



integrity church

Church Planting Residency Program

In Partnership with:



Introduction | Church planting is a key strategy of Integrity Church.

It's not our desire to be the largest church in eastern North Carolina, it is our desire to "church" North Carolina. We feel the best way to do this is through starting new churches. We will multiply our church by starting new ones in a responsible manner. Integrity Church will be a hub for training, equipping, and sending out church planters to start new multiplying churches.

Our aim is to plant biblical churches. Churches that are committed to the glory of God, the Gospel, the Scriptures, Church Planting, Healthy Leadership, Authentic Community, a Relevant Method and the Mission of God. These values are expressed through members and extended to the community.

Our church planting vision is to plant new churches led by a plurality of male elders who share our mission and vision, who gladly embrace our confession of faith, and who are committed to identifying with being evangelical, reformed and missional.

Our church planting residents and church planters will be assessed by the Elders of Integrity Church, the Acts 29 Network and PlantNC.

Church Planting Residency

The Integrity Church planting residency is a simple, comprehensive process designed to cultivate a man into a qualified church planter equipped to perform the work.

The program is being/has been designed for qualified men to complete prior to full-time church planting work. Its goal is to instill in the planter the biblical convictions of Integrity Church, and to envision a new expression of those biblical convictions in the context of a new church.

The Church Planting Residency is a training track focused on developing an appropriately gifted and qualified man into a lead church planter. **Success** in this leadership development endeavor requires:

- **Identifying the core competencies** that are crucial to successful church plant leadership
- **Assessing the resident's current capability** in these areas
- **Implementing an customized plan** tailored to the specific needs of the resident

Core Competencies for the Lead Church Planter, which will be developed and assessed:

Above all, the potential church planter must meet the Elder qualifications in 1 Timothy and Titus:

- He must be above reproach
- A one woman man
- Sober-minded
- Disciplined
- Self-controlled
- Not arrogant
- Not greedy
- Respectable

- Hospitable
- Able to teach/preach
- Not a drunkard
- Not violent but gentle
- Lover of good; upright, holy
- Not quarrelsome, not divisive
- Manages his household well
- His children are submissive
- Not a recent convert
- Well thought of by outsiders

Although these competencies are not specifically stated in the scriptures, we feel them to be important skills, that can be developed over time:

- Ability to lead and cast vision
- Ability to develop other leaders
- A desire for the success of others
- Ability to delegate tasks and roles
- Personal Evangelism and Discipleship
- Manages himself well
- Organized
- Hard Worker
- Project Management
- Conflict Resolution, a peace maker
- Philosophy of Ministry
- Strategic Planning and Measurement
- The ability to explain and interpret a local culture or cultures.
- Ability to network
- Ability to fund-raise, raise financial support

Key Elements: 1. Learning of Integrity’s Vision, Values, Philosophy of Ministry and Best Practices

A seminary experience typically trains in knowledge and in certain fundamental skills needed by all pastors and typically lays a solid theological foundation. It is not intended, however, to help a man think through the particular strategies and specifics for successful church planting. Our desire is that the resident would love Integrity Church and its people and be exposed to every possible aspect of ministry. *Over the course of time, Integrity and its Elders will confirm that the resident is capable of planting a church and will send him out to plant, equipped to preform the work.*

1. “On the Job Training”

Most adults learn best by “doing” not simply by reading or observing. In this residency, you’ll be given opportunities for real ministry experience. In this residency, the resident will have the chance to work alongside Integrity Church Pastors and Staff. The resident will gain actual experience in evangelism, discipleship, teaching and leadership which benefits the church greatly. The resident will find himself “in the trenches” of ministry. Much will be gained by laboring alongside Integrity Church Pastors and staff. residents will travel to several regional church plants (i.e. Acts29 & PlantNC Churches, etc.) as well for on-site experiences.

3. Preaching and Teaching For a man to be prepared to teach and preach God’s Word he must be given a consistent opportunity to do so. Communicating God’s Word through expositional preaching in

a culturally contextual manner is crucial. We'll work hard to seek out opportunities for the resident to express his gifts for preaching and teaching.

4. Networking with Other Church Planters

Integrity Church is part of the Acts29 Network and PlantNC. PlantNC is a network of like-minded churches, pastors, and church planters who are working together to advance the gospel across North Carolina and beyond by planting new churches and helping to strengthen existing churches for the purpose of multiplication. Integrity Church participates in Acts 29 and PlantNC regional meetings, training and conferences. The resident has the opportunity at these events to network with other church planters. Ultimately though, it is up to the resident to take the initiative in networking with other church planters.

Phases

The Church Planting Residency consists of three phases: the Equipping Phase, the Engaging Phase, and the Planting Phase. Woven into each of these phases are relational components for the church planter and his wife, which include personal mentoring, networking with other church planters, and coaching from Integrity Church Pastoral staff and other church planters.

Note: Prior to the equipping phase, some time has to pass and relationship has to be developed between the potential planter and the leadership of Integrity Church. This is a season in which the leadership of Integrity Church gets to know the resident to determine if he should enter the equipping phase. We do this in order to protect the potential planter and Integrity Church.

