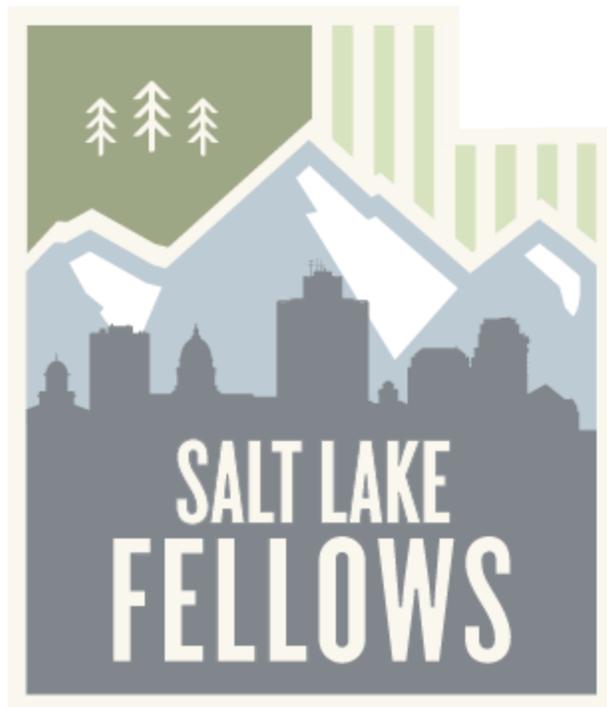


# SALT LAKE FELLOWS COMPREHENSIVE HANDBOOK



engaging culture. experiencing wilderness. embracing community.

Cultivating a generation of leaders, adventurers and collaborators in Salt Lake City, Utah.

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## **PROGRAM OVERVIEW**

### *Salt Lake Fellows*

The **Salt Lake Fellows** are a group of recent college graduates committing to a 10-month intensive leadership experience that focuses on integrating faith seamlessly into all of life through the primary experiences of **vocation, community, theology** and **wilderness** in the beautiful and vibrant city of Salt Lake City, Utah. Participants will focus on the program's five core distinctives of:

*PURSUING CHRIST*  
*LOVING COMMUNITY*  
*CREATING CULTURE*  
*ENGAGING CREATION*  
*SEEKING COLLABORATION*

In this program, young women and men will participate in a program focused on living, learning and working in the city of Salt Lake and the community of the local church. 'Fellows' will be working in paid, part-time jobs in local businesses and organizations, will be paired with mentors from their church and will participate in weekly courses of theological and biblical study focusing on identity, vocation, culture, and calling. Participants will commit to being a part of the local community, church community and the Fellows community. The Salt Lake Fellows program will strive to establish a web of relationships for Fellows to integrate their faith and calling into everyday life. In addition, the Salt Lake Fellows will include a required amount of retreats, conferences, and outdoor adventure for the growth and development of the whole person and a greater perspective of God as Creator and what it means to be His image bearer.

### *The Fellows Initiative*

**The Fellows Initiative's** purpose is to help college graduates "Start Well": to integrate their faith and work, to aid in their pursuit of calling, to develop them as leaders and to cultivate a better understanding of their place in God's bigger story. TFI's desire is to create an experience where young Christians can learn how their faith connects with and transforms all aspects of life: work, family, church, neighborhood, city, friends, hobbies, etc. The Fellows Initiative currently unites 22

local Fellows Programs founded on the same core purpose. But each Fellows Program is unique, reflecting its local church and its wider community. TFI also provides leadership, accountability, resources and collaborative community for programs, churches and participants.

The essentials for all TFI programs are as follows:

1. Affiliation with a local church
2. Support for TFI and its programs
3. Components of local programs
4. Work and vocation emphasis
5. Agreement with TFI's statement of beliefs

\*The "Essentials for TFI Programs" official document can be found on page 27.

## *The Local Church*

The Salt Lake Fellows are affiliated with and sponsored by **New Song Presbyterian Church** and **City Presbyterian Church** in Salt Lake City. These churches belong to the PCA (Presbyterian Church in America) denomination. Our local churches provide relationship and connection to a broader network of protestant and evangelical churches and ministries that collaborate for the good of the city and sake of the Gospel.

New Song, City Presbyterian and its network will provide mentors and service opportunities and will assist in leadership building and spiritual formation of Fellows. In addition, the local churches provide a community of believers and a life on life framework for living and working in Salt Lake. Our local churches will strive to provide the following experiential outcomes:

1. Practical understanding of the Church; beyond a building or day of the week, God's church is a people and a way of living.
2. Personal spiritual growth in living as a Christian in a non-Christian culture. (SLC is less than 2.8% Protestant Christian<sup>1</sup>, and unlike most of the U.S. the culture is neither Christian nor post-Christian. Christianity has never had an influence on the culture and history of Utah.)
3. A new understanding and rare experience of true unity in the Body of Christ that spans across denominations, differences and diversity. (As churches are sparse in SLC they all work together toward the good of each other and the Kingdom of God.)

## *Salt Lake City, Utah*

Salt Lake City, Utah, is an incredibly fertile place for business and growth while the perfect place for adventure and opportunity. Alongside that, there is a huge need in Salt Lake City and in Utah for the Gospel to be lived out and the God's Kingdom to grow. This is the perfect place for a Fellows program!

Salt Lake County is less than 2.8% protestant Christian while the LDS Church (Mormons) make up around 55% of the population. Along with that, SLC is also over 25% agnostic or "unreligious".<sup>1</sup> Utah itself is one of the most unChristian states<sup>2</sup> and is a true mission field with a lower percentage of protestant Christians in Cairo, Egypt or Beijing, China,<sup>3</sup> than in SLC. The culture and history of this city provides a context unlike anywhere else in the U.S.

