



NAPA VALLEY
LIFE CHURCH

CHURCH PLANTER RESIDENCY PROGRAM

INTRODUCTION

The following document outlines Napa Valley Life Church's (NVLC) church planting residency program. This document follows many of the same guidelines as Vintage Mission's program due to the partnership of NVLC and Vintage Mission.

OVERVIEW AND CORE VALUES

MISSION STATEMENT

Napa Valley Life Church (NVLC) exists to share the love of Christ by serving the community, growing disciples, and planting churches.

CORE VALUES

We develop Planters to lead and launch a vertical church that is doxological, missional, and attractional.*

Doxological - a church primarily focused on gathering to see and savor the grandeur and power of God's grace and wisdom through the gospel of Jesus Christ, a vertical church.

Missional - a church primarily focused on making contact with unbelievers with the gospel of Jesus Christ, in order to see new disciples made from every tribe, tongue, and nation.

Attractional - a church primarily focused on utilizing the gathering of the church as a means to make the gospel invitation known and accessible in a community, a seeker-driven church.

**VINTAGE MISSION (SEND Church Planting Network) CORE VALUES*

PROCESS

As Planters engage in the residency, they will journey with peers, learn from experienced planters and pastors, and create custom strategies. The Process includes 2 steps for the residency, with an optional internship for more inexperienced candidates.

Planter Internship (6-12 months, optional based on the candidate)

The goal of this step is to assess a Planter's competencies and liabilities for church planting. The internship will only be required if the Planter does not have the necessary experience for the residency.

Planter Residency (9-12 months)

The goal of this step is to equip a Planter to be a leader of a church.

Planter Training (3 months)

The goal of this step is to equip a Planter to launch a church.

Each distinct experience is designed to assess a Planter's character, competency, compatibility, and chemistry as a Lead Pastor and a Planter. All Planters will go through residency and training while the internship will be on a case by case basis.

PLANTER QUALIFICATIONS

NVLC's development plan for Planters is specifically created for men who have a strong conviction and call to church planting in the next 1-2 years (2-3 years if an internship is deemed necessary). Men who desire to serve as church planters should have a known track record of serving, leading, and giving within their local church. The planter should have demonstrated preaching skills and observable fruit in ministry, marriage, and family life. This is in keeping with the instruction of 1 Peter 5:3 that pastors should be "examples to the flock."

All potential Planters should rigorously study 1 Timothy 3, Titus 1, and 1 Peter 5 to understand God's expectations for pastors. We hold our Planters to the same qualifications as outlined in the text.

Additionally, a Planter must embody the competencies of a Lead Pastor:

- Shepherd
- Preacher
- Leader
- Manager
- Builder

A Planter must be in agreement with NVLC's beliefs, theological distinctives, philosophy of ministry, and lifestyle.

RESIDENCY OVERVIEW

The goal of the Planter Residency is to determine a Planter's qualifications and fit to be a leader of a local church.

The Planter Residency will provide context for a Planter candidate to be equipped, observed, and evaluated. The Residency will also impart skill and qualify a Planter candidate as a Lead Pastor of a NVLC local church.

PROCESS

Exercise - every Planter Resident will be given a unique role in the local church to shoulder weekly Kingdom responsibility. The Resident will be required to fulfill this role by accepting ownership and leadership of a particular ministry area. A team leader at the local church will be assigned to the resident to shepherd his role and provide training, experience, and evaluation.

Education - five primary skills of a Lead Pastor will be engaged with through reading, workbooks, classes, and coaching. The five primary skills of a Lead Pastor are (1) Shepherd, (2) Preacher, (3) Leader, (4) Manager, and (5) Builder.

Enculturation - training will be provided for DNA, values, culture, polity, doctrine, and distinctive.

Evaluation - regular verification of shepherding, teaching, decision-making, biblical counseling, and ministry exposure for compatibility will be provided to every Planter Resident.

Examination - the resident will undergo monthly reviews of conviction, commitment, and conduct.

***Residents who successfully fulfill their Planter Residency will be invited to enter Planter Training,*

CURRICULUM

The Planter Residency follows a series of core competencies that support our intentional investment of future church planters.

Character, Conviction, Compatibility, and Competency will be reviewed as the residency progresses. The goal of our core curriculum is education, enculturation, and equipping with practical hands-on training and practice.

Competencies:

1. Character and Devotion
2. Marriage and Family
3. Theological Clarity
4. Conviction and Calling
5. Prayer
6. NVLC Church DNA
7. Disciple-making
8. City Engagement
9. Shepherding
10. Preaching
11. Leadership
12. Management
13. Entrepreneurial Aptitude
14. Systems and Structures

PLANTER TRAINING

GOAL

The goal of Planter Training is to equip a Planter to launch a church.

WHO

Candidates who have either (1) successfully completed the Planter Residency; or (2) are confirmed by a Partner Church and have completed an assessment for Planter Training.

WHAT

Candidates will be challenged to think critically, develop personally, and build strategy. Our Planter Modules will include increasing knowledge and experience in Leadership, Preaching, vertical church DNA/Key Strategies, and Church Planting.

LEADERSHIP

- Character
- Marriage and Family
- Prayer
- Missional Living
- Leadership Dynamics & Entrepreneurial Aptitude Casting Vision
- Building Teams
- Reproducing Leaders
- Multiplication at Every Level

PREACHING

- Expository, Application-oriented Preaching Skill of Preaching
- Art of Communication
- Knowing Your Audiences
- Preaching Preparation
- Planning & Calendars
- Weddings, Funerals, and other key opportunities Small Group Curriculum Development

DNA/KEY STRATEGIES

- Vision, Mission, Values, Culture, and Measures Theological Clarity
- Ministry Philosophy
- High Impact Services
- Community Life Spiritual Formation Doctrine
- Lead Pastor Role Eldering
- Budget & Financial Systems

CHURCH PLANTING

- City Engagement (Demographic research and analysis) Church Planting Process (from Vision to Launch)
- Core Group Development
- Launch Team Development
- Contextualization Facilities & Equipment Church Multiplication

STANDARDS OF BEHAVIOR

Planters developed are held to the same standard of behavior as the pastors of local, NVLC Churches and committed to any staff requirements or benefits of the respective church as outlined in the New Hire Orientation.

For clarity, a few standards of behavior for Planters are outlined below:

CHURCH MEMBERSHIP

Each Planter Resident must be a member of the assigned local NVLC Church. If the Resident is not a member at the start of the residency, he must complete the membership process during the first quarter of his residency. Residents will fulfill the duties of membership, including faithful attendance, service, tithing, etc.

CONDUCT

Planter Residents are to behave in a manner consistent with New Testament ethics, especially as required of pastors (1 Tim 3:1-7; Titus 1:5-9). Their lives must be morally blameless and above reproach. They will walk in love, with speech characterized by honesty, self-control and gentleness.

WORK HOURS

Residents are expected to work between 50 and 55 hours per week. These hours will fulfill the Ministry Residency and/or CP Training. Residents will participate in all weekend services of their local congregation, arriving 30 minutes before the first service and staying at least 30 minutes afterward (5-8 hours). Other activities may require time away from home in the evenings (3-6 hours). Finally, Residents may need additional hours of study at home (5-10 hours).

Some overnight, away trips will be scheduled during a residency. Ample time will be given to Residents to make preparation for away trips.

**This document aligns with Vintage Mission's Residency Program.
For more information, please visit: vintagemission.com*