

PASTORAL RESIDENCY PROGRAM



CHRIST CHURCH
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OUR AIM: COMPETENT PASTORS FOR POST-CHRISTIAN AMERICA

GO THEREFORE AND MAKE DISCIPLES.
- JESUS

The art of leadership dwells a good deal in the future . . . in planting and growing other leaders who will look to the future beyond their own. - Max De Pree

Our society is experiencing a sea-change. The spiritual landscape of the United States has been altering at a steady clip, resulting in a decline of Christian faith and a rapid increase in the religiously unaffiliated. To address this, church leaders must rebuild evangelism and discipleship in light of the world's real needs and the congregation's real Monday to Friday experience. But if we are to take a long-term perspective, this is not enough. We must also raise up the next generation of pastors who take on this vision—a passionate, mature, capable, and theologically grounded generation of leaders who are able to effectively reach post-Christian America with the gospel.

Christ Church is a historic evangelical church in the greater Pasadena/Los Angeles region. In the last few years, with the full blessing of its leadership and support of its people, Christ Church has undergone significant changes in order to position itself as a gospel-vibrant, missional church able to reach our increasingly post-Christian culture. Central to Christ Church's strategy has been the critical task of developing the next generation of Christian leaders. Under the leadership of Robert Covolo, pastor of theological formation, Christ Church has poured itself into young adults interested in ministry, many of whom have taken on internship positions within the church. But Christ Church needs more. In line with its mission to train the next generation of leaders, Christ Church aims to establish a "teaching hospital" model of pastoral residency wherein emerging leaders can learn the vocational art of pastoring within our distinct cultural moment.



OUR CONTEXT: LOS ANGELES

Los Angeles gives one the feeling of the future more strongly than any city I know of. —Henry Miller

Sierra Madre is a city in Los Angeles County on the eastern side of the Los Angeles Basin; it lies about a mile from the border of Pasadena and 25 minutes from Downtown Los Angeles. As such, Sierra Madre is part of the sprawling metropolis that is Los Angeles. Roughly 19 million people live in Metropolitan Los Angeles—the largest concentration of people on the West Coast. With residents from over 180 countries who speak 140 languages, Metropolitan LA is one of the most ethnically and culturally diverse cities in the world. An entertainment and fashion capital, creatives fill coffee shops throughout the city. Angelenos prize health (vegan/paleo/kale/CrossFit) and image management. But this is almost a stereotype. In truth, Angelenos are far more complex. For not only fashion and entertainment but also aerospace, bioscience, hospitality, trade, marketing, design, and publishing shape LA culture.

Urban centers like Los Angeles are known for disembedding people from family, tradition, and faith. Such sprawling pluralistic centers immerse residents in a host of beliefs. As philosopher Charles Taylor has detailed, this results in a “fragilization” of faith, with Christianity being seen as merely one option among a host of others (Taylor, 2007). With so many options to choose from, choice itself becomes problematic, resulting in an increase of those who simply defer any choice at all. Thus, claiming no religious affiliation is particularly common in major urban centers such as Los Angeles and New York. Indeed, in these contexts, the number of religiously unaffiliated leads the nation. This trend suggests that if the Christian faith is going to gain traction in an increasingly pluralistic and urban America, evangelical churches in leading post-Christian urban centers must become training sites for the next generation of pastors.

But if people no longer see the need to go to a church (or synagogue, temple, etc.), what does ministry look like? For starters, Christians must bring their faith into contexts where they interact with their non-Christian friends. And a common place Christians interact with non-Christians is their workplace. This is why “common grace” ministries are so important; for the “special grace” work of the local church to gain traction, its members need to be empowered to come together and see their areas of vocation as prime locations where God is at work (Nelson, 2011). Christians in the fashion district need to think through living out their vocation in fashion with other Christians in fashion, media Christians with other media Christians, entertainment Christians with other entertainment Christians, aerospace Christians with other aerospace Christians, and so on. Given this, pastors must know how to support this movement of the gospel outside of the local church; that is, they must cultivate a gospel-vibrancy within the warp and woof of their congregants’ lives from Monday to Friday.



OUR PROFILE: RETOOLING A HISTORICAL EVANGELICAL FLAGSHIP FOR AN UNPRECEDENTED MISSION

We want to be a missional church. - Josh Swanson

Established in 1886, Christ Church's strong Bible teaching and evangelistic impulse resulted in a vibrant church during the first half of the twentieth century. But, as with people, churches have life cycles. Decades after its founding and adrift under a pastor with a more "modernist" theological sway, by the middle of the twentieth century, the church had dwindled.

