

# MARS HILL CHURCH | LEAD PASTOR RESIDENCY PROGRAM

## WHAT IS IT?

The Lead Pastor Residency exists to assess, train, and send out called and competent men to be Lead Pastors of Mars Hill churches and Acts 29 church plants around the globe. The program is designed to provide residents with the necessary skills and knowledge to be a Mars Hill and Acts 29 Lead Pastor generally, and to provide residents with individualized and customized development opportunities to ensure that they are prepared for long-term pastoral leadership. The training within the program is intended to be completed within ten months and residents would be expected to launch their church plants within six months of finishing the program. Similar to a medical residency, the Lead Pastor Residency focuses on the fine tuning of specialized skills for specific contexts of those individuals who have already demonstrated character, competency, chemistry, and calling necessary to succeed in a specific role; namely that of the Lead Pastor. Therefore, a resident should be able to launch a church as the Lead Pastor in no more than sixteen months from entering the program. The Acts 29 Network contends that there are ten qualifications that determine if a man will succeed in being a church planter.<sup>1</sup> Five of these qualifications must be inherent in a person applying to join the Network, for they cannot be trained but must be possessed. The remaining five qualifications cover areas in which men can be developed.

*The five inherent qualifications that we look for in the assessment process are:*

- |                                    |                                      |
|------------------------------------|--------------------------------------|
| 1) Spiritual vitality              | 2) A strong marriage and family life |
| 3) Emotional health                | 4) Entrepreneurial aptitude          |
| 5) Clarity and strength of calling |                                      |

*The five qualifications that will be developed through the residency program are:*

- |                           |                         |
|---------------------------|-------------------------|
| 1) Theological clarity    | 2) Missional lifestyle  |
| 3) Disciple-making skills | 4) Leadership abilities |
| 5) Relationship building  |                         |

Each accepted resident will have a detailed individual development plan that will include universal requirements geared to address the five developable qualifications as well as customized requirements for that specific resident to strengthen his inherent qualifications. The training focuses on strengthening the Character & Calling of the residents through coaching, personal interaction, a final assessment, and public commissioning; while at the same time developing the Competency and Chemistry of the residents through residential and contextual training.

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<sup>1</sup> For a full description of the 10 Qualifications of a Church Planter, see Scott Thomas' article found here: <http://www.acts29network.org/article/ten-qualifications-of-a-church-planter/>

## IS IT FOR ME?

A Lead Pastor is a man who meets the qualifications of elder as outlined in Scripture; that is, one whose character reflects his identity in Christ, whose calling to sacrificially serve the local church as been confirmed by other elders, and who has demonstrated the necessary competencies to faithfully shepherd and lead the bride of Christ. He is a man who, by God's grace and through his Spirit, is a leader of leaders, a vision setter, and selfless servant shepherd. The "high-capacity" leaders who we are looking for are men who have demonstrated that they have the potential to be leaders of leaders. Men who, by God's grace and in his Spirit, can faithfully lead Mars Hill Churches of 2,000+ members or Acts 29 churches of 800+, who have the ability and character to attract other leaders, and the humility and skill to train and send out leaders from within their church.<sup>2</sup>

*When deciding if the Lead Pastor Residency could be a good fit for you, consider the following questions...*

- 1) Do I meet the qualifications of an elder as mandated by the scriptures?
- 2) Am I able and being led by the Lord to start something new; whether an Acts 29 church plant or a new Mars Hill church?
- 3) Do I align with the vision, mission, and beliefs of Mars Hill Church and the Acts 29 Network?
- 4) Is my family ready to move and begin a new work within 12 months?

