

# Residency Syllabus

2025-2026 | *Connecting Faith to Life*



## PURPOSE

The Northwood Residency aims to help residents discern God's call on their lives while giving them practical ministry experience in a healthy local church. The residency is a one-year commitment, beginning in August and ending in July. Residents will serve full-time on our staff. The residency combines practical, hands-on pastoral experiences, academic instruction, and pastoral mentorship.

## LEARNING OUTCOMES

By the end of the residency, the resident should:

- Have a thorough understanding of pastoral ministry and the work of the local church.
- Understand the Northwood strategy and be able to articulate it to others.
- Have gained experience in different areas of ministry at Northwood.
- Have grown in the basic mechanics of developing and delivering an expository sermon.
- Have an understanding of planting and church planting in the Northwood Family of Churches for church planting and replanting.
- Have developed healthy habits for ongoing spiritual and ministerial growth.
- Have a developed theology and philosophy of ministry for pastoral ministry and the church.

## RESIDENCY REQUIREMENTS

Note: Adjustments to reading and writing assignments will be made if participating in Southeastern Equip classes.

- Be in the office Monday through Thursday from 8:30 a.m. to 4:30 p.m. and will serve in assigned ministries on Sunday morning from 8:30 a.m. to 12:30 p.m.
- Attend weekly staff meetings.
- Participate weekly in preaching lab.
- Complete all reading assignments.
- Read required textbooks monthly and write a two-page response for each book. Meet weekly with your pastoral mentor.
- Attend a worship service at each church in our family of churches and interview each pastor using the provided interview questions. Then, discuss with your pastoral mentor.
- Lead a discipleship group or a Life Connection Group.

## RESIDENCY REQUIREMENTS CONT.

- Participate in a Northwood Equip Group in the Fall and in the Spring.
- Participate in the Charleston Collaborative, sponsored by the Charleston Baptist Association.
- Use the provided interview questions to interview five pastors in the Charleston area to gain insights about pastoral ministry and discuss with your pastoral mentor.
- Use the provided interview questions to interview each pastoral staff member at Northwood and learn more about each ministry in our church. Then, discuss with your pastoral mentor.
- Volunteer in each ministry area of the church as directed by the pastoral staff.
- Provide pastoral care with your pastoral mentor as assigned. This includes hospital visits, home visits, phone calls, etc.
- Serve wherever needed for various ministry events at the discretion of the pastoral staff.
- Keep a pastoral ministry journal of insights and reflections across your internship. See guidance below.
- Write a five-page paper outlining your theology and philosophy of pastoral ministry.
- Write a five-page paper outlining your theology and philosophy of the church and its ministries.

## READING REQUIREMENTS

- *Biblical Foundations for Baptist Churches* by John Hammet (August)
- *What is the Gospel?* by Greg Gilbert (September)
- *Questioning Evangelism* by Randy Newman (September)
- *Power in the Pulpit* by Jim Shaddix (October)
- *Expositional Preaching* by David Helm (October)
- *From Vision to Pathway: Crafting a Discipleship Strategy for Your Church* by Tommy Meador (November)
- *On Being a Pastor* by Derek Prime and Alistair Begg (November)
- *Church Elders* by Jeramie Rinne (December)
- *Scripture-Guided Worship* by Joseph Crider (December)
- *Lead: 12 Gospel Principles for Leadership in the Church* by Paul David Tripp (January)
- *Dangerous Calling* by Paul David Tripp (January)
- *Spiritual Disciplines* by Donald Whitney (February)
- *Church Planting Primer: Why New Churches Are Needed and How They Are Started* by Clint Clifton (March)
- *Replant Roadmap: How Your Congregation Can Help Revitalize Dying Churches* by Mark Hallock (April)
- *High Impact Teams* by Lance Witt (May)
- *At Your Best* by Carey Nieuwhof (June)
- *Pastors and Their Critics* by Joel B. Beeke and Nick Thompson (July)

