

3 Streams Institute Residency Program

Wellspring Church
3885 S Broadway
Englewood, CO 80113



Overview



The 3 Streams Institute Residency at Wellspring Church is a two-year relational, formational, and experiential training program for those seeking to become senior pastors in the Anglican church. Like a residency at a teaching hospital, residents both work and learn in the context of the local church, gaining hands-on experience, receiving mentorship from senior pastors, and participating in a formational community.

The residency is a two year, full-time paid job with benefits for men seeking ordination to the priesthood. In addition, residents will receive a stipend for moving assistance to relocate to Denver, Colorado.

3 Streams Institute is an educational initiative of Wellspring Church, dedicated to recruiting, training, forming, and sending a new generation of pastoral leaders for the Anglican Church in North America. Wellspring Church is offering this role to one potential resident per year.

Through the residency, you'll find a formational community that provides not only employment, but emotional and spiritual formation, practical work experience, training in the Anglican tradition, gospel-centered community, leadership development, and a context to discern God's will for your future.

Characteristics



PASTORAL IMMERSION. Residents are fully functioning members of the pastoral staff at Wellspring Church. They experience a range of senior-level church leadership responsibilities, including but not limited to preaching, teaching, spiritual formation, pastoral care, compassion ministries, project management, financial oversight, volunteer management and more.

RELATIONAL, EXPERIENTIAL, AND FORMATIONAL LEARNING. Residents participate in learning cohorts alongside 3 Streams Institute interns and apprentices on Wednesdays. These experiences invest in the resident's formation in six areas: spiritual formation, emotional and relational health, career discernment, practical pastoral training, the Anglican tradition, and management and organizational leadership. The range of learning experiences include, for example: self-directed learning experiences, "come and see" experiences with leaders, reading discussions, practiced spiritual disciplines, relational processing with mentors, formal teaching, and new work experiences.

A MENTORED EXPERIENCE. Residents work with senior level priests at Wellspring, meeting regularly with them to foster pastoral and personal development through the residency experience. They're also paired with a lay mentor that will help them grow in organizational leadership acumen.

ORDINATION. Residents are pursuing ordination to the priesthood in the Anglican church. Most residents are post- local parish discernment by the time they begin the residency in June. Some are further along as transitional deacons. 3 Streams participates in the ordination process as outlined by the Diocese of the Rocky Mountains. 3 Streams provides community and guidance through the process, in partnership with the diocese.

Year 1 of the residency is focused on **learning and leading**. Residents study for ordination exams, participate in 3 Streams Institute formational cohorts, and work as a member of the pastoral staff. Year 2 of the residency shifts its focus to **sending**. In the second year, residents complete ordination to the priesthood and focus their attention either in church planting or full-time pastoral leadership roles in the Anglican Church. Pastoral development is tailored to each learner's desired post-graduation leadership context. The residency combines pastoral work, experiential and theological learning, and a community of peers to bridge the gap between a seminary education and the realities of pastoral leadership in the life of a congregation.

Requirements



Candidates should have a demonstrated commitment to following Christ, a clear sense of calling to senior-level leadership in the Anglican Church, and meet the following requirements:

- A member of an Anglican church for a year
- Confirmed in an Anglican church
- Complete the local discernment process as outlined by the Diocese of the Rocky Mountains before officially beginning the residency (this is not a requirement to apply for the program)
- Able to take initiative and positively contribute to a department in the church
- Demonstrated potential for excellence in organizational leadership and preaching/teaching
- Able to commit to both the work and learning requirements of the residency.

Though not a requirement, we strongly encourage the completion of masters-level theological studies by the fall of Year 1 of residency.

Residency is typically a full-time (40-45 hours/week) job, split between pastoral work and learning. We are, however, open to candidates that are working bi-vocationally and can commit at least 32 hours/week.

For early career leaders who don't meet one of these criteria, we encourage you to apply to the [internship](#) program. For mid-career applicants who don't meet one of these criteria, but desire to pursue senior pastoral leadership, please [reach out](#) to the 3 Streams team. We'd be glad to meet you and help you take the next, best steps toward pastoral ministry. For applicants coming from another tradition, also please reach out and we can advise on next steps.

