

Church Planting Residency Opportunity Form

Background on WCPN Residency

WCPN requires prospective church planters to first undergo a residency with a WCPN member church. The residency may be 1-3 years.

- *1 Year Residency:* For seasoned pastors who are already ordained and those who have already planted a church.
- *2 Year Residency:* For seminary graduates and pastors who have no prior church planting experience. Remaining internship requirements for ordination (if any), and preparation for ordination exams can occur during the first year of the Residency.
- *3 Year Residency:* For seminary graduates who desire to gain more extensive experience as part of a church planting team in an existing church plant prior to planting as the lead/solo planter.

The successful completion of a residency does not guarantee the right to plant a church through WCPN. The decision to call a resident as a church planter at the end of the residency will be contingent upon confirmed church planting competencies, a mutual fit, available funds, and the submission of a viable church planting proposal.

Each resident will be placed with a host church to serve on its staff. Typically the Senior Pastor of the host church will serve as the primary mentor for the resident. Each resident will also have a secondary mentor within WCPN that is not serving on the staff of their host church.

Funding for residents may be available through WCPN, and the specific contribution from the host church will be outlined below. It is advisable, as part of the confirmation of the call to plant a church, that the resident be responsible for raising at least a significant portion of the residency funds.

Other details about the WCPN residency can be found in "Policy 2: Church Planting Residency." The remainder of this document outlines the specific opportunity with a specific host church.

Questions about WCPN may be directed to:

Amy Laverman
WCPN Administrator
westerncpn@gmail.com
406-670-7241

Questions about the specific opportunity with the host church may be directed to the contact person listed below.

Part 1: Host Church Information

Church Name: **Deer Creek Church**

Address: 8131 S Pierce St

Phone: 303-933-9300

Website: DeerCreekChurch.com

Type of church: ☒ Particularized ☐ Church Plant

Age of the church: 31 Years Old

Senior Pastor: **Duane Cory**

years at the church: 34 Years

Phone: 303-917-0513

Email: duane@deercreekchurch.com

Primary Mentor: (if not Senior Pastor)

Phone:

Email:

List all the paid staff positions:

<u>Position</u>	<u>Area of Focus (if applicable)</u>	<u>Full-time</u>	<u>Part-time</u>
Senior Pastor	Preaching and Vision	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Associate Pastor	Preaching, Community and Connection	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Executive Pastor	Operations, Strategy, Missions	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Church Planting	Welcome Ministries, Evangelism	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Apprentice			
Worship Director		<input checked="" type="checkbox"/>	<input type="checkbox"/>
Youth Director		<input checked="" type="checkbox"/>	<input type="checkbox"/>
Children's Director		<input checked="" type="checkbox"/>	<input type="checkbox"/>
Admin Assistant		<input type="checkbox"/>	<input checked="" type="checkbox"/>

Church Statistics:

	<u>5 years ago</u>	<u>Currently</u>
Number of members & attenders:	500	985
Average worship attendance:	320	450
Annual budget:	\$725,000	\$1.1 million

Community Setting: (check all that apply)

<u>Location</u>	<u>Function</u>	<u>Growth</u>
<input type="checkbox"/> Rural	<input type="checkbox"/> Industrial	<input checked="" type="checkbox"/> Growing
<input type="checkbox"/> Small town	<input type="checkbox"/> College/University	<input type="checkbox"/> Static
<input type="checkbox"/> Metropolitan	<input type="checkbox"/> Agricultural	<input type="checkbox"/> Declining
<input checked="" type="checkbox"/> Suburban	<input type="checkbox"/> Recreational	
<input type="checkbox"/> Urban	<input type="checkbox"/> Military	
<input type="checkbox"/> Inner city	<input checked="" type="checkbox"/> White collar, high tech, aerospace	

Approximate population: Our target area is much of the SW Denver metro area (overall 3.7 million). Racial composition, below, based on 5 mile radius around church building.

Racial/ethnic composition of community:

4.6% Asian 2.6% African American 80.7% Caucasian 11.3% Hispanic

Describe the culture of the church in terms of how it is ready to receive a church planting resident. (Relationally—describe the groundwork laid with the session, staff, and congregation. Philosophically—consider describing the missional DNA of the host church, how the host church’s philosophy of ministry would be relevant to the future church plant, etc. Leadership—what strengths do the church’s leaders have to offer a future church planter? etc.)

Deer Creek Church is led by the church planter who started the church who would also serve as the primary mentor for the apprentice. He brings almost 40 years of pastoral ministry to the table. DCC's connection to WCPN would also provide relational and coaching connections to other seasoned church planters in the region to supplement the experience gained at DCC.

The church has supported local, regional, and global church planting throughout its history. The staff and session are excited to bring on another church planting resident for 3 years that would be sent out to plant a new church.