## PASTORAL MINISTRY JOURNAL

- The pastoral ministry journal is designed as a tool for helping you capture questions you have about pastoral ministry as well as your reflections on your experience across the residency.
- Capturing Questions: You should bring the journal with you to campus each day. This will allow you to log special events and experiences, reflect upon them, and write down questions that you have.
- Reflection: We want you to reflect upon the nature of pastoral ministry, especially as it is seen in the Scriptures. You don't have to do these all at once, but we recommend that you spend time on these each week of the residency. Be persistent and consistent in this reflection.
  - Part 1: Nature. Read and reflect upon the nature of pastoral ministry as reflected in the following passages: Acts 20:17-35, 1 Tim 1-6, 2 Tim 1-3, Tit 1-3, Heb 13:17, Jas 3:1, and 1 Pet 5:1-5. How does each passage inform our understanding of pastoral ministry? What observations resonate with your own sense of calling and giftedness? Where do you have questions about your calling and giftedness as it compares to the nature of the task?
  - Part 2: Qualifications (Character and Competency). Each of the following qualities comes from 1 Tim 3:1-7, Tit 1:5-9, and 1 Pet 5:1-3. Prayerfully consider these qualities and whether you see them being evidenced in your life. In a sentence or two, describe the meaning of each quality using other Scripture references to help draw your conclusions where possible. Then select to what degree you see this quality present in your life. Is it non-existent, existent but weak, existent and growing, or existent and vibrant? If you select any of the "existent" categories, briefly explain how you discern the Lord working that quality in you.

### CHARACTER QUALITIES

- 1. An overseer must be above reproach (1 Tim 3:2; cf. Tit 1:6, 7).
- 2. An overseer must be...sober-minded (1 Tim 3:2).
- 3. An overseer must be...self-controlled (1 Tim 3:2; Tit 1:8).
- 4. An overseer must be...respectable (1 Tim 3:2).
- 5. An overseer must be...upright, holy (Tit 1:8).
- 6. An overseer must be...a lover of good (Tit 1:8).
- 7. An overseer must be...disciplined (Tit 1:8).
- 8. An overseer must be...hospitable (1 Tim 3:2; Tit 1:8).
- 9. An overseer must be...not a drunkard (1 Tim 3:3; Tit 1:7).
- 10. An overseer must be...not violent but gentle (1 Tim 3:3; cf. Tit 1:7).
- 11. An overseer must be...not quarrelsome (1 Tim 3:3).
- 12. An overseer must be...not arrogant (Tit 1:7).
- 13. An overseer must be...not quick-tempered (Tit 1:7).
- 14. An overseer is to exercise oversight...not domineering over those in your charge, but being examples of the flock (1 Pet 5:3).
- 15. An overseer is to exercise oversight...not for shameful gain, but eagerly (1 Pet 5:3).
- 16. An overseer must be...not a lover of money (1 Tim 3:3; cf. 6:6-19) and not greedy for gain (Tit 1:7).
- 17. An overseer must be...the husband of one wife (1 Tim 3:2; Tit 1:6).

## CHARACTER QUALITIES CONT.

- 18. An overseer must...manage his own household well, with all dignity keeping his children submissive for if someone does not know how to manage his own household, how will he care for God's church? (1 Tim 3:4-5).
- 19. An overseer's children must be faithful (or "believers" in ESV) and not open to the charge of debauchery or insubordination (Tit 1:6).
- 20. An overseer must be...well thought of by outsiders, so that he may not fall into disgrace, into a snare of the devil (1 Tim 3:7).
- 21. Are there any above qualities that you are particularly weak in or find particularly challenging to maintain as a pattern? If so, what do you think contributes to this lack?
- 22. What evidences do you see of true biblical love toward God demonstrated in your life on a regular basis?
- 23. What are your specific and regular practices regarding the "spiritual disciplines" such as private reading of and meditation on Scripture, personal prayer, fasting, solitude, journaling, congregational worship, corporate prayer, the Lord's Supper, and regular fellowship with believers?
- 24. (If Married) Describe how you regularly care for your wife spiritually, emotionally, and physically.
- 25. (If Married with children) Describe how you regularly care for the spiritual well-being of your entire family. Do you have regular biblical devotions with your wife and family? If so, of what do they consist?
- 26. Would you say that you are sorrowful over your own sins as well as the sins of God's people? Does this sorrow lead to repentance and a longing for transformation by the gospel? If so, provide one recent example.
- 27. When a brother or sister sins against you, are you quick to forgive them for the wrongdoing? And, when you sin against a brother or sister, are you fervent to pursue reconciliation with them?
- 28. Would you, your wife (if applicable), and your closest brothers in faith say that you are sexually pure, at this time, before God?
- 29. Are you currently struggling with any major recurrence of besetting sins (such as pornography, alcoholism, homosexual tendencies)?
- 30. Are your financial affairs in order? Do you have any outstanding debt? If so, how much of it is consumer debt or related to irresponsible buying decisions? Explain the intentional plans you have toward paying off existing debt.
- 31. Are you engaged in any "get-rich-quick" schemes?
- 32. Are you a regular, generous, and cheerful giver to the church? How do you budget toward giving to the local church.
- 33. How do you intentionally involve yourself in the lives of people, whether believers or unbelievers, for the purpose of ministering to their souls?
- 34. In light of 1 Tim 3:7, are you currently—or have you ever been—engaged with any activity, organization, etc., where affiliation might compromise the reputation of Christ and His local or universal church?
- 35. Is there anyone at our church that you have difficulty with or are in need of reconciliation with?
- 36. What is your approach to personal evangelism and what activities characterize your evangelistic desires?
- 37. When was the last time you shared the gospel with an unbelieving person (outside your immediate family members)? Briefly describe that encounter.
- 38. When you have met with opposition, has it been mostly related to your style of leadership, your personality, your beliefs, or something else? Explain.

