

# LINWOOD RESIDENCY

**Lead Pastor / Student Ministries  
Two Year Residency Program**

**Linwood Residency's Program**  
Linwood Church (Sioux Falls, SD)

Linwood   
a wesleyan church



**IT IS SIMPLE.**

**WE EXIST TO SEE THE KINGDOM WIN.**

**WHY ARE WE IN THIS TOGETHER WITH  
THE RANSOM CHURCH? WE ARE TIRED  
OF SEEING THE BODY OF CHRIST  
FRACTURED.**

**WE ARE TIRED OF SEEING RISING  
PASTORS BURNING OUT.**

**WE HAVE TO DO BETTER.**



**LINWOOD  
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# QUICK NOTE

Hey,

Thank you so much for taking a look at what we offer here at Linwood. Our heart is simple, we want to see pastors win.

A few years ago we began exploring the options of creating our own Residency. In our research phase, we learned a few things. Most importantly, we asked the question, why create a residency when someone already has an amazing program. Why try to "compete" when you could just partner? Like the Body of Christ should look like.

With our unique partnership with The Ransom Church we can provide, by the end of your two year experience,

how to lead and navigate both a small church and a large church.

We understand there is a lot of pressure in finding the right place to go. Our promise is that we are going to guide you regardless if you choose The Awaken Network or not. When future pastors win, the Kingdom wins.

Hey,

God is calling you. You are trying to discern, "What's Next?" and it brought you to the point where this booklet is in your hands. I want you to know that I'm not only excited for you, but also super proud of you for taking steps towards exploring where God might be leading you.

Since the residency began in 2014, Ransom Church has been honored to disciple, equip and send out workers for the harvest (Matthew 9:35-39). As the landscape of our world continues to change, we realize that we also need to explore the Next that God has us. We believe that Jesus changes everything and there is a hurting world in desperate need for us to connect the dots, cross lines and give them opportunities to experience the same. It is through this lens, that we have been led into this unique and beautiful partnership with Linwood to train up and send out the next generation of pastors. This partnership will give you exposure to two churches who are passionate about getting people to Jesus. You'll get to experience the different culture and styles of each and also grow in your understanding of what it looks like to share Jesus in your context -- in your community, with the people God is calling you too.

We know that you are destined for kingdom impact and we would be honored to pray and encourage you as you look forward to What's Next.



rc. ransom church.



# WHY RESIDENCY?

## HEARTBEAT OF LINWOOD RESIDENCY



### **Continuing our Legacy of Disciples who make Disciples:**

At first glance, Linwood could be passed by as a simple medium sized-congregation of 250 people. But at its heart, Linwood is a Family of Families built on a legacy of creating a movement of church planting and disciple making.

In 1999, Linwood dreamed of planting another church within its own city to reach a new demographic of families. Linwood planted Celebrate Community Church, which now welcomes over 3,000 people to their weekly services.



In 2009, with the ever-growing population of Sioux Falls, Linwood dreamed the unthinkable and planted a second church to hit a different target demographic. Linwood planted The Ransom Church, which now welcomes over 2,000 people to their weekly services.



In 2019, as we cheer on our church plants birthing new churches across The United States, Linwood has ventured into a new dream; helping upcoming pastors win and equipping them for ministerial success. Thus, the launch of our Residency Program. This is our passion because it has been rooted in our DNA for over 50 years.

### **Not an Internship. Hands on Practical Ministry to Help Residents Succeed.**

Internships are too often designed to have you watch, observe, and complete the tasks no one else wants to do. Our residency is designed to equip the individual while in the trenches of ministry. We chose to equip, invest, and develop ministry leaders through our pastoral residency. This leadership developmental program is designed for emerging leaders who feel called to vocational church ministry and desire ministry experience in a vibrant church.

Residents can expect to be coached as you serve amongst the staff of Linwood during your two years here. Residents are placed in specialized areas to help focus on their pastoral goals through our unique teams. We offer residency in Lead Pastor and Student Ministries (grades 6th - 12th).



The best part: our residents get the best of both worlds. Through our unique partnership with The Ransom Church, our residents will experience a residency training ground unlike any other program; being fully immersed in different cultures/styles of programming from both churches, developing moldable tools to fit future success in ministry, and intermixing of other Awaken residents through our tested leadership training w/ the collaboration of The Ransom Church and Linwood Leadership Team.



