Job Description: Church Planter in Residence

Positional Qualifications:

- Embrace and embody the vision and values of New Community; placing a high priority on your personal gospel life and mission. (practicing the values of the Kingdom) The seven values are listed at http://www.new-community.com/practices.html.

- Passion to share life with others; an incarnational, missional approach to ministry, a understanding of group based ecclesiology, and the ability to identify with, understand and have an affinity for the young adult and young marrieds age groups.

- An understanding of the issues, needs, and worldview of current postmodern culture, including the ability to relate to and communicate well within that culture.

- Capable of identifying, recruiting, training, equipping, encouraging and motivating future Church leaders in ministry development. This must include a passion for helping people emerge in ministry, both at New Community and beyond.

- Demonstrated successful experience working as a member of a highly functioning team. A self-starter with a vision of what is needed to staff and direct life-changing ministry.

- An intense heart for discipleship along with the belief that small group ministry is one of the keys to a thriving community of believers.

- Experience in pastoral counseling/spiritual direction and mentoring/coaching along with exceptional interpersonal and organizational skills

- Competency in preaching/teaching

Key Areas of Responsibility:

The areas listed below are a composite of the role of spiritual formation (immediate responsibility) and church planting apprentice (present and future expectations and responsibilities):

General:

- Prepare a list of performance goals annually, stated in measurable terms, to be used for planning, program development, personal improvement and positional efficiency. These goals will be used for reference during the annual performance review process.

- Assist in leadership of church functions, including serving in administrative capacities, visitation, and providing pastoral care (i.e. weddings, counseling, and hospital calling as needed).

- Be reasonably accessible to members for pastoral care and spiritual consultation.

- Participate in regular church staff meetings along with staff retreats.

- Assist the staff in developing clear, passionate, and creative ways to communicate New Community's vision and values.

- Will become involved in a LTG or accountability relationship.

- Assist in other responsibilities as requested by the Staff Elder.

- Be regularly accessible on Sundays at NC, initiating conversations, sharing information about the life and ministries of NC with visitors, as well as with persons who may be only marginally integrated into community life.
Spiritual Formation:
- Further develop and execute an innovative track of discipleship training (Forma). Discipleship training must work symbiotically with current small group church structure.
- Assist in overseeing the spiritual formation components of the overall ministry. Collaborate with staff and other leaders to establish a comprehensive discipleship plan from children through adults.
- Coach, and minister to the Network of Small groups. This will include leading a group and developing leaders to assist in the multiplication of groups at New Community.
- Carry out the leadership duties necessary for preparing and conducting Spiritual Formation Retreats which will emphasize such disciplines as prayer, silence, solitude, mission, etc. Retreats must work symbiotically with current small group church structure.
- Assist people at New Community and beyond in enhancing life rhythms (think 7 values) which will deepen their relationship with God and increase their ability to influence people.

Church Planting Residency:
This is a 1 1/2 to 2 year residency at New Community in Spokane, Washington. Participants will receive a realistic experience of life and ministry in a church planting church while preparing to plant a church in North America. Residents receive assessment, training and ongoing coaching through New Community and Christian Associates while recruiting, fundraising, and developing strategy for the future plant. Participants will immediately begin the work of church planting upon successful completion of the program.

We are committed to equipping and empowering leaders to plant missional - incarnational, values centered churches in North America and beyond. We do this by planting city-center churches that plant churches. We are targeting a few of the more influential and least reached cities and college towns along the west coast.

Ministry
- Participate in supervised ministry at New Community.
- Learn the vision, values, and philosophy of ministry (DNA) of New Community.
- Participate in staff and elder’s meetings and understand the dynamics of an elder-led church.
- Teaching opportunities in the areas of spiritual formation, small group, the local mission, kids community and youth group and Sunday mornings.
- Work with the other pastors and staff to develop messages and worship service content that is biblical, relevant, understandable, and life-changing to the New Community family.
- Promote and participate in community wide discipleship events and ministry experiences with other local church planters and ministry partners.

Fundraising
- Raise funds for the current salary and personal support. (more specifics below)
- Receive training in fundraising and setting and managing a budget.
- Develop partnerships with local, regional, and national networks.

Training
- Meet monthly with directors, practitioners, and other church planters.
- Exposure to proven ministry methods from around the country. Opportunities to visit other churches in the city to gain insight and perspective of the body of Christ in the city of Spokane.
- Gain insights from church planters and seasoned leaders.
- Purposeful community engagement building and maintaining redemptive relationships.
- Study the church planting process from developing vision to planting daughter churches.
- Attend network training opportunities.
○ Study a city center allowing the city to serve as a learning laboratory. This experience will develop the understanding of the church and spiritual needs of the city.

