

Residency Pastor's Supplemental Assignment Guide

The Pastor as the Guide

This Residency Program seeks to provide opportunities for deep and impactful mentoring for Vineyard pastors all across the USA. This is done with curated resources, videos, books, and other assignments tailored to developing your leaders in your church. The vision is that this learning will continually impact the local church. The Residency Program can be so much more than the “pastors’s book club.” The books and resources are fuel on the fire for mentoring your leaders.

Suggested Supplemental Assignments

For students to get the most out of this experience, we would like to empower you, as the pastor, to add some impactful assignments for them to do individually or as a group. Use these assignments to help tailor the program to the specific needs of your leaders.

1. Personal Assessment: Assessment Rubric

- *Use the Assessment Rubric to walk students through how they are growing each quarter.*
- *The document is at the beginning of each course curriculum.*
- *Have students plot on the chart where they think they are with each of the 8 core competencies.*
- *Ask students to provide examples for why they assessed themselves the way that they did.*
- *Discuss the results with students individually or in the group setting.*

2. Finding the Center: Biblical Study Exercise

- *This exercise can help students to continue to read scripture while they are reading the content for our courses.*
- *Suggest a few readings of some of Paul's epistles, Romans and Ephesians are great to start with.*
- *Ask students to read the text 3-5 times before you meet again as a group.*
- *After they have completed multiple readings, ask students to “find the center” of Paul's argument.*
- *Discuss with the students the content of the epistle as well as what it was like to look at scripture in this way.*

3. Experiencing God's Love: Ephesians 1

- *If a student is needing to be more connected to the love of God, have them read Ephesians 1 aloud.*

- *When they are reading, have them replace all of the pronouns in the text with their name.*
- *Paul's letter will read as a direct letter of God's work and calling on their lives.*
- *Ask the student to read this once a day until you meet again.*
- *When you meet again, ask how the text has impacted them.*

4. People Gathering: Meet My Pastor

- *If a student is needing to grow in his/her ability to connect with new people, give them the challenge to meet and bring new people to the church.*
- *Give them a number of folks to bring (5, 15, 25).*
- *Give them a timeframe to complete the goal (Next few weeks, by next month, in the next three months).*
- *When students bring a new person to the church, make sure that they introduce that person to you or one of your staff. This builds a healthy accountability into the challenge.*
- *Throughout this challenge, follow up with your student(s), and ask what it has been like to connect with these new people.*
- *Great resource for this: "The Art of Neighboring" by Jay Pathak & Matt Runion*
 - *Book: <http://www.amazon.com/The-Art-Neighboring-Building-Relationships/dp/080101459X>*
 - *Website & Resources: <http://artofneighboring.com/>*

5. Making Disciples: Start Here

- *Ask students to find three people to start discipling.*
- *Encourage them to use the "Start here" text by Don Williams as a guide (See "Formation of the Inner Life" course texts).*
- *Have them find time to read through the book with the 3 other people.*
- *Make sure that those being disciplined are not direct family members or staff at your church.*
- *The challenge should help them to go outside of their comfort zone with those they are seeking.*
- *Check in regularly with them to see how the process of discipling is going.*

6. Where are you leading now?

- *Help students to begin leading in the local church.*
- *Ask why they are, or are not, currently leading in the church.*
- *Are they leading enough? Are they leading too much?*
- *As a pastor, continually be looking to see how leading impacts the student's identity. Is it a healthy or unhealthy connection?*
- *Great resource to support his conversation: Vineyard Pastor Andy Smith's talk on leadership: "You are the project" -<https://youtu.be/lGw5zrXbzY?t=14m28s>*

7. Launching Leaders: IRTDMN Model

- *Challenge students to begin using the first two steps of the model “I” - Identity and “R” - Recruit.*
- *Your students are likely serving in some form of leadership at the church. Help them to model the IRTDMN in their ministry areas.*
- *Have them begin to identify and recruit potential leaders they are working with.*
- *Discuss how that process is working for them. How are they succeeding? What has been difficult?*
- *This exercise can be used for all steps in the IRTDMN model.*

8. What are the challenges you are facing right now?

- *Make space for students to open up about the difficulties that they are working through.*
- *Make space to listen to those challenges, and continue to ask “What else?” “Tell me more.” “Is there anything else?”*
- *Once student(s) have had time to express challenges, provide time to pray, pastor, and connect the students to any appropriate resources that would support them.*
- *This exercise is often well timed after long breaks, such as Christmas where students’ normal rhythms have been changed.*

The Permission to Plow Deeply

Remember, students have signed up for this and desire to grow as a part of it. Confirm with them that they are giving you the “permission to plow deeply” in their lives. Agreement on this will make for a purposeful relationship that empowers you to press in, and opens up the student to be more teachable.