# GENERAL INFO

## SNAPSHOT OF LINWOOD

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### Overview of Linwood Church:

Linwood Church was founded in 1963 by Darrell and Ruby Wagner. Originally a small group meeting in the Wagner's home, Linwood has grown to be a dynamic and steady presence in the Sioux Falls community. The congregation moved into its current location in 1989. The gym and south addition were completed in 2005.

Our history includes planting churches locally and working with local ministries to impact the city of Sioux Falls. The gym is utilized by many community organizations and ministries. For us, it is all about adding value to the community and building a spiritual legacy that guides future generations.

Our desire is simple: to make disciples who make disciples. We are not perfect, but we have a hunger to share the Gospel. We are not heavily staffed, but we have a desire to equip leaders successfully for ministry with multiple skills and attributes. Linwood has proven itself to be a launching site and continues to build on that legacy by equipping the next generation of leaders for the trenches of ministry.

### Our Mission:

Our mission is to reach people for Christ, give them a place to belong, and help them grow in their faith.

### Our Vision:

Our vision is to be and increasingly become a healthy Family of Families.

### Our Core Values:

- Centering Our Lives on the Word
- Caring for Each Other
- Leaving a Legacy of Faith





## **History of Linwood Students:**

Linwood Student Ministries has been on a journey since the inception of Linwood Church. In 2005, the church took a step of faith and added additional space to their building. This included a fully functional gymnasium and a youth center geared specifically toward our student ministries. With this risk came vision, leadership, and direction. That same year, the youth center opened up as "The Filling Station." The concept behind the branding was to fill students with God's character and love. As time progressed, the vision of the student ministries program refocused its branding to create seamless unity with all other programs connected to the church. Thus, we launched and re-branded the youth group to Linwood Student Ministries in 2016.



## **Who are we @ Linwood Student Ministries (LSM):**

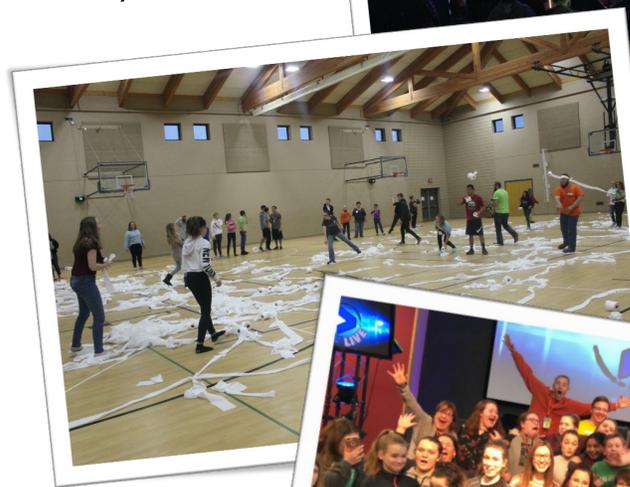
We are called, unapologetically, to follow after God and to live a life greater than our own. We live by our theme verse Luke 9:23, which says "If anyone would come after Me, let him deny himself and take up his cross daily and follow Me." Throughout the pages here we hope that you will discover our identity as we continue to be and increasingly become a healthy Family of Families.

## **LSM's Mission:**

Our mission is to reach people for Christ, give them a place to belong, and help them grow in their faith.

## **LSM's Vision:**

We are called, unapologetically, to follow after God and to live a life greater than our own.



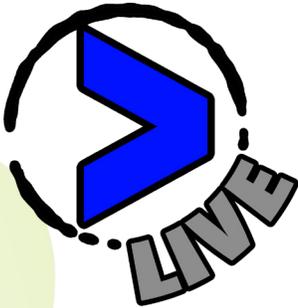
## **LSM Discipleship Model:**

His love has ALWAYS been greater. You were made for GREATER things.

That is our anthem. Our call to action. Our desire.

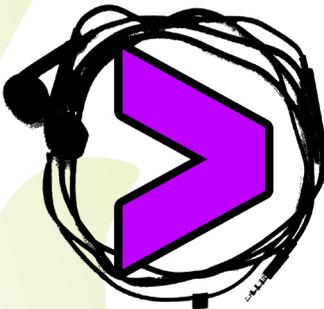
Within the umbrella of LSM comes the birth of four different programs. These programs bring a unity to the vision and mission of LSM. Our goal is to connect our students into a fruitful relationship with Christ, to foster growth in their spiritual faith, to develop desire in continuing their relationship with Christ, and to inspire them to act on their faith. The following is a brief overview of the four programs we offer in our discipleship model.