In the late 60s, however, the church started a second life cycle with the calling of a new pastor. Under a leadership that was, once again, passionate about scripture and evangelism, Christ Church entered another season of vibrant ministry. This stage carried the church through the second half of the twentieth century. Yet with the aging of this congregation, this historic evangelical church found itself in need of new life again.

In 2017, the church called Josh Swanson. Seeking to rejuvenate the church's outward-facing, gospel-vibrant community and bring the gospel to friends and neighbors, Pastor Swanson immediately began to initiate a number of changes that would launch Christ Church into its third life cycle. Community groups were formed. Community outreach teams mobilized. The church was rebranded (website, signage, etc.), its sanctuary renovated, and a multimillion dollar capital campaign to renovate the campus began. These moves have yielded a number of very welcome changes, including an increase of young adults and new young families.

But possibly the most important change at Christ Church has been the new staff team that Pastor Swanson has brought on. One of these staff members, Robert Covolo, has launched an internship program that has seen a number of young adults get engaged in ministry. In concert with Pastor Swanson's passion to reach the next generation, Covolo set about to create a robust pastoral residency program. While movement towards establishing a residency program has begun, much of the task lays ahead. It was within this context that Covolo and Pastor Swanson first heard about the important way Made to Flourish seeks to assist churches desiring to begin robust pastoral residency programs.

LEADERSHIP AND STRUCTURE:

A COLLABORATIVE FRAMEWORK

Leaders must multiply themselves by growing younger leaders, giving them full play and adequate outlet for their abilities. —J. Oswald Sanders

The residency program is under the guidance of the Residency Leadership Team (RLT). The RLT is comprised of the director, the lead pastor, and an elder overseeing the residency.



ROBERT COVOLO

RESIDENCY DIRECTOR

Robert Covolo will direct the program. Robert holds a M.Div. and Th.M. from Talbot School of Theology, a Ph.D. in theology and culture from Fuller Theological Seminary, and a Ph.D. in systematic theology from Vrije Universiteit Amsterdam. Robert has worked as a pastor at Grace, Long Beach, and on faculty at Biola University. He is currently the pastor of theological formation and director of the internship program at Christ Church.



JOSH SWANSON

LEAD PASTOR

The Christ Church program will receive additional direction from Christ Church lead pastor, Josh Swanson. Josh holds a M.A. in New Testament from Talbot School of Theology and a D.Min. from Fuller Theological Seminary. He has many years of experience on all levels of ministry, from children and youth to senior pastoring. Before coming to Christ Church, he was the lead pastor at Hope Church in Albuquerque, New Mexico.



BOB VER BURG

RESIDENCY ELDER

The Christ Church pastoral residency will fall under the oversight of Robert “Bob” Ver Burg. Bob holds a B.A. from UC Santa Barbara and a M.Div. from Fuller Theological Seminary. He has years of experience serving in both voluntary and paid ministry positions in a variety of roles from youth ministry to senior pastor. Because he is retired, Bob has the ability to offer significant time to this residency initiative.

Pastoral residents will be staggered to ensure that they’ll receive the input of other residents at different stages of the program. The first-year resident will be finishing their last year of seminary, the second-year resident will be responsible for being the resident coordinator of the program, the third-year resident will focus on placement.

FIRST YEAR

SEMINARY
STUDENT

SECOND YEAR

RESIDENT
COORDINATOR

THIRD YEAR

PLACEMENT
FOCUS



RECRUITMENT: FINDING OUR FUTURE LEADERS

We want the best and brightest. —George Mason

Recruitment Networks

Christ Church has historically maintained close ties with three local seminaries. These will be the primary pools from which it will seek to find the best possible pastoral candidates:

- **Fuller Theological Seminary:** Christ Church is a few miles from Fuller Theological Seminary. Fuller is one of the largest evangelical seminaries in the world and has produced a number of influential pastors. Both Robert Covolo and Josh Swanson did their doctoral work at Fuller, and Robert Covolo is an adjunct professor at Fuller.
- **Azusa Pacific Seminary:** Also mere minutes from Christ Church is Azusa Pacific Seminary. This is also an evangelical seminary. Christ Church's pastor of student ministries and creative development, Justin Sapp, is an APU alumnus, and Christ Church has a number of members that have attended Azusa Pacific University and/or serve on faculty.
- **Talbot School of Theology:** Talbot School of Theology (Biola University) is a third evangelical seminary within driving distance that has strong connections to Christ Church. Both Robert Covolo and Josh Swanson completed their master's work at Talbot, and Robert has served on faculty at Biola University and as an adjunct professor at Talbot.

