ANTHEM
LEADERSHIP
RESIDENCY



Formed for the life and mission of the Church.

Handbook

PRESENCE / FORMATION / MISSION

ANTHEM CHURCH

Inside the residency.

THE FULL PICTURE

01	The residency	03
02	Why a residency? / The call to ministry	04
03	Presence. Formation. Mission.	05
04	A residency, not just a job	07
05	Calling and personal development	08
06	Leadership and oversight	09
07	The weekly residency gathering	10
08	Accountability and shared curriculum	11
09	A shared Rule of Life / Practical structure	12
10	Supported and Volunteer Residents	13
11	Onboarding and launch	15
12	Developing people	17
13	What residents leave with	18
14	Multiplication is the vision	19

Anthem Leadership Residency

Forming leaders for the life and mission of the Church

The Anthem Leadership Residency exists to **identify, form, equip, and send emerging leaders for the sake of Jesus and His Church.**

Residents do not simply receive a ministry role. They enter an intentional apprenticeship environment where they grow spiritually, relationally, theologically, and practically while carrying real responsibility within the life of the church.

Our goal is to help form healthy leaders who love Jesus deeply, know the Scriptures, lead with character, understand their calling, make disciples, develop others, and faithfully follow Jesus wherever He sends them.

Why a residency?

We believe the local church should intentionally develop the next generation of leaders.

Healthy leaders rarely emerge accidentally. They are formed through life with Jesus, Scripture, community, meaningful responsibility, feedback, mentoring, and real ministry experience.

The Residency allows emerging leaders to **learn ministry while actually doing ministry**, surrounded by pastors, elders, staff, and other leaders who can know them, encourage them, challenge them, and help them grow.

We want to build people, not simply fill positions.

Every follower of Jesus is called to ministry

We believe ministry belongs to the whole Church.

Every follower of Jesus is called to use their gifts, make disciples, serve others, bear witness to the Gospel, and participate in God's mission.

At the same time, God calls and equips some people for particular leadership and equipping responsibilities within His Church.

Everyone is called to ministry. Not everyone is called to the same ministry responsibility.

The Residency exists especially for people discerning or developing toward greater ministry leadership and responsibility.

Our development philosophy

The Residency is shaped around three realities:

Presence
Formation
Mission

These are not separate stages. They are overlapping dimensions of life with Jesus and leadership in His Church.

Presence

Before ministry is something we do, life with God is something we receive.

Residents will grow in:

- Prayer
- Worship
- Sabbath and rest
- Rhythms that keep life centered on Jesus
- Scripture
- Dependence on the Holy Spirit
- Life together in Christian community

We do not want residents whose public ministry outruns their private life with God.

Formation

The goal is not merely greater ministry effectiveness.

The goal is Christlikeness.

Residents will grow in:

- Character and integrity
- Emotional and relational maturity
- Humility and teachability
- Self-awareness
- Living honestly in community
- Biblical and theological conviction
- Holiness and repentance
- Healthy relationships
- Receiving correction

We want residents to become the kind of people who can carry leadership faithfully.

Mission

Jesus forms people that He can send.

Residents will gain real ministry experience through areas such as:

- Making disciples
- Teaching Scripture
- Leading prayer
- Developing volunteers
- Caring for people
- Sharing the Gospel
- Shepherding people
- Leading teams
- Outreach and mission
- Developing other leaders

Formation does not terminate on ourselves.

We want residents increasingly asking:

Who am I called to love, serve, equip, and send?

A residency, not just a job

Every resident will carry a meaningful ministry assignment.

Possible areas may include:

- Prayer
- House Churches
- Young adults
- Discipleship
- Operations
- Church planting
- Worship
- Youth
- Outreach
- Pastoral ministry
- Communications

The ministry assignment becomes a place to learn, serve, lead, receive feedback, grow in responsibility, and discern calling.

Our general progression is:

Learning → leading → multiplying

Learning

Observe, serve, build relationships, and learn Anthem's theology and culture.

Leading

Take increasing ownership and responsibility as trust, character, and competency grow.

Multiplying

Develop other leaders and help others grow into ministry.

Discernment in both directions

We do not simply identify a ministry need and find someone to fill it.

We also do not invent a role simply because someone is gifted.

We ask:

What needs and opportunities is God placing before Anthem?

and:

How is God forming, gifting, and calling this person?

Our hope is to discern where those two things genuinely meet.

Personal development

Every resident will have areas of development unique to them.

Early in the residency, we will consider things such as:

- Calling and gifting
- Character
- Relational maturity
- Ministry competency
- Relationship with God
- Biblical and theological foundations
- Strengths and weaknesses
- Areas where growth is needed

Together, we will identify a small number of specific developmental priorities for the resident.

Residency leadership + oversight

Lead Pastor

The Residency is overseen by **Joshua Lewis, Lead Pastor and Elder**, with support from Anthem's Elders.

Joshua provides primary leadership around:

- Spiritual formation
- Pastoral care
- Theology and ministry convictions
- Calling and gifting
- Coaching and feedback
- Ministry direction
- Increasing leadership responsibility

Weekly residency gathering

Joshua will lead a **weekly gathering with residents** focused on formation and leadership development.

