



# REDEMPTION

*Church Planting Residency*

## OVERVIEW

Redemption Church's residency program is our intentional effort to discover, develop, and deploy missional leaders and church planting teams. This residency will help prepare a future church planter by engaging his head (convictions), his heart (character), and his hands (competencies) as he learns, integrates, and demonstrates characteristics of a healthy leader and church planter.

### I. LEARN: Engaging the Head

Pastoral Convictions: What I believe

Pipeline Level 2: Leadership

Self Awareness

Communication & Teamwork

Understanding Context

Spiritual Readiness

Making Disciples

Multiplying Leaders

Church Planting

Making a Difference

Pipeline Level 3: Church Planting\*

Emotional/Spiritual Health

Calling

Family Dynamics

Church Planting Models and Strategies

Crafting and Casting Vision

Support Development

Disciple Making

Preaching

Restoration

*\*Assessed Planters will go through Send Network Training*

*Additional Resource: "Christian Beliefs" by Wayne and Elliott Grudem*

### II. INTEGRATE: Engaging the Heart

Personal Character: Who I am

*Additional Resource: "Replenish" by Lance Witt*

### III. DEMONSTRATE: Engaging the Hands

Practical Competencies: What I do

*Additional Resource: "Planting Missional Churches" by Ed Stetzer and Daniel Im*

# SCHEDULE

## Month 1 — September

- Week 1: Self Awareness, Part 1
- Week 2: Self Awareness, Part 2
- Week 3: Communication & Teamwork, Part 1
- Week 4: Communication & Teamwork, Part 2

## Month 2 — October

- Week 1: Understanding Context, Part 1
- Week 2: Understanding Context, Part 2
- Week 3: Spiritual Readiness, Part 1
- Week 4: Spiritual Readiness, Part 2

## Month 3 — November

- Week 1: Making Disciples, Part 1
- Week 2: Making Disciples, Part 2
- Week 3: Multiplying Leaders, Part 1
- Week 4: Multiplying Leaders, Part 2

## Month 4 — December

- Week 1: Church Planting, Part 1
- Week 2: Church Planting, Part 2
- Week 3: Making a Difference, Part 1
- Week 4: Making a Difference, Part 2

## Month 5 — January

- Week 1: Emotional & Spiritual Health, Part 1
- Week 2: Emotional & Spiritual Health, Part 2
- Week 3: Calling, Part 1
- Week 4: Calling, Part 2

## Month 6 — February

- Week 1: Family Dynamics, Part 1
- Week 2: Family Dynamics, Part 2
- Week 3: Planting Models & Strategies, Part 1
- Week 4: Planting Models & Strategies, Part 2

## Month 7 — March

- Week 1: Crafting and Casting Vision, Part 1
- Week 2: Crafting and Casting Vision, Part 2
- Week 3: Pre-Assessment, Final Preparation
- Week 4: **Send Network Assessment Retreat**

## Month 8 — April

- Week 1: Support Development, Part 1
- Week 2: Support Development, Part 2
- Week 3: Making Disciples, Part 1
- Week 4: Making Disciples, Part 2

## Month 9 — May

- Week 1: Preaching, Part 1
- Week 2: Preaching, Part 2
- Week 3: Restoration, Part 1
- Week 4: Restoration, Part 2

# ADDITIONAL TASKS

- **Read** in September: “*Christians Beliefs*” Chapters 1-7
- **Competency:** Develop a plan for Spiritual Growth/Accountability
- **Meet** with your cohort/coach to discuss Pipeline content
- **Complete** Personalize “Pathway to Launch” Checklist (*attached*)
- **Meet** with your cohort/coach to discuss Pipeline/Reading content

- **Read** in October: “*Christians Beliefs*” Chapters 8-13
- **Competency:** Start 3 Gospel conversations and share the Gospel
- **Meet** with your cohort/coach to discuss Pipeline content
- **Complete** 20 tasks from “Pathway to Launch” Checklist
- **Meet** with your cohort/coach to discuss Pipeline/Reading content

- **Read** in November: “*Christians Beliefs*” Chapters 14-20
- **Competency:** Observe and then lead a staff/leadership meeting
- **Meet** with your cohort/coach to discuss Pipeline content
- **Complete** 20 tasks from “Pathway to Launch” Checklist
- **Meet** with your cohort/coach to discuss Pipeline/Reading content

- **Read** in December: “*Replenish*” Chapters 1-22
- **Competency:** Join the set up/tear down team and greeter team
- **Meet** with your cohort/coach to discuss Pipeline content
- **Complete** 20 tasks from “Pathway to Launch” Checklist
- **Meet** with your cohort/coach to discuss Pipeline/Reading content

- **Read** in January: “*Replenish*” Chapters 23-41
- **Competency:** Participate in a counseling session, hospital visit
- **Meet** with your cohort/coach to discuss Pipeline content
- **Complete** 20 tasks from “Pathway to Launch” Checklist
- **Meet** with your cohort/coach to discuss Pipeline/Reading content

- **Read** in February: “*Planting Missional Churches*” Chapters 1-9
- **Competency:** Participate in Kids/Youth Ministry in the classroom
- **Meet** with your cohort/coach to discuss Pipeline content
- **Complete** 20 tasks from “Pathway to Launch” Checklist
- **Meet** with your cohort/coach to discuss Pipeline/Reading content

- **Read** in March: “*Planting Missional Churches*” Chapters 10-18
- **Competency:** Develop, cast your planting vision to church staff
- **Meet** with your cohort/coach to discuss Pipeline/Reading content
- **Complete** 20 tasks from “Pathway to Launch” Checklist
- **Assessment in Detroit, Michigan**

- **Read** in April: “*Planting Missional Churches*” Chapters 19-25
- **Competency:** Lead your Small Group in discussion and care
- **Meet** with your cohort/coach to discuss Pipeline content
- **Complete** 20 tasks from “Pathway to Launch” Checklist
- **Meet** with your cohort/coach to discuss Pipeline/Reading content

- **Read** in May: “*Planting Missional Churches*” Chapters 26-30
- **Competency:** Teach in Kids/Youth, Preach in Large group setting
- **Meet** with your cohort/coach to discuss Pipeline content
- **Complete** 20 tasks from “Pathway to Launch” Checklist
- **Meet** with your cohort/coach to discuss Pipeline/Reading content



# REDEMPTION

*Church Planting Residency*

## ONBOARDING

Step 1. Send a potential resident the “overview/schedule” document

Step 2. Resident submits a Resume & Personality Profile to the church/pastor

Step 3. Resident fills out “Interest Form”

- Contact Information
- How did you hear about this residency and why do you want to join?
- Share about your testimony and ministry experience.
- Why do you want to plant a church?
- Have you already completed a church planting assessment? If yes, through what network?

Step 4. Complete an Interview (1 Hour)

- Pastor shares about self, church, overview of the residency (15 minutes)
- Questions from Pastor (30 Minutes)
  - Follow up questions from the interest form, resume, personality profile
  - Other specific questions you have for the resident based on your context
- Questions from Resident (10 Minutes)
- Discuss next steps (5 Minutes)
  - Church will follow up with candidate in two weeks about final decision and next steps.