### **LSM Live:**



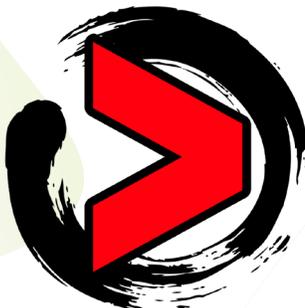
This is our main gathering for LSM. Some may also call this “youth group.” In following with Acts 2, we provide students the opportunity to learn, understand, and grow in the faith by simply being a part of this organization. They are challenged weekly through the preaching of His Word and engaging in weekly small groups tailored to their ages. This gathering takes place on Wednesday nights from 6:30pm – 8:00pm here at Linwood Church. We focus on real life topics and constructing the ground work of a healthy relationship with Christ.

### **Worship Team:**



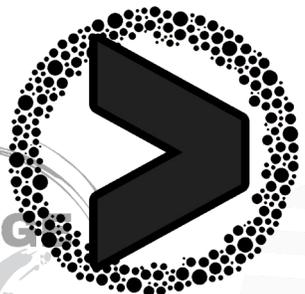
Worship is often defined as an act of singing. However, at its truest form, it is defined beyond its musical aspect. In Jesus’ Ministry, He was in contact with lots of people. From the broken to the humble, He ministered to a crowd of people on a daily basis. However, He chose 12 individuals to be a part of His core team (His disciples). These individuals were fishermen, shepherds, and tax collectors. However, He chose them and taught them. We model the system of giving our students opportunities to be worship leaders in our youth group.

### **Student Leadership Team (SLT):**



At the heart of LSM is our student leadership. We believe in students owning the youth group. Student Leadership Team has been designed and created to help build our students to be effective disciples for Christ. They are the first-respondents for the student ministries. In Matthew 17:1-13 we learned that Jesus took three (out of the 12) disciples and taught them specifically in leadership. We follow the same pattern and model.

### **Mentor Me:**



This program is focused on one thing: equipping the upcoming leaders for practical ministry. Jesus gave special attention to Peter and taught him the ropes of ministry. We believe, as a responsibility of the universal church, we must equip our leaders with hands-on experience. *Linwood Residents focused on Student Ministries would be a part of this program.*

## General Info | Snapshot of KidsWay



“Don’t let anyone look down on you because you are young, but set an example...” -1 Timothy 4:12

At KidsWay Ministries your child will learn to set an example for others in speech, love and faith. We provide a safe, fun environment where kids dig deep into God’s Word.

In order for us to go deep into God’s Word, KidsWay Ministries uses Explore the Bible curriculum. Each month, your kids will experience a book of the Bible like never before. These sessions from Explore the Bible include Bible Skills, Explore on Location videos, super charged worship and so much more! Kids will experience different activities and engaging lessons on Sunday mornings beginning at 9am and Wednesday evenings beginning at 6pm. We hope you can come along for the journey!



## General Info | Snapshot of Worship



At Linwood, we bring people together to encounter the one true living God and worship Him as one body in spirit and in truth. Through our gathered worship, we connect God’s Word with music, thereby pointing to Christ and exalting Him above all else. We seek to create an environment where people can grow as worshipers and are motivated to share the Gospel and live their lives in a way that brings honor and glory to God.

Psalm 9:1-2

*I will praise You, O Lord, with all my heart; I will tell of all Your wonders. I will be glad and rejoice in You; I will sing praise to Your name, O Most High.*





# GENERAL INFO

## SNAPSHOT OF LINWOOD RESIDENCY

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### **Developmental Elements (How):**

The Pastoral Residency is a leadership development program for emerging leaders who feel called to vocational church ministry and desire ministry experience in a vibrant church. It is uniquely designed to provide personal mentoring, leadership training, and hands-on experience working with one of the staff teams of the church to equip emerging church leaders for a lifetime of ministry significance.



