

MINISTRY RESIDENCY PROGRAM



A recent survey of churches indicated that staff salaries account for over half of ministry budgets. Growing churches and ministry organizations must find creative solutions to fill the need between constituent requirements and budgetary constraints. Competent and passionate seminary student interns may be strategic Kingdom investments for many local ministries.

Denver Seminary has created a Ministry Residency Program for student interns to serve with ministries in tuition paid, part-time roles gaining practical, apprenticed learning experiences while advancing the vision and mission of those organizations. Residents may serve with an organization for anywhere from 10-30 hours a week, and participating organizations support them through tuition donations and/or living stipends.

The Win for the Organization

- Low cost staffing solution
- Annual costs of \$6,000 per year (based on 8-10 hours per week)
- Creates a culture of developing the next generation of leaders
- Fills gap between volunteers and full time employees
- Fills specific roles not requiring a full time employee (i.e. Jr. High Pastor, Volunteer Coordinator)
- Opportunity to teach practical skills to supplement Theological Education

The Win for the Student

- Learn actual Ministry Skills
- "Boots in the Street Experience"
- Develop a practical philosophy of ministry
- Build ministry connections
- Eliminates tuition debt

The Win for Denver Seminary

- More competent and experienced graduates
- Participating students receive 10% tuition discount
- Students graduating with less debt

Ministry Residency Program Structure:

- Identify meaningful Residency roles
- Identify student tuition benefit/living stipend
- Denver Seminary markets the position to its students
- Students apply directly to the Organization which vets candidates via interviews for spiritual maturity, strong character, ministry skills, career goals, references, employment experience
- Organization identifies student
- Submit signed agreement and begin

Questions and Consultation:

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Ministry Residency Program: Dollars & Hours

One common question we receive:

“What are the ranges of dollars and averages that other organizations are creating?”

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.

You may find it helpful to structure your position using less in tuition and more in taxable living stipend. This is not a problem. The minimum to participate in the Residency program is 40% of a student’s tuition, which you can estimate at around \$4,000 per year.

8-10 hours per week

\$6,000 per year toward tuition

12-18 hours per week

\$10,000 per year toward tuition

20-28 hours per week

**\$10,000 per year toward tuition
\$8,000-\$12,000 taxable living stipend**