Step 5. Upon acceptance, resident will be set up for “Pipeline” (sent email link)



# REDEMPTION

*Church Planting Residency*

## INTEREST FORM

### Part 1. Contact Information

Name: \_\_\_\_\_

Birthdate: \_\_\_\_/\_\_\_\_/\_\_\_\_

Address: \_\_\_\_\_

Cell: \_\_\_\_\_

\_\_\_\_\_

Email: \_\_\_\_\_

### Part 2. About You *(If you need more space below, please attach a document or PDF)*

How did you hear about this residency and why do you want to join?

---

---

---

Share about your testimony and ministry experience.

---

---

---

Why do you want to plant a church?

---

---

---

Do you agree with our Church's doctrinal statement?

Y / N ( circle one )

Have you already completed a church planting assessment?

Y / N ( circle one )

If yes, through what network? \_\_\_\_\_



# REDEMPTION

*Church Planting Residency*

## DEFINING OUR RESIDENCY

### Questions to Consider

1. What is God's heart for multiplying leaders and our theological conviction?
2. Why is God calling our church to develop and multiply leaders? What is the vision for our residency?
3. What will be our development philosophy? What experiences/skills are important for a resident?
4. What will be our development system? How will we train our residents? What context will we use?
5. Who will oversee our residency program and our residents? Will we have one resident or multiple?
6. What are the specific logistics? Job description, Timeline, Place, Location, Budget, Tracking growth, etc.
7. Do we have a resident in our church or will we have to recruit a resident outside our church?
8. What will the application process look like? Application, Background, Testimony, Personality, Interview
9. How will we relationally develop our resident? How and when will we regularly connect with our resident?
10. When will we launch our residency? What will be our residents daily/weekly role and tasks?

### Resources to Clarify

1. [www.namb.net/send-network/church-planting/residencies/](http://www.namb.net/send-network/church-planting/residencies/)
2. NAMB Residency Quick Start Guide\_PDF

### People to Contact

1. NAMB Residency Trainers — Email: [residencies@namb.net](mailto:residencies@namb.net)
2. Matt Thompson: Church Planting Catalyst, Michigan — Email: [mthompson@namb.net](mailto:mthompson@namb.net)

[ Graphic Here ]

# Cleveland Church Planting Residency:

**A partnership of local churches, Cleveland Hope Association,  
SEND Cleveland, and the North American Mission Board**

## **Vision**

To see the multiplication of life-giving churches  
in the Greater Cleveland area through the  
development of healthy, multiplying church planters

## **Mission**

To create a holistic church planting residency  
that fuels the development and continual growth  
of church planters and their future ministries

## **Table of Contents**

### **SECTION 1 – Cleveland Residency: an Overview**

The need for harvest workers in Cleveland	1.1
Guiding Beliefs for the Residency	1.2
Residency Vision, Overview and Strategy	1.3
Residency Process	1.4
Cleveland Hope / SEND Cleveland Role and Expectations	1.5
Our Cleveland Hope / SEND Cleveland Team	1.6
Why Cleveland?	1.7

### **SECTION 2 – Local Church**

Local Church Role & Expectations	2.1
Local Church Residency Champion	2.2
Local Church Competencies / Training Topics	2.3
Local Church Staff	2.4

### **SECTION 3 – Cleveland Hope / SEND Cleveland**

Cleveland Hope / SEND Cleveland Role and Expectations	3.1
Cleveland Hope / SEND Cleveland Residency Champion	3.2
Cleveland Hope / SEND Cleveland Competencies / Training Topics	3.3
Cleveland Hope / SEND Cleveland Pastors and Leaders	3.4

#### **SECTION 4 – SEND Network Training and Coaching**

SEND Network Role and Expectations	4.1
SEND Network Training Champion	4.2
SEND Network Coaching Champions	4.2
SEND Network Competencies / Training Topics	4.4

#### **SECTION 5 – Church Planting Resident**

Planter DNA & Prerequisites	5.1
Planter Role & Expectations	5.2
SEND Network Training	5.3
Schedule & Finances	5.4

#### **SECTION 6 – Residency Development**

All Learning Environments	6.1
Planter & Champion Guide	6.2
Resident Cohort	6.3

### **SECTION 1 – Cleveland Residency**

#### **1.1 - The Need for Harvest Workers in Cleveland**

The Cleveland Hope Association [has just 62 member churches across a formal region](#) spanning Cuyahoga ([central/Cleveland city](#)), Lake ([northeast](#)) and the western half of Geauga County (east), with one member church each in Summit (south) and Lorain (west) counties. Many are in need of revitalization. Despite a Southern Baptist presence in Greater Cleveland for more than five decades, church planting in the urban and suburban contexts is desperately needed.

Cuyahoga County ([Cleveland](#)) has nearly 1.25 million people. Lake County has a population of 230,000. Geauga County has nearly 94,000 people. The total population to be reached for Christ in the Cleveland Hope Association target area is 1.55 million people.

Metro Cleveland itself has roughly 385,000 people. Cleveland is a minority majority city with just over 50% of the population identifying as black. The most common languages in Cleveland are English, Spanish, and Arabic. More than 47 percent of the people in Metro Cleveland are not affiliated with a religious body – Christian or otherwise. Only 8.5 percent of Metro Cleveland residents are evangelicals, and there are only 8 Southern Baptist churches in the

Metro area. Downtown Cleveland has lots of churches – large, beautiful, historic and, for the most part, empty. Sadly, many churches in Cleveland have abandoned historic orthodoxy or shuttered their doors.

With only one Southern Baptist congregation for every 24,563 people in [Greater](#) Cleveland, local Southern Baptists believe starting new evangelistic churches will be an essential part of a spiritual revival in Cleveland.

A grassroots coalition of local leaders and others who want to reach the city are working together to see that happen. Churches like First Baptist Church of Concord, Tennessee, have been part of the team in recent years. The church prays regularly for and sends mission teams to help Cleveland church planters. Dozens of people from First Baptist Concord have been part of church planting efforts in Cleveland. But more help is desperately needed.

Our vision is to see an explosion of church planting in the Greater Cleveland area. Our City Team has created a map outlining the locations for areas in greatest need of church plants. We're praying for 25 healthy churches to be established in the next 5 years in specific areas around Greater Cleveland. As a City Team, we are committed to praying that God would burden prospective planters to start new churches in these very specific 25 communities in North East Ohio. Planters are not obliged to choose one of these locations. The City Team, however, asks prospective planters to join us in praying for God to accomplish some God-sized dreams with us. Perhaps He would lay it on your heart to join us in making this vision a reality.

## **1.2 – Guiding Beliefs for the Residency**

**We subscribe to a definition of biblical church planting as “evangelism that results in new churches.” Our aim is to plant churches FROM the harvest FOR the harvest.**

Imagine what would happen if we began to create a church planting atmosphere in North America whereby the expectation for new churches is that the DNA of these churches are constantly made up of new believers. Since we have been commanded to make disciples, we must live with an urgency to multiply disciples through church planting. It is out of disciple making that churches are to be birthed. The weight of the biblical model rests here. It is evangelism that results in disciples, who covenant together to function as a multiplying local expression of the Body of Christ.

**The Lead Planter and the Missionary Core team must personally invest heavily in the church planting harvest from the beginning to the end.**

We truly believe that committing to multiplication through church planting will be one of the greatest kingdom investments you will ever make. This priority must be present from the beginning. The DNA of churches that plant churches must be established from the beginning. The church planter must have a clear and focused heart to reach lost people.



