

MINISTRY RESIDENCY PROGRAM



A recent survey of churches indicated that staff salaries account for **over half** of their budgets. Growing churches and ministry organizations must find creative solutions to fill the gap between the needs of their congregants/clients and budgetary constraints. Competent and passionate seminary student residents/interns may be the answer for your church, non-profit, or ministry.

Denver Seminary created the Ministry Residency Program in order facilitate relationships between students and organizations. As residents, students serve in part-time roles gaining practical experience while advancing the vision and mission of their organization. In return, organizations compensate residents through tuition donations and the possible addition of a living stipend, depending on the number of hours worked.

The Win for the Organization

- Establishes a low-cost staffing solution
- Creates a culture of developing the next generation of leaders
- Fills the gap between volunteers and full-time employees
- Fills specific roles not requiring a full-time employee (i.e. Jr. High Pastor, Volunteer Coordinator)

The Win for the Student

- Learns practical ministry skills
- Acquires hands-on ministry experience
- Develops a practical philosophy of ministry
- Builds ministry connections
- Eliminates tuition debt
- Receives an additional 10% tuition discount from Denver Seminary

The Win for Denver Seminary

- Provides the opportunity to graduate more competent and experienced alumni
- Provides the opportunity to graduate alumni with less debt

Additional Details

- Students apply directly to the church/organization
- Only one piece of paperwork is required per semester per Resident
- Positions may begin at any time during the year, though preferentially new Residencies are established prior to the start of a new semester
- Unfortunately, Residency positions are not available for most students on F-1 visas

Questions and Consultation:

Brian Gehr

Advancement Office

brian.gehr@denverseminary.edu

303.325.6841

DenverSeminary.edu/residency

Ministry Residency Program

Dollars & Hours

Interested churches/organizations often ask, ***“What are the ranges of dollars and averages that other organizations are offering?”*** While we want to emphasize that this is not binding and you are not creating a “job”, we generally find that the total remuneration of the filled positions fall around these estimates.

That being said, there is no “standard” compensation package, and churches/organizations are welcome to structure their job description according to their own financial standards. The one requirement for the Residency Program is that each position must provide at least 40% of a student’s tuition, which you can estimate at around \$6,000 per year (includes Fall + Spring semesters) for a full-time student or \$4,000 for a part-time student.

8-10 hours per week
\$6,000 per year toward tuition

12-18 hours per week
\$10,000 per year toward tuition
Possible taxable living stipend

20-28 hours per week
\$10,000 per year toward tuition
Additional taxable living stipend



6399 South Santa Fe Drive • Littleton, Colorado 80120