*Helpful resources in determining your call to start a new church with Mars Hill or Acts 29 are:*

- Listen to "Residency Program Promo" video by Mark Driscoll
- Work through the following and ask yourself if you are the man described
  - Dave Bruska's blog "Am I am Lead Pastor?"
  - "Church Planter" by Darrin Patrick (specifically Chapters 2 & 3)
  - Scott Thomas' blogs "The Planter's Ultimatum" and "Am I a Church Planter?"
  - Allen Thompson's "Is Church Planting for Me?"
- Listen to "4 Points of the Movement" by Mark Driscoll
- Listen to "The Mission and Vision of Acts 29 Network" by Mark Driscoll

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<sup>2</sup> The danger of placing a numerical measurable on leadership potential, is that we assume success is numerically centric. While numbers can be indicators of success, biblically we understand that success is measured by what is built on the foundation of Christ (I Corinthians 3:10-17)-mature & faithful believers; and, that it is God who ultimately determines the fruit of faithful labor (I Corinthians 3:6-7). We pray and labor for larger churches because we want more people to hear and be transformed by the gospel; but our final measurement of success is not numbers, but faithfulness (which itself is a high standard).

## WHEN SHOULD I APPLY?

If you are more than 12-18 months away from being ready (because of skills that need to be developed, family, current job, etc.) to begin a new work as a Lead Pastor, or are under the age of 24, we would encourage you to consider the following:

- 1) Participating in Re:Train
- 2) Applying for a *job* at a Mars Hill church
- 3) Finding out about job openings within any Acts 29 churches by filling out this form.

## HOW DO I APPLY?

The first step to joining the Mars Hill Residency Program is to fill out the application found here <http://processapp.org/courses/mars-hill-residency>. All applications are due by **April 1**. Begin by registering through the link above and filling out the initial questionnaire. Once you have completed this first step, you will be invited to complete the full application, which includes the following components:

- Contact Information including a family photo
- Resume
- References from Overseeing Pastor, Friend/Peer, and Disciple
- Testimony & Calling Questionnaire
- Marriage & Family Questionnaire
- Wife's Questionnaire
- Theology, Core Values, and Pastoral Theology Questionnaire
- Strategy Questionnaire
- Confidential Questionnaire
- Personality Profiles
- Preaching Sample

## WHAT DOES THE APPLICATION PROCESS LOOK LIKE IN 2012?

1. The first step to joining the Mars Hill Residency Program is to fill out the application found here <http://processapp.org/courses/mars-hill-residency>. All applications are due by **April 1**.
2. The applications will be reviewed and potential residents will be notified by *May 1* regarding if they will be invited to move on in the process or not.
3. After receiving confirmation to continue in the application process, potential residents will participate in a phone interview with the Mars Hill Assessment Coordinator.
4. The final step in the application process is for the potential residents and their spouses to participate in the Residency Assessment Weekend.
  - i. The Residency Assessment Weekend is a time for potential residents to learn about Mars Hill and Acts 29 through interaction with Residency Program leadership, Mars Hill and Acts 29 Lead Pastors, and Mars Hill Executive Elders.
  - ii. The Residency Assessment Weekend provides time for the potential residents to meet with various Mars Hill and Acts 29 elders and leaders as a final assessment to discover if the residents' character, competency, chemistry, and calling would allow them to be a good fit for the program.
  - iii. The Residency Assessment Weekend will take place *May 17- 20*.

Potential Residents will be informed by the week of May 28<sup>th</sup> whether or not they have been accepted into the Residency Program.

## WHAT SHOULD I KNOW BEFORE I BEGIN THE PROCESS?

Before moving on into the application process, please be sure to review the following: **FAQ:** Please carefully review the Leadership Pastor Residency FAQ in its entirety. **Doctrinal Statement:** Please carefully review and be in agreement with the Mars Hill Church and Acts 29 Doctrinal Statement. Also, listen to Mark Driscoll's Mission & Vision of Acts 29 Network and "4 Points of the Movement."

## WHAT IS THE STRUCTURE / DIFFERENT “TRACKS”?

An integrated residency program designed to equip and send out Mars Hill and Acts 29 Lead Pastors requires a structure that embraces the differences and different skills sets required of each role while at the same time provides continuity across the training. Likewise, the residency program is structured in a way that “pushes” men out. We are committed to and focused on sending out Lead Pastors, not getting them bogged down in what is already going on in a particular Mars Hill Church. The Lead Pastor Residency consists of three tracks: one for Acts 29 church planters, one for Mars Hill lead pastors, and a third track for established churches that “fold” into Mars Hill. The process for entering the program regardless of track is the same, and each resident will have a customized development plan to guide his equipping and additional requirements.

