

Pastoral Residency Program at Bayview Glen Church

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Program Details

Purpose

Our mission at Bayview Glen Church (BGC) is “We work together so that everyone, everywhere can experience God’s love and our created purpose in Jesus.” This mission speaks to the rationale and purpose for our Pastoral Residency Program (PRP). First of all, the need for highly skilled, spiritually mature, servant-leaders is increasingly evident in the Church and in our communities. The PRP presents an incredible opportunity to “work together” with the next generation of leaders by training and equipping them for possible vocational ministry. Second, while every Christ-follower is commissioned to make disciples of “everyone, everywhere,” vocational ministry is unique to those called by God. The PRP is designed to help those interested in pastoral ministry discover their God-given calling and “created purpose in Jesus.”

Bayview Glen Church is uniquely positioned, and is deeply compelled by the Spirit to be a church that trains, mentors, and deploys individuals who sense a call to vocational ministry. The PRP is an opportunity for residents to receive a holistic perspective of the pastorate through hands-on training with specific ministry focus. BGC feels that successful pastoral ministry in the 21st century requires a rare combination of love of God, a zeal for His church, a drive for excellence, and an unwavering commitment to personal and communal growth.

Pastoral residents will be mentored by our staff team, trained in ministry and practical theology, and will be expected to serve in and lead respective ministries at Bayview Glen Church. Residents will gain first hand knowledge of and experience in being part of a pastoral team as well as receive letters of recommendation at the completion of the program.

Elements

The program will run for a duration of 10 months. During that time frame, each resident will spend at least five months with a principal mentor (ministry specific) with the possibility of exploring other areas of ministry. These explorations will be for specific intervals of time with secondary mentors in order to be given a holistic pastoral ministry experience. The weekly expectations and responsibilities consist of time spent with a mentor, active participation in all staff meetings, work on tasks/projects as assigned by the mentor as well as leadership on Sundays. In addition, residents are expected to join bi-weekly group time to review and discuss the assigned readings as part of the Curriculum.

Curriculum

One of the questions that guided our planning is “What are the irreducible qualities of a great pastor?” Thus, in addition to hand-on experience, we aim to foment the residents’ reflection and thinking in being a “great pastor” through curated readings and ensuing discussion on relevant and practical topics including:

- ◆ The Church
- ◆ Being a Pastor
- ◆ How to do Ministry
- ◆ Pastoral Theology
- ◆ Worship / Community / Family Ministries
- ◆ Preaching
- ◆ Current Cultural Issues

Pastoral Resident Roles Overview

Bayview Glen Church

With deep roots in a rich, Christ-honouring history, Bayview Glen Church (BGC) has grown into a thriving, multi-ethnic, and Christ-centered community located in the heart of the Greater Toronto Area. We aim to create environments where God alone is the focus, people connect with one another in authentic relationships, and individuals develop into mature followers of Jesus. Bayview Glen Church is a member of The Christian & Missionary Alliance in Canada.

Why People Work Here

Our team describes the top reasons for joining and growing in the leadership team at BGC in the following opportunities:

- ◆ Contributing to a variety of projects that positively impact many individuals, groups, and the Christian community as a whole.
- ◆ Working with excellent pastors and thought leaders across multiple ministries who have various deep expertise and extensive experience within their field.
- ◆ Collaborating as part of a supportive team of thoughtful, charismatic, and humble professionals.
- ◆ Autonomy and flexibility within one’s work and development journey.
- ◆ Playing a meaningful role in designing and delivering inspired events, programs, and services to shepherd and care for followers of Jesus.

