



# Church Planting Resident Job Profile

- Title:** Church Planting Resident
- Reports to:** Associate Rector
- FT/PT:** Full Time Position (Compensation is salaried, and benefits are available).  
We expect that the resident will raise 1/4 of their salary package.
- Duration:** This is a 2 year position from the effective start date (preferably Summer 2017)

## About Restoration:

We are a gospel-centered Anglican church located in Arlington, VA, an inner ring suburb of Washington DC. The church was planted in 2009, and is now a vibrant congregation of over 500 people. Our vision is to see broken people being restored by grace and finding their place in God's story.

Our place in that story is to be a church that connects people to God, to others, and to the needs of the world. We do this through vibrant corporate worship, small groups, and by service in our community and around the world. We are convinced that the gospel—the good news of God's grace offered in Christ—changes everything. And we're passionate about seeing that change in our lives and the lives of others.

## Summary of the Position:

This is a two-year residency program, which will provide practical training and mentorship within an active, missional church setting. The Church Planting Resident will go through a phased program, which is designed to prepare them to plant a new church.

The Church Planting Resident should be: entrepreneurial, have vision/leadership, energy for the challenge of starting something from nothing, comfort with lack of structure, appetite and aptitude for building things, & have a heart for the DC metro area where they will be planting.

## Qualifications:

### The ideal applicant:

- *Note - Ethnic Minority Candidates are strongly encouraged to apply for this position.*
- Loves God, has a robust devotional life, takes prayer seriously, and has a heart for worship, including worship in the Prayer Book tradition.
- Loves God's Word, studies it carefully, and is comfortable both preaching and teaching.
- Loves God's people, and is interested in parish ministry and church-planting.
- Loves unreached and disconnected people, having a heart for evangelism and mission.
- Has earned a graduate theological degree and whose doctrine is consistent with the [beliefs](#) of the Anglican Church in North America.
- Is excited and supportive of the vision and values of Restoration
- Is an ordained Anglican minister, or is open to ordination within the Anglican church.
- Actively worked in ministry for 5+ years (volunteer or paid).
- Is a warm, hospitable, flexible, loyal, people-person.
- Is a confident self-starter who can work independently.
- Has significant cross-cultural, or international experience.

## Key Responsibilities:

### Ministry Leadership

- Participate in weekly church staff meetings and the annual staff retreat.
- Actively participate in monthly vestry meetings
- Participate in and help lead at regular events in the life of the church, including weeknight and weekend events (i.e. Newcomer's Dinners, Baptism classes, Small Group Leader Training, retreats, etc.)
- Gain direct ministry experience by leading & participating in the major ministries of the church. These include: children, youth, small groups, outreach, prayer, operations, etc.
- Meet with all standing committees to understand their function in support of church & vestry (Personnel, Outreach, Building, and Finance)
- Recruit, train, and equip new leaders in ministries under their supervision.
- Additional responsibilities as assigned by the Associate Rector.

### Congregational Worship

- Assist with the leadership of Sunday worship services, including planning the order of worship, leading prayers, administering the sacraments of Communion and baptism, and preaching. (Responsibilities will vary depending on ordination status & experience)
- Participate in and help lead worship in other settings, such as retreats, weddings, funerals, special services, etc.

### Discipleship & Pastoral Care

- Lead or assist with pastoral care, ministering to those in need of counseling and care.
- Meet regularly with members of the church for discipleship relationships.
- Active participation and leadership in a weekly small group.

### Leadership Development & Spiritual Formation

- Participate in monthly meetings with the Associate Rector & Rector for mentoring and sharing the challenges and struggles related with leading a church.
- Meet regularly with a coach, or spiritual director for accountability.
- Participate in the Ordination process and complete ordination by the end of the residency (unless already ordained in the Anglican church).
- Participate in the "Incubator Cohort" development program in our diocese.

### Church Planting (year ~2+ depending on timing)

- Establish connection to the community where the church will be planted via local outreach and involvement.
- Complete a Church Planting Assessment, and meet regularly with a Church Planting Coach to create & implement a development plan.
- Develop plan for planting new church (vision, values, strategy, etc.)
- Develop a three-year financial model for the church plant.
- Recruit core team and develop Mission and Vision for the planted church.
- Recruit Launch team and hold regular training and vision casting meetings.