



2025



Redemption Bible Church

PASTORAL RESIDENCY PROGRAM

PROGRAM

The Residency will look as follows:

Expectations

- Participate as a full-time staff member at Redemption. Must be self-disciplined and self-motivated to be prepared and on time.
- Submit to the assessment and timing of the Redemptions elders and GCC. Must receive a “no” or a “not yet” just as eagerly as a “yes”. The process can stop at any point.
- Alignment with the doctrine, mission, vision, values, and leadership of Redemption and GCC. If at any point your convictions do not align you will humbly and willingly remove yourself from the process.
- Raising \$10,000 in support. Redemption will provide a full-time salary and help apply for church planter residency support through the GC FUND and administer all payroll.
- Transparency and Vulnerability. Willing to open up about struggles, finances, marriage, work, spiritual disciplines, etc.
- Teachability. Humility to try new things, openness to learning, and eagerness to seek and receive feedback.

Coaching

- The Lead Pastor will serve as the primary coach. The Resident will establish a weekly meeting and prepare an agenda for discussion over his reading and responsibilities.
- The Resident Coordinator will serve as the primary point of contact for scheduling.
- Other Redemption elders and staff will have appropriate input into the development of the Resident.
- Exposure to the other GCC churches will be available as the residency progresses including attending Lead Pastor meetings, Sunday services, and meetings with key leaders.



Timeline

The residency is two years in length and will run January 2026 to December 2027.

The first year of the residency (Immersion, Development, and Demonstration) will focus on equipping in “this is the type of church we are” while the final year (Deployment) will focus on equipping in “this is how we plant this type of church”.

Immersion

The first 1-2 months will primarily be all about immersing you in the ministry and culture of Redemption.

Development

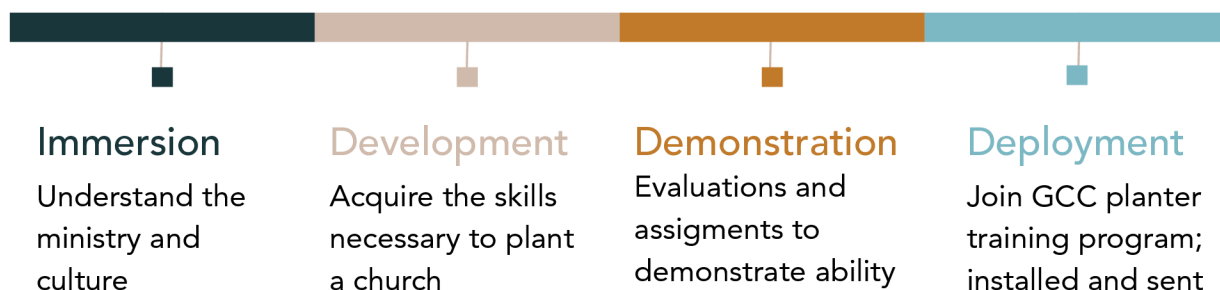
The bulk of the residency will be about developing the skills necessary for church planting.

Demonstration

Throughout the development process there will be multiple evaluations and assignments designed to demonstrate your ability for church planting.

Deployment

After successful development and demonstration, you will be presented to the GCC for approval as a church planter to enter into their church planter training program. By this point a location and plan for planting will be determined. An installation service will be scheduled on a Sunday to lay hands on and deploy you and your wife as church planters.



Reading

Upon completion of each book an oral exam will be administered to demonstrate comprehension. Books are due by the end of month.

Called (1 Timothy 3:1)

- *Dangerous Calling, Paul Tripp*
- *LEAD, Paul Tripp*
- *The Way of the Dragon or The Way of the Lamb, Jamin Goggin and Kyle Strobel*
- *The Honest Guide to Church Planting, Tom Bernardo*
- *Planting by Pastoring, Nathan Knight*

Qualified (1 Timothy 3:2-7, Titus 1:5-9)

- *The Faithful Church Planter, Tony Merida*
- *Gospel Eldership, Robert Thune*
- *Making Vision Stick, Andy Stanley*
- *Workers for Your Joy, David Mathis*
- *The Flourishing Pastor, Tom Nelson*

Competent (1 Peter 5:1-4, Acts 20:17-35)

- *Preaching that Changes Lives, Mike Fabarez*
- *12 Essential Skills for Great Preaching, Wayne McDill*
- *Old Paths, New Power, Daniel Henderson*
- *Multipliers, Liz Wiseman*
- *Who Not How, Sullivan and Hardy*