Context



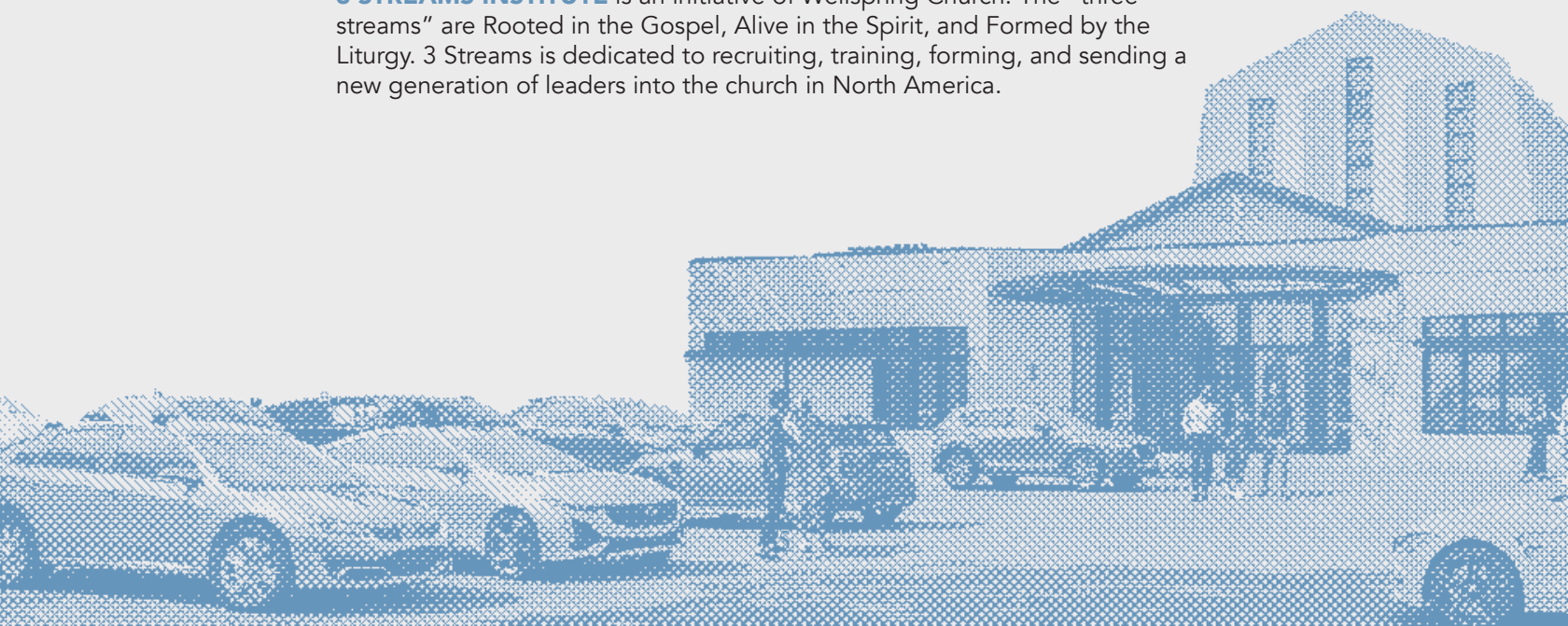
WELLSPRING CHURCH, located in Englewood, Colorado, Wellspring Church is a vibrant Anglican community dedicated to city renewal, holistic discipleship and mission. Anchored in the global Anglican communion, the church weaves together three historic pillars of the Christian faith: Word (scriptural authority), Spirit (the active presence of the Holy Spirit), and Sacrament (liturgical rhythms). Led by Bishop Billy Waters, Wellspring's overarching vision focuses on cultivating followers of Jesus characterized by authentic, joy-filled worship, intentional formation, and active mission.

Wellspring engages its local neighborhood through various outreach initiatives, particularly through its compassion ministry "The Well," multi-generational ministries, Alpha courses, discipleship groups, and the 3 Streams Institute. Wellspring has planted 7 congregations in its 25 year history. Today Wellspring is a leading church in the Diocese of the Rocky Mountains of the ACNA. Wellspring welcomes around 700 attendees each week between three services, with around 150 people being youth and children.

DENVER, situated at the base of the Front Range of the Rocky Mountains, is a growing metropolitan region of over three million residents. At exactly 5,280 feet above sea level, the "Mile High City" balances an active, health-conscious populace with deep western roots and a highly educated workforce.

