

Church Planter/Resident Job Description

Position Description:

Position Title: Church Planter/Resident

Department/Ministry: Pastoral

Location: 8131 S Pierce St, Littleton, CO 80128

Supervisor's Title: Executive Pastor

Position Classification: Exempt

Position Status: Church Planter (Regular Full-time)

Ministerial Status: Ministerial

Position Summary:

Engage in a customized learning program with the goal of receiving a green light to move toward planting a church in the Denver Metro area.

Goals for the Residency:

- Learn Deer Creek Church's culture and philosophy of ministry.
- Address developmental goals based on church planter competencies document.
- Gain additional pastoral ministry experience.
- Make a significant contribution to the ministry of Deer Creek Church while serving on staff during the apprenticeship.
- Identify a target site and begin ministering there prior to launch, laying the groundwork for the new church.
- Begin the new church with a healthy launch team.

Role During Residency:

- Residents are given the leadership of our Christianity Explored, Hope Explored and Discipleship Explored small groups.
- Residents engage in our welcome ministries. This provides them with the opportunity to make relational connections with new people who might then be part of a church plant in the future.
- Other areas of leadership are determined by their development plan and new opportunities and needs at the church.

Major Objectives: (3 Year Resident Example)

Year 1 (Orientation to DCC)

- Participate in all staff functions (meetings, retreats, etc.)
- Meet weekly with pastoral leadership team
- Lead a Small Group
- Preach 3-5 times at Deer Creek. As available, preach in other PCA churches/plants in our Presbytery
- Work with staff team to identify areas of ministry in which to contribute
- Conduct demographic research on potential target sites; develop a site profile for 1 or

- more promising sites
- Complete Ordination if not already completed

Year 2 (discipleship and mission)

- Continue participating in all staff functions
- Hone in on a target site (and possibly move there)
- Engage in hospitality and pursue non-Christians
- Preach 3-5 times at Deer Creek. As available, preach in other PCA churches/plants in our Presbytery
- Continue working in appropriate DCC ministry areas

Year 3 (if appropriate; preparation to launch)

- Work with DCC staff to create a comprehensive Church Planting Proposal
- Continue participating in all staff functions, showing hospitality, engaging in evangelism
- Develop a launch team
- Develop multiple groups
- Preach 2-4 times at Deer Creek

Fundraising:

- Deer Creek Church commits \$24,000 per year during the residency phase and then (if approved for planting) \$24,000 per year for at least the first 3 years of the church plant.
- The Western Church Planting Network commits \$15,000 per year during the residency phase and then (if approved for planting) \$35,000 per year for at least the first 3 years of the church plant.
- This means that residents receive \$39,000 per year in the residency phase and (if approved for planting) \$59,000 per year for at least the first 3 years of the church plant.
- Deer Creek Church also plans to help contribute toward launch costs by raising a one-time gift. This has typically been \$40,000.
- All additional needed funds must be raised by the church planting resident.

Minimum Qualifications (Knowledge, Skills, and Abilities):

Education and Experience:

- Bachelor's Degree required.
- Five years of related experience and/or training preferred
- Seminary Master's Degree required.

Knowledge and Skills:

- Ability to read, analyze and interpret documents such as procedure manuals.
- Ability to write reports and correspondence.
- Ability to speak effectively before groups of volunteers, church members or staff members of the organization.
- Ability to apply common sense understanding to carry out instructions.
- Ability to deal with problems involving several concrete variables in standardized situations.
- Must have knowledge of internet, spreadsheet, budgeting, and word processing software.

Licenses, Registrations, and Certificates:

- An ordained minister in the Presbyterian Church of America (PCA).

Spiritual Requirements:

- Evidences spiritual maturity and Godly character and shall meet the scriptural qualifications of I Timothy 3:1-7 and Titus 1:5-9.
- Shall agree with the Westminster Confession of Faith.
- Shall have a seminary degree and be an ordained (or planning to become ordained) minister in the Presbyterian Church of America.
- Shall evidence a heart for evangelism and discipleship.
- Shall demonstrate a priority of his family and reflect a Christian home.
- Must have a passion for ministry and be gifted in teaching and preaching.
- Signed acknowledgement to policies and procedures as stated in Deer Creek Church's employee handbook.
- Signed acknowledgement of Deer Creek Church's Statement of Faith and Staff Lifestyle Agreement.

Physical Requirements:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed above are representative of the knowledge, skill and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions. Has the ability to function independently. Possess the ability to speak. Has the physical ability to be able to lift up to 25 pounds (with or without assistance). This position also may require long periods of standing up and walking.

Employment At-Will:

All employees of Deer Creek Church are at-will, and as such, are free to resign at any time without reason. Deer Creek Church, likewise, retains the right to terminate an employee's employment at any time with or without reason or notice.

Nothing contained in this job description or any other document provided to the employee is intended to be, nor should it be construed as, a guarantee that employment or any benefit will be continued for any period of time. Any salary figures provided to an employee in annual or monthly terms are stated for the sake of convenience or to facilitate comparisons that are not intended to and do not create an employment contract for any specific period of time.

No manager, supervisor or employee of Deer Creek Church has any authority to enter into any agreement for employment for any specified period of time or to make any agreement for employment other than at-will.

Acknowledgment

I have read and received a copy of my job description and at-will employment statement. I understand this overrides anything I have been given or told in the past. I further understand that I am expected to follow my job as is outlined above and if I have any questions concerning what is expected of me, I will speak with my immediate supervisor. I also understand that the statements above are intended to describe the general nature and level of work being performed by me and are not to be construed as an exhaustive list of responsibilities, duties, and skills required for this position. Therefore, I may perform other related tasks under the direction of my supervisor.

Employee Printed Name: _____ Date: _____

Employee Signature: _____

Supervisor Printed Name: _____ Date: _____

Supervisor Signature: _____