However, Salt Lake stands out as a cultural and economic hub of the Mountain West. There is an enormous amount of growth and energy in Utah right now! Utah is the 4th fastest growing state in the U.S.<sup>4</sup>, has the youngest population of any state<sup>5</sup> and continually one of the lowest unemployment percentages<sup>6</sup>. Salt Lake City is a growing and thriving city, earning the nicknames "Silicon Slopes"<sup>7</sup> and "Wall Street of the West"<sup>8</sup> for its booming tech and finance industries. The University of Utah is carving a path for itself in uncharted medical research and Salt Lake has also been named the most entrepreneur friendly city in the U.S. for its nurturing start-up habitat. In fact, Utah holds 3 of the top 4 cities (SLC being one of them) for the best career opportunities in the United States<sup>9</sup>, which includes low unemployment and a high job growth rate. Salt Lake City itself is estimated to triple in size over the next 40 years!<sup>10</sup>

In the midst of a vastly sparse high desert in the western U.S., Salt Lake City is literally a physical oasis and gateway to an alpine playground. Downtown is located within 45 minutes of nine world class ski resorts<sup>11</sup> (including Olympic facilities) and lies within 5 hours of several National Parks and Monuments<sup>12</sup> (Zion, Arches, Canyonlands, Bryce Canyon, Yellowstone, Grand Teton, Great Basin, Capitol Reef, Escalante and Black Canyon of the Gunnison to name a few). The outdoor possibilities are endless and create space for a wonderful rhythm of rest and retreat from the urban jungle, which is what leads to its population possessing the highest emotional and physical well-being, and best community environment and recreational opportunities, according to a 2015 study.<sup>13</sup>

It is our hope that people would see Salt Lake City and think of two key things: ***A city with great need and a city with great opportunity***. There is a desperate need for Christians to be in Salt Lake City, not just present, but living out the Gospel in the city and in the workplace. And there is no better time than NOW! The Salt Lake Fellows program is an incredible avenue for bringing young Christians in to do that very thing. The program is for the good of the city, the community and the local church. In addition, those participating in the Fellows program will be pushed to live an authentic life of faith as they interact with their neighbors and co-workers.

It is the context of the city that creates the canvas for the Salt Lake Fellows core distinctives:

1. Pursuing Christ
2. Loving Community
3. Creating Culture
4. Engaging Creation
5. Seeking Collaboration

The Salt Lake Fellows will provide an incredibly unique, once in a lifetime experience for young people who are ready to grow and be shaped by the truth of the Gospel.

**\* A list of statistics and resources can be found on page 25.**

## **SLF CORE DISTINCTIVES**

### *#1 Pursuing CHRIST*

The Salt Lake Fellows are committed to the pursuit of Christ above all other things. Over the 10-month program Fellows embark on a journey to pursue Christ in their work, neighborhood, city, adventure and rest. It is in Christ and through Christ that we can make sense of ourselves and the world around us.

#### **Grace reigns.**

We believe that we are far worse off than we can even comprehend. But we are far more loved and accepted than we ever dared to hope or imagine. Salt Lake Fellows will grow to understand that where sin and brokenness abounds, grace abounds all the more. Allowing grace to enter in and transform our hearts, relationships, and experiences is life-giving. Salt Lake Fellows understand grace reigns in the workplace, in the classroom, and in the city; we have been shown much grace and therefore we are free to give grace to others.

#### **The local church.**

Fellows will enter into a rich, multi-generational church body in the spiritually sparse land of Utah. Involvement and engagement with the Body of Christ is a vital part of pursuing Jesus. It is ever more crucial in Salt Lake City, where Protestant Christians make up such a low percentage of the population.

#### **Colossians 1:15-22**

*"He is the image of the invisible God, the firstborn of all creation. For by him all things were created, in heaven and on earth, visible and invisible, whether thrones or dominions or rulers or authorities—all things were created through him and for him. And he is before all things, and in him all things hold together. And he is the head of the body, the church. He is the beginning, the firstborn from the dead, that in everything he might be preeminent. For in him all the fullness of God was pleased to dwell, and through him to reconcile to himself all things, whether on earth or in heaven, making peace by the blood of his cross. And you, who once were alienated and hostile in mind, doing evil deeds, he has now reconciled in his body of flesh by his death, in order to present you holy and blameless and above reproach before him..."*

## #2 Loving COMMUNITY

### **Romans 12:9-18**

*Love must be sincere. Hate what is evil; cling to what is good. Be devoted to one another in love. Honor one another above yourselves. Never be lacking in zeal, but keep your spiritual fervor, serving the Lord. Be joyful in hope, patient in affliction, faithful in prayer. Share with the Lord's people who are in need. Practice hospitality. Bless those who persecute you; bless and do not curse. Rejoice with those who rejoice; mourn with those who mourn. Live in harmony with one another. Do not be proud, but be willing to associate with people of low position. Do not be conceited. Do not repay anyone evil for evil. Be careful to do what is right in the eyes of everyone. If it is possible, as far as it depends on you, live at peace with everyone.*

### **Authentic community.**

The Salt Lake Fellows strive to live out a Romans 12 community through intentional relationships with one another. Loving honestly, generously, and humbly without bitterness or bias. A strong community learns from one another, laughs together, sacrifices for each other, and serves one another.