### *Application Timeline*

April 2012: cut off for applications

May 2012: Residency Assessment Weekend and first class of residents chosen

### *Residency Timeline*

June 2012: all Acts 29 residents attend GCM fund raising training

July 2012: all residents relocate to Seattle by July 15<sup>th</sup> for Welcome Week

August 2012: residency program tracks begin in Seattle along with Re:Train

January 2013: all residents move into the context in which they will be planting

April 2013: commissioning weekend

### *Track One (Acts 29 Lead Pastors)*

The Church Planter Track is designed to equip potential church planters in a way that prepares them for church planting by providing the necessary tools and addressing the common pitfalls to planting a healthy and successful church. This track is a mixture of residential training, contextualized learning, and coaching.

**Residential Training:** the goal is to have church plants start by the end of the residency program. In order to accomplish this, the Acts 29 residents are required to live in Seattle for the first six months of the program and participate in a local Mars Hill church. The first half of the program (July – December) focuses on equipping the residents to lay the foundations of the church plant. These foundations include preparing for the hardships & avoiding the pitfalls of church planting, fundraising, developing a vision & philosophy of ministry, and creating an approved launch plan that will allow them to start a new church in their specific context. Residential times cover the five developable qualifications of a Lead Pastor, participation in Re:Train, courses developed by Acts 29 staff, and collaborative courses with the Mars Hill residents.

**Contextualized Learning:** The second half of the program (January – April) focuses on the execution of the approved plan. The resident continues to participate in Residential Training one week a month as skills are

being honed, but the majority of the residents time is spent executing the plan developed in the first half of the program.

**Coaching:** each resident is assigned a Gospel-Coach for the duration of the program (at least 12 meetings) who is an Acts 29 Lead Pastor that either lives within the Region the resident is hoping to plant, or is using the model of church plant that the resident desires to employ 3 Strategic launch plans will be developed in the first half of the program for the Mars Hill Senior Counsel to review and affirm. Acts 29 leadership will also weigh in on the plans to give the final green light for moving forward.

### *Track Two (Mars Hill Lead Pastors)*

The goal of the Mars Hill track is to produce a Mars Hill Lead Pastor who is ready to take on the duties of Lead Pastor by the end of the program (if not sooner). This is accomplished through residential training, contextualized learning, and coaching.

**Residential Training:** all Mars Hill residents are required to live in Seattle, become Mars Hill members, and participate in a local Mars Hill church. Residential times include addressing the five developable qualifications of a Lead Pastor, participation in Re:Train, courses developed by the Mars Hill staff, interaction with Mars Hill Lead Pastors and Executive Leaders, and collaborative courses with the Acts 29 residents. The first half of the program (July-December) focuses on DNA transfer and development of a strategic launch plan.<sup>3</sup>

**Contextualized Learning:** The second half of the program (January – April) focuses on the execution of the approved launch plan of the new Mars Hill Church. The resident continues to participate in Residential Training one week a month as his skills are being honed, but the majority of the residents time is spent executing the plan developed in the first half of the program.

**Coaching:** each resident is assigned a Gospel-Coach for the duration of the program (at least 12 meetings) that is a Mars Hill Lead Pastor.

### *Track Three (High Mars Hill DNA Existing Church Merger)*

The goal of this track is to assess and merge an existing church with a Lead Pastor who has assessed as a qualified Lead Pastor and who possess a fair amount of Mars Hill DNA to start.

**Residential Training:** The existing Lead Pastor is required to spend one month in Seattle with his family. Accommodations will be provided for the resident and his family while he spends intentional one-on-one time with key ministry leaders to develop a re-launch plan for his existing church. He will experience the daily expectation of a Lead Pastor through the sponsorship/shadowing of one of the existing Mars Hill Lead Pastors.

