



Lexington
Baptist Church

RESIDENCY PROGRAM

2026-2027



Letter from the Lead Team

Dear Resident,

One of the blessings we have at Lexington Baptist Church is our Residency Program. This leadership development program is designed to intentionally raise up and send out leaders who are equipped to serve in ministry. As a Resident, you are now part of that mission. Our mission is to make disciples here in Lexington and around the world, and our vision is to take the Gospel to everyone, everywhere.

The Residency Program exists to develop the next generation of ministry leaders for local, national, and international service. Through coaching, mentoring, and hands-on ministry experience alongside our pastors and ministry leaders, you will gain practical tools and spiritual formation for where God has you now, and for where He may call you in the future.

During your time as a Resident, you will have unique opportunities to grow, be shaped, and serve in meaningful ways. Our hope is that this Residency Manual will serve as a helpful guide, offering clarity, encouragement, and practical direction throughout your time in the program.

We are praying that the Lord will use this season in a significant way in your life and ministry. We are grateful for you, and we look forward to seeing how God will work in and through you.

The Lead Team of Lexington Baptist Church



Mark Owens
Senior Pastor



Joshua Forrest
Executive Pastor



Tim Bottoms
Worship Pastor



Hunter Dennison
Next Gen Pastor



Eric Sumner
Global Missions Director



Future Vision

Vision Statement

Taking the Gospel to everyone, everywhere.

Mission Statement

At Lexington Baptist Church, our mission is to make disciples of Jesus in Lexington and around the world by taking the Gospel to everyone, everywhere.

Eight Pillars of Faith

- FAITH**
- MISSION**
- PRAYER**
- PRAISE**
- FAMILY**
- EQUIPPING**
- CONFESSION**
- HEALING**



LEARN MORE!

Open your smartphone camera and point it at the QR Code. Tap the link that appears on your screen to watch our sermon series on the Eight Pillars of Faith.



Five-Year Vision for Kingdom Impact

We are committed to building a purpose-driven church that is prepared and passionate about taking the Gospel to everyone, everywhere.

30 for 30 Vision: Goals for 2030

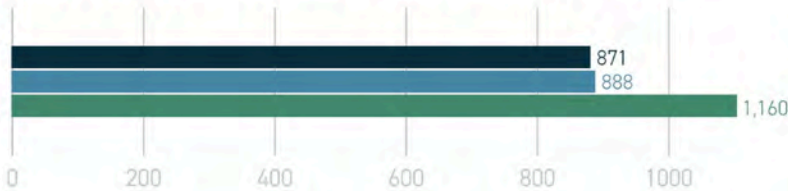
By the end of 2030, the objective is a 30% increase in four key areas of ministry (based on 2024 averages):

● 2024 AVERAGE ● 2025 AVERAGE ● 2030 GOAL

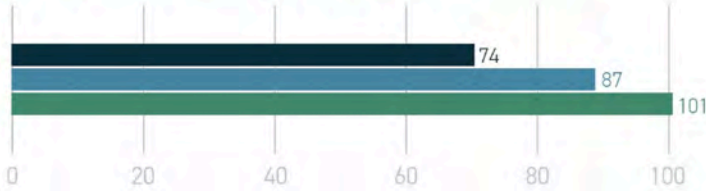
Worship Attendance



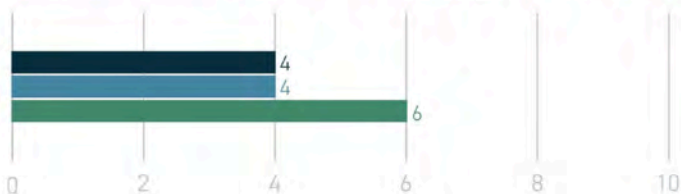
Sunday School Participation



Annual Baptisms



Church Plants: Local & Global



What To Expect

Mission of the Residency Program

The Residency Program exists to invest in and develop future church leaders who are called and committed to serving the Lord in ministry. Through hands-on experience, mentorship, and meaningful connections, residents will be equipped to grow in their calling and prepared for the challenges of future ministry.

Expectations of Our Team

Coach

Residents will be coached by Staff Ministry Leaders who will walk alongside them in order to prepare for their future ministry endeavors.

Grow

Residents will have the opportunity to grow in leadership while contributing to the overall mission and ministry of the church.

Send

Residents will be placed in future ministry opportunities based on their giftedness and skill sets.

