



## *University Baptist Church*

### *Pastoral Residency*

*The Heart of Christ for the Heart of Ministry*

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*“The aim of our charge is love that issues from a pure heart and a good conscience and a sincere faith.” (1 Tim 1:5)*

*“The work of the ministry is the best work in the world. God had but one Son in the world, and He made Him a minister.” (Thomas Goodwin)*

*“Christ’s love is the fuel for our love. What creates also nourishes. As his love gives our love its being, so also it gives our love its growth. It is both the mother and nurse of our love. The more Christ reveals his love, the more heat our love gets.” (William Gurnall)*

## **Overview**

UBC’s Pastoral Residency is a training program aimed at equipping men to be God-honoring, Christ-exalting, Spirit-dependent pastors.

Through study, reflection, participation, and discussion, residents will gain knowledge and experience in areas of pastoral leadership, ecclesiology, church polity, the role of God’s Word in preaching and teaching, ministry in a local church context, and much more. The program is immersive. Residents will be in regular, day-to-day rhythms of ministerial life for the sake of learning about the church, pastoral ministry, and how to serve and lead God’s people in the local church.

Seminaries do a wonderful job training pastors to read Greek and Hebrew, to think theologically, and to understand church history. But seminaries do not intensely focus on the main subject of pastoral ministry: ecclesiology. Our Pastoral Residency is an ecclesiology intensive. We care deeply about the local church. We want to train pastors to think and care deeply about the local church, too. In our Residency Program, future residents can expect to learn about God’s *heart* and *plan* for His Church.

The Pastoral Residency lasts 9 months – from August to May. Much of the time is spent reading, writing, observing, and discussing the fundamental elements of church life. Each week, residents will read

hundreds of pages of selected readings. After reading, they will write reflection papers, critically interacting with the reading material. Some weeks will require writing position papers, which are lengthier assignments that are more specific. The goal of these papers is to help residents reach biblical-theological conclusions on important subjects. After reading and writing, residents will discuss their papers with pastors at a regularly scheduled meeting each week.

UBC's Pastoral Residency hopes to blend theory and practice. While it is a reading and writing-heavy program, there is an emphasis on pastoral practice, too. You will be encouraged to get out of the office and co-labor with a deacon in hospital visits, set up lunches with church members, or serve in tangible and practical ways. A pastor who loves Christ's church gives himself in service to it. A pastor who is unprepared to sweep the floors is not prepared to preach. To this end, residents will also attend practicums, meetings aimed at establishing core competencies for pastoral ministry. Some of these will include practicing baptism, fencing the Lord's Supper table, sermon preparation, and pre-marital counseling.

Finally, we want the Pastoral Residency to be a place where men can enjoy pastoral friendship. In an age where men are floundering, derided in our wider society, and generally aimless, we want to provide a space where men can be encouraged, cared for, and raised up to be effective and efficient pastors.

By God's grace, we want to make spiritual fathers out of guides (1 Cor 4:15). By extolling the heart of Christ, we want to disciple men into a deeper heart for Christ and His people. Because the heart of pastoral ministry is the heart of Christ.

## **Residency Information**

The pastoral residency lasts approximately 9 months, from August to May. The Fall semester runs from mid-August to mid-December and the Spring semester runs from January to mid-May.

During their time with us, residents will become members of UBC and are expected to affirm our Statement of Faith and Church Covenant. A modest monthly stipend for living and housing expenses will be provided, and personal copies of all books and required readings are provided for each resident.

Acceptance into and/or completion of the residency in no way implies our affirmation of your fitness for ministry, and future employment at University Baptist Church is not to be expected.

## **Reading and Writing**

The Pastoral Residency is, first and foremost, a reading and writing-heavy program. Each week, you will be expected to read hundreds of pages of material and engage with it thoughtfully through writing. The reading covers all kinds of topics. Through study, reflection, observation, and participation, residents will better understand pastoral leadership, the theology of the church, church polity, the role of God's Word in preaching and teaching, ministry in a local church context, and much more. The aim is simply to immerse residents in the regular, day-to-day rhythms of ministerial life and provide them with an ecclesiological and pastoral framework for serving God's people in the local church.