The DCC philosophy of ministry has always expressed the desire to reach the lost and plant churches locally, regionally, and globally. We say that we want to be a “community of people who aren’t perfect and don’t pretend to be”. This statement is fleshed out in our staff culture, our session and in the ministries of the church. We want to provide a clear, simple process for discipleship rather than a series of events and unaligned ministries. We talk in terms of reaching up in worship, reaching into the community and reaching out in service to others. In line with this threefold emphasis, we encourage people to engage in Sunday morning worship, get involved in a small group and serve on a team.

We have a great staff and session. These two groups work together to lead the church and execute our mission. With our staff we emphasize excellence in ministry, leadership development, healthy personal lives, collaboration and humility. Our elders guard and guide the church, but entrust the staff to make many of the ministry decisions and to execute ministry on a day-to-day basis.

Our goal is to be a healthy church reaching lost people, equipping the saints to grow in their faith and to plant new churches as often as we are able, in a way that is healthy and sustainable.

What other factors about the church make it a good host church for a church planting resident?

Our staff culture is very healthy and provides an ideal environment in which to learn and grow. We emphasize the development of and deployment of leaders. We provide feedback to each other constantly. We are always seeking to grow in our leadership capabilities. This is a fun and challenging place to learn.

Part 2: Residency Information

Residency Duration: (check more than one if flexible) ☐ 1 Year ☐ 2 Years ☒ 3 Years

Goals for the Resident During the Residency:

1. Learn DCC's culture and philosophy of ministry.
2. Address developmental goals coming out of the assessment center as articulated in the WCPN Resident Learning Contract.
3. Gain additional pastoral ministry experience.
4. Make a significant contribution to the ministry of DCC while serving on staff during the apprenticeship.
5. Identify a target site and begin ministering there prior to launch, laying the groundwork for the new church.
6. Begin the new church with a healthy launch team.

Role of the Resident on Staff at the Host Church:

1. Residents are given the leadership of our Christianity Explored, Life Explored and Discipleship Explored small groups.
2. Residents also oversee all of our welcome ministries. This provides them with the opportunity to make relational connections with new people who might then be part of a church plant in the future.

3. Other areas of leadership are determined by their development plan and new opportunities and needs at the church.

Outline the major objectives the resident will work on for each year of the residency. (This will be in addition to specific objectives tailored to their assessment recommendations and WCPN Learning Contract.)

Year 1 (orientation to DCC)

- Participate in all staff functions (meetings, retreats, etc.)
- Meet weekly with senior pastor and senior leadership team
- Lead a Small Group
- Preach 3-5 times at Deer Creek. As available, preach in other PCA churches/plants in our Presbytery
- Work with staff team to identify areas of ministry in which to contribute
- Meet with each staff person, missions team leader, diaconate, and at least 2 ruling elders to learn their ministry area; discuss your observations with the Senior Pastor (offer advice, synthesize insights into your own philosophy of ministry)
- Conduct demographic research on potential target sites; develop a site profile for 1 or more promising sites

*Complete Ordination if not already completed

Year 2 (discipleship and mission)

- Continue participating in all staff functions
- Identify a target site (and possibly move there)
- Engage in hospitality and pursue non-Christians
- Preach 3-5 times at Deer Creek. As available, preach in other PCA churches/plants in our Presbytery
- Continue working in appropriate DCC ministry areas

Year 3 (if appropriate; preparation to launch)

- Work with DCC staff to create a comprehensive Church Planting Proposal
- Continue participating in all staff functions, showing hospitality, engaging in evangelism
- Develop a launch team
- Develop multiple groups
- Preach 2-4 times at Deer Creek

As the purpose of the residency is not to provide a job at the host church, but to mutually confirm the resident's call to plant a church, the Senior Pastor will provide feedback along the way and the parties will determine if the residency should continue for the next year.

The final years of the residency (year 2 or 3) will include the development of a Church Planting Proposal that will be presented to the DCC session and then to WCPN. If approved by both groups, permission will be given to proceed with plans to plant the daughter church and begin any necessary fundraising for the church plant.

Describe the church's expectations for the relationship with the resident if he goes on to plant a church after the residency.

(Examples: mother-daughter, multi-site, freedom to recruit a launch team from the host church, access to host church members for specific projects/ministries, administrative support, pastor family care, etc.).

The simplest and most straightforward is a mother-daughter relationship where the new church is a separate entity (mission church) governed initially by the DCC session. DCC would seek to resource the church with people for a launch team and financial support for up to 3 years. We would discuss during the residency what additional support might be available (administrative, office, printing, childcare assistance, counseling, etc.)

Finances:

What amount will the host church contribute toward the residency (beyond WCPN giving)?

Year 1: \$24,000

Year 2: \$24,000

Year 3: \$24,000

Total: \$72,000

Other comments: In addition to direct giving from DCC, WCPN will provide an additional \$12k per year. This means a total of \$36k per year total will be covered, residents will raise any additional support needed. Once the plant starts, the network will provide a minimum of \$30k per year for three years, and Deer Creek will also contribute significant support to the plant, both financial and staff time.

Describe the financial commitment the host church can make toward the future church plant? (example amount per year, number of years, capital campaign, etc.)

DCC will continue to provide \$24,000/year for the first three years of the church plant.