The Roles

Bayview Glen Church is seeking residents to support, deliver, and lead in the following areas of ministry:

Weekend Experience

The weekend experience team looks after everything to do with our corporate worship services as well as other creative projects. Examples of ministry opportunities that could be available to our residents include:

- ◆ **Liturgist/Worship Leader:** Leads the congregation and worship singers vocally while shaping new liturgical expressions.
- ◆ **Music Director:** Directs the instrumental band, guides behind the scene instrumental operations.
- ◆ **Production Team:** Works with the technology team including video, sound, lighting, production planning/execution and stage displays.
- ◆ **Prayer Team Coordinator:** Facilitates prayer during our online and in-person services as well as works with our prayer team to organize our prayer gatherings.
- ◆ **Service Translations:** Works with our translation team to facilitate the translation and delivery of our sermon content.
- ◆ **Preaching/teaching:** Works with our preaching collaboration to determine sermon series, contribute to weekly sermon discussion, and preach or teach when opportunities arise in various venues.

Community Ministry

The focus of our community ministry team is making disciples who reflect the character and priorities of Jesus in all of life. The ministry opportunities are wide ranging on this team. Ministry opportunities that could be available to our residents include:

- ◆ **Course Coordinator:** Recruits, trains and mobilizes a team to run courses such as Alpha, Marriage and Pre-marriage.
- ◆ **Life Group Leader or Coach:** Fostering disciple-making practices and building structures that create and support missional movement.
- ◆ **Discovery Course:** Facilitates our four week introduction to vision and life at Bayview Glen Church.
- ◆ **Bayview Kids:** Coordinates creative activities, engaging curriculum, and caring small groups to explore God's truth.
- ◆ **Bayview Youth:** Engages students with fun games, relevant teaching, and a safe, dynamic environment where our students can develop life-long friendships and encounter God's love.
- ◆ **Events Coordinator:** Develops environments, curriculum, and resources to encourage and catalyze disciple-making to happen at home with the entire family.

Campus Operations

This team is the backbone of our church. It supports all of the other areas through administrative support, financial resources, communication expertise and other organizational and operational tools. Ministry opportunities that could be available to our residents include:

- ◆ **Communications:** Creating and implementing communication plans for our various ministry initiatives.
- ◆ **Finances:** Works with our finance team in managing our resources for Kingdom growth.
- ◆ **Operations:** Focuses on setting policies & procedures as well as establishing tools and resources for staff.
- ◆ **Administrative Support:** Coordinates and supports various ministry initiatives and special projects.

General Qualifications

1. A contagious and consistent relationship with Jesus Christ and a reputation that is excellent both within and outside the church community. A well-established set of disciplines in worship, bible study, prayer, repentance, peacemaking, purity, service, giving, witnessing, submission, and guidance from the Holy Spirit. Well-ordered relationships and household: healthy family life, well-behaved children (if applicable), faithful to one's spouse (if applicable) in every respect. If single, chaste and a good example in relationships with the opposite sex. Character qualities pursuant of 1 Timothy 3 and Titus 1.
2. A track record of tithing to the local church, serving in ministry, deference to pastoral leadership, and evidence of leadership and calling to full-time ministry.
3. Free from addictions and life-dominating sins — willing to limit one's liberty for the sake of others.
4. Demonstrated competence in doing the work of the ministry. The resident should be able to demonstrate gifting and ability as necessary for pastoral ministry.
5. A commitment to the Bayview Glen Church Statement of Faith, values, practices, and philosophy of ministry.

Specific Qualifications for all Roles

1. If married, a spouse who enthusiastically supports participation in the program and who will freely agree and solemnly commit to seeing it through.
2. Enthusiastic and unqualified recommendation by a pastor who confirms the candidate's call to ministry.
3. The time and energy to work at least 20 hours a week as a resident.
4. Intention to plant a church or serve on the pastoral staff or leadership of a church community after completing residency.

General Responsibilities & Duties

1. Attend all meetings and complete all assigned readings and participate in the bi-weekly discussion time.
2. Participate and serve in designated church services, duties before and after church services, outreach events, etc.
3. Duties as discussed with, agreed upon and assigned by the mentoring pastor.

Next Steps

For more information or to apply for our Pastoral Residency Program, please email **davel@bayviewglen.org**.