**Evangelism and discipleship are core values for most planters and should be the internal scorecard and drivers.**

As ministry leaders, there are so many metrics we could choose to measure. They don't often tell us everything, but they always tell us something. More than anything, Cleveland Hope / SEND Cleveland wants to develop church planters that are driven by metrics around reaching the lost and making disciples--we want to see lives changed through people meeting Jesus as Lord and Savior. Planter tolerance for planting pressures and disappointments is higher when lives are being changed.

**Developing and executing a working strategy for all other aspects of church planting should come after evangelism has been established as the heart of the church.**

In addition to evangelism, personal, team, and corporate aspects of healthy and effective ministry will require significant amounts of commitment and time, both from the local church and the planter. Developing these aspects, as laid out in the residency, is a big priority.

### **1.3 – Residency Vision, Overview, and Strategy**

#### **Vision**

▲ To see the multiplication of life-giving churches in the Greater Cleveland area through the development of healthy, multiplying church planters

Formatted: Font: +Body (Calibri), Not Bold

Formatted: Pattern: Clear

#### **Residency Overview**

We are ▲ creating a framework that will be specific and practical, but will also have flexibility in the local church. It's our dream that the pastor and leaders of the Sending church become the heroes of the church planting experience in Greater Cleveland. With a keen awareness that personality, calling, giftedness, and local context will create a unique church plant, this residency will be adaptive in order to fit into varying contexts and ministries.

Formatted: Font: +Body (Calibri), Not Bold

#### **Each planter will...**

1) ▲ ... engage in learning experiences from his local Sending church. The church will provide him with a Residency Champion (see Section 2 below) within that church. This may be the Lead Pastor or another staff member or leader of that local church. The Residency Champion oversees the learning experiences of the church planter at the local church level.

Formatted: Font: +Body (Calibri), 12 pt

2) ▲ ... participate with other planters in learning cohort facilitated by Greater Cleveland leadership. This cohort will be led by a variety of leaders who will help the planter gain practical ministry skills. Each leader will pay special attention to helping the planter better understand the culture and complexities of Greater Cleveland.

Formatted: Font: +Body (Calibri), 12 pt

3) ... join with other planters in a SEND Network learning cohort. This cohort will be led by trained trainers who will equip the planters to grow in their mastery of 12 key church planting competencies. As a part of this SEND Network training, each planter will receive a SEND Network trained coach and access to a local church planting consultant. He will also be part of the SEND Network family where he and his family will receive care and fellowship.

Formatted: Font: +Body (Calibri), 12 pt

Each environment is designed for experiential learning and application. Each opportunity aims to prepare planters to plant healthy, life-giving, multiplying churches.

Formatted: Font: +Body (Calibri), Not Bold

Deleted: will be created with this purpose of

Deleted: preparing

Deleted: the

Formatted: Font: +Body (Calibri), Not Bold

This residency is a partnership between a planter, a local church, the Cleveland Hope Association, SEND Cleveland, and the SEND Network of the North American Mission Board. This 12-month process, starting in September, will give planters comprehensive experience in a local church, as well as training and experience through exposure to a variety of Cleveland Hope, SEND Cleveland, and SEND Network leaders and ministries.

### Our Cleveland Church Planting Residency Strategy

In collaboration with the local church & future church planters, we desire to see a movement of church multiplication in the greater Cleveland area. Our strategic steps include:

Formatted: Font: +Body (Calibri), Not Bold

Formatted: Font: +Body (Calibri), Not Bold

Deleted: planting

- Developing a holistic church planting residency focused on healthy, multiplying leaders
- Creating a church-centric, field-based residency, customizable framework for the Sending church
- Empowering local church leaders to come alongside, mentor, and equip church planters
- Identifying and developing future church vocational, bi-vocational, and co-vocational planters within churches in Greater Cleveland
- Guiding church planting residents to develop clear strategic plans to engage and reach their community – planting churches from the harvest for the harvest
- Maintaining coaching, support, community, training, and development to church planters after the residency program has been completed
- Partnering with the local church in developing strategic locations for church plants
- Assisting with a portion of the funding and resourcing for church plants
- Training planters to effectively raise and manage financial resources for the church plant

Deleted: can customize

Deleted: Helping identify

Deleted: Working with

Deleted: Offering ongoing

Deleted: of these

## 1.4 – Residency Process

### Three Foundational Development Principles

- Personal and Family Health
- Personal and Corporate Leadership Development
- Local Church Ministry Experience

Formatted: Font: +Body (Calibri), Not Bold

Formatted: List Paragraph, Space After: 0 pt, Bulleted + Level: 1 + Aligned at: 0.25" + Indent at: 0.5", Pattern: Clear

Formatted: Font: +Body (Calibri), Not Bold, Font color: Auto

Formatted: Font: +Body (Calibri), Not Bold

Formatted: Font: +Body (Calibri), Not Bold, Font color: Auto

Formatted: Font: +Body (Calibri), Not Bold

Formatted: Font: +Body (Calibri), Not Bold, Font color: Auto

### Four Areas of Focus for the Church Planter

- Personal Development
- Missionary Core Team Development
- Development of the Church Planting Plan
- Community Engagement
- Local Church Competencies / Training Topics

We suggest that each Sending Church and Lead Pastor/Mentor be responsible to equip the planter according to its unique DNA in the following areas:

1. Theological distinctives & formation
2. Personal and Family Health, Wholeness, and Holiness
3. Local-Global Missional Engagement
4. Philosophy of Ministry (i.e., church values, strategy, profile of a disciple...)
5. Finances in the Local Church
6. The Emotionally Healthy Team (i.e., leading meetings, team development)
7. Pastoral Care
8. Discipleship / Leadership Development
9. Staff and Volunteer Management (i.e., meetings, reports, evaluation)
10. Worship
11. Preaching

In addition to the competencies listed above, we suggest that the planter spend at least one month of the residency shadowing Sending church leaders in various ministry areas: Children, Youth, Groups, Worship Arts, Care, Missions, Stewardship, Custodial, Preaching, and Elders under the oversight of the Sending church's Residency Champion. We recognize that each Sending Church will have its own unique opportunities and challenges related to this shadowing approach to training. Therefore, we trust the Sending Church Residency Champion to create a learning pathway that will ensure that the resident has a full range of local church ministry experiences.

#### Cleveland Competencies/Training Topics

1. Missiology in Church Planting
2. Personal and Family Health
3. Gospel Communication with the Lost
4. Strategic Planning
5. Fundraising and Partnership Development
6. Staff and Team Development
7. The Need for Church Multiplication in NE Ohio
8. Situational and Relational Leadership
9. Logistics of Planting (governance, 501c3 non-profit)
10. Building and Executing Systems and Processes
11. Financial Management

Formatted: Font: +Body (Calibri), Not Bold
Formatted: Font: +Body (Calibri), Not Bold, Font color: Auto
Formatted ... [1]
Formatted: Font: +Body (Calibri), Not Bold
Formatted ... [2]
Formatted: Font: +Body (Calibri), Not Bold
Formatted ... [3]
Formatted: Font: +Body (Calibri), Not Bold
Formatted: Font: +Body (Calibri), Not Bold
Deleted: be
Deleted: . The Sending church's and the Lead Pastor's ... [4]
Deleted: of the Community
Deleted: below
Deleted: during
Deleted: a local
Deleted: leader
Deleted: . This learning experience will be facilitated by
Formatted: Font: +Body (Calibri), Not Bold
Formatted ... [5]
Formatted ... [6]
Formatted: Font: +Body (Calibri), Not Bold
Formatted ... [7]
Formatted: Font: +Body (Calibri), Not Bold
Formatted ... [8]
Formatted: Font: +Body (Calibri), Not Bold
Formatted ... [9]
Formatted: Font: +Body (Calibri), Not Bold
Formatted ... [10]
Formatted: Font: +Body (Calibri), Not Bold
Formatted ... [11]
Formatted: Font: +Body (Calibri), Not Bold
Formatted ... [12]
Formatted: Font: +Body (Calibri), Not Bold
Formatted ... [13]
Formatted: Font: +Body (Calibri), Not Bold
Formatted ... [14]
Formatted: Font: +Body (Calibri), Not Bold
Formatted ... [15]
Formatted: Font: +Body (Calibri), Not Bold
Formatted ... [16]

In addition to these topics, Cleveland Hope and SEND Cleveland will collaborate to provide residents with an annual conference, scheduled local church visits, and a mid-residency retreat in January.

