

# Church Planting Candidate

The following document highlights the key areas of ownership, performance metrics, and expectations for the **Church Planting Candidate** at Midtown Fellowship.

## ROLE DESCRIPTION

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**Department:** Grassroots Network

**Reports to:** Lead Pastor

**Hours:** Full-time

**Position Overview:**

This position is designed to give church planting candidates:

- (a) proximity to pastors, involvement in pastoral meetings and pastoral care issues
- (b) real ministry weight, leadership, and responsibility to both provide opportunity for training and coaching as well as an opportunity for authentic assessment.

## COMPETENCIES AND QUALIFICATIONS

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In order to lead effectively at Midtown, the **Church Planting Candidate** must have the following competencies and qualifications:

- Ability to start new things that are sustainable.
- Good standing amongst peers and in current church.
- A minimum of Bachelor's degree is preferred.
- Preaching and teaching experience.
- Experience in leading people (may or may not be in ministry context)

## ROLE RESPONSIBILITIES

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Candidate will serve in practical ministry leadership. Potential opportunities may include (but not limited to):

- College Ministry
- Students Ministry
- Groups Team
- Volunteers

- Events
- Member Discipleship
- Communications
- Recovery

Each individual is given different weight and responsibility based on giftings and the areas of growth needed. Responsibilities will adjust as each candidate will cycle through different phases of the program. In addition to specific leadership responsibilities, the role will have additional training experiences.

1. *A “view” in pastor meetings and retreats*
2. *Required reading and listening pastor training track*
3. *Teacher development training*
4. *Participation in our teaching team (will be assigned preaching opportunities in later phase of program)*

## COMPENSATION

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Church planting candidates have the opportunity to raise financial support as compensation. Additional details are below:

- In addition to the support raised salary, all candidates will get \$1,000 housing stipend paid from the church
- Your salary is based on your family’s circumstances (as opposed to based on fair market value of role). This is because the job is focused on your training and continuing education as opposed to your production.
- Submit a written budget to show amount of salary needed, to be approved by pastors prior to start date.

## PLANTING

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Below are other areas we can offer assistance to put you in a more prepared position to be sent.

### **Relationships**

- You will have the opportunity to build relationships with people in the church and potentially invite them to go plant with you.
- Once pastors have affirmed your calling and readiness to be sent, you will be given permission to recruit interest to be part of the core church plant team.

### **Funding**

- Your church plant will receive financial support from the Grassroots Network of churches

### **Communications**

- You will receive graphics and branding assistance regarding the new plant

## Coaching

- Leader pastors will visit cities and coach launch plans with you
- Once sent out, the relationship doesn't end.

## MIDTOWN LEADERSHIP CULTURE

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Current Leadership Values for Midtown Fellowship are:

1. [Relational Foundation](#) (3:37)
2. [You Reproduce Who You Are](#) (6:17)
3. [Own It](#) (12:46)
4. [Plan with the End in Mind](#) (15:17)
5. [Narrate It](#) (9:36)
6. [Empower Others](#) (6:58)
7. [Be Self Aware](#) (17:53)

**Disclaimer:** This is from our teaching at our 2018 staff retreat. It is not produced audio and not intended to be polished teaching for wide spread distribution. However, feel free to listen to gain an understanding of our culture.

As a member of our staff, the **Church Planting Candidate** is expected to fully embrace these leadership values and seek to teach them to others as well.

Midtown Fellowship is a Family of Churches, and you can find out more about what we mean by that [here](#). Additionally, all staff of Midtown Fellowship are expected to be in alignment with our [church vision](#) to be a Jesus-centered family on mission with Him. As well as in agreement with our [church beliefs](#).