Candidate Criteria

Christ Church will be looking for candidates who demonstrate a clear commitment to Christ and a strong sense of calling to pastoral ministry. Additionally, Christ Church seeks candidates who:

- Have a love for the Bible
- Excel in their seminary education and value theological clarity
- Demonstrate strong potential as excellent preachers and teachers
- Adhere to Christ Church's doctrinal statement
- Demonstrate emotional and social intelligence
- Display strong commitment to evangelism and discipleship
- Maintain quality friendships and demonstrate hospitality and warmth
- Exhibit self-initiative and are self-starters
- Maintain wisdom and integrity toward the opposite sex
- If married, have a spouse that shares/supports their call to pastoral ministry



RECRUITMENT: FINDING OUR FUTURE LEADERS

The Recruitment Process

The recruitment of pastoral candidates involves four phases: Promotion, Screening, Hiring, and Joining.

- **Promotion:** During this phase, the residency is announced through online postings (Handshake, etc.), posts in career and job placement centers, career fairs, and personal invitations. Interested applicants are invited to submit an application—including academic and pastoral references—and attend an on-campus interview.
- **Screening:** The director and second-year resident go over desired qualifications. The second-year resident creates a long list of candidates (around six to eight). After an initial (video) interview with the second-year resident, a short list of three to four candidates is made. Robert Covolo conducts the follow-up video interviews with those on the short list and recommends two to three candidates to the RLT.
- **Hiring:** The RLT conduct video interviews with recommended candidates. Invitations for campus visits are made to the top two candidates. The RLT decides on the finalist after the candidate visits. The Christ Church elder board approves of the finalist, and a job offer is extended.
- **Joining:** The resident accepts the offer, relocates (if necessary), begins their residency on June 1, and goes to the annual pastoral residency retreat in the first week of August

Month	Jan	Feb	Mar	Apr	May	June	July	Aug
Promotion	-----							
Screening		-----						
Hiring			-----					
Joining						-----		



NEW RESIDENTS: WELCOME AND ORIENTATION

The beginning is the most important part of the work. —Plato

Recruitment Networks

While Plato might have overstated the importance of the beginning, it is undeniable that the way something begins plays an important role. This is especially true with a pastoral residency program. We want our residents to experience what it feels like to be welcomed into a healthy church. This means incoming residents will be warmly welcomed by the elders, staff, other residents, and the congregation. It also means that they are given thoughtful and specific orientation to their new job. To accomplish this, a series of things must be done to prepare for and carry out the welcome and orientation of the residents.

New Resident Schedule

Pre-Arrival

- Assist the resident, if needed, with any moving/relocating needs they have
- Provide the congregation with a short bio of the future resident
- Find a liaison who will assist the resident with housing and other needs

First Two Weeks

- Introduction to congregation during Sunday service and after-service reception
- HR orientation and staff welcome party
- Tour of Sierra Madre and larger Pasadena/LA Metropolitan area (via liaison)
- Meeting to discuss personal development plan with overseeing elder
- Meeting to discuss areas of ministry responsibility with director and lead pastor

Weeks Three and Four

- Three-day retreat with other residents and the RLТ
- Meetings with key leaders in the residents' areas of ministry responsibility
- Meetings with lay support leader to develop prayer/spiritual support growth plan
- Attend first elder meeting

Weeks Five and Six

- Create personal development plan (PDP)
- Establish ordination path with resident director



CORE CAPACITIES: THE FOUNDATIONS OF PASTORAL MINISTRY

Make this work your great and serious business. —Richard Baxter

Pastors may be different in any number of ways, but there are essential capacities that all good pastors demonstrate. These form the foundations for effective ministry. Therefore, Christ Church seeks to provide both training and practical experience to nurture these capacities.

