



## Church Plant Residency

### **Purpose**

The church plant residency at Mount Pleasant Baptist Church is designed to equip, educate, and prepare Biblically qualified men to plant faithful and fruitful churches in our community, state, nation, and world. This residency exists for men who have been called by God into vocational ministry to help equip them to build a team to faithfully plant or revitalize a church. This residency cannot offer an exhaustive training for church planting or pastoral ministry, but rather give the individual the necessary tools, experience, and training to be successful. Each candidate selected will be trained through our residency by our pastoral staff and leverage any other resources we find helpful to develop competency in their directed field.

### **Overview**

The church plant residency at Mount Pleasant Baptist Church will be up to a 2-year agreement requiring full time attention. The residency will combine practical pastoral ministry experience with academic reading and instruction led by mentorship by the pastoral staff.

### **Partnerships**

Mount Pleasant Baptist Church hopes to structure this residency in partnership with the Southern Baptist Conservatives of Virginia (SBCV) and the North American Mission Board (NAMB). The pastoral staff realize we cannot do this alone, both financially and organizationally. We are excited that these partners are excited to see healthy churches planted while reminding us that “we are not alone” in this endeavor. Churches planted or revitalized out of our residency will be expected to cooperate within the Southern Baptist Convention (SBC).

### **Enrollment**

All prospective residents need to submit a resume along with a cover letter explaining why the residency would be a good fit with them. The application should include education, ministry and secular experience, and references. The only qualification to apply is someone who feels led into ministry, preferably church planting. Then, our pastoral staff will consult with the SBCV on approval of any resident.

### **Residency Expectations**

- Be a faithful member of Mount Pleasant Baptist Church throughout the residency
- Complete an assessment with the North American Mission Board (NAMB)
- Attend weekly residential meeting with appropriate pastoral staff member
- Complete all weekly reading/media/writing assignments
- Be teachable, and prepared to teach throughout the process

- Attend weekly pastoral meetings and staff meetings
- Assemble a church planting team
- Complete a comprehensive plan for the church plant
- Build a financial structure and budget for the church plant

## **Phases of the Residency**

The residency has four phases that should last approximately 6 months. They are as follows:

### **Phase 1 – Assimilation**

During the assimilation phase of the residency, residents will:

- Become a member and active participant of Mount Pleasant Baptist Church
- Attempt to begin a Community Group made of both members and non-members of the Mount Pleasant Family
- Work to form relationships with as many members and leaders at MPBC as possible
- Recruit a Church Plant Partner
- Research potential locations, timeline, team size, and budget requirements to successfully plant within the next 18 months.
- Most of the assimilation phase will be heavily involved with the people at Mount Pleasant (75%), while the other time (25%) will be on the new church plant

### **Phase 2 – Planning**

During the planning phase of the residency, residents will:

- Write out plan or prospectus for the church plant
- Write a Theological Position Paper on the doctrine of the church
- Work with our Media Department to produce a promotional video
- Start developing the website for the church plant
- Start bank accounts for the church plant along with giving options
- Start tracking fundraising and have a summary of where they are
- Schedule speaking engagements both at MPBC and outside of MPBC to promote the church plant
- Present the vision of the church plant to the pastoral staff
- Visit other church plants or meet with other planters
- Create a wish list of things they will need before planting
- The planning phase will probably be spent 50/50, half related and involved with the people of MPBC, and the other half related to the new church plant

### **Phase 3 – Gathering**

- Speak in church and small groups about the church plant
- Participate in partnership opportunities with church plant partners
- Create the core team and begin meetings
- Apply with State Conventions, Associations, and/or networks for affiliation
- Plan Preview Services and informational meetings in the location where the plant/church will be located

- The gathering phase will spend only a little time (25%) on matters related to the Mount Pleasant Family and 75% of their time on matters related to the new church plant

#### **Phase 4 – Transition**

During the transition phase of the residency, residents will:

- Complete ordination process if needed
- Hold informational meetings and preview services with core team in the location of the new church plant
- Have promotional materials going out into the new church plant community
- Continue to get financial support from people inside and outside of MPBC
- Get final approval from partners for planting
- Find housing in the community where you will plant
- Find location in the community for the church plant to meet
- During this time there will be flexibility on how much time is spent on the Mount Pleasant family and how much time will be spent on the new church plant

#### **Schedule**

Knowing what to expect will be key to making the most of the Church Plant Residency and success of planting the church. To that end, you will have regular meetings with pastors both at Mount Pleasant Baptist Church (MPBC) and outside of MPBC. The following will serve as some parameters for the residency.