#### SEND Network Competencies / Training Topics

1. Kingdom Focus: Evaluate Your Motives and Embrace a Kingdom-First Mindset
2. Kingdom Character: Modeling a Leadership Lifestyle Worth Imitating
3. Missional Engagement: Understand the Makeup of Your Community to Develop a Missional Engagement Strategy
4. Missional Vision - Casting a Clear and Compelling Vision that Flows from a Burden for Your Community
5. Reproducible Sustainability - Creating a Movement That Will Outlast You
6. Team Building: Recruiting and Creating a Missionary Team
7. Values: Evaluate Your Values and Integrate Them into the DNA of Your Church
8. Disciple Making: Be Intentional About Making Disciples Who Make Disciples
9. Bold Faith: Leading with a Bold Faith That Takes Prayerful Risks
10. Systems and Structure: Develop Measurable Systems and Structure to Support the Vision
11. Communication: Communicate for Kingdom Impact

#### Schedule

<u>Month</u>	<u>Local Church</u>	<u>Cle Hope/SEND Cle</u>	<u>SEND Network</u>
<u>Aug</u>	<u>Orientation</u>	<u>Orientation</u>	<u>Orientation</u>
<u>Sept.</u>	<u>Theological formation</u>	<u>Missiology in Church Planting</u>	<u>Kingdom Focus</u>
<u>Oct.</u>	<u>Health, Wholeness, Holiness</u>	<u>Personal &amp; Family Health</u>	<u>Kingdom Character</u>
<u>Nov.</u>	<u>Missional Engagement</u>	<u>Communicating to the Lost</u>	<u>Missional Engagement</u>
<u>Dec.</u>	<u>Philosophy of Ministry</u>	<u>Strategic Planning</u>	<u>Missional Vision</u>
<u>Jan.</u>	<u>Local Church Finance</u>	<u>Fundraising and Partner Development</u>	<u>Reproducible Sustainability</u>
<u>Feb.</u>	<u>Emotionally Healthy Team</u>	<u>Staff/Team Development</u>	<u>Team Building</u>
<u>Mar.</u>	<u>Pastoral Care</u>	<u>Need for Multiplication</u>	<u>Values</u>

<a href="#">Apr.</a>	<a href="#">Discipleship</a>	<a href="#">Situational/Relational Leadership</a>	<a href="#">Disciple Making</a>
<a href="#">May</a>	<a href="#">Staff &amp; Volunteer Management</a>	<a href="#">Logistics of Planting</a>	<a href="#">Bold Faith</a>
<a href="#">Jun.</a>	<a href="#">Worship</a>	<a href="#">Systems &amp; Processes</a>	<a href="#">Systems &amp; Structures</a>
<a href="#">Jul.</a>	<a href="#">Preaching</a>	<a href="#">Financial Management</a>	<a href="#">Communication</a>

#### Monthly Rhythm

[Sending Church Training – Once a month](#)  
[SEND Network Training – Once a month](#)  
[Cleveland Training – Once a month](#)  
[Church Visits – Monthly](#)  
[Residency Cohort Community Group – Monthly](#)  
[Retreat – Annual \(\[January\]\(#\)\)](#)

<a href="#">1st Sunday of the month</a>	<a href="#">Local Church Guided Visit</a>
<a href="#">1st Wednesday of the month</a>	<a href="#">Sending Church Training – 8-noon</a>
<a href="#">2nd Wednesday of the month</a>	<a href="#">Cleveland Hope / SEND Cleveland Training – 8-noon</a>
<a href="#">3rd Wednesday of the month</a>	<a href="#">SEND Network Training – 8-noon</a>
<a href="#">4th Wednesday of the month</a>	<a href="#">Residents' LifeGroup and Guided Debrief – 7-9 PM</a>

### 1.5 – Cleveland Hope / SEND Cleveland Role & Expectations

Leader in the Cleveland Hope Association and leaders with SEND Cleveland will create a platform and framework for an engaging and practical learning environment. In alignment with a vision for Kingdom multiplication, this ecosystem is designed to develop healthy church planters who have a desire to multiply and reach the lost through church planting.

The Cleveland Hope / SEND Cleveland team will...

- Create a platform and framework for healthy church planters to grow and ready themselves to plant a healthy, life-giving, and multiplying church plant
- Work with the local church and the Residency Champion to create the best experience & environment for church plant development.
- Create weekly learning environments and offer high quality training that is both necessary and practical.
- Identify strategies to encourage and assist in the strategic church plant for each resident.
- Provide ongoing development & training to these ministries and planters.

Formatted: Font: +Body (Calibri), Not Bold

Formatted: Space After: 0 pt, No bullets or numbering, Pattern: Clear

Formatted: Font: +Body (Calibri), Not Bold, Font color: Auto

Formatted: Font: +Body (Calibri), Not Bold

Formatted: Font: +Body (Calibri), Not Bold, Font color: Auto

Formatted: Font: +Body (Calibri), Not Bold

Formatted: Font: +Body (Calibri), Not Bold, Font color: Auto

Formatted: Font: +Body (Calibri), Not Bold

Formatted: Font: +Body (Calibri), Not Bold, Font color: Auto

Formatted: Font: +Body (Calibri), Not Bold

Formatted: Font: +Body (Calibri), Not Bold, Font color: Auto

Formatted: Font: +Body (Calibri), Not Bold

Formatted: Font: +Body (Calibri), Not Bold, Font color: Auto

Formatted: Font: +Body (Calibri), Not Bold

Formatted: Font: +Body (Calibri), Not Bold, Not Superscript/ Subscript

Formatted: Font: +Body (Calibri), Not Bold

Formatted: Font: +Body (Calibri), Not Bold, Not Superscript/ Subscript

Formatted: Font: +Body (Calibri), Not Bold

Formatted: Font: +Body (Calibri), Not Bold, Not Superscript/ Subscript

Formatted: Font: +Body (Calibri), Not Bold

Formatted: Font: +Body (Calibri), Not Bold, Not Superscript/ Subscript

Formatted: Font: +Body (Calibri), Not Bold

Formatted: Font: +Body (Calibri), Not Bold, Not Superscript/ Subscript

Formatted: Font: +Body (Calibri), Not Bold

## 1.6 – Our Cleveland Hope Association and SEND Cleveland Teams

We believe that no church planter should ever plant alone. Our desire is to surround [each](#) church planter with the very best training possible – training that is built on God’s Word and a transformational training philosophy that leverages [the insights of](#) adult-learning neuroscience.

