



## **Crossway Residency**

Has God called you to serve Him in vocational ministry? Have you already started or plan to start seminary in the near future? Do you desire to complement your ministry education with hands-on ministry training and mentoring in a dynamic local church? If you answered yes to these questions, then a Crossway Residency might be the right fit for you.

A Crossway Residency is an intensive, 12 to 24-month program offering significant hands-on ministry experience, weekly training, and mentorship by seasoned church leadership. Our desire is to develop ministry leaders for the local church: men and women who have a passion for reaching this world with the Gospel of Jesus Christ.

As a Crossway resident, you will operate as a member of the Crossway ministry staff and be given significant responsibility. A training environment has been created which will complement your theological education and enable you to climb new heights as you develop character, leadership, and ministry skills. At the end of the residency, you will be better equipped to successfully step into full-time vocational ministry, whether as a pastor, missionary, or ministry director.

### **Basic Overview**

*Where:* Crossway Church is located in Virginia Beach, Virginia.

*When:* New residency cohorts typically start in August

*Duration:* 12-24 months

*Time Commitment:* 30-35 hours per week

*Focus:* See "Residency Concentrations"

*Compensation.* A resident's compensation comes from the personal financial support he or she raises from people who desire to invest in their ministry. If you choose to raise your personal financial support, you will receive excellent training in ministry fundraising and on-going coaching through our ministry partner Reliant Mission. Because of the variable and unpredictable hours of the Residency, we expect that residents will not have another form of employment while serving in the Crossway Residency.

*Housing.* Each resident is required to obtain his or her own housing within a reasonable driving distance to the church.

*Cost.* The cost is \$1200 for the two-year Residency. This cost helps to cover some of the expenses associated with your time here as a resident. If you choose to fundraise for your compensation, this cost can be rolled into your fundraising goal.

*Other.* Residents must bring their own personal laptop and cell phone. Access to a motorized vehicle or other form of transportation is also required of all residents.

## **Residency Concentrations**

Residency concentrations are available in the following ministry areas:

- Pastoral Ministry
- Discipleship and Community Life
- Preaching
- Family Ministries: Students
- Family Ministries: Kids
- Worship Ministry
- Church Planting
- Media Ministry (audio, video, and lighting production)
- Communications (web, graphic design, social media)
- Other (design your own residency in the area of your ministry interest)

## **Ways We Pour into You**

In addition to the hands-on experience you gain in your Crossway Residency concentration, we also help you develop other ministry skills and pour into you in the following ways:

*Discipleship Training.* Our mission as a church is to “glorify God by making disciples of Jesus Christ who go and make disciples.” We do this through a variety of discipleship environments, which you will participate in as a resident. We will also train you with an intentional plan to personally carry out the Great Commission by making disciples who go and make disciples (Matthew 28:16-20).

*Leadership Development.* Attend a monthly leadership coaching experience led by our executive pastoral team, including our lead pastor, Dr. Ron Jones. You will also receive behind-the-scenes leadership insights by attending meetings of the ministry staff, elder body, and deacon body. Finally, you will learn a biblical approach to developing a church’s mission, vision, and strategy.

*Pastoral Ministry Training.* We help you develop skills in the pastoral ministries like hospital visitation, baptism, weddings, funerals, counseling, and leading small groups.

*Prayer Partner.* We team you up with a prayer partner from the church family who is there to encourage and assist you in any way.

*Reading.* Leaders are readers. We will supplement your required reading in seminary with books we feel will help you develop as a future ministry leader. Often the ministry staff is reading through a book and discussing it in staff chapel, and you will be given the opportunity to participate.

*Networking.* We will do our best to help you network at the time you are transitioning out of your Residency into a more permanent ministry role. We are here to be a strong reference for you as well.

*Fun.* We work hard and we play hard. Periodically, we enjoy staff outings designed to simply have fun, blow off steam, and deepen our relationships with one another. Virginia Beach provides many opportunities for fun experiences.

### **Other Expectations and Responsibilities**

Pray for the people and families in your ministry and community.

Attend weekly worship gatherings.

Attend weekly staff chapel.

Develop spiritually through personal Bible reading, prayer, and Christian community.

With your family, participate in the overall life of the church.

Participate in our discipleship and community life environments.

Make disciples using our platform of online discipleship coaching experiences.

Participate in the life of the church financially by tithing.

Be a team player and maintain the unity of the body.

Enthusiastically support and live out the mission, vision, and strategy of the church.

Abide by the Ministry Team Covenant.

## **Next Step**

Does a Crossway Residency interest you? If you have a story to tell about God calling you to serve in vocational ministry and you desire further real-world training to supplement your formal seminary education, please complete the interest form. Someone from the Residency Staff will reach out to help you discern whether a Crossway Residency is the right fit for you.