Biblical Title / Foundation	Description	Training Provided	Hands-On Practice
<p>“DISCIPLE” Personal Foundations Acts 20:28 Mk. 1:35–39</p>	<p>Personal experience of God; growth in fruits of the Spirit; healthy, authentic relationships; physical wellness.</p>	<p>Six sessions with a spiritual director; three sessions with a personal trainer; a wise mentor from within the congregation.</p>	<p>Generous annual leave policies; flexible schedule; opportunities to attend spiritual conferences and retreats.</p>
<p>“SHEPHERD” Relational Foundations 1 Pet. 5:1–2 Tit. 1:7–9</p>	<p>Emotional and social intelligence; awareness of leadership strengths and weaknesses; ability to gather and catalyze.</p>	<p>Personality and strengths assessments; personal coaching and support; leadership troubleshooting in monthly resident cohorts.</p>	<p>Oversight of existing ministry areas; practice at starting new ministries; pastoral counseling responsibilities.</p>
<p>“PREACHER/TEACHER” Communicative Foundations 1 Tim. 4:13–16 2 Tim. 4:2</p>	<p>Textually-grounded sermons and teaching that addresses the whole person; ability to speak to non-Christians; messages that integrate faith and work.</p>	<p>Regular coaching and feedback; preaching workshops with residents and clergy; theological learning in residential community.</p>	<p>Part of regular preaching rotation; responsibility for teaching classes; opportunities to preach throughout our diocese.</p>
<p>“EVANGELIST” Missional Foundations Mt. 28:18–20 2 Tim. 4:5</p>	<p>Growing in late-modern post-Christian fluency; a vision for the church’s role in deed-based community impact.</p>	<p>Exposure to churches and ministries in diverse parts of the city; training in gospel contextualization.</p>	<p>Ministry to unchurched people in a secular context; helping lay persons develop a theological vision for their work.</p>
<p>“STEWARD” Administrative Foundations Mt. 25:14–30 Lk. 16:11</p>	<p>Understanding and managing church budgets; ability to manage personal finances effectively.</p>	<p>Training in church stewardship and finance; sessions with a personal financial planner.</p>	<p>Responsibility for requesting and managing ministry budgets; participation in budget review process.</p>
<p>“WORSHIPER” Liturgical Foundations Acts 2:41–46 John 4:24</p>	<p>Competence in Christ Church’s theology of worship.</p>	<p>Practical coaching and training for various pieces: writing and leading calls to worship, confession of sin, prayers of the people, etc</p>	<p>Regular service leadership and planning; opportunities to officiate at weddings, baptisms, and funerals.</p>



REAL WORK: ROLES AND RESPONSIBILITIES

I worked harder than all of them. —Paul

Pastoral ministry involves real work. So, it is important that pastoral residents experience the weight of real responsibilities. Determining the work residents engage in requires a marriage between the current needs of the church and areas in which the resident needs to develop.

Because Christ Church is a mid-size congregation (around 500), pastors have unique areas of oversight, yet they are also expected to maintain a general fluency within the scope of pastoral arts so as to participate within the broad range of pastoral duties. Therefore, pastoral residents will also have unique areas of oversight as well as be expected to develop this same level of general fluency across the spectrum of pastoral arts. Additionally, they will experience various projects that give them hands-on exposure to various arenas of ministry.

To maximize the experience of each pastoral resident, each residency will be tailored to develop the core competencies in which the resident needs to gain greater fluency. Some of the areas of ministry that a pastoral resident may be involved in include:

- Missions committee
- Alpha course (evangelism)
- Children's ministry
- Youth ministry
- Young adult ministry
- Community development
- Communications and social media
- Community life/small groups
- Intern development
- Adult education

Alongside other Christ Church pastors, pastoral residents will be involved, in varying degrees, with the following activities:

- Preaching rotation
- Pastoral visitation
- Pastoral counseling
- Weekly staff meetings (and the reading involved)
- Strategic planning meetings (tri-annual two-day strategic vision meetings)
- Christ Church symposiums and podcasts (adult education)
- Members meetings and leadership community meetings
- Elder and deacon meetings



MENTORING RELATIONSHIPS: MIMESIS IN THE WAY OF JESUS

With many advisers comes success. - Proverbs

*Leadership development in the name of Jesus is a slow and deep work.
- Randy Reese and Robert Loane*

The book of Proverbs claims that successful leaders draw from the wisdom of others (Prov. 11:14, 13:10, 20:18, 24:6). A key way this happens is through mentoring. The word, “mentor,” captures Proverbs’ idea of one who speaks wisely into another’s life. Mentors are those who attend to our lives and offer guidance. They draw out our potential, give us wisdom as we navigate difficult situations, help us see what is ahead, show us blind spots we need to develop, set examples for us to follow, and are invested in our success.