- While a good portion of your time is scheduled, **prepare to be flexible**, the schedule is sure to change – sometimes without prior notice.
- Even though you may or may not be new to the church, it will be good for you to get to know a variety of people in the congregation. On average, you should schedule one (1) **meal a week** through the length of the internship with a church member. If you need help finding who to schedule meals with, please contact any of the pastoral staff. We will plan to give you a budget to work with.
- The church office hours are **M-Th 9:00-4:00**. Please understand that in ministry there are greater expectations than just the office hours, so plan accordingly. There will be weekend events, meetings, and ministry to our people that cannot be fit into “office hours.”
- On **Mondays at lunch**, you are expected to attend our **Pastoral Study** where we will be going through a book together and discussing it.
- We have our weekly pastors/staff meeting every **Tuesday from 9:00 – 11:00**. You will be expected to attend and play an integral role in these meetings.
- You will meet with a pastoral staff member every **Tuesday from 11:00 – 12:00** to talk about your spiritual walk.

- You will be given specific Sunday morning duties at times. When you do not have Sunday morning duties, please **arrive at least 15 minutes before services**. When you do have responsibilities, it's imperative that you're on time.
- Some of your time is not scheduled. Please be proactive in filling it. You are welcomed (and encouraged) to spend time during the day meeting with members & guests of the church, reading, and/or working on your projects. Our Church Plant Resident will have a personal office in the staff area.
- You will be expected to participate in hospital visits, nursing home visits, funerals, and weddings from time to time.
- You will be expected to join the Pastor and his prayer team on occasion before the worship services.

### **Potential Reading List**

- Center Church by Tim Keller
- The Faithful Church Planter by Tony Merida
- Planting Missional Churches by Ed Stetzer
- Church Planting Manual by Tim Keller
- Evangelism and the Sovereignty of God by JI Packer
- What is the Mission of the Church by Greg Gilbert & Kevin DeYoung
- Worship Matters by Bob Kauflin
- What is a Healthy Church by Mark Dever
- Nine Marks of a Healthy Church by Mark Dever
- "Christianity and Race Prejudice" Sermons by Francis Grimke
- The Trellis and the Vine by Collin Marshall & Tony Payne
- The Explicit Gospel by Matt Chandler
- Humility by CJ Mahaney
- He is Not Silent by Al Mohler
- When People are Big and God is Small by Ed Welch
- The Christian Ministry by Charles Bridges
- The Pastors Kid by Barnabas Piper
- Thresholds by Clint Clifton
- Shepherds Smell Like Sheep by Lynn Anderson
- Dangerous Calling by Paul David Tripp

### **Residency Study Focus**

Our Residency will consist of 52 sessions within the two years. These 52 sessions will be led by the Pastoral Staff or specified representative to help educate and train the resident. We hope to add resources to each of these topics that will be profitable and edifying. Each session will be a two-week process that will help with an ongoing dialog.

Session	Topic	Potential Resources	Pastor
1	Am I Called?		JM
2	Am I Healthy Enough?		JA
3	How's My Family?		GO
4	How Will My Family Be Affected?		JM
5	Pastoral Partners		JA
6	Practical Aspects of Plural Leadership		JM
7	Painting the Big Picture		JA
8	Stewarding Your Time		GO
9	Presenting Your Plan		JM/JA
10	Counting the Costs (Budgeting)		JM
11	Sustainability & Longevity in Ministry		JA
12	Individual Partnerships		JA
13	Church Partnerships		JM
14	Denominational Partnerships		JA
15	Service Roles & Job Descriptions		JM
16	Finding and Inviting Team Members		GO
17	Building Relational Bridges		LS
18	Good vs. Bad Outreach		JA
19	Planning Your Outreach		GO
20	Missions Statement		JA
21	Preparing to Preach		JA/JM
22	Preaching		JA/JM
23	Receiving Critique and Archiving		LS
24	Musical Worship in the Church		BH/RK
25	Organizational Architecture		GO
26	Deacon Role		JA
27	Pastor Role		JM
28	Member Role / Church Discipline		JM
29	Leading Groups to Reach Individuals		GO
30	Leading Individuals to Reach Groups		LS
31	Pastor as Worship Leader		BH/RK
32	Equipping People for Missional Living		JA
33	Doing Weddings & Creating Policies		JM
34	Personal Evangelism		JM
35	Personal Disciple Making		LS
36	Personal Stewardship		JA
37	Administration and Legality		JM
38	What The Pastor's Wife Wants You to Know		JA
39	Accountability/Mentoring		JA
40	Friendships of Church Members		JM
41	Funerals		MB
42	Counseling: Caring During Crisis		JA
43	Understanding the SBC Life		JM
44	Fear of Man: Dealing With Crazy Uncles		JA
45	Branding/Marketing		GO
46	Setting Healthy Patterns of Worship		BH/RK
47	Fighting: Bathing in Prayer		JA
48	Ministerial Failure		JM
50	Rest (Family Retreat)		
51	Wrap Up		ALL
52	Wrap Up		ALL