Chemistry (Ephesians 4:1-16)

- *Vertical Church, James MacDonald*
- *Gaining by Losing, J.D. Greear*
- *The Plurality Principle, Dave Harvey*
- *The Elder-Led Church, Murray Capill*
- *A Praying Church, Paul Miller*

Reflection

Each month there will be discussion and development with the Lead Pastor and Resident Coordinator in several traits necessary for church planting including: Urgency, Criticality, Decisiveness, Flexibility, Clarity, Initiative, Visionary, Steadfastness, Integrity, Sober-mindedness, Self-control, etc. Each trait will be explored by answering these 6 questions:

- *What is it?*
- *What is it not?*
- *Where do we find it in the Bible?*
- *Who do you know that demonstrates it?*
- *Why does a church planting pastor need it?*
- *How do I grow in it?*

Responsibilities

See below for a list of possible assignments and responsibilities. Specific responsibilities will be assigned upon assessment and readiness.

COMPASSIONATE SHEPHERDING

- Assimilations: work with our connections team in moving visitors through our membership process to make Redemption their church home.
- Pulpit Curriculum development: work with the Lead Pastor and Soul Care Pastor in the creation of weekly sermon-based questions and prayer prompts to guide our small groups.
- Hospital visits: as needed, visit members in the hospital.
- Marriage mentoring: participate in Marriage Mentoring with Pastor Blair and Erin in first quarter of residency. Walk other couples through it as needed.
- Uncommon community: you and your wife will be in the Cushmans leader development small group in year 1 and then be assigned to a small group for participation in mutual ministry in year 2.

CONVICTIONAL LEADERSHIP

- Service leadership: join the pastoral rotation of leading Welcome, Prayer, Giving, and/or Benediction in the Sunday worship service.
- Small Group coaching: establish monthly connections with your assigned small group leaders for encouragement and equipping.
- Short term projects: projects will be assigned as needed that advance the mission of Redemption.
- Community outreach: lead ministries that mobilize our small groups to serve the community.
- Write manuals/handbooks/glossary: keep Redemption's staff manuals up to date.
- College/young adult/young married ministries: lead specific event based ministries to these demographics.

*Responsibilities, cont.***COMPELLING PREACHING**

- Freedom Group teaching: participate in Freedom Group during the first semester of Residency. Join the teaching team in subsequent semesters.
- Teach classes: teach various theology and other equipping courses on Sunday mornings.
- Charles Simeon Trust worksheet prep. Prepare a weekly CST worksheet with the preacher and participate in sermon feedback/
- Preach 5-6 Sundays annually including at least one complete series.

FURTHER TRAINING

- CST workshops. Participate in a CST workshop annually.
- Prayer cohort: participate in 6:4 Fellowship Prayer Cohort during year 1 of residency.
- Soul care consulting: complete Transformed 1, 2, and 5 courses.
- Lead healthy retreat: participate with your wife in a Lead Healthy Retreat with Pastor Blair and Erin?
- Church Planter Training Modules: begin the church planter training modules with the Great Commission Collective in year 2 of Residency.
- Intrepid: receive coaching from Kent Shaw in year 2.

| JAN | FEB | MAR | APR | MAY | JUN | JUL | AUG | SEP | OCT | NOV | DEC | JAN | FEB | MAR | APR | MAY | JUN | JUL | AUG | SEP | OCT | NOV | DEC |
|--|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|---|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| <div>MINISTRY IMMERSION DNA: See and experience a church built around shared GCC convictions</div> | | | | | | | | | | | | | | | | | | | | | | | |
| <div>GOSPEL ENGAGEMENT: Reset evangelistic engagement with the community. This should result in both evidence of relationships with non believers and a refined philosophy of the role of evangelism in church planting.</div> | | | | | | | | | | | | | | | | | | | | | | | |
| <div>PREACHING: Continue to refine tone and applicational awareness. Increase receiving and offering preaching feedback.</div> | | | | | | | | | | | | | | | | | | | | | | | |
| <div>MINISTRY LEADERSHIP: Practice establishing, inspiring, equipping, even delegating to others as opportunities are available.</div> | | | | | | | | | | | | | | | | | | | | | | | |
| <div>MINISTRY IMMERSION FAMILY MINISTRIES Discovering the role of equipping parents, leaders, and students in discipleship.</div> | | | | | | | | | | | | <div>VISION/COMMUNICATION: Practice establishing, inspiring, equipping, even delegating to others as opportunities are available. Moving from principles/platitudes to pictures/practical things. Getting down to simple, grabbable, personally applicable statements and general communication. Practicing vision generating, casting and communication.</div> | | | | | | | | | | | |
| <div>MINISTRY IMMERSION VERTICAL WORSHIP: Adoring God for who He is and what He has done.</div> | | | | | | | | | | | | | | | | | | | | | | | |
| <div>CHURCH PLANTING PLAYBOOK: Weekly coaching in "how to plant this type of church" will include these topics:</div> | | | | | | | | | | | | | | | | | | | | | | | |
| <div>CHURCH PLANTING PLAYBOOK: As the residency nears the end, begin forming your playbook for planting with the direction of the GCC.</div> | | | | | | | | | | | | | | | | | | | | | | | |