## **COMPETENCY** (Review the instructions for Part 2 and apply them here):

- 1. An overseer must be...not a recent convert (1 Tim 3:6).
  - 2. An overseer must be...able to teach (or skillful in teaching; 1 Tim 3:2).
  - 3. An overseer must...hold firm to the trustworthy word (Tit 1:9).
  - 4. An overseer must be...able to give instruction in sound doctrine and rebuke those who contradict it (Tit 1:9).
  - 5. Elders must be able to “rule” or “direct” the affairs of a local church (1 Tim 5:17; 1 Thess 5:12-13; cf. 1 Pet 5:2).
  - 6. Do you see the above competencies in your own life? Have you received affirmation from others in any of these areas?
  - 7. How confident are you in your ability to explain the gospel to an unbeliever?
  - 8. How confident are you in outlining the major tenets of the Christian faith? Have you had occasion to have to defend these? If so, provide an example.
- Part 3: Examples. Read through the letters of the NT (Romans to Jude) across your internship. Make an entry for each book and look for the following things:
    - How did the apostles pastor/shepherd the people to whom they wrote?
    - What was the focus of their ministry and how did they measure ministry success?
    - What heart attitudes did they display in their ministry? Do you see the attitudes of 1 Pet 5 showing up? If so, how?
    - How did they address and call out personal sin?
    - What role did doctrine play in their ministry and how did they address false doctrine?
    - How did they encourage and support?
    - What other observations do you have?
  - Method Note: As you work through your reflections, be specific, note the specific chapter(s)/verse(s) from which you are drawing your insight.

## TENTATIVE WEEKLY SCHEDULE

### MONDAY

**8:30 AM - 12:00PM** - Sermon Prep Time

**12:00PM - 1:00PM** - Lunch/Informal Team Connections

**1:00PM - 4:30PM** - Ministry Task Block or Assigned Mentor Work

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### TUESDAY

**8:30 AM - 9:30AM** - Study and Class Prep Time

**9:30AM - 11:00AM** - Staff Meeting

**11:00AM - 12:30PM** - Staff Collaboration, Lunch, Informal Team Connections

**12:30PM - 1:30PM** - Lunch

**1:30PM - 2:30PM** - Mentor 1-on-1 Meeting and Book Discussion

**2:30PM - 4:30PM** - School of Ministry Class or Ministry Task Block

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### WEDNESDAY

**8:30AM - 11:00AM** - Class Assignments or Study Time

**11:00AM - 12:30PM** - Wednesday Night Prep with Ministry Leader

**12:30PM - 1:30PM** - Lunch and Informal Team Connections

**1:30PM - 4:30PM** - Ministry Task Block or Assigned Mentor Work

**Evening** - Wednesday Evening Ministry Activities

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### THURSDAY

**8:30AM - 9:30AM** - Study Time

**9:30AM - 11:00AM** - Preaching Lab

**11:00AM - 12:30PM** - Check in with Ministry Leader for Sunday Assignments and Training

**12:30PM - 1:30PM** - Lunch and Informal Team Connections

**1:30PM - 4:30PM** - Ministry Task Block or Assigned Mentor Work

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### SUNDAY

**7:00AM - 12:30PM** - Sunday Worship / Volunteer Ministry / Ministry Shadowing