



## **Church Planting Residency (IBC Residency)**

**Assignment Type:** Part -Time, One-Year Residency (w/ option to extend by mutual agreement)

**Job Summary:** The Church Planting Resident will support the multiplying and mobilizing disciple-making vision of the International Baptist Church Berlin by participating in a year-long church planting residency. The residency is designed to help IBC Berlin and to develop future pastors, staff members, and church planters for our IBC churches.

### **Outcomes and Results**

- The vision of IBC Berlin is visibly seen in the lives of our core team – multiplying and mobilizing disciple-makers, small groups, house churches, congregations, and churches – through their participation in intentional micro-groups, small groups, house churches, and church planting teams.
- The IBC Berlin is moving steadily toward a goal of 80% active participation in the multiplying vision (i.e. those in regular attendance or participation in a house church/church planting team).
- A written 3-5 year vision plan for church multiplication – through house churches, congregations, and churches – adopted by IBC Berlin.
- The Church Planting Resident identifies a location and develops a concrete church planting proposal with the intention of implementing the proposal upon deployment.

### **Major Responsibilities and Activities:**

#### **Ministry**

- The resident will be exposed to ministry in a wide range of contexts to learn practical skills in all aspects of ministry in the international church
- Duties and responsibilities will vary according to the specific residency goals but will be agreed upon in writing each month

#### **Qualifications and Experience:**

- Demonstrates mature and growing faith in Jesus Christ. (character)
- 2-5 years' experience in ministry. (competency)
- Fully aligns with the core beliefs of IBCB (chemistry)
- Spiritually vibrant and highly relational in cross-cultural setting (character & competency)
- Passion for relational disciple making in a micro- or small group environment
- Passion for multiplying disciple making through house churches and church planting
- Humble team player who proactively pursues IBCB's vision with the IBCB team

#### **Culture and Climate**

- Reports directly to the pastor and participates on the assigned church council
- Vision driven team culture that is goal-oriented, collaborative, with support and challenge
- Core values of slowed-down spirituality, integrity in leadership, whole-life transformation, healthy community, passionate marriages/singleness

#### **Residency**

- Expose the resident to all aspects of pastoral ministry in the international local church
- Develop the resident's character and competency in his/her ministry calling
- Deepen the resident's cross-cultural fluency through educational and experiential training
- Provide opportunities for the resident to develop his/her own ministry passions and express his/her own spiritual gifts
- Supplement the resident's education and experience with personalized educational and experiential training\*
- Participate in at least one IBC event – Annual Meeting and/or Ministry Leadership Conference

### **Expectations**

- IBCB provides a place of and a plan for apprenticing in a church planting ministry
- IBCB provides for all of the ministry expenses of the resident including local transportation pass
- IBCB is responsible for providing all legal aspects of the resident living and working in Germany such as visas, work permits and for assisting the resident with practical matters regarding settling in Berlin
- The resident will raise personal support for the ministry assignment to cover personal expenses (i.e. housing and utilities, health insurance, food and living, etc.)
- At the end of the one-year residency, IBCB and the resident will have the following options:
  - Extend the residency by mutual agreement
  - Find an appropriate IBCB ministry placement for the resident
  - Assign the resident to a church-planting position with the IBC or IBCB

### **\*Proposed Residency Assignments**

- **Conviction:** Bible study & thinking theologically
- **Character:** Prayer, godliness, relationships in ministry
- **Competency:** Evangelism, disciple-making, world mission, teaching the Bible, training others in ministry, leadership
- **Customized:** cross cultural relationships, marriage, church planting