Deleted: the

Formatted: Font: +Body (Calibri), Not Bold, Font color: Auto

Deleted: about how adults really learn

More important than classroom training are relationships [built between](#) planters [and](#) proven leaders in NE Ohio.

Formatted: Font: +Body (Calibri), Not Bold, Font color: Auto

Deleted: will build with

A unique and treasured [facet](#) of Southern Baptist [work](#) in NE Ohio is the cooperative relationship between the Cleveland Hope Association and the SEND Cleveland team. Psalm 133:1 says, “Behold, how good and pleasant it is when brothers dwell in unity” (ESV). [Harry Truman](#) said, “It is amazing what you can accomplish if you do not care who gets the credit.” This spirit of unity through humility is at the heart of the collaboration between SBC leaders in NE Ohio.

Formatted: Font: +Body (Calibri), Not Bold, Font color: Auto

Deleted: One of the

Deleted: fact about ork of

Formatted: Font: +Body (Calibri), Not Bold

Formatted: Font: +Body (Calibri), Not Bold, Font color: Auto

Church planting residents will have the opportunity to learn from and a wide variety of pastors, mentors, coaches, trainers, and consultants across our Association and Network.

Deleted: President

Formatted: Font: +Body (Calibri), Not Bold, Font color: Auto

We truly believe that one of the greatest assets of our Residency program is invitation into a family of leaders who will invest in and work toward the success of our planters.

Formatted: Font: +Body (Calibri), Not Bold, Font color: Auto

Here’s a list of a just a few of the leaders on our Residency team.

### Darin Avery – Cleveland Hope – Associational Mission Strategist

Darin began his role as Cleveland Hope’s Associational Mission Strategist in January 2018. He gives strategic oversight to Cleveland Hope, encouraging pastors, and fostering gospel partnerships across the association and beyond. Darin is also the preaching pastor of Bridge Church at Perry, one of Cleveland Hope’s partner churches, where he has served since coming to northeast Ohio in 2006. A native of the Ozarks, after graduating from Missouri State University, he completed masters and doctoral degrees at the Southern Baptist Theological Seminary in Louisville, Kentucky. He and his wife Deborah have three kids: Landon, Emmaline, and Isaac.

Formatted: Font: +Body (Calibri), Not Bold, Font color: Auto

### Cory Wilson – Send City Missionary, SEND Cleveland

A native of Southwest Mississippi, Cory moved to Cleveland in 2012 to help plant City Church and continues to serve there as a pastor. Before moving to Cleveland, Cory attended the University of Southern Mississippi and then served 2 ½ years as a researcher and church planter with the International Mission Board in West Africa. Following his time overseas, he earned his MDiv from Southeastern Baptist Theological Seminary and Ph.D. in Intercultural Studies from Reformed Theological Seminary before

Formatted: Font: +Body (Calibri), Not Bold, Font color: Auto

moving to Cleveland. As the Send City Missionary for Cleveland, Cory is excited to work with church planters and partnering churches to see the work of the gospel go forth in Cleveland. He and his wife Jasmine have four children.

#### **Dan Ghramm – Church Planting Catalyst, SEND Cleveland**

As the pastor of Gateway Community Church on Cleveland's far west side, Dan also serves as a North American Mission Board church-based Church Planting Catalyst (or CPC). In this role his primary objectives are to catalyze new Southern Baptist churches across our region with a DNA for producing New Believers, New Disciple-Makers, New Churches, and Transformed Communities, and to mobilize clusters of partner churches to assist in developing strategic, effective and healthy church plants. Dan is a graduate of Baptist Bible College and Grand Rapids Baptist Seminary. He and his wife Amanda are the proud (and busy) parents of two daughters and three sons.

Formatted: Font: +Body (Calibri), Not Bold, Font color: Auto

#### **Jasmine Wilson – Spouse Care Champion, SEND Cleveland**

Jasmine moved to Cleveland with her family in 2012 to be a part of planting City Church. Before moving to Cleveland, Jasmine attended Southern Illinois University and then served as a missionary in West Africa with the International Mission Board. The next fifteen years were spent at home with her children. She currently works as a Data Processing Technician for The City Mission. In her role as the SEND Cleveland Spouse Care Advocate, she desires to see church-planting wives connected to one another for support and encouragement in the gospel as they minister to the people they serve. Jasmine and her husband Cory have four children.

#### **Tony Loseto – Care Coordinator, SEND Cleveland**

Tony and his wife, Beth, founded Gateway Church, Old Brooklyn. Tony graduated from Boyce College in Louisville, KY but is a born and raised Cleveland native. He returned to Cleveland in 2013 to begin planting a new church in Old Brooklyn. He has a heart for seeing people's lives changed by the good news of Jesus Christ. His favorite sports teams are the Cleveland Browns and the Cleveland Indians.

#### **Rick Eimers – Coaching Champion, SEND Cleveland**

Rick is the Serve Pastor at Cuyahoga Valley Church (CVC) and is focused on mobilizing CVCers to serve on mission locally and globally. Rick longs to see people using their gifts for the Kingdom. A creative, visionary type, he's often coming up with lots of ideas for inviting people to new life in Christ. We love his dazzling wife Brooke, and his children Charlotte, Sami and Jordan. Rick rocks the health food life and is an unapologetic yard sale aficionado. He graduated from Clarks Summit University with a Bachelor's in Youth Ministry and Bible as well as Cairn University with a Master's Degree in Christian Counseling.

Deleted: so

#### **Allen Kreuger – Partner Champion, First Baptist Church, Concord (TN)**

Allen graduated from Southwestern Baptist Theological Seminary with a Master of Arts in Christian Education. He then served as Associate Pastor and Pastor of Youth and

Education in Southern Baptist churches in TX, TN, and VA. He was licensed to the ministry in 1996 and ordained in 2000. He has also served as regional director of Disaster Relief (Midwest) for the Southern Baptist Conservatives of Virginia, and as project coordinator for World Changers through the North American Mission Board (NAMB) for five years. He has served with Concord since 2010. He has two children, both attending college. Allen enjoys going to car shows and “playing” in his garage.

#### **Rick Duncan – Midwest Regional Equipping Coordinator, SEND Network**

Rick is the Founding Pastor of Cuyahoga Valley Church. He now serves on the Equipping Team with the Send Network of NAMB. Rick played baseball at Vanderbilt and in the Twins and Reds Minor League systems. He graduated from Mid-America Seminary and relocated to NE Ohio to pursue his passion to plant a multiplying church. On a limited basis, Rick serves as a Navigator with Will Mancini’s Auxano to help churches gain clarity on vision. He also is licensed to help churches create their Leadership Pipeline through Mac Lake’s Multiply Group. He and Maryanne were married in October 1976 and have three sons, Alan, Ryan, and Evan and two grandsons, Ethan and Caleb.

Formatted: Font: +Body (Calibri), Not Bold, Font color: Auto

### **1.7 – Why Cleveland?**

Cleveland is an attractive city, a great place to raise a family. You don’t have to be born and raised in Cleveland to appreciate its desirable qualities. Cleveland is a diverse community, a true melting pot nestled on the shores of Lake Erie. If there’s one thing Clevelanders all have in common, it’s pride in the city and surrounding suburbs. Yes, Cleveland has lake-effect snow and some industrial scars, but Clevelanders love their hometown.