### **Oikos evangelism.**

Our community doesn't just involve our Christian circles but each sphere of relationships in our day to day lives. *Oikos* is a Greek word for community that means a web of relationships held in common. This includes our relatives, neighbors, coworkers, colleagues and friends. In Salt Lake City you may go through most of your day and never meet another Christian outside of the Salt Lake Fellows, yet you are still called to be in community with those around you. Your life is under observation by those who don't believe in Christ whether you want it to be or not. By living authentically, your life is evidence for the truth of the faith and the grace of the Gospel. Salt Lake Fellows is committed to *oikos* evangelism: loving community in every sphere of life through our actions, relationships, hospitality and words.

### **1 John 4:7-12**

*"Dear friends, let us love one another, for love comes from God. Everyone who loves has been born of God and knows God. Whoever does not love does not know God, because God is love. This is how God showed his love among us: He sent his one and only Son into the world that we might live through him. This is love: not that we loved God, but that he loved us and sent his Son as an atoning sacrifice for our sins. Dear friends, since God so loved us, we also ought to love*

*one another. No one has ever seen God; but if we love one another, God lives in us and his love is made complete in us."*

## **#3 Creating CULTURE**

### **Abraham Kuyper**

*"...there is not one square inch in the whole domain of our human existence over which Christ, who is Sovereign over all, does not cry: 'Mine!'"*

Christ is sovereign over every area of life. No part of our lives can be stripped away from his presence. And as the Redeemer he will one day make all things new; redeeming our culture, our work and our communities. As his image-bearers we have the responsibility to be agents of renewal and redemption in a broken world: being in the culture, in the workplace, in the city; cultivating and creating.

### **Work.**

God gave Adam and Eve work before the Fall in the perfect garden, we were created to work and designed to work. Too many Christians stand outside culture looking in. Even those that see themselves as culturally engaged are often merely responding to culture. However, if we are to actually impact the culture and cultivate the garden as we were designed, we need to create and produce culture. One big way we do that is through our work. The Salt Lake Fellows do not believe that work is simply a means to a paycheck and security, but a daily act of worship, *oikos* evangelism, and image-bearing creativity!

### **N.T. Wright**

*"The gospel of Jesus points us to be at the leading edge of the whole culture, articulating in story and music and art and philosophy and education and poetry and theology...And if grasped by this vision, we may also hear the question: if not us, then who? And if the gospel of Jesus is not the key to this task, then what is?"*

### **City.**

We are called to live and work for the good of the city, so that the city may be a place of refuge, relief, economic growth, and flourishing. Salt Lake City is a diverse place. Mormonism is engrained in the culture, while the city is also filled with a young generation of spiritual wanderers and agnostics. Being a large refugee city creates an international flare to Salt Lake that brings diversity. Restaurants, breweries, coffee shops, tech startups, global finance and outdoor companies fill the urban areas, while the University of Utah continues to be a leader in the future of

medicine. There is a large LGBT community, a huge music scene and "support local" mentality. In Salt Lake City unemployment is low, adventure is high and people are collaborative.

When the people of Jerusalem were taken into exile in Babylon, God commanded them to be in the culture and in the city so that the city may flourish, while also maintaining their identity as the people of God. The Salt Lake Fellows are committed to seeking the peace and prosperity of Salt Lake City, Utah, creating culture and loving community for the Kingdom of God!

### **Jeremiah 29:4-7**

*"This is what the Lord Almighty, the God of Israel, says to all those I carried into exile from Jerusalem to Babylon: "Build houses and settle down; plant gardens and eat what they produce. Marry and have sons and daughters; find wives for your sons and give your daughters in marriage, so that they too may have sons and daughters. Increase in number there; do not decrease. Also, seek the peace and prosperity of the city to which I have carried you into exile. Pray to the Lord for it, because if it prospers, you too will prosper."*

## *#4 Engaging CREATION*

In the New Testament, more than half of Jesus' teaching occurred in the outdoors and the Bible shows us that Jesus highly valued experiential learning and the adventurous context of the wilderness. Jesus is Creator, so it only makes sense his ministry involved engaging with Creation.

### **Ashley Denton**

*"In an increasingly urbanized world, there is a heightened need to go out into the wilderness, to places where creation is untrammled and awaiting to teach us through its pristine palette of God's colors. People today are busy, out of rhythm, and unable to experience the peace of Christ. Even in the church, we are tempted to expand programs instead of enlarge souls."*

### **Rhythm of work, rest and retreat.**

The rhythm of Jesus' life was rest and work. He labored hard to meet people's needs and accomplish the work the Heavenly Father gave him to do. But he regularly retreated to the outdoors for renewal and conversation with the Father. He routinely took his disciples into the wilderness to restore and prepare them to go back into the civilization to transform it. The Salt Lake Fellows works under the framework of this rhythm; to work out of Sabbath rest and to take regular retreats

into creation for rejuvenation and restoration. The Fellows will be required to participate in TFI conferences, SLF retreats, personal retreats, and an amount of technology and screen free time each week.

### **Learning outside the classroom.**

We believe that engaging with the world around us creates an atmosphere for personal growth. That is why Thursdays are set aside for Adventure Excursions, classes that take place outside the classroom. Through shared and individual experiences whether in the city or in the mountains we can be developed holistically to grow in the grace of Christ. These excursions might involve extreme sports like whitewater rafting or snow skiing or exploring the Mormon Tabernacle or programs in the city like Housing First. We embrace the adventure!