Residency start dates vary with availability. Inquire for additional details. Approximately 29 hours per week are set for program involvement. Residents are given a stipend with optional housing for single residents. Residents gain experience by serving as part of a staff team in one of the ministry teams of the church. The team in which a Resident serves is chosen with the Resident based on experience, team chemistry and desired ministry future. Some of the teams at Linwood in which a Resident might serve:

- Lead/Campus Leadership
- Linwood Students – Middle School/High School

We accomplish this through our six Developmental Elements:

1. Ministry Experience
  - » Hands on ministry that qualifies as supervised ministry towards ordination
2. Ministry Coaching
  - » Personal coach for ministry questions
3. Personal Development
  - » Equips you to be successful both personally and in ministry
4. Leadership Development
  - » Weekly teachings centered around pastoral leadership topics
5. Culture/DNA
  - » Experience a unique environment with a dynamic staff
6. Evaluations
  - » Feedback to help you grow as a pastor

### **Linwood's Commitments:**

- Realistic work load with outcomes
- Go through the grind of ministry together as a working partnership
- Leadership development and opportunities to stretch those skills
- Opportunities to lead and serve in their specific calling
- Effective feedback and constructive evaluations
- Weekly one-on-one mentorship with Linwood Pastoral team
- Additional resources to benefit them personally and professionally



# FINANCIAL INFO

## LINWOOD RESIDENCY

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## COVERING THE TOUGH TOPICS: FINANCIAL

We get it. These types of conversations are difficult and, at times, awkward to talk through. We want to be as transparent as possible. We hope this infograph is easy to understand and easy to comprehend as you make decisions about your next step in your ministry career.



### SALARY STIPEND:

Salary/Stipend for interns is \$800 a month for the first 12 months and \$1,000 for the second 12 months. We do not withhold taxes and recipient must plan ahead during tax season. South Dakota has no state tax.



### COST AND EXPENSES:

Linwood will also be investing in our residents and providing materials to further education outside of the classroom. In some rare scenarios, residents may be asked to pick up a resource on their own.

### HOUSING:

If applicable and requested, housing is to be provided for residents. We work with families and volunteers in our ministry to accommodate each resident. Housing will be a basement apartment or room.

If you are married, we do not provide housing for you and your spouse; and you must provide and pay for your own housing. We can assist you in finding an apartment or rental house. Current rents in our area for a two bedroom apartment range from \$750-900 per month. For singles, if your financial situation provides, and you would rather rent an apartment, residents may choose to do so at their own expense.



### PRACTICAL MINISTRY BUDGET:

Residents will not have a set budget line item for ministry expenses. However, upon request, residents may be reimbursed for ministry expenses (such as meals with students, event tickets, club events, etc). These types of expenses must be approved by the NextGen Pastor or Lead Pastor before purchasing.



### INSURANCE:

All residents are required to maintain health insurance during the entirety of their residency. Insurance is not provided by Linwood. We must have proof of health insurance before your internship can begin.





# RESIDENT EXPECTATIONS

## LINWOOD RESIDENCY

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### Overview of Expectations:

Point blank, we want to dive in headfirst. Jesus wants it all. We honor that by expecting our interns to live by these six main foundations:

|  |  |
|--|--|
|  <p><b>MINISTRY EXPERIENCE</b><br/>HANDS ON MINISTRY THAT QUALIFIES AS SUPERVISED MINISTRY TOWARDS ORDINATION</p> | <p><b>LEADERSHIP DEVELOPMENT</b><br/>WEEKLY TEACHINGS CENTERED AROUND PASTORAL LEADERSHIP TOPICS</p>  |
| <p><b>MINISTRY COACHING</b><br/>PERSONAL COACH FOR MINISTRY QUESTIONS</p>   | <p><b>DNA + CULTURE</b><br/>EXPERIENCE A UNIQUE ENVIRONMENT WITH A DYNAMIC STAFF</p>                    |
|  <p><b>PERSONAL COACH</b><br/>EQUIPPING YOU TO BE SUCCESSFUL, BOTH PERSONALLY AND IN MINISTRY</p>                | <p><b>EVAULATION</b><br/>FEEDBACK TO HELP YOU GROW AS A PASTOR</p>                                   |

### How Residents Accomplish These Expectations:

- Reaching People For Christ
  - » A continuous, vibrant and growing relationship with Jesus
  - » A desire to better themselves and the Kingdom of God
- Give Them a Place to Belong
  - » Invest in the bigger picture of Linwood Church
  - » Discover moments to exceed expectations and pushing yourself throughout the program
- Help Them Grow in Their Faith
  - » Supporting the vision and mission of Linwood Church
  - » Staying in tune with God





# FAQ'S LINWOOD RESIDENCY

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## **When does the program begin and when should I apply?**

Starting dates vary on the availability of the candidates. This two year program starts in the summer. We prefer to start at the beginning of June, but understand that may not be feasible for all. As a church, we choose to be flexible with each resident as we begin to work together. Inquire with us personally if you have any specific timeline concerns.