Potential Ministry Areas

- Pastoral
- Worship
- Communication
- Media
- Children's
- Student
- Missions
- Church Planting/Revitalization





Residency Opportunities

Short-Term Resident

- High school and college students
- 10 weeks
- All areas of ministry
- Paid position

Resident Internship

- High school and college students
- 3 months or less
- All areas of ministry
- Unpaid position

Part-Time Resident

- College or seminary students
- 12 month program
- All areas of ministry
- \$1,200 per year
- Requires self-support for remaining funds
- Part time position

Full-Time Resident

- College or seminary students
- 12 month program
- All areas of ministry
- \$1,000 per month
- Requires self-support for remaining funds
- Full-time position

Full-Time Pastoral Resident

- Seminary students
- 12 month program
- Pastoral areas of ministry
- \$2,000 per month
- Requires self-support for remaining funds
- Full-time

Residency Overview

Purpose

To develop spiritually-mature, theologically-grounded, mission-driven pastors prepared to lead in the local church.

Program Outcomes

- Demonstrate consistent spiritual leadership and pastoral character
- Develop preaching competency (2–4 full sermons delivered)
- Lead a Bible study effectively for a sustained season
- Develop and present a comprehensive Staff Care Plan
- Complete 12 formative ministry books
- Exhibit growth in shepherding, administration, and vision alignment for pastoral license

Core Program Rhythms

- Weekly Pastor Meeting (1–1.5 hrs): Spiritual check-in, theology discussion, leadership development, sermon feedback, prayer
- Monthly Evaluation: Progress review, character and competency feedback, goal adjustment
- Ministry Responsibilities: Lead Bible study (minimum 12 weeks), preach 2–4 sermons, attend staff meetings



Residency Overview

Objectives

- To learn professional development through mentorship
- To develop as a believer in Christ through discipleship from Ministerial Staff
- To experience first-hand a specific view of ministry, as well as ministry life as a whole

Overview

- Daily integration with church staff through meetings, projects, events, and Sunday morning preparation
- Weekly and bi-weekly mentorship and discipleship from direct supervisors, ministry directors, and pastors
- Monthly evaluations to ensure development is occurring
- Professional and spiritual development will involve assigned reading and assignments specific to one's goals throughout the program

Send-off

- Final evaluation
- An updated resume
- Exit interview to communicate the benefits and improvements for the program



Self-Support Budget Overview

Estimated budget for a single, college/seminary student living in Lexington, SC in 2026.

Typical Monthly Total Estimate	
Expense	Estimated Monthly Cost
Tithe	\$320
Savings	\$320
Housing + Utilities	\$1,400
Food	\$425
Transportation	\$300
Health	\$250
Phone/Subscriptions	\$110
Personal/Misc	\$200
Total	\$3,200

Tentative Resident Syllabus

Quarter 1- Foundation (Months 1-3)

- Reading: (three books),
- Personality and Spiritual Giftings Tests
- Write out personal testimony
- Write out personal spiritual discipline plan for the 12 months
- Assist in planning and executing one ministry event
- Lead one staff devotional

Quarter 2- Shepherding and Leadership Development (Months 4–6)

- Reading: (three books)
- Lead one team meeting
- Volunteer Recruitment plan
- Five-year ministry health plan

Quarter 3- Systems and Discipleship (Months 7–9)

- Reading: (three books)
- Ministry budget proposal
- Draft quarterly ministry calendar
- Lead or write a six-eight week Bible study
- Write mission strategy proposal for specific ministry

Quarter 4- Vision, Conflict & Integration (Months 10–12)

- Reading: (three books)
- Conflict resolution framework
- Crisis communication plan
- Three-year or Five-year ministry strategic plan
- Complete staff/congregational care plan

Evaluation

- Character
- Competency
- Culture
- Calling



Tentative **Pastoral** Residency Syllabus

Quarter 1- Foundation (Months 1-3)

- Reading: (3 books)
- Personality and Spiritual Giftings Tests
- Write personal theology of pastoral ministry (3–5 pages)
- Launch Bible study
- Observe counseling and assist with pastoral care visits

Quarter 2- Preaching & Shepherding (Months 4–6)

- Reading: (3 books)
- Write and deliver Sermon #1
- Lead Bible study independently
- Participate in membership interviews

Quarter 3- Leadership & Church Health (Months 7–9)

- Reading: (3 books)
- Write and deliver Sermon #2
- Draft Staff Care Plan
- Lead staff devotional

Quarter 4- Vision & Multiplication (Months 10–12)

- Reading: (3 books)
- Write and deliver Sermon #3 (and #4 if applicable)
- Complete and present Staff Care Plan (10–15 pages)
- Submit 5-Year Ministry Development Plan

Evaluation

- Character
- Competency
- Culture
- Calling



Hiring Process

- Submit resume, cover letter, and three references to our Discipleship Pastor.
- An interview with Discipleship Pastor and Executive Pastor will be scheduled.
- An interview will be scheduled with Executive Pastor and direct supervisor of designated ministry.
- Job offer will be sent.