### **Romans 8:12-17**

*"...God's Spirit beckons. There are things to do and places to go! This resurrection life you received from God is not a timid, grave-tending life. It's adventurously expectant, greeting God with a childlike, "What's next Papa?" God's Spirit touches our spirit and confirms who we really are. We know who He is and we know who we are. Father and children."*

## *#5 Seeking COLLABORATION*

The definition of collaboration is the action of working with someone to produce or create something. We believe that God has designed us to be collaborative beings; that our creativity, culture-making and community-building would not be done alone but together in relationship with others for the good of others. The Salt Lake Fellows program does not exist to build its own kingdom and community to the exploitation of others but seeks to be a collaborative member of the local church and local community.



## **With the City, for the City.**

Participants of the Salt Lake Fellows will learn and practice collaboration in the city: with co-workers, neighbors, local businesses, and community events. They will experience what it means to be collaborative member of the city, for the good of the city; through workplace internships where they will be forced to grow and build relationships with non-believers to work towards the same goals, to neighborly service for the beauty and betterment of their living environment. We are called to be "collaboration minded" in every sphere of life.

## **John 17:14-23**

*"I have given them your word and the world has hated them, for they are not of the world any more than I am of the world. My prayer is not that you take them out of the world but that you protect them from the evil one. They are not of the world, even as I am not of it. Sanctify them by the truth; your word is truth. As you sent me into the world, I have sent them into the world. For them I sanctify myself, that they too may be truly sanctified.*

*My prayer is not for them alone. I pray also for those who will believe in me through their message, that all of them may be one, Father, just as you are in me and I am in you. May they also be in us so that the world may believe that you have sent me. I have given them the glory that you gave me, that they may be one as we are one--I in them and you in me—so that they may be brought to complete unity. Then the world will know that you sent me and have loved them even as you have loved me."*

## **Collaboration with the Body.**

In Salt Lake City, where evangelical Christians are few and far between, collaboration with the local church is an essential piece of faithful living. New Song Presbyterian Church strives to collaborate with other local churches for the Kingdom in SLC. The Salt Lake Fellows will learn the importance of unity in the Body despite denomination, age difference, or appearance. In John 17 Jesus prays for all believers that "they would be one" just as Christ and the Father are one, so that "the world will know that you (the Father) sent me (Jesus) and love them as you love me." Unity in Christ and collaboration for the Kingdom is what will be a witness for the Gospel to a watching world. Therefore, the Salt Lake Fellows strive to seek the unity of the Church, and the prosperity of the City.

## **PROGRAM DETAILS**

### *6 Areas of Integration for Fellows*

#### **1. Participation and involvement in the local church.**

Fellows commit to attending New Song Presbyterian Church each Sunday, submitting to its guidance and accountability, and actively participating in the life of the church. They will also commit to receiving mentorship from members of the church.

#### **2. Paid part-time jobs in the city.**

Fellows will be placed in workplace jobs in Salt Lake City for four days a week. Jobs will average 25-30 hours per week and will be paid. They will commit to following the guidelines of the employer as agreed upon through the hiring contract.

#### **3. Theological courses each week.**

Fellows will experience 4-6 hours of classes each week focusing on the integration of faith, work and calling from a Kingdom perspective. Classes will require reading, prep work and avid participation.

#### **4. Weekly adventure excursions.**

Fellows will partake in a weekly excursion with the focus of learning outside the classroom and experiencing the outdoors. Excursions will vary from wilderness treks, to city exploration, to snow-skiing.

#### **5. Cultural and community engagement.**

Fellows must spend time each week giving back to the local community and participating in cultural events in the city and neighborhood. They will also commit to building intentional relationships with each other through weekly group meals and storyboards.

#### **6. Participation in retreats and conferences.**

Fellows will participate in a number of Salt Lake Fellows retreats and TFI conferences throughout the 10-month program. They are to commit to learning about and building a rhythm of work, rest and retreat.

## Timeline

### The Calendar Year (2018-2019)

**August 16-19:** Backpacking Orientation in the High Uinta Wilderness

**August 31-September 3:** Welcome Retreat

**September 7:** Classes Begin & Kick-Off Dinner

**September 9:** City Presbyterian Introduction

**September 16:** New Song Introduction

**October 11-14:** SLF Adventure Retreat

**November 2-4:** SLF Justice Conference

**November 19-25:** Thanksgiving Break (individual employers will dictate work schedule this week)

**December 8:** SLF Christmas Party

**December 18-January 6:** Christmas Break

**January 11-14:** SLF Leadership Retreat

**March 15-17:** SLF Wilderness Retreat

**April 25-28:** TFI Conference

**May 17-19:** Zion Backpacking

**June 3-7:** Last week of jobs & class

**June 8:** End of year celebration

**June 9:** Church Commissioning

### The Typical Week

	MON	TUE	WED	THU	FRI	SAT	SUN
Morning	Job	Job	Job	Job	Free	Adventure Excursion	Church
Afternoon	Job	Job	Job	Job	Class	Adventure Excursion	Sabbath
Evening	SLF Dinner	Free/ Community Group	Free/Youth Group	Free	Family Meal	Free	Sabbath

## *Housing*

The Salt Lake Fellows program provides the unique hybrid opportunity of host family and apartment living for all participants. The Fellows will be housed in apartments in the city or with host families with basic community guidelines and standards meant to enhance and create a true intentional community. Yet, to keep from isolating or putting Fellows in a "bubble" they will be in the midst of neighbors and a neighborhood in which they will learn to pursue and invest in, which is greatly needed in a city that is less than 3% Protestant.