BASIC SYLLABUS

| Timeframe | Skill | Goal | Assignments |
|--------------|---------------------------------------|---|---|
| Months 1-3 | Ministry Immersion: DNA | See and experience a church built around shared GCC convictions (6 attributes, others). Translate those experiences across many ministry areas into developed philosophy of ministry statements for key ministry, along with some vision for what these would look like in a plant. | 1. Participate in SG every week. 2. Visit each SG once. 3. Worship 1/Work 1 Hospitality and Parking Lot. Observe, evaluate, and lead. 4. Crash course in Subsplash and PCO. 5. Marriage Mentoring with Cushman's. 6. Visitor Follow-up and Assimilation. 7. Attend STEP 2. 8. Observe the Pulpit Curriculum writing process. |
| Months 3-12 | Gospel Engagement | Reset evangelistic engagement with the community. This should result in both evidence of relationships with non believers and a refined philosophy of the role of evangelism in church planting. | 1. Start and invite neighbors to a Bible Study. 2. Cultivate opportunities for the church. 3. Read <i>The Honest Guide to Church Planting</i> . |
| Months 3-24 | Preaching | Continue to refine tone and applicational awareness. Increase receiving and offering preaching feedback. | 1. Preach 5-6x on a Sunday morning. Practice preach to a small group before Sunday morning for evaluation. 2. Preach in FG 4x. 3. Participate in Pastor Blair's Sermon Application Team. 4. Participate in sermon feedback after each message. |
| Months 3-24 | Ministry Leadership | Practice establishing, inspiring, equipping, even delegating to others as opportunities are available. | 1. Attend Elder meetings. 2. Attend and lead Staff meetings. 3. Lead Welcome, prayer, or benediction in service on rotation. 4. Become SG Coach. 5. Begin writing the Pulpit Curriculum each Sunday. 6. Own the assimilation process. Lead STEP 2 class. 7. Attend STEP 3 new member meetings. |
| Months 13-24 | Vision/Communication | Moving from principles/platitudes to pictures/practical things. Getting down to simple, grabbable, personally applicable statements and general communication. Practicing vision generating, casting and communication. | 1. Lead pre-service meeting for each ministry team. Inform, invest, and Inspire. 2. Cast vision for each GCC attribute for your SG. 3. Cast vision for "Why SG" at each SG. |
| Months 4-6 | Ministry Immersion: Family Ministries | Discovering the role of equipping parents, leaders, and students in discipleship. | 1. Worship 1/Work 1 Redemption Kids. Observe, evaluate, and lead. 2. Visit Crossway to observe Kids Min. 3. Participate in FG. |
| Months 7-9 | Ministry Immersion: Vertical Worship | Adoring God for who He is and what He has done. | 1. Worship 1/Work 1 Production and Ushering. Observe, evaluate, and lead. 2. Visit Radiant to observe worship and production. 3. Building momentum in ministry. |
| Months 20-24 | Church Planting Playbook | As the residency nears the end, begin forming your playbook for planting with the direction of the GCC. | Founding Docslocation detailsCHMS plansTake your experiences with ministry teams and develop your own Policies and Procedures for eachBegin connecting with local leaders.Intrepid training. |
| Months 18-24 | Church planting Playbook | Weekly coaching in "how to plant this type of church" will include these topics: | 1. Coaching AAP plans 2. Prayer Strategy 3. Promotion/evangelism Strategy 4. Core Group curriculum development 5. Launch Team training and equipping 6. Banking and Budgets 7. Year 1 Sermon Calendar 8. Bylaws and Policies |