Another Biblical term related to the focused development of another is the word, “disciple.” A disciple is someone who patterns their life after another (Lk. 6:40). Jesus focused his attention on the 12 (and even more so the three), to whom he passed on his leadership. Paul also recognized the importance of life mimesis (imitation) in the way of Jesus. Paul said, “Be imitators of me, as I am of Christ” (1 Cor. 11:1), and he told Timothy, “these entrust to faithful men who will be able to teach others also” (2 Tim. 2:2). In contrast to our low-touch technological culture, scripture accentuates personal relationship. This is because more is caught than taught. Or, to say it another way, we are not merely “brains on a stick” in need of ideas (Smith, 17). Rather, the local church is, first and foremost, a family that socializes people in “the way of Jesus.”

In light of the above, Christ Church seeks to immerse pastoral resident in “life-on-life” mentoring relationships.

These include:

- **Leadership Mentoring:** Residents will meet individually with a member of the RLT twice a month. Residents will share their challenges, joys, etc., and the leader to will discuss/speak into the life of each pastoral resident.
- **Congregational Mentoring:** Each pastoral resident will also be provided a spiritually mature member of the congregation. These trusted mentors will offer confidential support focused on the pastoral resident’s spiritual formation.
- **Focused Area Mentoring:** These focused areas of guidance will take up a given aspect of the resident’s life. These include a spiritual director, a financial guide, and a health/fitness guide.
- **Peer Support and Residents Mentoring:** Residents will not only receive mentoring, they will in turn seek to help others. This includes offering mutual support to other residents as well as mentoring others (such as interns, etc.) within Christ Church.
- **Mentoring Model:** Residents will also be asked to develop their own mentoring model. To assist them in this project (and to help them as they mentor others), we will be reading Henri Nouwen’s *In the Name of Jesus: Reflections on Christian Leadership* and Randy Reese and Robert Loane’s *Deep Mentoring: Guiding Others on Their Leadership Journey*.



THE RESIDENTIAL COHORT: A CULTURE OF LEARNING

The more genuine and the deeper our community becomes . . . the more clearly and purely will Jesus Christ and his work become the one and only thing that is vital between us.

-Dietrich Bonhoeffer

2021— 2022 — 2023 — 2024 — 2025 — 2026 — 2027 — 2028
----- Resident 1 (2021-2024) -----
----- Resident 2 (2022-2025) -----
-----Resident 3 (2023-2026) -----
-----Resident 4 (2024-2027) -----
-----Resident 5 (2025-2028) -----

Residents will have a unique experience in their various church ministries, yet they will enjoy a learning community through shared cohort activities with their resident cohorts. These will include:

- **Cohort Prayer:** The residents will meet together for breakfast and prayer once per month. This will be organized by the resident coordinator.
- **Cohort Gatherings:** Every month, the residents will gather together for several hours with one of the pastors to debrief, problem solve, and learn in community. These meetings will focus on one of the foundations of pastoral ministry (see page 10) and will be facilitated by the resident coordinator. Each resident will dialogue with the director and other residents to create enriching and stimulating gatherings.

Meetings might include such things as:

- a) Case studies in pastoral counseling
 - b) Dealing with a particular issue the church is facing
 - c) Inviting an expert to address a particular issue or field related to ministry
 - d) Assessing and providing constructive feedback for a recent sermon a pastor or resident delivered
 - e) Discussing an article or book regarding a particular cultural or theological issue and its pertinence to ministry
- **Cohort Retreat:** Every August, the pastoral residents and the RLT will go away for three days for prayer, team building, and fellowship. This time will also be geared toward welcoming in the incoming resident. Former residents will also be invited.



FAITH, WORK, AND ECONOMIC WISDOM: FAITH AND A FLOURISHING PUBLIC LIFE

A primary work of the church is the church at work. - Tom Nelson

Since fewer and fewer people in post-Christian contexts are prone to attend a church, it is critical that Christians are able to connect Sunday worship to Monday work. Additionally, because Christianity is no longer seen as a privileged faith in America, the church must demonstrate its witness, now more than ever, through its capacity to bring (economic) flourishing to its surrounding communities. If the church is going to demonstrate these values, its future leaders must be able to tie the gospel to these broader arenas of work and community involvement.