## **Mentorship**

Each pastoral resident will be paired with a staff pastor to meet on a bi-weekly basis. In this time, the resident should feel free to ask questions about ministry, life as a pastor, the residency readings – basically, everything is fair game. This time is intended to encourage residents to think about how the residency readings connect, practically, to day-to-day-ministry. Additionally, the residents will be walked through the Pastoral Pathway, a comprehensive approach to thinking through the character, competencies, and convictions of a pastor.

## **Preaching**

Each resident will get the opportunity to hone their preaching skills. Through preaching practicums, Charles Simeon Trust workshops, and opportunities to preach at Sunday Evening prayer services, residents will be able to grow and develop in their ability to faithfully preach and teach God's Word to God's people.

## **Biblical Counseling Training**

Residents will undergo a 9-month comprehensive course in biblical counseling training. Led by one of our pastors, Equipped to Counsel is a biblical counseling program in the church that equips church members to apply the truths of Scripture to the lives of Christians.

## **Honor Letter**

Each month, every resident is responsible for writing a one-page "honor letter" that highlights specific Christ-like glory in another Christian at UBC. Paul tells us to "Love one another with brotherly affection. Outdo one another in showing honor" (Rom. 12:10). God is doing so much in His church. His grace trains His people to live gospel-honoring lives. One of the chief jobs of a pastor is to remind and help congregants to focus on that fountain of grace in the church. This letter is about encouraging habits of gratitude and reflection to help pastors be those who see and encourage God's grace in others.

## **Fiction for Faithful Ministry**

Fiction can be a powerful tool for shaping wise and perceptive pastors. Through story, we are invited to see the world through the eyes of others, deepening our understanding of the human heart. Well-chosen literature sharpens our moral imagination and helps us recognize both the beauty and brokenness of life. In this way, fiction serves faithful ministry by training us to listen well, discern carefully, and speak truth with compassion. And so, residents will read two assigned novels (one per semester) and write a 5-page paper about how God used this novel to open the eyes of your heart (Eph 1:18) to envision a better way in pastoral ministry. We will discuss the novel and your papers together over a meal one evening at the end of each semester. "Good books are a very great mercy to the world." (Richard Baxter)

## **Scripture Memorization**

Pastors should be able to say, "I have stored up your word in my heart, that I might not sin against you" (Ps 119:11). Over the course of the year, the residents will memorize a book of the Bible. Each residency class will memorize a book of the Bible together and recite it at the end of the year.

## Flow of Study:

August	September	October
<ul style="list-style-type: none"> <li>• The Life of a Pastor</li> <li>• The Heart of a Pastor</li> </ul>	<ul style="list-style-type: none"> <li>• The Productivity of a Pastor</li> <li>• The Conscience of a Pastor</li> <li>• The Theology of a Pastor</li> <li>• The Ministry Philosophy of a Pastor</li> <li>• The Discipleship Ministry of a Pastor</li> </ul>	<ul style="list-style-type: none"> <li>• The Exegesis of a Pastor (pt 1)</li> <li>• The Exegesis of a Pastor (pt 2)</li> <li>• The Biblical Theology of a Pastor</li> <li>• The Systematic Theology of a Pastor</li> </ul>
November	December/January	February
<ul style="list-style-type: none"> <li>• The Reformation and the Pastor</li> <li>• Preaching and the Pastor (Preaching Practicums)</li> </ul>	<ul style="list-style-type: none"> <li>• The Church and the Pastor (pt 1)</li> <li>• The Church and the Pastor (pt 2)</li> <li>• The Church and the Pastor (pt 3)</li> <li>• The Church and the Pastor (pt 4)</li> <li>• Conversion and the Pastor</li> <li>• Baptism and the Pastor</li> <li>• Lord's Supper and the Pastor</li> </ul>	<ul style="list-style-type: none"> <li>• Evangelism and the Pastor</li> <li>• Pastors and the Pastor</li> <li>• Deacons and the Pastor</li> <li>• Church Worship and the Pastor</li> </ul>
March	April	May
<ul style="list-style-type: none"> <li>• Pastoring and Church Membership</li> <li>• Pastoring and the Mission of the Church</li> <li>• Pastoring and Missions (Spring break)</li> </ul>	<ul style="list-style-type: none"> <li>• Pastoring and Church Services</li> <li>• Pastoring and Evangelicalism</li> <li>• Pastoring and Prayer</li> <li>• Pastoring and Church Administration</li> </ul>	<ul style="list-style-type: none"> <li>• Pastoring and Politics</li> <li>• Pastoring and Gender Roles in the Church</li> <li>• Pastoring and Marriage, Gender, and Sexuality</li> </ul> <p>Final Week: Assessment Week</p>