The Salt Lake Fellows' investment in intentional community is three-fold:

1. To create a strong focus on intentionality and authenticity in relationships with one another with emphasis on conflict resolution, open communication, repentance and forgiveness.
2. To create opportunities for Fellows to step further into adulthood and independence by focusing on time management, financial stewardship, and care and maintenance of living areas.
3. To create more opportunities for engagement with non-Christians with a practical emphasis on loving neighbors and investing in a neighborhood and to provide the experience of being the Body of Christ in the city.

## *Jobs*

Salt Lake Fellows puts a high emphasis on work and vocation. Each Fellow will receive a professional job in a local business or company. These jobs will take place Monday through Wednesday, varying from 20-30 hrs per week. Each part-time job will be paid, however compensation will vary based on the employer and the position. The Fellows staff and committee will work alongside Fellows to help find good jobs in the individual's field of interest or experience, but not every job will be ideal for each Fellow. The key objectives for Salt Lake Fellows' jobs are:

1. To provide the experience of being a Christian in the non-Christian marketplace.
2. To help construct a worldview of all work and vocation as mission and glorifying to the Lord.

3. To provide experience in a specific field or to aid in the nurturing of a career path.
4. To enable opportunities for professional development.

SLF is able to provide documents, contracts and guidelines for both the Fellows and employers that include things like employee dress codes, performance reviews, hiring contracts and requested time off for retreats,

## *Academics*

Fellows will have the unique opportunity to participate in graduate level courses focusing on Biblical theology and worldview.

### **Classes**

Classes will take place on Friday afternoons, except during holidays, breaks, retreats or conferences. Fellows are allowed to miss one class per semester for personal reasons as deemed viable by the director.

Books and/or curriculum will be provided for Fellows for each class and classes will be taught by a collective of individuals, passionate about holistic growth in the Gospel.

Each class will last 2-4 hours with a break in the middle.

### **Curriculum**

While Salt Lake Fellows will use a variety of resources for course leaders; professors, presenters, pastors and teachers, the core curriculum will remain the same.

#### **Pre-program Reading:**

*The Big Story* by Justin Buzzard

*From Brokenness to Community* by Jean Vanier

#### **Classwork Reading**

*Life Together* by Dietrich Bonhoeffer

*The Lost World of Genesis One* by John H. Walton  
*Every Good Endeavor* by Tim Keller  
*Worldly Saints* by Michael Wittmer  
*Echoes of Eden* by Jerram Barrs  
*Culture Makers* by Andy Crouch  
*Heal Us, Emmanuel* by Doug Serven  
*Christian Outdoor Leadership* by Ashley Denton  
*A Meal with Jesus* by Tim Chester  
And others TBD

## *Adventure Excursions*

Adventure Excursions serve the purpose of cultivating the growth of the whole person with focus on leadership, service and team building through outdoor experiences, cultural excursions, and service opportunities that seek to engage Fellows with the city's unique context; emphasizing learning outside the classroom.

Adventure Excursions will take place each Thursday, except during holidays, breaks, retreats or conferences. The Excursion will take place from the morning into the afternoon, with an evening debriefing meeting. All Fellows must be willing to participate (not excel) in physical activities such as: hiking, skiing/snowboarding and service projects.

AE's will cover course topics such as:

- outdoor experience & leadership
- social media & technology
- Biblical prayer & meditation
- the culture of Mormonism
- art, film & music
- science & the environment
- caring for the poor & marginalized
- rest, retreat & silence

## *Mentors*

All Fellows will be provided one mentor that will commit to meet at least once every 2 weeks and offer prayer, wisdom and counsel for the Fellow as well as aid in connecting him/her to others outside the Salt Lake Fellows in the church body and/or community. The selecting, pairing and communication with all mentors will be the task of the SLF Committee member in charge of the mentorship program. Mentors will be attendees of the partnering network of churches in the Salt Lake Fellows program, attending the same church as the Fellow throughout the year.

## *Church Participation*

The Salt Lake Fellows program puts high value on church participation from all Fellows. Church participation is defined as partaking in the life and community of the church body. This includes:

1. Sunday morning attendance
2. Sharing life with members of the church outside of Sunday
3. Participation and service in an ongoing ministry of the church

Fellows are allowed to miss one Sunday per semester for personal reasons as deemed viable by the director.

## *Cultural & Community Engagement*

Throughout the year, Fellows will be asked to keep a journal of cultural & community engagement and encounters, noting what was observed about the culture around them, who was met, and what was learned. Fellows will have the opportunity each week to share their own experiences during group dinners, gatherings and debriefs.

### **Cultural Engagement**

Fellows will be encouraged to engage with the culture of the city in all its various forms. Beyond Adventure Excursions, Fellows are encouraged to participate in cultural events and opportunities in and around the city on their own, such as:

- concerts
- cuisine
- farmers markets
- museums
- sporting events
- outdoor events/festivals

→ theatre

## Community Engagement

Community engagement is two-fold for Fellows:

1. Awareness, intentionality and pursuit of their neighborhood community; including people, pets, local businesses, parks, and properties.
2. Awareness, intentionality and pursuit of their Fellows community.

## *Retreats & Conferences*

### Retreats

Retreats are a key piece of the SLF experience. Each retreat has a specific theme and is meant to cultivate community amongst the Fellows and allow for a healthy disconnection from the normal routine of life.