Strategy
○ Develop the strategic missional outline for your church plant.
○ Work with church plant coaching to develop a roadmap and a timeline for the church plant.
○ Learn a strategic planning process that will give your church direction and clarity of purpose.

Assessment/Coaching
○ Receive ongoing assessment and coaching. Meet regularly with the staff elder for accountability, training / coaching, and supervision.
○ Explore and understand core strengths and weaknesses through formal and informal assessment. This will include a formal CA church planting assessment.
○ Receive mentoring and coaching from Christian Associates and New Community pastoral staff.
○ Establish mentoring and coaching relationships that will continue as you plant.
○ Additional assessment through APEST and Strengthsfinder.

Wages and Benefits:
○ This job will be full-time: 40+ hrs per week.
○ The apprenticeship will require you to raise one hundred percent of the support needed.
○ This is a temporary position intended to last 1 1/2 to 2 years with church planting as the ultimate goal.
○ A professional expense account will be allotted to the Church Planter in Residence annually.
○ Budget provided for ministry expenses.
○ Vacations will be taken in accordance with the New Community policy for staff.
○ Major Medical insurance coverage with HRA to be discussed during the interview.
○ The apprenticeship is structured such that it meets the requirements for Field Education typically required to receive a Master of Divinity degree.
○ Completion of the apprenticeship does not guarantee being sent out as a New Community or CA Church Planter; final evaluation and approval is made by the elders of NewComm and CA upon completion of the residency.
○ If approved, for planting you will receive monthly support toward your financial needs for 2 years.
○ If approved, you will receive seed money to assist with the church plant.
○ If approved, you will receive monthly coaching for 1 year, followed by bi-monthly coaching for 1 year.

Application and Assessment Process:
This process will progress as follows. You will be notified whether or not you progress with each additional step. This process will be modified as needed to allow flexibility as we seek God's leading in selecting an individual for this position.

Application:
   Initial Application*
   References

Assessment:
   Phone and/or Skype Interview
   Current work: (preaching sample if available, recent writing or material)
   In Person Interview: (elder, staff, and community assessments)

Approval and Appointment:
   Determination of final package
   Transition plan
**Application:**
The following is necessary for application for the above position. You will need to submit your resume along with three references in addition to the answers to the questions below.

1. New Community characterizes itself as a Missional church. What does that mean to you?

2. New Community is what would be called a small-group driven church (some might call it a Cell-based design or missional community focus). Write a little about your understanding of this ecclesial structure.

3. Write briefly on your thoughts about spiritual formation. What has been most helpful for you in your growth in Christ? What have you seen that works in systematizing discipleship in the church?

4. What do you think are the most important characteristics & abilities a person must possess to be effective at the ministry job you are pursuing?

5. What is the area of this job description that most excites you and give a brief explanation of why? What area of the job is most intimidating and why?

6. List the last 5 books that you have read. Choose the book from that list that had the most impact on your life and explain why.

7. If you were to communicate how New Community could best support and care for your family (if applicable) or for you during this residency, what would that care look like?

8. Lastly, we would like to know a little about your leadership style. Here is a fairly simple way to view leadership styles. There are 3 general categories.
   - Visional – Big picture, dreamer, future thinking. Think of visionary.
   - Missional – Architectural, planning, connect the dots type, administrative. Think of implementer.
   - Passional – a relater, a people driven person, pastoral strength

   Each of us has a gradation of each of these from strength to weakness. For example, one of our elders would probably be a Visional, Missional, Passional leader –VMP. He tends to lead out with vision and implementation, but might not be as strong in the relational area. While he is very good at the P part, but it is not how he naturally leads out. With that in mind, how would you describe yourself? What do you lead out with? Using this matrix, what type of leader are you? We realize that this is a generalized estimation of who you are. You can answer simply with: I am a VPM or MVP or whatever... You do not need to elaborate.

   If you have taken the APEST and StrengthFinders in the recent past please also include your score and top 5 strengths.

**CONTACT INFORMATION:**
NEW COMMUNITY CHURCH
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Ph.: (509) 483-6500
WEBSITE: www.new-community.com
E-MAIL: newcomm@new-community.com Title the email (Church Planter in Residence)

*APPLICATION PERIOD*
The application period for this position will close **Wednesday, July 31, 2013.**
Again, to apply, please submit a current resume or cv and answer the provided questions. Thanks for your interest.