Cleveland and its surrounding areas are divided in half by the Cuyahoga River. These two halves are known as the East Side and the West Side and residents of each share a friendly rivalry. To the north of the city is Lake Erie, and there are a few neighborhoods in the south, but for the most part, you’ll be picking from East or West.

Cleveland is home to major employers and Fortune 500 companies such as Cleveland Clinic, University Hospitals, Progressive Insurance, Swagelok, Sherwin Williams, Nestle USA, Parker Hannifin, and Key Corp.

Just a few attractions Greater Cleveland has to offer:

Deleted: of the

- Low cost of living
- The world-class Cleveland Museum of Art
- Cleveland Orchestra and the Cleveland Institute of Music
- Cleveland Metroparks (18 reservations encircling the city, unofficially called the “Emerald Necklace”)
- Cuyahoga Valley National Park
- Recreation on Lake Erie – boating, fishing, kayaking, swimming

Deleted: The

Deleted: The

Deleted: that

Deleted: e

Deleted: The



- Major league sports – home of the Browns, the Indians, and the Cavaliers
- Rock and Roll Hall of Fame
- Newly renovated historic theaters of Playhouse Square
- Renewed waterfront restaurants on the Cuyahoga River called The Flats
- Award-winning restaurants with chefs Michael Symon & Jonathan Sawyer
- Colleges and universities like Case Western Reserve, Cleveland State, John Carroll, Baldwin Wallace, [Lake Erie College](#), [Lakeland Community College](#), and Cuyahoga Community College

Deleted: The

## SECTION 2 – The Local Sending Church

### 2.1 – The Local Sending Church Role & Expectations

Our aim is to [make](#) local church pastors and leaders the heroes of church planting in NE Ohio. It is truly the desire of Cleveland leadership to champion the ministry and work of local churches and their leaders [as the true drivers](#) of Kingdom work. Cleveland Hope and SEND Cleveland will be a ready partners but each local sending church will be primarily responsible for executing the residency plan and for leading their church planter.

Deleted: help

Deleted: the

Deleted: the

Deleted: To be sure,

**Under the agreed upon framework, each Local Sending Church will be responsible for...**

- Partnering with the Cleveland Church Planting Residency by helping to shape and then fully engaging in the church planting residency process.
- Identifying a Church Planting Residency Champion within the local sending church and empowering this person to diligently lead the planting resident.
- Encouraging all Residency Champions to attend and engage in Cleveland Hope and SEND Cleveland sponsored events.
- Cooperating with the Cleveland Church Planting Residency team to create the very best experience and opportunity for the church plant resident to succeed.
- Partnering with and financially supporting the resident for 3 to 5 years after the residency ends pending, of course, a successful residency completion. (No specific financial amount is expected, [but](#) each sending church is encouraged to create an annual church planting fund or a special offering to support church planting.)
- Providing ongoing support, encouragement, and mentoring through the first 3-5 years of the church plant.
- Encouraging the resident to build multiplication DNA into the church plant.

### 2.2 – The Sending Church Residency Champion

In some cases, the Residency Champion for a local church will be the Lead Pastor. In other cases, it could be a staff member [appointed by and](#) under the authority of the Lead Pastor.

The Residency Champion is responsible to make sure that the resident spends at least one month during the residency shadowing a local Sending church leader in various ministry areas: Children, Youth, Groups, Worship Arts, Care, Missions, Stewardship, Custodial, Preaching, and Elders.

**Each local church Resident Champion will be responsible for...**

- Partnering with the Cleveland Church Planting Residency team to execute the residency framework and development plan.
- Guiding the resident through the residency process.
- Creating the most dynamic and engaging environments that will best facilitate the resident's opportunity to learn.
- Creating places and spaces for each church planter to observe, practice, develop, and debrief their skills.
- Providing continual mentoring and personal development to each church plant resident throughout the year-long process.
- Overseeing church staff (whether volunteer or paid) who will introduce, orient, and involve the resident in their particular area of ministry.
- Enlisting local church leaders to teach the local church Competencies / Training Topics to the planters (see the list below).
- Debriefing with the resident after the resident has shadowed a local church staff leader in a particular area of ministry.
- Collaborating with the Cleveland Church Planting Residency team to provide feedback and growth opportunities to each church plant resident.
- Providing feedback to the Cleveland Church Planting Residency team in order to continually improve the residency process for both the local church and the church planter.
- Working alongside the resident to help the resident excel in the Cleveland Church Planting Residency program.

## **2.3 – Sending Church Competencies / Training Topics**

As mentioned [above](#), each Sending church is responsible to equip the planter according to its unique DNA. The Sending church's and the Lead Pastor's theological emphases, philosophy of ministry, and missional strategies are to be communicated to the planter.

Deleted: previously

We recognize that each local Sending church may have unique content for their resident. This is expected and welcomed since we want our training to be "locally owned and locally operated." The following list, therefore, is to be seen only as a suggested list of competencies and training topics. We trust the leadership of the Sending Church to design and implement effective training for the planter they are sending. The Sending Church is encouraged and expected to contribute to the formation of the residency experience for the resident.

If the Sending Church is outside the NE Ohio context, we will consider partnering with that church on a case-by-case basis. If a partnership is possible, we gladly welcome that church's input into the residency process. We recommend that the Sending Church outside the NE Ohio context find a local partnering church to provide contextual experiences for the resident.

The local church Residency Champion will ensure that the Sending church's topics are taught by a qualified local church leader once a month from September through July. Whenever possible, the Transformational Training Philosophy and Techniques will be used in equipping the resident.

Deleted: to make

Deleted: would

Deleted: be

1. Orientation
2. Theological distinctives & formation
3. Personal and Family Health, Wholeness, and Holiness
4. Local-Global Missional Engagement
5. Philosophy of Ministry (i.e., church values, strategy, profile of a disciple...)
6. Finances in the Local Church
7. The Emotionally Healthy Team (i.e., leading meetings, team development)
8. Pastoral Care
9. Discipleship / Leadership Development
10. Staff and Volunteer Management (i.e., meetings, reports, evaluation)
11. Worship
12. Preaching

## **2.4 – Local Church Staff**

The Sending Church Residency Champion will identify local Sending Church staff members (either paid or volunteer) to help equip the resident in the staff members' areas of expertise.

Each local church staff member who is participating in the residency process will seek to leverage what has been called the "5 Steps of Leadership Development" to give the resident practical hands-on experience as the resident shadows church leaders in their ministry area. The 5 Steps are reflected in Paul's equipping of Timothy. "What you have heard from me in the presence of many witnesses entrust to faithful men, who will be able to teach others also" (II Timothy 2:2).

The "5 Steps of Leadership Development" are...

I do. You watch. We talk.

I do. You help. We talk.

You do. I help. We talk.

You do. I watch. We talk.

You do. Someone else watches...

A simple way for the local church staff to “talk” with the resident after Steps 1 and 2 of a ministry experience is: “1. What did I do well? 2. What would you have done differently? 3. What questions do you have of me? 4. What did you learn?” After steps 3 and 4, the Resident would then ask, “1. What did I do well? 2. What would you have done differently? 3. What questions should I be asking you? 4. What have I learned?”

After spending approximately one month in each area of ministry before moving to the next, the resident will write a brief, one-page paper on what he has learned about ministering by serving in that particular area of ministry. This paper will be submitted to the staff member and the Residency Champion.

