

Name of Initiative - High Impact Church Planting Residency

Mission

Path 1 partners with Annual Conferences and local churches in creating a residency experience that forms leaders capable of planting, leading and growing a high impact church.

Goal

A high impact church planted in every Annual Conference of The United Methodist Church in the United States.

Key Participants

1. Annual Conference
2. Host High Impact Church
3. Church Planting Resident
4. Path 1
5. In some circumstances, seminaries with a vision/excitement for equipping planters.

What is a High Impact Church?

1. High volume of professions of faith
2. High scores on the “UMC Vital Congregations” signs of a healthy church:
 - a. Inviting and Inspiring Worship
 - b. Engaged Disciples in Mission and Outreach
 - c. Gifted, Empowered and Equipped Lay Leadership
 - d. Effective, Equipped and Inspired Clergy Leadership
 - e. Small Group Ministries
 - f. Strong Children’s and Youth Ministry
3. Strong Discipleship System
4. Other traits as determined by the Annual Conference

Important considerations in the selection of the Resident

1. Must be an active member of a United Methodist conference, congregation or fellowship.
2. Must have experience working in a faith community or Christian organization (as volunteer, resident, or staff).
3. Must have completed or be willing to complete a formal assessment to determine planter characteristics and be recognized by one’s annual conference as a high-potential planter.

4. Must meet any additional requirements set by sponsoring annual conference (e.g., certifications, board of ordained ministry criteria, etc.).
5. Applicants are not required, but are encouraged, to have undergone additional pastoral or theological training beyond what is required by the annual conference.

Key traits desired in a Resident Church Planter

1. Sincere desire to plant new churches and make disciples
2. Commitment to reaching new people for Christ
3. Experience in at least one vibrant, growing church
4. Experience growing ministries from small to large (e.g. Youth Group grew from 10 to 100 or a Bible Study grew under his/her leadership).
5. Spiritual maturity and vitality
6. Strong leadership and team-building skills
7. Receptive to the needs of others and committed to building relationships
8. Creative mind and flexible work habits
9. Willingness to be held accountable to goals
10. Engaged in regular spiritual practices
11. Willing to be mentored and coachable

Expectations of Residents

1. Commit to a one year residency beginning July 1, 2017.
2. All Residents will attend an orientation retreat (scholarships of up to \$1,000 are offered by Path1).
3. Residents will be assigned to a high impact vital congregation to serve for one year.
4. The Resident will work according to the plan negotiated with the Host Church, carrying out duties as the church directs him/her, while also fulfilling the requirements laid out in the covenant with the Annual Conference and Path 1.
5. The Resident will raise \$7500 toward the salary package.
6. The Resident will work with a mentor who is a member of the church's pastoral staff.
7. The Resident will read a selection of books from the Path 1 Reading List.
8. The Resident will journal his/her experiences and observations twice a month and participate in ongoing reflection with the mentor.
9. The Resident will prepare a demographic study of the assigned area and submit findings to the Annual Conference with recommendations on how to reach new people in the area.
10. The Resident will attend at least one of the following planter training events during the year of the Residency (Path 1 offers a scholarship of up to \$500 to help with expenses to attend):
 - a. NCLI

- b. First Twelve
- c. Launchpad
- d. Exponential
- e. Multi-ethnic or Multicultural church planting
- f. Other relevant training events

11. The Resident will work on “Core Competencies” of Church Planting:

a. Preaching and Worship Leadership

- The Resident will participate in weekly worship in whatever capacity the mentor or senior pastor sees fit.
- The Resident will plan and lead a worship service at least six times during the residency period.

b. Community Network and Relationship Building

- The Resident will explore the community and get to know the people.
- The Resident will discuss ways to reach the unchurched in the area as part of weekly meetings with the mentor.
- The Resident will plan and execute two community events.
- The Resident will coordinate one mission opportunity geared to meeting the needs of the surrounding community.
- The Resident will suggest additional mission opportunities based on his/her assessment of community needs.

c. Teaching and Leading Others (Discipling)

- The Resident will lead at least one small group.
- The Resident will apprentice members of the group to lead their own small groups.
- The Resident will form a “Launch Team” to work on a plan of action for the new church plant (if planting out of the residency location).

d. Administrative Duties

- The Resident will learn about making and keeping budgets.
- The Resident will learning how to enlist volunteers and staff.
- The Resident will learn about dismissing those who cannot perform effectively.
- The Resident will learn how to delegate tasks so that he/she doesn’t have to carry the burden of administration.
- The Resident will learn how to evaluate ministry by utilizing metrics to determine if a ministry is done well or not.

e. Fund Development

- The Resident will demonstrate the ability to raise funds to support his/her future planting ministry by participating in ongoing funding projects of the host church and raising \$7500 toward salary package.

