

EVERYETHNĒ Church Planter Residency Program

“Enhancing the capacity of emerging leaders”

PURPOSE

To develop leaders to plant churches. This includes equipping leaders to reproduce disciples, leaders, and groups. Our goal is to develop and deploy a new generation of leaders who can lead gospel transformation in churches and communities.

VISION

To ignite a movement of leadership development that equips and prepares 200 church planters to start new churches over the next 10 years.

STRATEGY

1. Establish 15-20 regional hub churches that invest in at least one resident per year over the next ten years
2. Provide up to \$500 per month for 6-12 month residencies at regional hub churches
3. Work with HUB churches to provide support for residency
4. Pre-qualify hub churches
5. Pre-qualify residents for residency experience
6. Partner with educational institutions that offer intern or residency programs
7. Continual evaluation and improvement

QUALIFICATIONS FOR RESIDENTS

- Biblical character essential for church leaders
- If married, full cooperation and support of spouse
- Self-starter
- Team player
- Ministry experience
- Demonstrated proficiency in Bible and Theology
- Demonstrated potential for leadership

PROCESS FOR RESIDENTS: Next Steps

To participate in the EveryEthne Residency, the candidate will need to do the following:

1. Submit application (includes choice of residency site)
2. Submit references
3. Complete the full Church Planter Profile assessment (www.churchplanterprofiles.com)
4. Complete interview with EveryEthne residency coordinator
5. Theological interview with HUB church
6. Provide a personal life history
7. Complete a background check
8. Participate in the residency orientation
9. Agree to serve as an EveryEthne church plant partner or team member within two years after completion of the residency.
10. Have the support of a sending church

Applications will be evaluated by residency coordinator.

GOALS FOR RESIDENTS

1. Place residents in a local church or church plant with an outward focused environment that exposes them to effective outreach practices
2. Help residents confirm their calling to plant or revitalize a church
3. Provide resident with experience in evangelism, small group development & reproduction, leadership development
4. Elevate competency for leading, growing, and planting churches
5. Identify, evaluate, and affirm gifts, strengths, and abilities
6. Learn how to integrate theology and practice in a manner that is relevant to the cultural context
7. Assist resident in completing a plan for starting or revitalizing a church
8. While our goal is to help connect residents to a ministry opportunity upon completion of residency, we cannot promise placement

SUGGESTED OUTLINE OF CURRICULUM COMPONENTS

1. **Ministry Experience** – The residency is rooted in the value of real life ministry experience. Residents are expected to engage in the following:
 - a. Preaching and teaching
 - b. Outreach and personal evangelism
 - c. Community service
 - d. Discipleship
 - e. Equipping and reproducing leaders
 - f. Casting vision for an area of ministry
 - g. Staff meetings
 - h. Board or leadership team meetings
 - i. Worship planning
 - j. Ministry planning
 - k. Reproduce/develop a small group, Sunday school class, or Bible study
 - l. Hospital and home visitation
 - m. Complete a plan for starting or revitalizing a church

As stated, this is a general outline. Each HUB church has freedom to design a curriculum agreement with the resident that best fits his future ministry goals subject to approval by the EveryEthne residency coordinator.

2. **Personal Development** – Personal growth is vital for leaders. The leadership of the HUB church must be committed to investing in the resident’s personal and spiritual growth. This includes accountability for character development and personal walk with God. If the resident is married, this also includes making an investment in the marriage relationship. The Residency Coach and his wife should plan on meeting with the resident couple at least once per month to assess and discuss the marriage relationship.
3. **Coaching** – We believe in the power of coaching. Every leader should have mentors who invest in their lives. For this reason, in addition to the Residency Coach, we recommend a personal development coach. In some cases, this can be the same person. The personal development coach will focus on the spiritual health of the resident, and model care for his soul. The resident is required to meet weekly with his coach(es).