Deleted: one

## SECTION 3 – Cleveland Hope Association and SEND Cleveland

### 3.1 – Cleveland Hope and SEND Cleveland Roles and Expectations

Although our aim is to [make](#) local church pastors and leaders the true drivers of church planting in NE Ohio, the Cleveland Hope Association and SEND Cleveland will be ready partners who will come alongside and assist the local church in developing the church planting resident.

Deleted: help

Deleted: the

Deleted: To be sure,

**Cleveland Hope Association and SEND Cleveland will be responsible for...**

- Partnering with and following the lead of the local Sending church to shape and to engage in the church planting residency process.
- Identifying a Cleveland Residency Champion and empowering this person to diligently lead the planting resident.
- Cooperating with the local Sending church and SEND Network Training to create the very best experience and opportunity for the church plant resident to succeed.
- Partnering with and financially supporting the resident for 3 to 5 years after the residency ends pending, of course, a successful residency completion. (No specific financial amount is promised, [but](#) the Cleveland Hope Association and SEND Cleveland will seek to be financial partners for the church planting resident.)
- Providing ongoing support, encouragement, and mentoring through the first 3-5 years of the church plant.
- Encouraging the resident to build multiplication DNA into the church plant.

### 3.2 – The Cleveland Residency Champion

**The Cleveland Residency Champion will be responsible for...**

- Partnering with the local Sending church to execute the residency framework and development plan.

- Guiding the resident through the Cleveland Hope Association and the SEND Cleveland aspects of the residency process.
- Enlisting, equipping, and overseeing area pastors and leaders to provide monthly training for residents (see the list below).
- Creating the most dynamic and engaging environments that will best facilitate the resident's opportunity to learn.
- Providing continual mentoring and personal development to each church plant resident throughout the year-long process.
- Collaborating with the local Sending church and SEND Network Training to provide feedback and growth opportunities to each church plant resident.
- Providing feedback to the local Sending church and to SEND Network Training in order to continually improve the residency process for both the local church and the church planter.
- Working alongside the resident to help the resident excel in the local Sending church and the SEND Cleveland aspects of the residency.

### **3.3 – Cleveland Hope / SEND Cleveland Competencies and Training Topics**

The Cleveland Residency Champion will ensure that the following topics are taught by a team of qualified pastors or leaders once a month from September through July. Whenever possible, the Transformational Training Philosophy and Techniques will be used in equipping the resident.

1. Orientation
2. Missiology in Church Planting
3. Personal and Family Health
4. Communicating to the Lost
5. Strategic Planning
6. Fundraising and Partner Development
7. Staff/Team Development
8. Need for Multiplication
9. Situational/Relational Leadership
10. Logistics of Church Planting
11. Systems and Processes
12. Financial Management

### **3.4 – Cleveland Pastors and Leaders**

The Cleveland Residency Champion will work closely with the Associational Missionary Strategist, our Send City Missionary, and our Church Planting Catalyst to identify pastors and leaders who will provide training for church planting residents. These pastors will be recruited based on their competency, skill, gifting, and passion in order to train in their area of expertise.

Deleted: to make

Deleted: would

Deleted: be

This approach will ensure that the residency training will be done in context by leaders from the context. This will enhance the ability of the residents to understand the unique context of Northeast Ohio.

These pastors and leaders will be trained in the transformational training philosophy that is used in Send Network Training. They will submit their content for approval by the Cleveland Church Planting Residency team.

We believe that exposing church planting residents to a variety of qualified and gifted leaders throughout our association will benefit the growth and maturity of the residents greatly. We see this as a win for pastors and churches in our association as well as for the church planting residents. Not only do planters need to be influenced by pastors, pastors need to be influenced by planters.

## **SECTION 4 – SEND Network Training and Coaching**

### **4.1 – SEND Network Training and Coaching Role and Expectations**

To reiterate, our passion is to make sure that our residency program is locally-owned and locally operated. Yet we know that NAMB's SEND Network Training and NAMB's SEND Network Coaching is internationally recognized as among the best, if not the best, training and coaching for church planters. So, it is with great enthusiasm that we partner with SEND Network Training to provide locally-based and internationally-licensed trainers who will help us train our planters.

SEND Network Training will be responsible for...

- Following the lead of the local Sending church and partnering with the Cleveland Church Planting Residency process.
- Identifying a SEND Network Residency Training Champion and empowering this person to diligently lead the planting resident through SEND Network Training.
- Identifying a SEND Network Residency Coaching Champion and empowering this person to diligently lead the planting resident through SEND Network Training.
- Cooperating with the local Sending church and the Cleveland Church Planting Residency team to create the very best experience and opportunity for the church plant resident to succeed.
- Training and coaching the resident to excel in partnership development.
- Providing training for the resident for 1 year prior to the start of the new church's worship gatherings.
- Providing coaching for the resident during the residency and for up to 2 years after the start of the new church's worship gatherings.
- Encouraging the resident to build multiplication DNA into the church plant.

## **4.2 – SEND Network Residency Training Champion**

The SEND Network Residency Champion will be responsible for...

- Following the lead of the local Sending church in executing the residency framework and development plan.
- Partnering with the Cleveland Church Planting Residency team in executing the residency framework and development plan.
- Recruiting local leaders to be licensed to lead SEND Network Training cohorts.
- Overseeing the SEND Network licensed trainers to leaders to provide monthly training for residents.
- Creating the most dynamic and engaging environments that will best facilitate the resident's opportunity to learn.
- Providing continual training for each church plant resident throughout the year-long process.
- Collaborating with the local Sending church and the Cleveland Church Planting Residency team to provide feedback and growth opportunities to each church plant resident.
- Providing feedback to the local Sending church and to the Cleveland Church Planting Residency team in order to continually improve the residency process for both the local church and the church planter.
- Working alongside the resident to help the resident excel in the local Sending church and the Cleveland Church Planting Residency aspects of the training.

## **4.3 – SEND Network Residency Coaching Champion**

The SEND Network Coaching Champion will be responsible for...

- Following the lead of the local Sending church in executing the residency framework and development plan.
- Partnering with the Cleveland Church Planting Residency team in executing the residency framework and development plan.
- Recruiting local leaders to be equipped at a SEND Network Coaching MAP.
- Overseeing the local SEND Network coaches to maintain a life-giving coaching relationship with a resident during the residency and for up to 2 years after the start of the new church's worship gatherings.
- Providing continual coaching for each church plant resident throughout the year-long process and for up to 2 years after the start of the new church's worship gatherings.
- Collaborating with the local Sending church and the Cleveland Church Planting Residency team to provide feedback and growth opportunities to each church plant resident.

- Providing feedback to the local Sending church and to the Cleveland Church Planting Residency team in order to continually improve the residency process for both the local church and the church planter.
- Working alongside the resident to help the resident excel in the local Sending church and the Cleveland Church Planting Residency aspects of the training.

#### **4.4 – SEND Network Competencies and Training Topics**

The SEND Network Residency Champion will ensure that the following topics are taught by a team of licensed trainers once a month from September through July. The SEND Network's Transformational Training Philosophy and Techniques will be used in equipping the resident.