- The Resident will secure an agreed-upon amount of funding and funding partners for his/her planting project before the residency ends.

The Next Steps

1. The Resident will begin meeting with annual conference congregational developer (or annual conference equivalent) during the second half of the residency to begin discussing his/her assignment after the program.
2. The Resident will complete tasks assigned by the annual conference developer to prepare for the new planting assignment.
3. The Resident agrees to begin the assignment when the residency program ends.

Expectations for Resident Initiative Partners

The partners involved in this initiative are the Resident, the Host Church, the Annual Conference, and Path1. The Host Church or the Annual Conference will act as the employer of the Resident and the Annual Conference and Path1 will serve as co-sponsors of the initiative. Each sponsor will contribute money, time, and resources to the initiative and evaluate the effectiveness of the Resident, the program, and the fund development process.

In addition to the Resident Expectations outlined above, the other parties to this initiative also have responsibilities:

Host Church

George Mason writes, "A successful residency program enriches the life of a church and strengthens the broader Church at the same time" (Preparing The Pastors We Need: Reclaiming the Congregation's Role in Training Clergy, Alban, 2012, p.17).

1. The key element for a Host Church is to embrace the *teaching role* a residency program provides. It should see itself as the learning community that offers a safe environment where a Resident learns core competencies of ministry prior to planting on his or her own.
2. Provide the Resident with a place to work and responsibilities that match the requirements laid out by the sponsors.
3. Provide a mentor who will meet with the Resident weekly to provide instruction, constructive criticism, prayer, and pastoral care. This mentor must be a member of the church's pastoral staff. If the mentor is not the senior pastor, the resident will also meet with the senior pastor regularly.
4. Introduce the Resident to the community and help him/her build relationships.
5. Provide periodic reports to the annual conference and Path 1 on the Resident's progress to confirm that he/she meets the basic requirements of the program according to the established timeline.

6. Allow the Resident to attend national conferences or planter training events during residency period.
7. Recommend additional training, resources, or assistance for the Resident as needed.

Annual Conference

1. Select a Resident for the program that meets the qualifications laid out by Path 1.
2. Partner in funding the residency program to include salary, benefits, and housing.
3. Establish qualifications as needed in addition to Path 1 requirements (provided they do not conflict with those established by Path 1).
4. Provide and/or administer assessment process for Resident.
5. Match Resident with appropriate high impact church.
6. Once requirements of both sponsors are understood, the Annual Conference will sign the covenant with Resident and Host Church and Path 1 at a "Stakeholder's Meeting."
7. Provide appropriate orientation with the annual conference new church development staff prior to the start of the Residency.
8. Collect periodic reports from the Host Church on the Resident's progress.
9. Provide staff person from the Annual Conference new church development office to receive assignments from Resident and meet with him/her regularly during the second half of the residency.
10. Assign the Resident tasks to complete in order to prepare him/her for subsequent planting assignment.
11. Determine location of assignment following the residency and insure that the Resident is prepared and properly supported upon assignment.

Path 1

1. Establish minimal qualifications and program requirements for all Annual Conferences and Residents participating in the program.
2. Sign covenant agreement with Annual Conference, Resident, and Host Church and keep copy for records.
3. Host an orientation for residents.
4. Receive periodic reports on the Resident from Host Church (frequency determined by Annual Conference).
5. Offer scholarships (up to \$1,000 to attend the cohort orientation; up to \$500 towards costs of a training event as indicated on "Expectation of Residents, item #10 above).
6. Make other Path 1 resources, if available, to resident based upon request

Financial Considerations

Path 1 scholarships (up to \$1500 for orientation and training)

Resident: \$7,500.00

Annual Conference/Host Church: (funds necessary to provide full-time salary, or, in the case of bi-vocational residents, an appropriate compensation package)

New Church Starts Residency BUDGET and FUNDING PLAN

Expenses

Resident Salary: _____

Benefits: _____

Housing: _____

Total: _____

Income Sources

Path 1 scholarships: _____

Resident: \$7,500.00

Annual Conference/Host Church: _____

- Funds raised:
Conference budget:
Strategic Partners' Contributions:
Partner Church contribution/in-kind:

TOTAL: _____

In alignment with the expectations outlined in this document, the undersigned parties enter into a covenant relationship, under the guidance of the Holy Spirit, to plant a new church through the "High Impact Church Planting Residency" initiative. All agree that the final authority and responsibility for the actions and activities of this new church plant rests primarily with the sponsoring Annual Conference, Path1 and the Host Church Congregation.