If you're interested in applying, you can do so through our website. If you have any questions, please reach out to Nick Roark ([nroark@ubcfayetteville.org](mailto:nroark@ubcfayetteville.org)) and Scott Bielinski ([sbielinski@ubcfayetteville.org](mailto:sbielinski@ubcfayetteville.org)).

## Frequently Asked Questions

Is a residency offered in the summer? Or is there a part-time option?

*No residency is offered during the summer. Currently, we offer an abbreviated version of the full-time residency that runs congruent to the full-time residency. If you are interested in the part-time option, please indicate so on your application.*

Can I get seminary credit for doing the residency?

*Currently, we have partnerships with Southern Baptist Theological Seminary and Midwestern Baptist Theological Seminary which allows for credit hours to those who participate in the pastoral residency program. If you have more particular and specific questions about which classes or courses are covered, please reach out to Scott Bielinski.*

I'm not sure I want to be a pastor. Should I do the residency?

*The pastoral residency program is a significant commitment. We encourage only those seriously considering or currently in pastoral ministry to apply.*

When should I apply?

*Decisions about the following fall residency class will be made by mid-March. Please submit your application no later than January 15th. Earlier is always better for planning purposes, as well as allowing for time for interviews.*

Is UBC able to provide residencies for women?

*We do not offer residency spots to women because the residency is for those who intend to pursue pastoral ministry.*

Where should I be in my education before doing the residency?

*A college degree is usually expected for residency candidates. Past residents have applied before, during, and after their theological education.*

Can I do the residency if English is not my first language?

*Yes. Please contact Nick Roark and Scott Bielinski to discuss the proficiency level of English needed to benefit from our program.*

Do I need to be a citizen of the United States?

*No. We welcome applications from internationals. We encourage internationals to apply at least one year in advance. Please contact Nick Roark and Scott Bielinski to discuss the visa application process.*

Is a stipend provided for the resident?

*Yes. Residents are offered a modest monthly stipend. We have some housing available that we can offer on a case-by-case basis. If you have questions about housing, please contact Nick Roark and Scott Bielinski. If you need additional help to cover other expenses, we encourage personal support raising.*

Will I be able to work while doing the residency?

*The residency program is an intensive and a full-time commitment, so we discourage you from trying to work during the residency. By providing a stipend (and potentially housing), residents are freed up from working outside of the church and can spend their time learning about and observing the church. However, it is ultimately up to you to determine if a part-time job is needed to sustain your family financially and how to keep it from interfering with the residency program commitments.*

Where can I send my children to school during the residency?

*Residents are free to choose whichever educational option is best for their children, including Arkansas's public and private schools, homeschooling, or whatever best suits your family.*

Where does vacation fit in with the residency?

*No vacation is provided for residents, and residents should not expect to travel for personal ministry purposes (speaking engagements, conferences, etc.). The church office is closed on government holidays, though sometimes residents will still have papers and readings due on those days. Residents get some scheduled time off during Thanksgiving, and around Christmas and New Year's. Residents usually have a half day off each Friday, and a full day each Saturday.*

How are residents involved in the church?

*Residents will be involved in various ministries of the church, but will not be responsible to oversee any specific ministry. Much of what residents do involves reading, writing, and observing. Men should not*

*expect the residency to be a time when their gifts are tested, nor should they expect to receive ample opportunities to teach publically, lead small groups, and the like, though some of these opportunities may come.*