



CHRIST CHURCH TORONTO

Job Title: Church Planting Resident
Status: Full-time
Supervisor Title: Planting Pastor

i. Vision of the Pastoral Residency Program

The church planting residency program exists to prepare and evaluate individuals as they consider a call to church planting. The program seeks to immerse each resident in a two-year intensive training program through which the resident will be exposed to the challenges and difficulties of planting. What sets the church planting residency apart from a traditional pastoral residency is specific curriculum related to church planting as well as the focus on objective evaluation indicators and metrics related to church planting.

In addition to the church planting challenges, this internship also seeks to develop seven core competencies related to pastoral ministry in the resident. These seven competencies are: spiritual formation, ministry management, discipleship, preaching/teaching, leadership and mission.

ii. Goal of the Pastoral Residency Program

The goal of this program is to develop, encourage and send out competent and evaluated church planters for the hardened soil of Canada or other cities around the world. The goal of the regular evaluations and objective metrics is to expose the resident to the pressures of planting and to provide an objective means by which the intern can see if he is ready for the field at this time. While Canada desperately needs more gospel centred church planters, we need church planters who know what they are getting into and can make the best use of the limited resources Canada has towards planting.

iii. Residency Description

As a pastoral resident, a typical day could include the following:

- Gathering together with staff for prayer
- Reporting on quarterly Core Competency projects and assignments
 - *Ex: Spiritual Belief survey results, report on sermon evaluation project, sermon outlines, discipleship plans, etc.*
- Reporting on Indicator Projects

- Preparing for Ordination
- Dialoguing about assigned readings or lectures (Most will come through City to City's Incubator)
- Planning for oversight of ministry related events
- Unique admin tasks like purchasing new cables for the worship team
- Attend staff meeting

iv. Job Description

This residency program takes place in the midst of a young church. While much of the focus will be on developing the resident in planting skills, the resident will be expected to use some of his time to be a blessing to Christ Church Toronto. Because of this, the resident will be expected to work in the not-so-glamorous parts of ministry. In reality, however, the resident will only benefit from experiencing the holistic scope of a church plant's everyday life, which includes the not-so-glamorous parts of ministry. This could include:

Administrative Work

- Assist with Sunday morning set up at least 2 of 4 Sundays
- Learn the basics of church administration (banking, taxes, incorporation, etc.)

Staff Team Work

- Attend weekly staff meeting
- Attend weekly staff development
- Lead weekly staff meetings from time to time
- Pick up small assignments and tasks as they come at staff meeting

Teaching

- Submitting Sermon Outlines weeks in advance of preaching for evaluation
- Preaching a minimum of 6 times a year
- Preaching at other congregations
- Teaching at least one Christian Education class
- Teach in a children's Ministry class at least once a month
- Lead a small group
- Participate in small group leadership development and strategy meetings

Evangelism and Discipleship

- Meet with at least one new member of the church monthly
- Develop key relationship within the community and the leaders
- Visit other churches and attend ministry related conferences
- Invest significant time in two discipleship relationships
- Setting up outreaches in new areas

Personal Responsibilities

- Maintain God ordained priorities in your life by putting Jesus Christ first, your spouse second, your children third and the ministry fourth.
- Give at least 10% of your income

- Be loyal to the vision and staff of Christ Church Toronto and protect the unity of the church.
- Invest and invite the lost to know Jesus and come to Christ Church Toronto

v. Objective Measurements and Indicators

The most intimidating element of this residency is the objective measurements and evaluation indicators. While all pastoral ministry has an element of feedback and evaluation, metrics create intense pressure in a church plant. Because of that, we are convinced the most loving residency lets the resident “fail” at elements of church planting before they move to the field.

By participating in this residency, the resident is agreeing to be evaluated every 6 months. This means for some Church Planting Residents, the residency will include hearing, “You need to consider a longer plan to becoming a planter” or even “you are not fit for planting.”

What are these metrics and indicators?