Deleted: to make

Deleted: would

Deleted: be

1. Orientation
2. Kingdom Focus: Evaluate Your Motives and Embrace a Kingdom-First Mindset
3. Kingdom Character: Modeling a Leadership Lifestyle Worth Imitating
4. Missional Engagement: Understand the Makeup of Your Community to Develop a Missional Engagement Strategy
5. Missional Vision - Casting a Clear and Compelling Vision that Flows from a Burden for Your Community
6. Reproducible Sustainability - Creating a Movement That Will Outlast You
7. Team Building: Recruiting and Creating a Missionary Team
8. Values: Evaluate Your Values and Integrate Them into the DNA of Your Church
9. Disciple Making: Be Intentional About Making Disciples Who Make Disciples
10. Bold Faith: Leading with a Bold Faith That Takes Prayerful Risks
11. Systems and Structure: Develop Measurable Systems and Structure to Support the Vision
12. Communication: Communicate for Kingdom Impact

### **SECTION 5 – The Resident Church Planter**

#### **5.1 – Planter DNA**

The following qualities will be the focus of what we will seek to develop in each church planting resident.

- Holiness – Our planters must first and foremost develop into men that love God and become more and more like Him. We will not lose sight of this personal vision.
  - The church planter captures a vision of their life constantly pursuing Jesus
  - The church planter displays a desire for both personal holiness and being like Christ



- Vision – Our planters must be focused more on vision & mission than they are methods. Our mission is to love our cities and neighborhoods in Jesus' name.
  - The church planter displays a vision that is centered on the mission above all else
  - The church planter displays a holy discontent and reliance on the Holy Spirit's power
- Evangelism – Our planters focus must continually be to engage those who do not yet know Jesus as Lord.
  - The church planter displays a brokenness to reach the lost
  - The church planter's primary ministry filter is reaching the spiritually disconnected from God
- Multiplication – Our planters focus cannot simply be on addition, but rather multiplication. We must see and live out the priority of church planting throughout our region.
  - The church planter displays a desire and capacity to strategically plant churches
  - The church planter displays a multiplying, kingdom-first mindset
- Leadership – Our planters must have a high leader IQ. Without a high leadership acumen, our potential for impacting Cleveland with a movement of multiplication will be limited.
  - The church planter displays a high capacity to lead himself and others
  - The church planter has proven leadership experience leading a ministry
- Team – Our planters must have proven experience and a high capacity to build missional teams. They must be leaders of leaders.
  - The church planter displays a capacity to identify and develop leaders
  - The church planter displays a capacity to develop teams to accomplish vision
- Mission – Our planters must have a mindset that do not lose the ability to think contextually and strategically like a missionary.
  - The church planter displays a selflessness to set aside personal preferences
  - The church planter displays a capacity and desire to adapt to assigned context
- Transformation – Our planters demonstrate a hungry mindset and heart to grow and continually get better.
  - The church planter displays a mindset that knows there is always more to learn
  - The church planter displays a heart that is hungry to ask questions and discover
- Humility – Our planters must demonstrate a heart that is both humbled by their own struggles, but also hungry to pursue a life that is above reproach, both in public and in private.
  - The church planter displays an awareness and brokenness of their own struggles

- The church planter displays a grateful heart for what Jesus has done
- Growth – Our planters must demonstrate their focus on growing, both their own local church and the churches they plant.
  - The church planter displays a priority on numerically growing the local church
  - The church planter displays a growth focus through evangelism and church planting

## **5.2 Residency Requirements**

- The Resident is being sent by and has received the blessing of an SBC local church.
- The Resident has received a ready rating from the SEND Network church planter assessment process. (Note: We prefer planters that have been endorsed through the SEND Network assessment process, but we will consider accepting non-endorsed planters on a case-by-case basis.)
- The Resident has completed all assigned projects and pre-requisite work from the sending church, the Cleveland Hope Association, SEND Cleveland, and/or a local Cleveland church.
- If non-SBC candidates want to participate in the Cleveland Residency, we would be honored and would consider his involvement on a case-by-case basis.

## **5.3 Planter Role and Expectations**

- The church plant resident must be fully engaged in all activities assigned by the local Sending church, the Cleveland Church Planting Residency process, and SEND Network training and coaching.
- The resident must be committed to a 12-month residency. The entire residency is to be completed prior to holding public worship gatherings.
- The resident must live in Greater Cleveland prior to the residency orientation and start date (in August of each year).
- While some funds will be provided by the local Sending Church, by Cleveland Hope, by SEND Cleveland partners, and by the Send Network, each resident will need to raise additional funds.

Page 6: [1] Formatted	Darin Avery	5/4/20 4:05:00 PM
-----------------------	-------------	-------------------

List Paragraph, Space After: 0 pt, Bulleted + Level: 1 + Aligned at: 0.25" + Indent at: 0.5", Pattern: Clear

Page 6: [2] Formatted	Darin Avery	5/4/20 4:05:00 PM
-----------------------	-------------	-------------------

Font: +Body (Calibri), Not Bold, Font color: Auto

Page 6: [3] Formatted	Darin Avery	5/4/20 4:05:00 PM
-----------------------	-------------	-------------------

Font: +Body (Calibri), Not Bold, Font color: Auto

Page 6: [4] Deleted	Darin Avery	5/4/20 4:26:00 PM
---------------------	-------------	-------------------

x.....

Page 6: [5] Formatted	Darin Avery	5/4/20 5:57:00 PM
-----------------------	-------------	-------------------

List Paragraph, Space After: 0 pt, Numbered + Level: 1 + Numbering Style: 1, 2, 3, ... + Start at: 1 + Alignment: Left + Aligned at: 0.25" + Indent at: 0.5", Pattern: Clear

Page 6: [6] Formatted	Darin Avery	5/4/20 5:57:00 PM
-----------------------	-------------	-------------------

Font: +Body (Calibri), Not Bold, Font color: Auto

Page 6: [7] Formatted	Darin Avery	5/4/20 5:57:00 PM
-----------------------	-------------	-------------------

Font: +Body (Calibri), Not Bold, Font color: Auto

Page 6: [8] Formatted	Darin Avery	5/4/20 5:57:00 PM
-----------------------	-------------	-------------------

Font: +Body (Calibri), Not Bold, Font color: Auto

Page 6: [9] Formatted	Darin Avery	5/4/20 5:57:00 PM
-----------------------	-------------	-------------------

Font: +Body (Calibri), Not Bold, Font color: Auto

Page 6: [10] Formatted	Darin Avery	5/4/20 5:57:00 PM
------------------------	-------------	-------------------

Font: +Body (Calibri), Not Bold, Font color: Auto

Page 6: [11] Formatted	Darin Avery	5/4/20 5:57:00 PM
------------------------	-------------	-------------------

Font: +Body (Calibri), Not Bold, Font color: Auto

Page 6: [12] Formatted	Darin Avery	5/4/20 5:57:00 PM
------------------------	-------------	-------------------

Font: +Body (Calibri), Not Bold, Font color: Auto

Page 6: [13] Formatted	Darin Avery	5/4/20 5:57:00 PM
------------------------	-------------	-------------------

Font: +Body (Calibri), Not Bold, Font color: Auto

Page 6: [14] Formatted	Darin Avery	5/4/20 5:57:00 PM
------------------------	-------------	-------------------

Font: +Body (Calibri), Not Bold, Font color: Auto

Page 6: [15] Formatted	Darin Avery	5/4/20 5:57:00 PM
------------------------	-------------	-------------------

Font: +Body (Calibri), Not Bold, Font color: Auto

Page 6: [16] Formatted	Darin Avery	5/4/20 5:57:00 PM
------------------------	-------------	-------------------

Font: +Body (Calibri), Not Bold, Font color: Auto