4. **Leadership Training** – The EveryEthne Residency is designed to enhance the capacity of leaders. For that reason, the residency curriculum must have a focus on developing self-leadership, relational leadership, and organizational leadership. In addition to the requirements listed above, we are asking that the resident be challenged to grow in these three areas of leadership through specific reading, writing, and discussion assignments focused on topics like the following:

- a. Spiritual formation and self-care
- b. Marriage and family (resident’s marriage & family)
- c. Self-awareness / emotional intelligence
- d. Team formation & team ministry
- e. Developing & casting vision
- f. Current theological issues
- g. The Gospel
- h. Reproducing disciples & leaders
- i. Church planting & growth
- j. Church polity / ecclesiology
- k. Ministry finances & funding
- l. Church membership & ordinances
- m. Mission of the church
- n. Missiology
- o. Expository preaching / communication
- p. Worship
- q. Navigating change
- r. Conflict management / church discipline
- s. Strategic thinking

We will supply a recommended reading list. The HUB church leaders can recommend substitutes that better fit their ministry. These substitutes must be pre-approved by the Residency Coordinator. Residents do not need to read entire books on each topic. Assignments can be tailored as deemed best by the Residency Coach. We will supply a suggested course of study. Some assignments may be completed in advance of the residency. This is preferred and will help the HUB church better understand areas of future study focus.

5. **Church culture** – Development of church culture is one of the most critical tasks of a leader. To help develop a sense of how culture permeates a ministry, and to gain perspective on how that culture is developed, residents are required to engage with the staff, the board, and lay leaders in official and social venues on a regular basis. The resident should plan on a weekly meeting with one of these church leaders to specifically discuss church culture and philosophy of ministry. This should include an understanding of the language and environment necessary to foster an environment that is user friendly for the un-churched.
6. **Accountability** – The Residency Coach will do a quarterly evaluation that models transparency, grace, and healthy confrontation regarding areas of leadership that need improvement. The Residency Coach will also recognize and celebrate areas of strength and growth in the life and ministry of the resident.

OUTCOMES

After completing a residency...

1. Residents are expected to start a church within two years of completing the residency program
2. Residents will be evaluated by the HUB church leadership team and the Residency Coordinator to help determine best ministry fit. This includes an “Integrus 360” assessment process during the final month of the internship.
3. The Residency Coordinator will work with the resident church and the resident’s sending church to determine the best location for a future church plant.
4. The resident will have completed a plan for starting or revitalizing a church.
5. Resident will leave with a working knowledge of how to:
 - a. Develop & coach leadership teams
 - b. Develop & reproduce groups
 - c. Communicate God’s word more effectively
 - d. Create a ministry plan
 - e. Manage a ministry budget
 - f. Create a launch plan for a new church plant – or develop a plan for revitalizing a plateaued or declining church
 - g. Develop & utilize a plan for on-going personal & spiritual growth

As a normal practice, we ask that residents devote their full attention to the residency. Exceptions can be made with the joint permission of the Residency Coordinator and Residency Coach. Within that context, the following funding options may be available for residents

1. Employment of spouse during residency
2. Raising support for residency
3. Stipend from mentoring HUB church
4. Provision of housing by mentoring HUB church
5. Grant from EveryEthne
6. Part time employment during residency
7. Serve as a volunteer resident

EDUCATIONAL PARTNERSHIPS

The EveryEthne residency grant is available for residents who are engaged with an educational institution that encourages or requires a residency or internship as part of their course of study. To be eligible, the following criteria must be met:

1. Education institution submits an outline of their prescribed residency or intern program to the EveryEthne residency coordinator for approval.
2. Students from approved institutions can enter the residency under the umbrella curriculum of that institution.
3. Residents must serve at an approved HUB church to qualify for grant. If the church the resident would like to select is not an approved HUB church, that church can apply for HUB church status.
4. The residency must include the ministry experiences listed above, and the resident must be supplied with a Residency Coach by the HUB church.