Regionally, the urban core expands into sprawling suburban networks that double down on quality of life. Municipalities like Littleton and Arvada offer historic charm, while Centennial provides top-tier public school systems, and the south-metro Denver Tech Center (DTC) serves as an economic engine for aerospace and tech. Englewood, where Wellspring is located, is centrally located just south of Denver proper. Denver residents tend to love the outdoors, their professional sports teams, and healthy, active lifestyles.

3 STREAMS INSTITUTE is an initiative of Wellspring Church. The "three streams" are Rooted in the Gospel, Alive in the Spirit, and Formed by the Liturgy. 3 Streams is dedicated to recruiting, training, forming, and sending a new generation of leaders into the church in North America.





Residency is a two-year commitment. New residents generally begin in June, and apply the prior fall. For accepted applicants, the following is our process for integrating them into the Wellspring community.

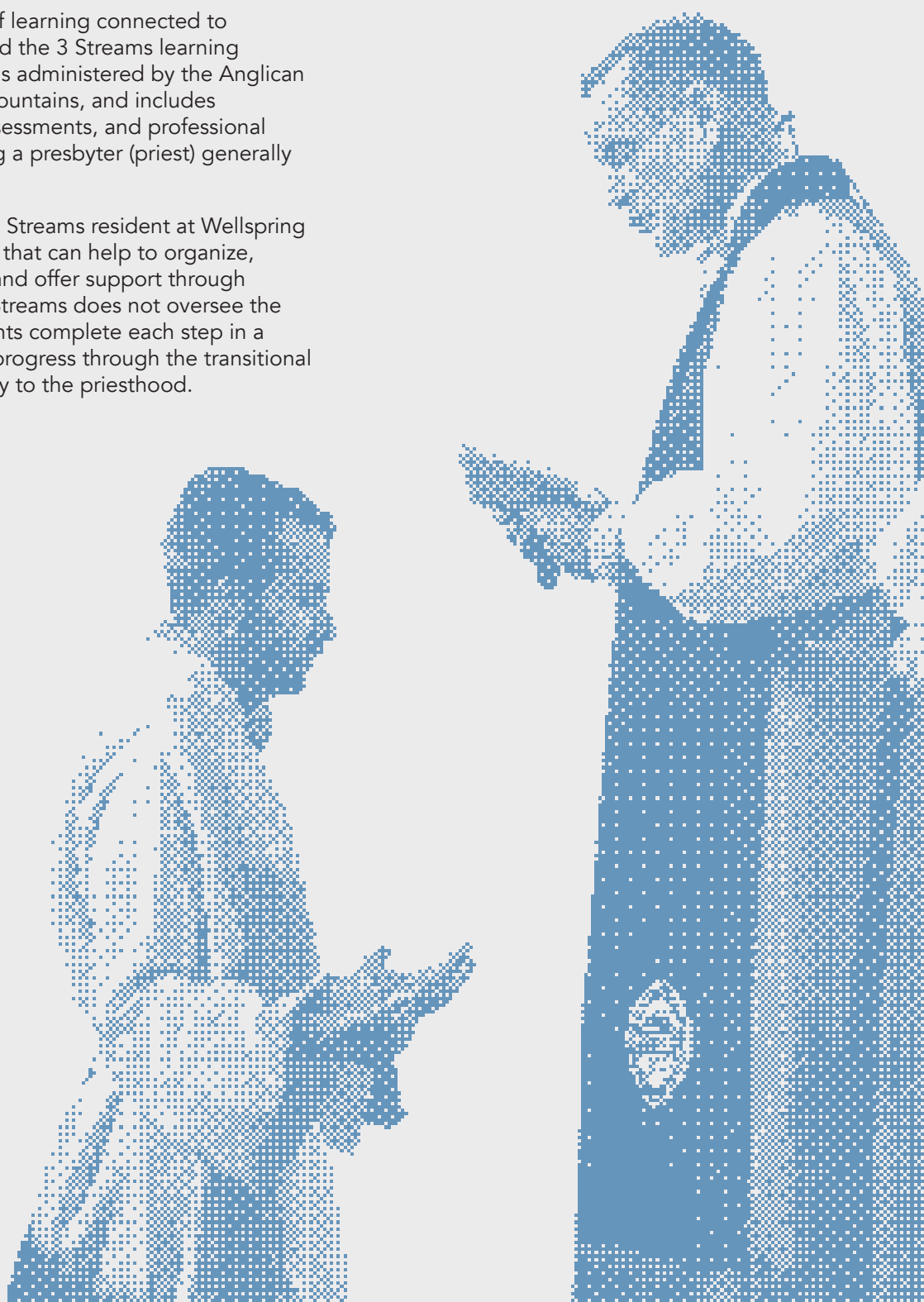
- **COMPLETE PARISH DISCERNMENT.** Before the residency, we generally want residents to complete discernment, which is the first step toward ordination. This is a six month process, done generally in the context of the resident's home Anglican congregation, though Wellspring can often help facilitate forming a discernment committee for local candidates. We recommend this process begins no later than January of the residency year. Reach out to us for help with this process pre-residency.
- **PRE-ARRIVAL.** Wellspring helps provide financial and logistical assistance for moving, including advice on housing and schools. Residents also share a biography ahead of starting at Wellspring.
- **ORIENTATION.** Orientation to their job and the Wellspring community begins in June. Generally, new residents are introduced to the congregation in June or July.
- **PREPARATION.** The summer before the fall is reserved for preparing their fall ministry launch as well as beginning a meeting rhythm with the Bishop and Vicar. Often residents will assist the 3 Streams team with aspects of welcoming new interns and apprentices in the fall.
- **BEGIN MINISTRY.** Fall is generally the launch of many ministries, and residents usually begin leading their ministries then.
- **BEGIN ORDINATION AND 3 STREAMS FORMATION EXPERIENCE.** The 3 Streams cohort experiences begin the first week of September on Wednesdays. For those starting ordination, cohorts also begin in September or March. Residents will participate in, and help lead, the annual 3 Streams retreat in late August.