The very definition of retreat is “the act of withdrawing”. In the Old Testament, God gave Israel many festivals and set apart celebrations that would last for days or weeks. In fact, the Year of Jubilee was an entire Sabbatical year, with great emphasis on allowing all people and all the land to rest! In each retreat the Fellows will experience and learn to retreat, to withdraw with a purpose, not simply to escape or to have fun but to worship God through our Sabbathing. We are far too busy in this present age, and we lack disconnection more than ever before. The Salt Lake Fellows program believes God created us to thrive under the rhythm of work, rest and retreat.

Each retreat is mandatory for all Fellows. They will all include an allotted amount of solo quiet time and large portion of “disconnection time”, which is time away from all tech and wireless devices.

The six retreats each year are as follows:

Mid-August: **Backpacking Orientation** - High Uinta Wilderness, UT

This retreat is sets the tone for this new season of embracing community and experiencing wilderness; the kick-off for the year!

Labor Day Weekend: **Welcome Retreat** - Salt Lake City, UT

This retreat will be the initial relationship builder for the Fellows along with setting the stage for the year by providing context of the city, the guidelines for the program and their expectations.

Mid-October: **Adventure Retreat** - Moab, UT

The heart of this retreat will center adventure and enjoying and exploring the outdoors as a community.

Mid-January: **Leadership Retreat** - Bear Lake, UT

This retreat will focus on the personality traits and leadership qualities of each individual through resources such as Enneagram and StrengthsFinder, and will dive deeper into professional development topics like pursuing career, managing money, etc.

Mid-March: **Wilderness Retreat**- Southern Utah

This retreat is intentionally designed for the Fellows to "Be still and know" God through the practice of intentional isolation and solitude.

Late May: **Zion Backpacking Trip** - Springdale, UT

This retreat is specifically designed as an end of year adventure, celebration and bonding experience in one of Utah's most beautiful places.

## **Conferences**

Conferences are another important part of the SLF experience. It is vital that the program maintain a close relationship to The Fellows Initiative and other Fellows programs around the country and to continue to grow and learn from their community and experience.

TFI currently offers two conferences each year. The Salt Lake Fellows program currently commits to one conference per year in April. Because of current distance to most conferences, affordably travelling to only one conference per year is possible.

## *Special Events*

### **Group Meals**

Family Meals occur Monday and Friday evenings to create communal growth for the Fellows. SLF puts a very high value on the gathering of a group of people around a table to share a meal. In Luke's Gospel, one of the three "Son of Man"

statements from Christ is that "the Son of Man has come eating and drinking". It is part of our Christian theology that celebration, community and hospitality happens around a dinner table.

Monday night SLF Dinners are focused on the immediate Fellows community. Meals are a communal effort and life stories or group discussion directly follow the meal. Friday night Family Dinners are created for the Fellows community to engage and experience the hospitality of a church family.

## **Life Stories**

Life Stories are a time given specifically to the telling and listening of the Fellows personal stories. Fellows are encouraged to map their life journeys thus far and will all take turns sharing with the entirety of the group. Storyboards exist:

1. Because story-telling is a vital part of the human experience.
2. Because we learn the value of listening to others and understanding their context.
3. Because it allows for richer, deeper relationships.

Storyboards occur every Tuesday night after the Family Meal.

## **Guest Speakers**

Guest speakers will be invited on occasion to present on topics relating to living and working in Salt Lake City or to enrich Fellows understanding of the unique culture of the city and state. Guest speakers will be a wide variety of individuals sharing their passions and their place in SLC. Guest speakers will present and create space for questions and discussion.

## **ADMISSIONS**

The admissions process applies to all potential and current Fellows from the initial application to final tuition payment.

### *Timeline*

**October 15:** Application for upcoming academic year is available.

**November 15:** First application deadline

**January 15:** Second application deadline

**April 15:** Final application deadline

**May 15:** 10% of tuition due

**August 15:** 40% tuition due by start of program

**April 15:** 100% of tuition due

### *Application & Interview Process*

#### **Application**

The application consists of basic background information, core questions, and a faith statement. The application must be accompanied by a cover letter and resume, and three references will be needed.

#### **Response**

Confirmation that SLF has received all initial application documents will be sent within 3 business days. After reviewal of all documents, SLF leadership will contact the applicant to set up an interview (either phone or Skype), if the applicant is deemed a viable candidate. The interview will take place with two SLF staff/committee members..

#### **Acceptance**

SLF leadership will make all final decisions for the upcoming Fellows participants within 2 weeks of each application deadline and will send letters of acceptance to

all selected applicants. Applicants will have 10 days to sign and return the letter of acceptance and an additional week to agree to and sign the SLF contract and tuition agreement.

## *Tuition*

### **Cost**

The tuition for the Salt Lake Fellows program is \$7,500.00 per Fellow, which covers housing, classes, AEs, retreats, conferences and group meals. SLF encourages Fellows to think missionally about this 10-month program and suggests the pursuit of support raising for at least half of the tuition costs.

Whether tuition is being raised or not, once the contract and tuition agreement is signed, each Fellow is financially committed and responsible for the full balance of tuition by April 15 of their programmatic year.

### **Payments**

The tuition will be billed monthly to all Fellows and payments will be adjusted according to how much has been paid/how much is left in the balance and how many months remain before the April 15 deadline. All Fellows can pay at their own pace as long as all deadlines are met.

For example:

**Fellow A:** Tuition=\$7500

30% minimum deadline met on Sep. 1 = balance of \$5,250

Monthly payments of \$875 to reach 100% deadline on March 1.

**Fellow B:** Tuition=\$7500

30% minimum deadline exceeded on Sep. 1 = balance of \$3,750

Monthly payments of \$625 to reach 100% deadline on March 1.