This gathering will include:

- Prayer and worship
- Theology
- Reading and discussion
- Coaching
- Scripture
- Spiritual formation
- Ministry processing
- Calling and leadership development

Residents will move through a shared curriculum together shaped around:

Presence
Formation
Mission

The goal is not primarily task management.

It is intentional development of the resident as a follower of Jesus and ministry leader.

Operations + weekly accountability

Anthem's **Director of Operations** will help residents translate ministry direction into consistent action.

This may include:

- Weekly priorities
- Deadlines
- Communication
- Follow-through
- Assigned tasks
- Scheduling
- Administrative responsibilities
- Practical problem-solving

The Lead Pastor provides pastoral formation and ministry direction.

The Director of Operations helps make sure the work actually gets done.

Shared curriculum

Residents will move through topics such as:

- Gospel and identity
- Scripture
- Leadership
- Evangelism
- Spiritual formation
- Financial stewardship
- Cultural discernment
- Discipleship
- Prayer
- Mission and calling
- Life in the Holy Spirit
- Relationships
- Resilience

Books, teaching, discussion, practices, and ministry experience will work together as part of the development process.

A shared rule of life

Staff and residents will work toward a shared Rule of Life that helps order our lives around Jesus.

This may include commitments around:

- Prayer
- Worship
- Community
- Attention
- Mission
- Scripture
- Sabbath
- Relationships
- Holiness

The goal is not spiritual performance.

It is to create intentional rhythms that keep us rooted in **Presence**, open to **Formation**, and available for **Mission**.

Practical structure

Most residencies will last approximately **one to two years**, though some may look different depending on calling, ministry assignment, and development needs.

Residencies may be part-time or full-time.

One residency. two ways to participate.

The defining feature of the Residency is **the formation pathway, not the paycheck**.

Supported residents

Supported Residents receive financial support and carry a defined staff-level ministry assignment.

Their responsibilities may include:

- Ministry leadership
- Administrative responsibilities
- Scheduling and communication
- Volunteer coordination
- Church-wide staff responsibilities
- Ministry planning and execution

Supported Residents will generally raise financial support toward their salary with help and training from Anthem and Reliant.

Volunteer residents

Volunteer Residents participate fully in the formation pathway while freely giving meaningful time and energy to ministry.

Their ministry commitment is based on availability, gifting, calling, and the opportunities before the church.

They may serve in areas such as:

- Evangelistic outreach
- Discipleship
- House Churches
- Pastoral care
- Other ministry leadership
- Campus ministry
- Prayer
- Youth ministry
- Teaching

Volunteer Residents are not used to fill routine administrative or staffing gaps.

Supported Residents help carry staff work while being formed.

Volunteer Residents give meaningful ministry service while being formed.

Both are fully part of the Residency.

Onboarding

Before beginning, every resident will:

- Meet with Anthem leadership for discernment
- Complete an interview and assessment process
- Receive a defined ministry assignment
- Clarify expectations
- Agree on a general start date and anticipated length of residency

Supported residents

Supported Residents will also complete Reliant's onboarding process:

1. **Submit Reliant application**
2. **Complete ministry assessment and references**
3. **Complete Anthem's local interview**
4. **Finalize role details**
5. **Receive Reliant offer**
6. **Complete background check and onboarding**
7. **Complete Reliant training**
8. **Begin support raising**
9. **Launch once support and approvals are in place**

The basic pathway is:

Application → assessment + references → interview → offer → training → support raising → launch

Volunteer residents

Volunteer Residents are onboarded primarily through Anthem and do not normally complete Reliant's employment or support-raising process.

Who helps with onboarding?

Lead Pastor
Pastoral discernment, ministry direction, interview, and final residency decision.

Director of Operations
Forms, deadlines, training registration, organization, and follow-up.

Resident
Applications, assessments, references, training, and required next steps.

Not a staffing shortcut

The Residency does not primarily exist because Anthem needs workers.

It exists because the Church is called to develop people.

Some residents may remain at Anthem.

Others may plant churches, serve in missions, lead elsewhere, remain in marketplace vocations, or serve as significant lay leaders.

Success is not keeping every resident.

Success is helping people become more faithful to Jesus and more prepared to follow Him wherever He sends them.

What we hope residents leave with

We hope residents leave with:

PRESENCE

- A deeper love for Jesus
- A stronger life of prayer and Scripture
- Greater dependence on the Holy Spirit

FORMATION

- Greater Christlike character
- Stronger biblical and theological foundations
- Greater relational and emotional maturity
- Greater clarity around calling and gifting

MISSION

- Real ministry experience
- Greater leadership competency
- Experience making disciples
- The ability to develop others
- A deeper commitment to the mission of Jesus

Multiplication is the vision

The Anthem Leadership Residency is about more than future staff positions.

We want:

Leaders who develop leaders.

Disciple-makers who make disciple-makers.

People who have been deeply invested in and know how to invest deeply in others.

We do not simply want to ask:

“Who will help lead Anthem?”

We want to ask:

Who might God allow Anthem to form and send for the sake of his Church and his kingdom?