The Equipping Phase

The objectives of the Training Phase are:

1. To help the resident learn ministry in the context of a local church. Pastor Ben Tugwell and other Integrity Elders and Staff along with other planters and seasoned trainers where essentials are taught, learning is shared, and experiences are provided to develop the resident.
2. To develop and execute a personalized plan based on the assessment, to raise the resident's competencies in all areas.
3. To assist the resident in crafting a detailed strategy for planting the church.

The equipping phase involves:

- Getting to know and love Integrity Church
- Personal Coaching; for husbands and wives.
- Extensive theological reading. We will provide you with the following books, we feel these resources will help you as a planter:
 - *Biblical Eldership, Alexander Strauch*
 - *Planting Missional Churches, Ed Stetzer*
 - *Church Planter, Darrin Patrick*
 - *The Reformed Pastor, Richard Baxter*
 - *Brothers, We're not Professionals, John Piper*
- At least two Acts 29 Bootcamps
- Monthly PlantNC Regionals, Annual Vital Conferences
- Immersion experiences at other Acts 29 churches and church plants in the region.
- Serving in Biblical Community (Integrity LG leadership/apprenticeship)
- *Porterbrook Training*, a training course on missional church planting fundamentals. *Integrity Church will cover your tuition.*
- How to develop a tactical plan including pre-launch and first year outlook
- Elders approve the planter, church prospectus, plant strategy and preparation to move to the

area.

- Pastor Ben will provide accountability and guidance in your first year and longer of planting

The Engaging Phase

The objectives of the Launch Phase are:

1. To guide the resident through the process of selecting a quality core group, leadership and launch team.
2. To monitor the resident's project plan, particularly the achievement of prospect and gather-able targets.
3. To coach the resident through a successful ramp up to launching his church.
4. To appoint the resident planter as a biblically qualified elder.

The engaging phase involves:

- Enlisting, envisioning, and equipping a core group
- Beginning Missional Small Groups
- Equipping a launch team

The Planting Phase

The objectives of the Planting Phase are:

1. To provide support and resources necessary for a strong and successful church plant.
2. The resident and Integrity Church Elders will determine the ongoing relationship and resourcing for the church plant.
3. To provide ongoing advisement and guidance to the planter as needed, according to the level of the relationship.

*Integrity Church hopes to provide significant ongoing support to each resident planter. It is our hope to be a blessing to each planter and church plant for the life of the church. Near the end of the residency, the planter and elders will determine the level of relationship between Integrity and the church plant.

*****The following section of this document has not been fully developed.*****

General

Timeline: The Integrity Church Planting Residency Program is a customizable program based on the needs of the individual. The minimum commitment is one-year, with a maximum of three years.

Qualifications: Applicants are required to submit a completed application with personal and pastoral references.

- Proven ministry experience
- Theological alignment with Integrity Church
- Commitment to male, elder led church governance
- Willingness and ability to raise funds for personal support

Process: Applicants will be screened, assessed and interviewed by the Elders and Staff of Integrity Church.

Support: residents will receive assistance with job placement. There is a possibility of a stipend or even a part-time paid position (depending on the giftedness of the resident). The resident will be responsible to raise his own financial support and/or work a paying job aside from the residency program. There is no health insurance available for residents.

Components: The residency program is made up of the following components: supervised ministry, PlantNC seminars, personal coaching, pastoral mentoring relationship, Acts 29 assessment, and a year-end assessment and evaluation.

Field education credit: The residency program is being structured such that it meets the requirements

for Field Education typically required to receive a seminary degree. ***We will attempt to help you receive this credit.***

Performance Expectations for the resident

- Establish a prayer base.
- Enlist, envision, and engage a missional core of at least 20 people prior to launch.
- Develop the key ministry systems for launch (Admin, Volunteer, Small Group, Finance, etc...)
- Develop a clear Ministry Action Plan with execution detail, to include a 120 day assimilation plan post launch.
- Develop a first 120 day budget and first year outlook budget.
- Raise funds to underwrite your first year's budget (funds may come from core group, Integrity Church, and outside fundraising).
- Identify, develop and select a minimum of two additional leaders to plant with you.
- Network in the target community.

What can the resident expect from Integrity Church?

- Assistance in securing a paying job and affordable housing outside of Integrity Church. The residency is a 'tent-maker' ministry; there is no financial support at this time.
- Coaching and personalized learning contract, with follow up coaching for up to two years after launch.
- Guidance in developing a successful strategy for planting a biblical community.

What can Integrity Church expect from the resident?

- A teachable, servant's heart.
- Initiative to own the church planting effort.
- Willingness to follow and submit to Integrity Church Pastoral leadership.
- Willingness to be a part of Integrity Church staff.
- Faithfulness to fulfill all assignments.
- Willingness to gladly participate in worship and service as a part of Integrity Church.
- Willingness to develop a spiritually vibrant, reproductive church that sustains an ongoing relationship with the Acts 29 Network and PlantNC.

Application Process:

- Submit Resume
- Pastoral Reference (at least 1 is required)
- Personal Reference (3 is required)
- Sign and affirm the Integrity Church Confession of Faith / Doctrinal Beliefs

Some of the Resources Used During the Program:

Porterbrook Network– *Missional Church and Church Planting Training*

The Porterbrook training is provided through PlantNC. Integrity Church will provide your Porterbrook tuition cost.