## **How many residents do you accept?**

Initially, we will accept 1-2 candidates per year

## **When will I find out if I am approved for the position?**

Once we close our application process, we move very quickly. You should be hearing from us within two weeks after closing the application about your next steps.

## **After being accepted, am I guaranteed to start for the period desired?**

As long as there is housing available, you will be guaranteed to start for the period desired.

## **Is there a commitment contract?**

In order to best facilitate your needs and the needs of Linwood, we ask that all residents remain committed to the program. If accepted, residents are fully expected to be involved throughout the duration of the program, under a signed agreement.

## **What will I be doing on a weekly basis?**

Responsibilities will vary from week to week but will generally include:

- Attending Leadership development (in collaboration w/ The Ransom Church)
- Disciple families, lead bible studies, teach Sunday School
- Event planning and preparation
- Follow up and assimilation of visitors/new believers
- Linwood staff meetings
- Web maintenance, social media presence, promotional materials
- General office responsibilities
- Mentoring our upcoming leaders
- Weekly one-on-one mentorship with Linwood pastoral team
- Engaging Education
- Conferences, training sessions, etc



## **What happens when I have completed Linwood Residency?**

It is our desire to help place those in significant ministry opportunities in the place where God calls. We will always be planning and preparing you towards that end. We walk alongside all of our residents throughout the process. We connect with searching churches and make recommendations where appropriate. As part of the Residency program, we help residents develop resumes and provide resources for their next steps.

## **Can women apply for this program?**

As Wesleyans, we fully embrace women in ministry and provide equal opportunity for women to apply for this program. For more information on our viewpoints, please view <https://www.wesleyan.org/239/a-wesleyan-view-of-women-in-ministry>.



## **Who is the average applicant?**

Applicants should be college graduates with some ministry experience looking to be mentored and trained before being launched into full-time ministry. If you believe you have a unique situation, please contact us before applying.

## **What are the minimum requirements to be considered for the The Awaken Residency program?**

- College student or career training
- Calling to some form of ministry
- Residents must provide their own transportation

## **How much does Linwood Residency's cost and when is tuition due?**

Beyond normal living expenses, there will not be any extreme cost. However, in some cases, residents may be asked to purchase a resource (such as a book) outside of Linwood. If you are married, you will be responsible to pay for your own housing.

## **How much support do I need to raise?**

None, unless your financial situation requires an amount above and beyond the monthly stipend. Upon request and availability, we will provide housing but you will be responsible for other living expenses, including meals, cell phone, college loans, car payment, insurance, etc.



## **Can a married person do Linwood Residency?**

A married person is welcome to apply. However, married persons will obviously have a greater financial burden and the spouse may have to have a full-time job.

## **Do I have to find my own housing?**

Linwood will assist you in finding a host home or suitable living space for single interns. Host homes include a bedroom and bathroom. If you prefer to rent an apartment, they average \$750-\$900 per month and you will be responsible for covering that amount.

## **Can I work at the same time?**

Every financial situation is unique; and we desire to be sensitive. We are flexible with other part-time jobs

## **Can I still apply if I don't agree with Linwood's theology?**

All residents must embrace our mission, vision and core values as well as agree to the "Truths We Hold Dear" as a Wesleyan denomination in order to participate in the program. If you hold differences in areas not in our tradition please indicate that during the application process. We have strict guidelines concerning the use of alcohol, smoking, drugs, and relationships with the opposite sex. We strive to overcome theological differences and find common ground.



## **How will I record my weekly time log?**

Each resident will not be tracked on the hourly times they are working but they are expected provide proof of work. This will be evident in their time management and production of various projects. At times, residents will be expected to submit a weekly worksheet.

## **Do I need to have my own transportation?**

Yes.

## **Where can I go to discover more about what Linwood does?**

You can visit us online at [www.linwoodchurch.org](http://www.linwoodchurch.org). You may also be interested in visiting our student social media pages @LinwoodStudents (Facebook, Twitter, Instagram, Snapchat).





# READY TO APPLY!?

LINWOOD RESIDENCY



or visit us online at  
<https://linwoodchurch.org/ministries/residency/>