## **SLF COMMITTEE**

### *Roles*

#### **Chairman**

The Chairman will act as the head and moderator of the committee. This person must be a strong leader who can be a driving force behind the vision and mission of SLF.

#### **Director**

The Salt Lake Fellows Director is an SLF staff member whose primary responsibilities are to care for and mediate for the Fellows along with cultivating an atmosphere for community growth in retreats and meals. The Director is also responsible to oversee the academic, adventure and recruiting aspects of the program and is deeply involved in housing and community/cultural engagement.

#### **Pastor/Church Leader**

This member is a pastor or church leader of New Song Presbyterian Church. This committee member seeks to maintain a healthy and seamless connection between the church/churches and SLF. They are to shed awareness of Fellows needs to the church and church needs to the Fellows.

#### **Jobs**

This member is responsible for part-time jobs for Fellows and may create their own sub-committee to broaden connection and opportunity for jobs. All documents and policies are provided for Jobs committee member to be the face and voice of SLF to employers before and during employment.

#### **Housing**

This member oversees the housing of the Fellows; which includes seeking out new housing if needed, maintaining a relationship with the landlord/owner of the property, following up with Fellows' housing issues or disagreements and reporting a monthly financial statement.

## **Mentors**

The member overseeing Mentorship is responsible for the strategic selection and pairing of mentors (from the church/churches) to Fellows. They follow up with Mentors on a quarterly basis and document any issues or suggestions for the growth of the program.

## **Events**

This member brings strategy, brainstorming and structure to SLF events. They recruit volunteers and select guest speakers for Friday meals.

## *Responsibilities*

The SLF Committee will meet once per quarter. If a member cannot participate in a meeting they are responsible to send someone in their place to communicate for them or provide documentation of area updates for the committee. Committee members are to be vocal endorsers of the Salt Lake Fellows to the church and the community.

# STATISTICS

## *Endnotes:*

1. <http://www.city-data.com/county/religion/Salt-Lake-County-UT.html>
2. <http://www.beliefnet.com/Faiths/2004/11/State-By-State-Percentage-Of-White-Evangelicals-Catholics-And-Black-Protestants.aspx>
3. <http://www.thearda.com/internationalData/countries>
4. [https://en.wikipedia.org/wiki/List\\_of\\_U.S.\\_states\\_by\\_population\\_growth\\_rate](https://en.wikipedia.org/wiki/List_of_U.S._states_by_population_growth_rate)
5. [https://en.wikipedia.org/wiki/Demographics\\_of\\_Utah](https://en.wikipedia.org/wiki/Demographics_of_Utah)
6. <http://www.bls.gov/web/laus/lausthl.htm>
7. <http://www.entrepreneur.com/slideshow/248148>
8. <http://m.deseretnews.com/article/865635017/Salt-Lake-City-is-earning-a-new-title-Wall-Street-of-the-West.html>
9. <https://smartasset.com/mortgage/top-10-cities-career-opportunities>
10. Utah's Natural History Museum
11. <http://utah.com/ski/resorts>
12. <http://utah.com/national-parks>
13. <https://wallethub.com/edu/most-least-happy-states-in-america/6959/>

## *Additional Statistics:*

- Utah is 86.1% Caucasian:  
<http://www.indexmundi.com/facts/united-states/quick-facts/utah>
- SLC is one of the largest refugee cities in the U.S.:  
<http://www.migrationpolicy.org/article/refugee-resettlement-metropolitan-america>
- Utah has the highest number of foreign language speakers in the U.S. (because of LDS missions): <http://www.entrepreneur.com/slideshow/248148>
- Utah has one of the highest number of plastic surgeries in the U.S.:  
<https://www.ksl.com/?sid=16938771>  
<http://www.totalbeauty.com/content/gallery/plastic-surgery-cities/p61542/pages>
- Utah was ranked the happiest state in the U.S. in 2015:  
<https://wallethub.com/edu/most-least-happy-states-in-america/6959/>
- SLC has the largest amount of same-sex couples with children. (SLC has a very high LGBT population):  
<http://williamsinstitute.law.ucla.edu/wp-content/uploads/LGBT-Parenting.pdf>

- SLC has one of the highest projected economic growth rates:  
<http://www.forbes.com/pictures/mlj45hfd/5-salt-lake-city/>
- SLC has been named "America's Vainest" and "Fittest City":  
Forbes.com & Men's Fitness
- More resources on SLC and Utah:  
<http://matadornetwork.com/trips/20-things-you-didnt-know-about-salt-lake-city/>  
[https://en.wikipedia.org/wiki/Salt\\_Lake\\_City](https://en.wikipedia.org/wiki/Salt_Lake_City)  
<http://www.indexmundi.com/facts/united-states/quick-facts/utah>

*SLF Resources:*

<http://www.saltlakefellows.com>  
<http://thefellowsinitiative.org>  
<http://www.newsong.org>  
<http://citypresbyterian.org/>  
<http://www.themissionstudio.org>

## Essentials for TFI Programs

### 1. Affiliation with a local church: worship, service and accountability

The Fellows Initiative believes that the local church is foundational to God's restorative work; it is the place where the gospel is embodied and incarnated as the bride of Christ. As the bride of Christ, we are called to a public faith and are bound in love to one another and to the common mission of the Church. We believe the local church is the place where believers serve and are encouraged in their Kingdom work beyond the walls of the church. We believe that the local Church is not a place of consumerism but a place of sacrifice and holy living. Therefore, we see the local church as essential to the work of the individual Fellows programs and require that each Fellows program be under the authority of a local church or set of local churches.

