority	Compassionate	Cheerful team player	

6. Circle the personality traits that best describe the applicant from your experience and observation.

<b>Spiritual life</b>	No interest in spiritual growth	Evidence of some growth	Average	Continual growth in a positive direction	Consistent and mature spiritually	Do not know
<b>Purposefulness</b>	Aimless, no evident goals	Vacillating in purpose	Average	Consistent movement towards goals	Strives to realize well-formed goals	Do not know
<b>Initiative</b>	Requires constant oversight	Succeeds only when directed	Average occasional initiative	Shows good initiative	Actively creative and self motivated	Do not know
<b>Industry</b>	Needs constant prodding	Needs occasional prodding	Performs assigned tasks	Goes beyond what is required	Seeks additional work	Do not know
<b>Influence with others</b>	Negative influence	Neutral	Normally good	Consistently good influence	Positive challenge	Do not know
<b>Acceptance by others</b>	Avoided by others	Tolerated by others	Liked by others	Well-liked by others	Sought after by others	Do not know
<b>Responsibility</b>	Consistently Irresponsible	Occasionally undependable	Usually reliable	Conscientious and reliable	Capable of much responsibility	Do not know
<b>Leadership</b>	Always a follower	Tries, but few will follow	Assumes leadership as needed	Takes leadership initiative	Natural leadership which draws followers	Do not know
<b>Emotional qualities</b>	Overly emotional or apathetic	Occasionally unbalanced	Usually well-balanced	Expresses appropriate emotions	Expresses self and empathizes with appropriate emotions	Do not know
<b>Personal care and appearance</b>	Very careless	Needs some improvement	Usually appropriate care of self	Takes good care of self	Takes exceptional care of self	Do not know
<b>Rapid change or unexpected circumstances</b>	Ridged and exudes anxiety	Easily stressed	Looks to others for response	Remains flexible and/or calm	Exudes confidence, remains flexible and/or calm	Do not know

7. I received an addressed stamped envelope with this reference form. (circle)

Yes                      No

Thank you for completing the Pastoral residency Reference Form. This is an invaluable resource as we consider the applicant. Please feel free to add any additional comments that may be helpful.

Please return the completed form to:

Freshwater Church  
Attn: Pastoral residency Reference  
PO Box 104416  
Jefferson City MO, 65110

OR

Email: [joshua@freshwaterjc.com](mailto:joshua@freshwaterjc.com)

## 5.6 Email Charter

10 Rules to Reverse the Email Spiral ([www.emailcharter.org](http://www.emailcharter.org))

### Respect Recipients' Time

This is the fundamental rule. As the message sender, the onus is on YOU to minimize the time your email will take to process. Even if it means taking more time at your end before sending.

### Short or Slow is not Rude

Let's mutually agree to cut each other some slack. Given the email load we're all facing, it's OK if replies take a while coming and if they don't give detailed responses to all your questions. No one wants to come over as brusque, so please don't take it personally. We just want our lives back!

### Celebrate Clarity

Start with a subject line that clearly labels the topic, and maybe includes a status category [Info], [Action], [Time Sens] [Low Priority]. Use crisp, muddle-free sentences. If the email has to be longer than five sentences, make sure the first provides the basic reason for writing. Avoid strange fonts and colors.

### Squash Open-Ended Questions

It is asking a lot to send someone an email with four long paragraphs of turgid text followed by "Thoughts?". Even well-intended-but-open questions like "How can I help?" may not be that helpful. Email generosity requires simplifying, easy-to-answer questions. "Can I help best by a) calling b) visiting or c) staying right out of it?!"

### Slash Surplus cc's

cc's are like mating bunnies. For every recipient you add, you are dramatically multiplying total response time. Not to be done lightly! When there are multiple recipients, please don't default to 'Reply All'. Maybe you only need to cc a couple of people on the original thread. Or none.

### Tighten the Thread

Some emails depend for their meaning on context. Which means it's usually right to include the thread being responded to. But it's rare that a thread should extend to more than 3 emails. Before sending, cut what's not relevant. Or consider making a phone call instead.

### Attack Attachments

Don't use graphics files as logos or signatures that appear as attachments. Time is wasted trying

to see if there's something to open. Even worse is sending text as an attachment when it could have been included in the body of the email.

### Give these Gifts: EOM NNTR

If your email message can be expressed in half a dozen words, just put it in the subject line, followed by EOM (= End of Message). This saves the recipient having to actually open the message. Ending a note with "No need to respond" or NNTR, is a wonderful act of generosity. Many acronyms confuse as much as help, but these two are golden and deserve wide adoption.

### Cut Contentless Responses

You don't need to reply to every email, especially not those that are themselves clear responses. An email saying "Thanks for your note. I'm in." does not need you to reply "Great." That just cost someone another 30 seconds.

### Disconnect!

If we all agreed to spend less time doing email, we'd all get less email! Consider calendaring half-days at work where you can't go online. Or a commitment to email-free weekends. Or an 'auto-response' that references this charter. And don't forget to smell the roses.