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<sup>3</sup> Strategic launch plans will be developed in the first half of the program for the Mars Hill Senior Counsel to review and affirm.

**Contextualized Learning:** After the immersion month and once his re-launch plan is approved, the resident will begin the process of transforming his existing church into a Mars Hill Church while continuing to participate in Residential Training one week a month as his skills are being honed. The majority of the resident's time will be executing the plan developed in the residential training portion of the program.

**Coaching:** each resident will be assigned a Gospel-Coach for the duration of the program (at least 12 meetings) that is a Mars Hill Lead Pastor.

## **IS THIS A PAID POSITION?**

For 2012, only those in the Mars Hill Lead Pastor track will be paid. Our prayer is that the Lord would provide the resources to pay for those in the Acts 29 Lead Pastor track as well; however, in 2012 those in the Acts 29 track will be required to raise support in order to pay for living expenses. Mars Hill will pay for all residents training expenses, including books, material, ReTrain, etc. For specific details on salary and benefits, please email [residency@marshill.com](mailto:residency@marshill.com).

## **HOW LONG DOES IT LAST?**

The program consists of six months of training in Seattle (July – December) followed by four months (January – April) of training while the resident is in his new church start location.

## **WHAT DOES A TYPICAL WEEK LOOK LIKE DURING THE RESIDENTIAL PHASE?**

See the *2012 Residential Calendar PDF*.

## **WHAT WILL I SPEND MY TIME DOING DURING THE CONTEXTUALIZED LEARNING PHASE?**

The second half of the program will be spent executing the launch plan developed in the residential half. A typical week will vary in regards to specifics, but the primary work will be developing a core team, engaging the community, preparing for the hard launch, etc. Also, residents will be required to return to Seattle for one week each month (February – April) to complete their residential training.

## **WILL I HAVE A BUILDING TO START MY CHURCH IN?**

Depends on context and opportunity.

## **CAN I BRING MY OWN STAFF MEMBERS?**

One of the goals of Mars Hill is to be a church that raising up a continuous pool of leaders from which our churches and church plants can be staffed. However, we recognize the need to bring in those outside of Mars Hill. Acts 29 residents will have the freedom to determine whom they invite to join their staff. Mars Hill residents are welcome to recommend potential staff members and the Mars Hill Leadership Development team will interview and assess them to see if they will be a good fit for the needed roles and also what training they might need to go through.

## **ARE ALL MARS HILL CHURCHES ACTS 29 CHURCHES?**

Yes. All Mars Hill Lead Pastors are required to go through the Acts 29 assessment process, join, and participate in the Acts 29 Network.

## **DO I GET TO CHOOSE WHERE I START MY CHURCH?**

Each resident will put together a strategic launch plan for his new church during the first six months of training. These proposals must be approved by the Mars Hill Senior Counsel before the resident moves to his new context. Those residents entering into the program on the Acts 29 track will have greater freedom (though not complete) to determine their church start location. Those residents entering into the program on the Mars Hill track will have less freedom (though some) to determine their church start location.

## **WHAT DOES TRAINING LOOK LIKE?**

Acts 29 contends that there are ten qualifications that determine if a man is or will succeed in being a church planter.<sup>4</sup> Five of these qualifications must be inherent in a person applying to join the Network, for they cannot be trained but must be possessed. The remaining five qualifications cover areas in which men can be developed.

*The five inherent qualifications looked for in the assessment process are:*

- 1) Spiritual vitality
- 2) A strong marriage and family life
- 3) Emotional health
- 4) Entrepreneurial aptitude
- 5) Clarity and strength of calling

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<sup>4</sup> For a full description of the 10 Qualifications of a Church Planter, see Scott Thomas' article found here: <http://www.acts29network.org/article/ten-qualifications-of-a-church-planter/>

*The five qualifications developed through the residency program are:*

- 1) Theological clarity
- 2) Missional lifestyle
- 3) Disciple-making skills
- 4) Leadership abilities
- 5) Relationship building

Each resident accepted into the program will have a detailed individual development plan that will include universal requirements geared to address the five developable qualifications as well as customized requirements for that specific resident to strengthen his inherent qualifications. The training focuses on strengthening the Character & Calling of the residents through coaching, personal shepherding and development from the Residency Director, a final assessment, and public commissioning; while at the same time developing the Competency and Chemistry of the residents through residential and contextual training.

