



Church Planting Resident

Objective: The purpose of the Holy Cross Church Planting Residency is to develop future church planters in their preparation process of planting, and gain experience in the both mission and ministry, with the ultimate objective to be equipped and possibly sent as a church planter.

The residency is a two year program that focuses on personal, spiritual, and emotional development, preaching/teaching training and experience, leadership development training and experience, shepherding training and experience, and church planting coaching.

Effective Date: August 1, 2019

Workload: Full time

Priority Experiences:

- ◆ **Personal, Spiritual, and Emotional Development:**

One of the most overlooked needs of any church planter is that of understanding themselves, where they need to grow, and what they are bringing with them, as a person, into a church plant. Residents will work on emotional intelligence, marital health (if married), spiritual disciplines and practices, and understanding their own leadership blind-spots. The goal is to have a planter who is self aware and in a healthy place to undertake the stresses of starting a new church.

- ◆ **Preaching/Teaching Experience:**

Preaching the Gospel is the number one priority of any church planter. Residents will be included in a regular rotation of preaching during Holy Cross's Sunday morning worship. In addition the residents will be included in weekly meetings with the lead pastor for joint sermon preparation. They will be coached in the craft of sermon preparation and delivery and given group feedback for further development.

- ◆ **Leadership Development Training and Experience:**

A church plant will only go as far as a planter can multiply leaders. Residents will be trained in Holy Cross's model for group ministry and taught how to identify and train new leaders. They will be expected to lead a small group and oversee other group leaders with the goal of multiplying themselves and their group.

- ◆ **Shepherding Training and Experience:**

Academic environments are poor training grounds for shepherding people. Residents will be invited into elder meetings to observe what happens "behind-the-scenes", asked to join in with experienced elders in following up with people, and observing pastoral counseling.

- ◆ **Church Planting Coaching:**

The last experience will involve specific coaching on the practical steps on planting a new congregation. This will involve the resident forming a planting plan, training in fundraising, gathering and developing a launch team, and discerning where they feel God calling them to plant.

Meetings:

- ◆ Weekly staff meeting
- ◆ Bi-Weekly meeting with lead pastor
- ◆ Quarterly seminars
- ◆ Annual elder retreat

Qualifications:

- ◆ A personal, vibrant, obedient, and deepening relationship with Jesus that fulfills the character qualifications of an elder in Scripture.
- ◆ Clear and affirmed calling to church planting ministry.
- ◆ Exhibits a healthy marriage and family life.
- ◆ Ability to effectively build relationships.
- ◆ Demonstrated leadership aptitude: has a capacity for learning to cast clear vision, develop others to lead, accomplish tasks with limited resources, personally lead others in following Jesus, be resilient under opposition and setbacks, organize teams to accomplish goals, have courage to lead people well.
- ◆ Growing emotional maturity: learning to understand self, displays humility, accepts constructive criticism, willingness to be accountable, wrestle with difficult issues.
- ◆ Engagement in a missional lifestyle with a passionate and intentional desire to reach people
- ◆ Proven ability to make disciples.
- ◆ Possess entrepreneurial aptitude.
- ◆ Technologically proficient.
- ◆ Currently or willingness to become licensed and ordained by the Presbyterian Church in America.

Responsibilities:

- ◆ Develop and execute a personalized development plan alongside the Lead Pastor.
- ◆ Based on your personalized development plan serve as an Assistant Pastor at Holy Cross.
- ◆ Execute a missional living plan.
- ◆ Learn to prepare weekly messages as part of a teaching team and preach regularly as a part of a rotation.
- ◆ Lead and multiply a small group.
- ◆ Disciple and develop leaders from within Holy Cross.
- ◆ Assist in the oversight of the ministries of Holy Cross.
- ◆ Provide administrative direction and assistance with whole church events.
- ◆ Develop church planting strategic plan.
- ◆ Complete all necessary readings and specialized training as outlined in development plan.
- ◆ Be willing and flexible to join other team efforts as needed.

Expectations and Compensation:

- ◆ Full Time, Salaried
- ◆ Stipend: \$1600 monthly + additional fundraising.
- ◆ This position will have a 90 day review, followed by quarterly reviews with the lead pastor, and annual review with the elders.