### 2. Support for TFI and its programs

1. A level of participation: conferences and programs
2. A commitment to two-way communication with TFI
3. A sharing of financial support: as God prospers the program and hosting church

### 3. Components of local programs. While there is room for many programmatic variations among local Fellow Programs the following are the components that are distinctive to all TFI Fellows Programs:

1. Workplace internships
2. Theological study
3. Service within church and community
4. Programmatic orientation towards cultural engagement
5. Programmatic fostering of committed community among the class of Fellows

### 4. Work and Vocation Emphasis. Fellows Programs commit to emphasizing the Lordship of Christ over work and vocation, including emphasis on all of the following:

- Essentiality – The Biblical value of work and vocation as God's gift and calling (Col 3:22-24)
  - a. Recognizing the value of work as God's gift in creation (Gen 1:28-31, 2:15)
  - b. Recognizing the value of work even after the Fall (Jer 29:4-7)
  - c. Opposing the false dualism between "sacred" and "secular" work (Luke 3:12-14)
- Ethics – honoring Christ via ethics at work (Phil 1:27)
- Evangelism – sharing our faith at work (2 Thess 2:9)
- Excellence – doing our work as well as possible for the honor of the Lord (Col. 3:17)

## 5. Statement of Beliefs

We affirm our belief in historic Christianity as revealed in the Scriptures and summarized in the Apostles and Nicene Creeds. We recognize the need today for reaffirming the following beliefs:

**The Holy Trinity.** The one God exists eternally in three persons, Father, Son and Holy Spirit, and has so revealed Himself to us in Scripture.

**The Lord Jesus Christ.** Our Lord Jesus Christ, God incarnate and fully human, is, by reason of His birth of the Virgin Mary, sinless life, atoning death, bodily resurrection, glorious ascension and triumphant reign, the only Mediator between God and man.

**The Holy Scriptures.** The canonical books of the Old and New Testaments are trustworthy as "God's Word written," sufficiently teach God's will for His world, and have supreme authority for faith, life, and the continuous renewal and reform of the Church. They are inspired, infallible, and "contain all things necessary for salvation."

**Justification and Sanctification.** Repenting and believing sinners are (i) justified through faith alone by God's gracious act of declaring us righteous on the ground of the reconciling death of Christ, who suffered in our place and rose again for us; and (ii) sanctified by the gracious, continuing activity of the Holy Spirit who perfects our repentance, nurtures the new life implanted within us, transforms us into Christ's image, and enables us to do good works in the world.

**The Christian Church.** The Church is the Body of Christ. Its members belong to Christ's new humanity and are called and sent to live in the world in the power of the Spirit, worshipping God, confessing His truth, proclaiming the Good News of Christ, supporting one another in love, and giving themselves in sacrificial service to others, especially those in need. Its great mission is to make disciples of all nations and peoples.

**Spiritual Gifts and Ministry.** All Christians are called to exercise their God-given gifts to work, witness and suffer for Christ. The particular call of ordained ministers is to preach, teach and provide leadership and pastoral care to equip God's people for His service and present them mature in Christ.

**The Gospel Sacraments.** The sacraments of Baptism and the Lord's Supper are outward and visible signs of inward and spiritual grace given to us and ordained by Christ himself as means by which we receive such grace and pledges to assure us of it.

**The Return of Christ.** Our Lord Jesus Christ will personally return in glory at the end of this age for the resurrection of the dead, some to life and some to condemnation, for the glorification of His Church and for the renewal of the whole Creation.

### *Some Contemporary Implications of the Gospel*

**The Uniqueness of Jesus Christ.** While religions and philosophies of the world are not without elements of the truth, Jesus Christ alone is the full revelation of God, who through the Gospel judges and corrects all views and doctrines. All persons everywhere need to learn of Him, come to know and believe in Him, and receive forgiveness and new life in Him as there is no other name given under heaven by which we must be saved.

**Church and Society.** Biblical social commandments and Christian ethical principles are foundational to the well-being of every society. Recognizing the call of Christians to be faithful witnesses and a challenging presence in society, we are committed to seek ways to express these commandments and principles in all spheres of life, including the public life of the nation.

**Sanctity of Life.** All human life is a sacred gift from God and is to be protected and defended from conception to natural death. We will uphold the sanctity of life and bring the grace and compassion of Christ to those who face the realities of previous abortion, unwanted pregnancy and end-of-life illness.

**Fellowship.** In grateful response to Christ Jesus, in whom there is neither Jew nor Greek, slave nor free, male nor female, we will extend the welcome of the church to every man, woman and child regardless of race, social or economic status, sexual history or past behavior. We will oppose prejudice in ourselves and others and recognize that all have sinned and need to repent.

**Marriage, Family, and the Single Life.** God has instituted marriage to be a life-long union of husband and wife, intended for their mutual joy, help and comfort; for the procreation and nurture of godly children; and for the blessing of society. Divorce is always contrary to God's original intention, though in a fallen world it is sometimes an all-too-frequent and tragic reality. The roles of father and mother, exercised in a variety of ways, are God-given and profoundly important since they are the chief providers of moral instruction and godly living. The single life, either by call or circumstance, is honored by God. It is therefore important for unmarried persons to embrace and be embraced by the Christian family.

**Human Sexuality.** Sexuality is inherent in God's creation of human beings in his image as male and female. All Christians are called to chastity: husbands and wives by exclusive sexual fidelity to one another, and single persons by abstinence from sexual activity. God intends and enables all people to live within these boundaries, with the help and in the fellowship of the Church.

3/19/13

