

## **VISION ARIZONA RESIDENCY PROGRAM**

The Vision Arizona Residency Program is an 18-month leadership training program designed to give hands-on experience working with Vision Arizona churches, with personal coaching and competency-based training to equip emerging church leaders for a lifetime of ministry significance.

### **What type of church leaders will be trained?**

We offer three experiential learning tracks: Lead Pastors, Executive Pastors, Campus Pastors

### **What is the timeline for the 18 months?**

The first 12 months is in General Ministry, specialized to the residents' future leadership role, followed by 6 months in the context of the new church plant or multi-site.

### **How many hours a week will be required from the resident?**

A minimum of 20 hours per week will be required.

### **Is there pay associated with the residency?**

There is a \$1,000.00 per month stipend available from Vision Arizona. If the resident is concurrently working on their upper graduate degree at one of the seminaries/universities that the residency program partners with, there may also be additional scholarship and financial aid available.

### **How are residents recruited?**

Residents will be recruited from within our Vision Arizona Churches, as well as from outside of our church planting network.

### **How do I know if it is for me?**

We are looking for potential future "A" Church Planters/Multi-siters. Please [click here](#) for our description of an "A" Planter/Multi-siter. Qualifications of an Elder as mandated in Scripture required. Minimum education is Bachelors Degree or Equivalent Experiential Learning. Ministry experience in a large church is a plus. Ministry and non-ministry references required.

### **Is there college credit available for this experiential learning?**

Yes. Vision Arizona is partnering with universities and seminaries for this residency program to be an accredited program whereby students can receive college credit towards an upper graduate degree, for example, Master of Arts, Master of Divinity, Doctor of Ministry.

## What are the core competencies for the leadership training in the program?

### **Self**

The most difficult component of leadership is self-leadership. Your residency will begin with a hard look in the mirror at your leadership tendencies, gifts, personality and strengths and weaknesses, as well as making a commitment to some essential personal spiritual disciplines, along with exposure to several Vision Arizona churches

### **Strategy**

God has placed a vision in the heart and mind of every leader. But it is when the vision is laid out in the context of beliefs, values, goals, strategies and tactics, that this dream becomes a reality. In this season, we will help you develop and articulate a philosophy of ministry, design a maturity pathway, identify natural rhythms of the local community as well as improve your unique communication skills to cast such vision.

### **Staffing**

We are in the people business. The ability to recruit, motivate, train and lead others, paid and volunteer, is crucial to ministry success. During this season, we would teach you foundational leadership principles as well as look at the impact of culture and chemistry of ministry success.

### **Systems**

Every church has a defining set of attitudes, values, beliefs and behaviors. Systems allow you

to reinforce the positive behaviors that move culture forward. In ministry systems, results must continually improve. Every innovation has an expiration date. We will train you in our most effective systems, those being evaluation, communication, follow up and more, and show you how to adjust systems as ministry grows.

### **Synergy**

The best way through a growth barrier is... quickly! During this rotation, we will talk about how to prepare for big days, like Easter, Christmas and other holidays, as well as baptisms, special guests, etc. and use the momentum of those event to propel you forward. We don't want to ride attendance waves, we want to raise the tide and learn how to leverage the components that compel movement forward, not just have good moments.

### **Structures**

Structures exist to support ministry, not inhibit or slow down ministry. Yet many churches are continually held back by their structures, procedures, boards, committees, meeting schedules, staff organization, and organizational charts. Leaders must become masters of midcourse correction and learn the art of developing structures to propel the ministry forward, rather than hold the ministry back.

### **Spaces**

You only have one chance to make a first impression. Our ministry space matters. Our non-churched/de-churched guests do not have the eyes of

a regular attendee. They are comparing our facilities, our look and feel, and our ease of use, with the other environments in their lives. The new generation must know how to balance authenticity and excellence that engages the guest and makes them want to come back for more.

### **Money**

Money and ministry are irrevocably connected. Ministry has always been built on the generosity of God's people with their time, talent and treasure. As a result, the leader must become effective in fund-raising as well as budgeting, while inspiring people to be generous toward the work of God. The goal is not just to raise money, but to raise up generous disciples who will fund the expansion of God's work in the church, community and world.

