

## **IBC Residency Program**

The IBC Residency Program is designed to help IBC churches help themselves by developing future pastors and church planters for our churches. The IBC Residency Program will cover a wide spectrum of possibilities for the churches and will provide a variety of ways to help along that spectrum. The possibilities are limited only by the creativity of the churches.

The IBC Residency Program is church-driven. This means that ideas and requests for residencies will stem from the church. Both year-long residencies as well as semester internships can be part of the IBC Residency program. Each church that is interested in participating in the program will develop a description of and plan for the residencies. Churches as well as the resident/intern are expected to cover part of the cost of the support. A proposal for the residency is presented to the Developing Resources team.

The Developing Resources team, working in conjunction with the Multiplying Churches, Strengthening Churches, and Empowering Leaders teams, will determine IBC funding for the proposal and provide oversight for the residency.

### **Primary Types of Residencies:**

1. Year-long residencies as pastor or church planter. This residency is for a person entering church ministry in an English-language international church setting with the primary ministry objective of being a pastor or a church planter. In most situations, this person will be a seminary graduate, but churches may consider others, especially if they are coming out of their own church. The residency will expose the resident to all aspects of pastoral ministry in the international local church, including areas of particular interest and specific needs within the host church.
2. Year-long residencies in other church positions. This residency is for a person entering church ministry in an English-language international church setting with the primary ministry objective of something other than pastor or church planter. In most situations, this person will be a seminary graduate, but churches may consider others, especially if they are coming out of their own church. The residency will expose the resident to various aspects of church staff ministry in the international local church but will focus on an area of particular interest and specific need within the host church.
3. Semester-long (or longer) internships for seminary students. This residency/internship is for a person exploring church ministry in an English-language international church setting. The internship will expose the intern to various aspects of church/pastoral ministry in the international local church but will probably focus on an area of particular interest. The host church, intern, and seminary will work out the requirements of the internship.

All residencies will include participation in relevant IBC events and resources such as IBC conferences and training events, appropriate team activities, and other IBC church visits.

### **Responsibilities of the Host Church**

- Each host church is to develop a plan for the individual residency that will meet the needs of the church and the resident. The host church will recruit a resident for each position. The DR team will be available to consult as to possible “pools” for candidates, but it will be the responsibility of the church to select their own resident. The host church will provide a copy of this plan to the DR team as part of the application process for the IBC Residency Program.
- The resident will conduct his/her ministry under the direction of the host church’s pastor or other designated leader. The resident’s supervisor will focus on developing the resident’s character and competency so that he/she will leave the residency with greater knowledge, a more passionate heart, and refined skills to thrive in his/her

ministry calling. The specifics of the residency will be a personalized path, based on the resident's history, current place in life and ministry, and future goals, to help him/her develop deeper character and sharpened ministry skills.

- The host church will provide for the needs of the resident as appropriate, to include such items as transportation to/from the field as needed, a vehicle or local transportation pass, housing and utilities, health insurance, ministry expenses, and monthly stipend for food and living expenses. (Specific EUR amount will be determined by the host church and agreed upon by the resident.) The host church is responsible for all legal aspects of the resident living and working in the country such as visas, work permits, and taxes.
- The host church will complete any reporting or paperwork required by an intern's seminary, if needed.
- The host church, in particular the resident's supervisor, will provide written progress reports to the designated IBC representative quarterly during the residency. A copy of this report will also be sent to the DR team.

#### Responsibilities of the Resident/Intern

- The resident will raise personal support for additional discretionary expenses or to complete the cost of the residency. (Specific EUR amount will be determined by the host church and agreed upon by the resident.)
- The resident/intern will inform the host church of the requirements for completion of the internship/residency with his/her seminary, if appropriate. The resident/intern will facilitate communication between the seminary and the host church.

#### Responsibilities of the IBC

- The IBC will provide financial assistance to the host church for the purpose of the residency program. This will be on a sliding scale based on the length and type of residency. The minimum length of an internship is a semester/6 months.
  - Full residency: up to €10,000
  - Internship: minimum of financial support for attending IBC eventFinancial assistance will be on a timed release with ½ of the assistance coming at the beginning of the residency. The remaining assistance will be distributed in two parts in the second half of the residency.
- The IBC will provide a representative who will work with the resident's supervisor to provide mentoring, support, encouragement, and oversight.
- The IBC representative in consultation with the supervisor will decide which IBC events and/or activities the resident will be involved with.
- The IBC will provide additional financial support for the resident and his/her spouse to attend 1 IBC event. This will include transportation, housing, and registration fees. Travel reimbursement for other approved activities will also be available.

**INTERNATIONAL BAPTIST CONVENTION  
RESIDENCY FUNDS REQUEST FORM**

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

Church Name:	
Pastor's Name:	
Resident's Name: (if known)	
Resident's Supervisor: (if known)	

Amount Requested:			
Annual Budget:		Average Attendance:	

Describe your church's planned residency program including length, scope, and costs. Please provide a cost breakdown as to amounts to be paid by the church, the resident, and the IBC. Please attach additional pages if needed.

What is your church's vision for the next five years?

Have you and/or your church ever had interns or residents?

If yes, describe those experiences.

If no, what has kept you from having interns/residents in your ministry or church?

What excites you about having a residency at your church?

What concerns do you have about having a residency at your church?

As with any international church, the chance of your resident's supervisor leaving mid-residency is real. What will be the plan for continued care and supervision of the resident?

\_\_\_\_\_  
Pastor

\_\_\_\_\_  
Elected Church Official and Title  
(other than pastor's spouse)

Please attach the following documents to this application.

1. Minutes of business meeting showing the approval of the residency program in the church.

Mail to: International Baptist Convention

Am Dachsberg 98

60435 Frankfurt, Germany

E-mail: [resources@ibc-churches.org](mailto:resources@ibc-churches.org)