

Stadia Workshop 3 @ Exponential 2025

How Do I Build a Residency Program in My Church?

Speakers: Jenni Keller, Clayton Greene

Session Overview:

This session explored the purpose, structure, and long-term impact of church-based residency programs. Jenni Keller and Clayton Greene shared practical frameworks, stories, and tools to help church leaders develop and sustain residencies that multiply leaders, reinforce church vision, and create lasting kingdom impact. Attendees were equipped to take first steps—or next steps—toward building a thriving leadership pipeline.

Key Takeaways:

- **Residency is a multiplication strategy, not just a ministry internship.**

A well-designed residency program develops emerging leaders for long-term ministry impact and can fuel church planting, staff pipelines, and leadership culture.

- **Start with a clear vision and purpose.**

Align your residency with your church's values and goals—multiplication, leadership development, or pastoral formation—and champion that clarity throughout your team.

- **Structure matters—but relationships matter more.**

A strong residency includes formal training, coaching, and hands-on experience, but the most transformational element is intentional mentorship and relational investment.

- **Design with sustainability in mind.**

Residencies can be low-cost or fundraised and still produce high-quality leaders when rooted in purpose and supported by internal champions.

- **Cultural shift starts with coaching.**

Residency programs can catalyze a coaching culture across your staff, changing the way leaders develop others inside and outside the program.

- **Recruit both externally and internally.**



Build relationships with local colleges but don't overlook untapped leaders already in your church. Just make sure there's a process that includes clear expectations and feedback.

- **Measure what matters.**

Success is more than placement—it's about long-term impact, healthy leadership, and alignment with church vision. Use feedback loops, assessments, and coach input to evaluate and adjust.

- **Residency isn't one-size-fits-all.**

Your program can be simple or complex, full-time or part-time, one year or two. Focus on the needs of your church and the people you're developing.

Notable Quotes:

"Residency isn't a delay to ministry—it *is* how you start ministry." – Jenni Keller

"You can't just engage in good things; you have to be clear on your best yes." – Jenni Keller

"Residency is the name we give to developing someone on purpose." – Clayton Greene

Next Steps with Stadia:

- Learn how Stadia can help you start thriving, growing, multiplying churches: stadia.org
- Have a vision for multiplication but lack a strategy or services? Join a Stadia Vision Trip to see our work up close: stadia.org/visiontrips
- Exploring or discerning a call to start a new church? Learn more about how we can help: stadia.org/discovery