With each component we will also introduce you to various leadership scenarios, where you can put your training into practice in real ministry under the supervision of a preceptor.

Once these components have been mastered, the right candidate will be prepared for their next season of ministry leadership, a Church Plant Lead Pastor or Executive Pastor, or a Multi-site Campus Pastor.

### What is the rotational structure of the residency program?

Although each resident's experience is personalized and no two experiences will be identical, the purpose of the structure below is to provide guidance for the preceptor, not to control the training of the resident.

#### Month 1 - Self

Onboarding  
Exposure: Churches & Preceptors  
Meetings: Staff, Programming, Strategic Site Selection  
Orientation  
Purpose/Mission/  
Vision/Values  
Distinctives  
SelfAwareness/  
Leadership  
Prophet/Priest/King  
Marriage & Family  
Health & Fitness  
Personal Spiritual Disciplines  
Ministry/Self Rhythm

#### Month 2 - Strategy

Three Roles of Leadership  
Vision Frame  
Evangelism  
Maturity Pathway  
Discipleship  
Ministry FlyWheel  
Bridge Events  
Goal Setting

#### Month 3 - Strategy

Corporate Culture Creation  
Preach/Celebrate  
Train/Model  
Staff Culture Creation  
Devising a Plan  
Air War/Ground War

#### Month 4 - Strategy

Worship Arts  
Communication Arts  
The Creative Team  
The Communicating Leader  
How to Give a Talk  
Sermon Prep  
Series Design  
Annual Rhythm  
Authenticity  
Visioneering from Stage  
Large Group Discipleship  
Service Design/Flow

#### Month 5 - Staffing

Volunteer Central  
4 C's & 5 P's  
Recruiting  
Training  
Leadership Pipeline  
Retain  
Reproduce  
Gain, Train & Retain  
Centralize, Motivate, Mobilize  
Attract, Build, Connect,  
Develop, Evaluate  
Leading Tasks  
Leading People  
Leading Teams  
Leading Leaders

#### Month 6 - Staffing

Healthy Staff Culture  
Becoming a Coaching Leader  
G.R.O.W.  
Mission Unity  
Staff Discipleship  
Conflict Resolution  
Human Resources

#### Month 7 - Systems

Evaluation  
Culture Creation  
Meetings: 4 Q's  
Dashboards  
The Five Church Health Indicators  
Staff Performance Evaluation  
Tools  
Hiring  
Training  
Firing  
Leadership Lids  
Bus/Hedgehog Principle  
Church Administration CMS

#### Month 8 - Systems

How to Create a System  
Communications  
Guest Services  
FollowUp/Connection  
/Assimilation  
Stickiness  
Community  
Serving  
Family Ministries

**Month 9 - Synergy**

Momentum  
Momentum Creation  
BIG DAYS  
Waves & Tides  
Crisis Leadership

**Month 10 - Structures**

Effective Meetings  
OrgCharts/Roundtables  
Structuring for Growth  
Multisiting/Church Planting  
Church Governance/Boards  
Bylaws  
Constitution  
Legal  
501c3

**Month 11 - Spaces**

Target Area Demographics  
Location  
Facilities  
Information Technology  
Usability  
Feasibility  
Leasing  
CUP Networking  
Traffic Flow  
People Flow  
Wayfinding  
Environments  
Branding  
Marketing  
Signage  
Social Media  
Safety  
Security  
Child Check-In  
Excellence  
Authenticity  
Equipment

**Month 12 - Money**

Generosity  
Culture Creation  
Motivate  
Celebrate  
Train  
Model  
Finance  
Budgeting  
Fundraising  
Givers: First Time  
Givers: Percentage  
Givers: High Capacity Givers  
Stewardship  
FPU  
3 Ways To Give  
Online Giving  
Year End Giving  
The Art of the Ask

**What if I have other questions,  
who do I ask?**

Please do not hesitate to  
contact our Residency Director  
at [residency@visionarizona.com](mailto:residency@visionarizona.com).