Ordination



There are two aspects of learning connected to residency: ordination and the 3 Streams learning experience. Ordination is administered by the Anglican Diocese of the Rocky Mountains, and includes theological learning, assessments, and professional development. Becoming a presbyter (priest) generally requires 2 years.

The benefit of being a 3 Streams resident at Wellspring is being in a community that can help to organize, provide accountability, and offer support through the process. Though 3 Streams does not oversee the process, we help residents complete each step in a timely manner, making progress through the transitional diaconate and eventually to the priesthood.



Learning at 3 Streams



3 Streams Institute hosts two years of formational, relational, and experiential learning for interns, apprentices, and residents. The goal is for a resident, upon completion of the program, to both have healthy interior lives (emotional, spiritual, and relational health) as well as healthy ministries (preaching, teaching, and organizational leadership). Residents participate with interns and apprentices in a wide variety of learning activities in Year 1. (Residents who have already completed the internship and apprenticeship may be excused from some 3 Streams learning experiences.) Below are sample content themes and experiences from six key areas:

SPIRITUAL FORMATION	EMOTIONAL & RELATIONAL HEALTH	PASTORAL TRAINING
Sample Topics: Identity in Christ, spiritual disciplines, gospel friendship, daily offices, knowing our stories, core desires, interior freedom, self-awareness, transformational prayer	Sample Topics: family of origin, anxiety, differentiation, work/rest rhythms, seeing others, personality profiles, identity, stress, attachment, cultural intelligence	Sample Topics: job-specific training, mentored feedback, preaching, counseling, worship, weddings, funerals, sacraments
MANAGEMENT & LEADERSHIP	THE ANGLICAN TRADITION	DISCERNMENT & CALLING
Sample Topics: team culture, vision, operations, departments in a church, communications, time management, goals, governance, transitions, conflict resolution, finances	Sample Topics: catechism, Anglican history and polity, visiting other churches, Anglican theology, order of service, Book of Common Prayer	Sample Topics: calling, group discernment, mentorship, community, job choice, serving synod, professional and spiritual gifting,

In year 2 of the residency, the 3 Streams learning experience is tailored to the needs and future aspirations of the resident. This could include, for instance, tailored church planting coaching or additional experience in preaching. In year 2, Wellspring will help you create a largely self-directed learning plan, pulling in the people, resources, and opportunities you need to launch well into senior pastoral leadership. Residents also assist 3 Streams leadership in Year 2 with select aspects of the internship and apprenticeship.