The Resident will be mentored by _____ of the Host Church and they will meet weekly during the Residency period.

The covenant agreement is a commitment of all the undersigned participants to provide support to the High Impact Residency from _____ through _____.

The signatures below represent a commitment of all participants to this Covenant Agreement and guidelines for the above outlined High Impact Church Planting Residency.

Resident Date

Mentor Date

Host Church Lay Representative Date

Path1 Staff Representative Date

District Superintendent where Host Church is located Date

Annual Conference Staff where Host Church is located Date

Appendix: Residency Reading List

Introductory Resources

Arment, Ben. [Church in the Making: What Makes or Breaks a New Church Before it Starts.](#)

Bird, Warren and Ed Stetzer. [Viral Churches.](#)

Cole, Neil. [Church 3.0.](#)

Coon, Christian. [Failing Boldly.](#)

Easum, Bill and Jim Griffith. [Ten Most Common Mistakes Made By New Church Starts.](#)

Estock, Beth Ann & Paul Nixon. [Weird Church: Welcome to the Twenty-First Century.](#)

Kawasaki, Guy. [The Art of the Start.](#)

Mason, George. [Preparing The Pastors We Need: Reclaiming the Congregation's Role in Training Clergy.](#)

Nebel, Tom and Gary Rohrmayer. [Church Planting Landmines: Mistakes to Avoid in Years 2 through 10.](#)

Shockley, Gary. [The Meandering Way: Leading by Following the Spirit.](#)

Models

Baughman, Michael. [Flipping Church: How Successful Church Planters Are Turning Conventional Wisdom Upside-Down.](#)

Bird, Warren, Greg Ligon, and Geoff Surratt. [A Multi-Site Church Road Trip: Exploring the New Normal.](#)

Malphurs, Aubrey. [A New Kind of Church: Understanding Models of Ministry for the 21st Century.](#)

Nebel, Tom. [Big Dreams in Small Places Church Planting in Smaller Communities.](#)

Nerger, Steve. [Bivocational Church Planters: Uniquely Wired for Kingdom Growth.](#)

Nixon, Paul. [Finding Jesus on the Metro.](#)

Searcy, Nelson and Kerrick Thomas. [Launch: Starting a New Church from Scratch.](#)

Discipleship

Breen, Mike. [Building a Discipling Culture.](#)

Ferguson, Dave and John. Exponential.

Hunter, George G. The Apostolic Congregation.

Putman, David and Ed Stetzer. Breaking the Discipleship Code.

Missional Outreach

Breen, Mike. Launching Missional Communities.

Heath, Elaine, and Larry Duggins. Missional. Monastic. Mainline: A Guide to Starting Missional Micro-Communities in Historically Mainline Traditions (2014).

McNeal, Reggie. Missional Renaissance: Changing the Scorecard for the Church (Joessey-Bass Leadership Network Series, 2009).

Nelson, Gary V. Borderland Churches: A Congregation's Introduction to Missional Living.

Putman, David and Ed Stetzer. Breaking the Missional Code: Your Church Can Become a Missionary in Your Community.

Ruffle, Douglas. A Missionary Mindset: What Church Leaders Need to Know to Reach Their Community—Lessons from E. Stanley Jones. Discipleship Resources (2016).

Stetzer, Ed. Planting Missional Churches.

Reaching Young People

Kinnaman, David. You Lost Me.

Kinnaman, David. Un Christian.

Merritt, Carol Howard. Tribal Church: Ministering to the Missing Generation.

Rainer, Sam S., III and Thom S. Rainer. Essential Church?: Reclaiming a Generation of Dropouts.

Stetzer, Ed. Lost and Found: The younger Unchurched and the Churches that Reach Them.

Fundraising

Christopher, J. Cliff. Not Your Parents' Offering Plate.

Christopher, J. Cliff.

Nouwen, Henri J. M. A Spirituality of Fundraising.

Reeves, Michael. Extravagant Generosity: Program Guide with CD: The Heart of Giving.