Pre-Internship

- A Prayer Mailing Team Consisting of at least 40 subscribers
- 75% of money pledged to internship before you can begin
- 5 personal recommendations from lay people expressing support of this and your hopes to plant (or a recommendation from an MNA Approved Assessment).
- A list of 20 Potential Donors or Funding Sources

Months 1-6 (Getting Settled)

- A Prayer Mailing Team Consisting of at least 100 subscribers
- 2 Discipleship relationships where 1 to 1 Bible reading is taking place
- 6 Evangelism encounters where the Gospel is clearly presented to a non-Christian
- 30 giving meetings set up
- Develop a clear “Why” of church planting that can easily be presented
- Report on 6 Church plants you intend to regularly “borrow” from
- Complete Licensure
- Lead a Small Group
- Dine with 6 families or individuals in the church
- A list of 50 Potential Donors or Funding Sources
- 6-month Evaluation about whether to continue Church Planting Residency

Months 7-12 (Getting Personal)

- A Prayer Mailing Team Consisting of at least 150 subscribers
- Relationships developed with 5 church planting funds or networks
- 3 Discipleship relationship where 1 to 1 Bible reading is taking place
- 6 unique Evangelism encounters where the Gospel is clearly presented to a non-Christian
- 1 evangelism encounter with multiple meetings
- Start and develop one new ministry in Christ Church Toronto
- Develop a 1st year sermon series accompanied by sermon outlines and liturgy
- Develop a “Planter Profile” that includes weaknesses, strengths and plans to grow as a planter

- Develop a Philosophy of Church Planting (Action Plan) which includes:
 - Your Personal Vision and Core Values as a planter
 - Approach and Preferences to Worship, Prayer and Prayer
 - Approach and Preferences to Leadership
 - Philosophy and Pathway for Church Growth
 - Philosophy and Pathway for Evangelism
 - Philosophy and Pathway for Discipleship
 - Philosophy and Pathway for Leadership Development in the Plant
- Dine with 6 unique families or individuals in the church
- A list of 75 Donors or Funding Sources
- 12 month Evaluation of whether to Continue

Months 13-18 (Getting Focused)

- A Prayer Mailing Team Consisting of at least 200 subscribers
- 1 of your previous Disciples is reading 1 to 1 with someone else
- 6 unique Evangelism encounters where the Gospel is clearly presented to a non-Christian
- Create a Demographic Map of a Potential Planting Field (including: other churches, strategic population growths, schools, gathering areas, etc.)
- Create a “Typical Neighbour” Profile (including: Age, race, background, job, fears, etc.)
- Develop a 3 Year Ministry Plan including mission, objectives, strategies, resources and funding plan
- Develop a specific outreach strategy for target area
- Develop a Promotion Strategy
- Develop a Prayer Strategy for reaching the community
- Dine with 6 unique families or individuals in the church

Months 19-24 (Getting Going)

- A Prayer Mailing Team Consisting of at least 250 subscribers
- 6 unique Evangelism encounters where the Gospel is clearly presented to a non-Christian
- Develop a written action plan for Launch Team including key volunteer descriptions
- Develop a Website for Planting Project
- Secure a Formal Call from “MNA” or Mother Church as a Church Planter
- Complete Ordination Exams
- Secure a Church planting coach
- Complete Launch Team Training Timeline, Scope and Sequence, and Outlines
- Complete a Rough Membership Process and Plan
- Complete “Objective” Launch Indicators for your plant
- Dine with 6 unique families or individuals in the church

vi. Cost

This residency program wants to attract singles, newly married and those married with children in mind. Salary will be sufficient to live in the East End of Toronto and will range from \$4,000-\$5,000 a month.

The church will fund up to 1/3 of the residency and the resident is expected to raise the other 2/3. The residency offer will be extended to the intern when 100% of the funds are available through Christ Church Toronto. The residency will begin when 100% of the funds have been pledged to the resident who has agreed to take on the position.

vii. Next Steps

To apply please email your resume with a cover letter to info@ChristChurchToronto.ca. If you have additional questions, please don't hesitate to reach out to info@ChristChurchToronto.ca and a staff member will set up a time to interact regarding the opportunity.