Work Responsibilities & Opportunities



Our goal in establishing the work responsibilities for each resident will be to find the right balance between the current needs of the church and the resident's ministry interests and goals. When residents first arrive, we will work with them to determine one or two major areas of ministry responsibility, along with various short-term projects, in accordance with the needs of the church.

These might include:

- Alpha courses
- Children and Youth
- Missions and Compassion
- Discipleship
- Neighborhood Groups
- Stephen Ministry
- Family Ministry
- Worship Ministry
- Prayer Ministries

As part of the pastoral team, residents may also be assigned a portion of the following responsibilities:

- Planning and leading worship services
- Regular preaching rotation
- Pastoral counseling (premarital, crisis, general)
- Visits to parishioners' workplaces
- Participation in weekly staff meetings
- Observation of the Executive Team and board meeting
- Diocesan clergy responsibilities

Residents are active members of the pastoral staff and work together with existing clergy to fulfill the mission of Wellspring Church.

Mentoring



In addition to a wide community of informal mentors through 3 Streams, residents benefit from developing a mentoring relationship with four key leaders:

1. **BISHOP.** Billy Waters, the rector of Wellspring is also the Suffragan Bishop of the Diocese of the Rocky Mountains. Residents at Wellspring meet regularly with Bishop Waters to discuss ministry, leadership, church planting, and their pastoral development.
2. **VICAR.** David Norris, a priest and worship leader at Wellspring, meets regularly with residents to support them through the ordination process and discuss pastoral calling.
3. **MANAGING DIRECTOR, 3 STREAMS.** Tara Malouf meets regularly with residents as well to discuss interior formation and life in Christ. In Year 1, most of these meetings happen in a cohort context. In Year 2, they're more individual.
4. **LAY MENTOR.** We pair each resident with a lay mentor who will help them particularly in the areas of organizational leadership. We believe pastors can learn the skill of leading a congregation from both other pastors as well as congregants with the gift of leadership.

*Residents will also meet regularly with ministry leads and/or their direct work supervisor at Wellspring.

These mentors help residents grow in "integrity of heart and skillful hands" (Psalm 78:70-72) in their journey toward becoming a "shepherd after my own heart, who will lead you with knowledge and understanding," (Jeremiah 3:15).

Salary and Benefits



This is a full-time paid position with benefits. The salary is \$74,500. Additional benefits include paid health insurance and dental for the resident. (Wellspring provides accepted applicants with fundraising training each spring for those who would like to increase this salary to support dependents.)

Leave benefits include: 10 holidays, 3 weeks of vacation, 10 sick days, and a monthly day of prayer. A scholarship of up to \$5,000 is available for the final semester of seminary. Moving expenses up to \$5,000 will be covered by Wellspring Church.

Next Steps



Complete the application process (see next page) or contact our 3 Streams Institute Coordinator, Olivia Alvidrez (olivia@3streamsinitiative.com) for additional information.

SEPTEMBER: Application with reference letters are due by September 30.

OCTOBER: Initial interviews are conducted with a shortlist of candidates.

NOVEMBER: Top candidates are invited to Wellspring for a Discovery Weekend.

DECEMBER: We will extend a job offer.

JANUARY-JUNE: Begin and complete discernment. If necessary, prepare to move to Denver.

JUNE: Resident relocates to Denver and begins as a resident on June 1.



Application Details



Create a document with the following details. The document should be single-spaced and not exceed five pages in length. Submit this document to Olivia at olivia@3streamsstitute.com.

PERSONAL INFORMATION

- Your name
- Address/City/State/Zip
- Phone Number(s)
- Preferred Email Contact
- GPA
- Graduation Date from Seminary
- Degree Program and Emphasis (if applicable)
- Tell us about yourself

EDUCATION AND EXPERIENCE

- List your educational background.
- List your work experience.
- In what ways have you or are you currently demonstrating leadership?
- How would you describe your strengths and weaknesses?
- Please include a video recording of a sermon you have preached.

CALLING

- Tell us about your sense of calling. Where and how do you sense God is directing you to serve Him in pastoral ministry?

REFERENCES

At 3 Streams, we request 3 references as a part of your application: one from a pastor, one from an employer or professor, and one from a family member. The 3 Streams Institute Coordinator can send applicants a link to have references fill out the information digitally. Please request this link from: olivia@3streamsstitute.com.