## MIDTOWN STAFF CULTURE

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Below are attributes and performance indicators that we monitor and rate to maintain our staff culture. We take our culture very seriously and are committed to:

- **Operating like a big family** - We value our growth as a team and being family together. We offer staff development and fun days to regularly train and learn together. We place a high emphasis on working well with others and having a reputation where others enjoy working with you.
- **Prioritizing personal & family health** - We value the health of our personal lives, marriages, and families. Working in ministry can be hard. Especially on families. So we do a number of church staff initiatives to make it helpful in maintaining health in this area.
- **Quality Communication** - We value making expectations clear and having ongoing honest communication with supervisors and employees. We have systems and initiatives in place in order to ensure this is taking place regardless of our level busyness.

- **Performing Competently** - We value our employees being capable, effective, and improving. So we measure and encourage competency attributes such as reliability, quality work, decision making, self-drive, and the ability to present solutions as opposed to solely problems. We offer regular trainings for our staff to help raise our competency level as a whole.
- **Cultural Contextualization** - We value the ability to identify and acknowledge cultural norms and having social awareness to pick up on normal ways people talk and operate. This allows us to adapt and modify to fit cohesively. When it is necessary to challenge norms, we do so with humility and through the right channels.
- **High Character Standards** - Who you are matters more to us than what you can do (see character section below).

## CHARACTER

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A leader in the church is required to be qualified according to the Scriptures. The following character qualities are biblical qualifications for serving (1 Timothy 3:8-13).

- **Above Reproach, Dignified and Blameless** (1 Tim 3:8, 10) – As a leader at Midtown you must have a reputation of conducting yourself in a dignified way. It is important to note that “dignified” serves as a summary to all the other qualifications. This quality is a validation of maturity and victory in the other qualities. You must have a good reputation within the body in order to lead it. However, you must also have a good reputation with those outside the body of Christ.
- **Not Double Tongued/Gossip** (1 Tim 3:8) – As a leader at Midtown, you will often find yourself in conversations with individuals who have made a wreck of their lives through poor decisions. You will hear and see a lot of things that individuals won’t want divulged. Your supervisor can help advise you on when/how much to share with others. When a conflict present that you are involved in, you go to the right people and through appropriate channels as opposed to those uninvolved and unhelpful. Specifically for work, go to your supervisor. In general, go up with issues to avoid going to peers (gossip) or to subordinates (divisiveness).
- **Life Matches Doctrine** (1 Tim 3:9) – If you profess to hold “good doctrine” and yet your life is without spiritual fruit, there is a problem. If this is the case, you are declaring to the world that there is no real power in the gospel of Jesus! The gospel “trains us to renounce ungodliness and worldly passions, and to live self-controlled, upright, and godly lives in the present age” (Titus 2:12).
- **Not addicted to much wine/temperate** (1 Tim 3:8) – As a leader at Midtown you must show restraint and moderation. You are called by God to lead the church and therefore must be controlled (as much as possible) by the Holy Spirit. When leaders lack the ability to avoid addictions or detrimental habits they prove themselves to be lovers and servants of something other than God.
- **Not greedy for dishonest gain** (1 Tim 3:8) – As a leader of God’s church you are called to be someone who does not love money. You must not feel entitled to any standard of living, income, property, or leisure. You must be someone whose charity outshines your standard of living.
- **Husband of one wife (One woman kind of man / one man kind of woman)** (1 Tim 3:12) – A leader must be “one-woman-kind-of man / one-man-kind of woman” distinctly marked by sexual faithfulness to his or her spouse and to Jesus. This is an ongoing battle

for everyone; however, a pattern of repentance, transparency and health must be in place to lead in God's church.

- **Manage household well** (1 Tim 3:12) – Leaders must lead their children and their own households well. This is one of the more challenging qualifications to prescribe the desired behaviors, but it is obvious to most when those behaviors are absent. You must lead your own family in a way that models the redeemed community God desires from His Church. You are called to be a good primary teacher, theologian, decision maker, conflict resolver, disciplinarian, servant, and protector for your family.

**DISCLAIMER:** This job description is not an employment agreement or contract and the job description can be altered by church leadership at any time without notice.