The following strategies will be used to foster such leaders:

- **Urban and Ethnographic Exposure:** One of the primary ways pastoral residents can begin thinking outside the church walls is to become exposed to the ethnographic and urban realities of the greater Pasadena/LA area. Through exposure to both the broader issues of mercy and justice and the ways various organizations are meeting those needs, pastoral residents will come to recognize the various ways the church can be grafted into those places in our larger community where Christ's light shines.
- **Workplace Meetings:** One of the best ways to break down the compartmental way in which Sunday and Monday are segregated is for pastors to meet church members in and around their workplace. So, one of the key strategies will be to have our pastoral residents connect with members of the congregation in their workplaces. This will expose residents to the problems and promise of bringing the shalom of the gospel into public spaces.
- **Gathering with the Los Angeles MTF Learning Community:** During the first two years of their residency (with a greater focus in their second year), residents will participate in the Los Angeles MTF Learning Community.
- **Partnering with the Center for Faith + Work Los Angeles:** Christ Church residents will participate in initiatives of the CFWLA. This will include the six-week faith and work course as well as the annual conference on faith and work held at Fuller Seminary.
- **Integrating Faith, Work, and Economics in the Local Church:** Through various exposures—such as the MTF Learning Community and readings/discussion in cohort around issues of faith, work, and economics—residents will creatively integrate what they have learned into their liturgical work, congregational care, ministry oversight, preaching, and teaching.



PERSONAL FORMATION: MINISTERING OUT OF WHO WE ARE

Christianity is a life, not a doctrine. - Marilynne Robinson

Supporting Personal Development

Our residents will receive personal support to foster their spiritual, physical, financial, and relational health. This will include:

- A six-month, bi-weekly course developing the personal foundations of ministry
- Four sessions with a spiritual director
- Three Sessions with a therapist
- Three sessions with a personal trainer
- Two sessions with a financial planner
- A personal support mentor from within the congregation

Supporting Professional Development

Pastoral residents will take on the roles and demands that come with being a member of the pastoral staff team. But they will do so while they are still developing and not yet ready for the demands of full-time pastoral work. Consequently, we expect this to be a growing, challenging, and maturity-building experience. We also expect that they will struggle, lack experience, and make mistakes. Therefore, it is critical that residents experience a supportive, nurturing, and empowering environment where they receive constructive feedback, encouragement, and coaching. Residents will receive regular evaluation through the following:

- **Staff Reviews:** As with all (new) staff at Christ Church, the pastoral resident will participate in both a 90-day and annual review process. By way of a series of reflective questions, the resident will be guided through reflecting on their performance as well as be offered feedback.
- **Leadership Support:** Residents will meet with a member of the RLT twice a month. This will provide a space for real-time feedback, coaching, and encouragement. These meetings will take place in the spirit of nurturing authenticity and gentle candor.
- **Peer Support:** Through resident-only cohort breakfasts and bi-monthly cohort gatherings, residents not only share their successes and struggles, they also receive valuable feedback on their ministry performance through other residents and the residency leadership.
- **Preaching Fellowship:** During their third year, residents will participate in the San Gabriel Valley Preaching Fellowship—a group of pastors who prepare texts together and preach through these texts to deepen their exegetical and homiletic skills.



PLACEMENT: TRANSITIONING THE RESIDENT TO THEIR FIRST CALL

The whole residency has been an effort to aid the transition into ministry.

- George Mason

The pastoral residency is not an end in itself but a program designed to equip future senior pastoral leaders for their callings. It is important that this goal is never forgotten throughout the entire pastoral residency. Residents need to know early on that it is their responsibility to find placement. That said, the church desires to help train and support them as they take this initiative. Christ Church aims to help residents find their post-residency positions by offering the following:

- **Time:** Residents will be given time in their work week (and the accountability that comes with paid time) to focus on finding a post-residency position.
- **Ordination:** Christ Church has the power and resources to provide pastoral residents with ordination. This process involves a substantial written and oral theological and practical examination. Not only does this ordination provide an additional “stamp of approval” on our residents, it also further embellishes the resident’s experience and qualifications.
- **Placement Professional:** Christ Church will also provide pastoral residents with a placement professional. This professional will mentor the resident on putting together their resume, networking, maximizing seminary job listings, understanding the application process, and preparing for the interviewing process. Additionally, the placement professional will help the resident tailor their applications and interviews to fit specific ministry positions such as Assistant Pastors, Associate Pastors, and Lead Pastors.
- **Personal Networks:** The most valuable resource Christ Church has to offer is its relational network of pastors, staff, and elders. These include the various denominational affiliations into which the pastors have been ordained as well as personal friendships and ministry partnerships. In this regard, Christ Church’s pastors (Josh Swanson, Robert Covolo, John Stothers, and Justin Sapp) have numerous ministry connections throughout Southern California and the Southwest. Additionally, as the program continues to develop, former residents will become a key network resource for future residents.