### *Character:*

A Lead Pastor, whether of a Mars Hill Church or an Acts 29 Church Plant, at minimum must meet the qualifications of an Elder as outlined in Scripture. A Lead Pastor must be a man who demonstrates Christ like character in his marriage, his home, his vocation, and his ministry. The assessment process allows Mars Hill to see how well a potential resident's character is developed and in what areas the resident needs improvement. Development in character will be the primary focus of the residency program leadership and the assigned Gospel-Coach.

#### *Universal Requirements:*

- Gospel-Coach meetings (minimum of 12 during the program)
- Regular meeting with Residency Director
- Required readings (books focusing on humility, prayer, and godliness)

#### *Potential Customized Requirements:*

- Participation in Redemption Groups
- Marital Counseling

### *Calling:*

A Lead Pastor is a man who has been called to be a disciple of Christ, called into ministry as a faithful servant, and called into leadership as an elder of a local church. The calling of a Lead Pastor is both subjective and objective. Subjectively, he is compelled to be a servant-leader and is passionate about serving and leading the church under Christ's authority, to the Father's glory, through the power of the Spirit. Objectively, he demonstrates a Christ-like

character and the necessary competencies, as outlined in Scripture, within a local church, and is “commissioned” or “ordained” as a demonstration and conformation of his calling.

*Universal Requirements:*

- Final Assessment (the Acts 29 Assessment)
- Public Commissioning

*Competency:*

There are certain competencies that a Lead Pastor of a Mars Hill Church or of an Acts 29 Church Plant shares. These competencies include: soundness of doctrine, ability to shepherd the flock (know, feed, lead, and protect), ability to rightly handle and divide Scripture, ability to engage missionally, and the ability to lead others toward the glorification of God in all of life. There are also specific competencies needed to be a Mars Hill Lead Pastor that differ from those of being an Acts 29 Church Planter. Weekly training times will focus on the shared competencies, while cohort training times will focus on the competencies specific to the differing roles developing the “head and heart” of the residents. Residents will also be required to complete a “Lead Pastor Project” (such as developing new community groups in an unengaged area of town) given to them by their assigned church’s Lead Pastor.

*Universal Requirements:*

- Required Readings
- Preaching & Teaching Labs culminating in Q-School
- Leadership Course (vision, team building & dynamics, self-awareness)
- Leadership Development Processes (Membership, Interns, Deacons, Elders)
- Disciple, Community, Redemption, and Next Gen ministry overviews
- Leading a Re:Train cohort
- Historical & Theological Foundations (church history: where we come from and where we are going)
- Gospel & Culture (engaging missionally, evangelism, etc.)
- Financial Preparation (for the plant and personally)
- Development of strategic launch plans
- Lead Pastor Project

*Potential Customized Requirements:*

- Re:Train (entire program or specific courses)
- Participation in Redemption Group
- Fund Raising training through GCM
- Starting new Community Groups

## *Chemistry:*

The Lead Pastor Residency is designed to produce Mars Hill and Acts 29 Lead Pastors. Both organizations have unique identities and participation in both requires more than competency as a Lead Pastor for long-term health. The desire is to plant Mars Hill and Acts 29 churches that are united together in belief and deep relationships. Therefore, residents, especially those leading Mars Hill churches, must demonstrate chemistry between Mars Hill and Acts 29 leadership. “DNA” transfer is a vital component of the program.

### *Universal Requirements:*

- Required Reading
- Participation in an Acts 29 Boot Camp
- Gospel Coach meetings with either Acts 29 or Mars Hill Lead Pastors
- “4 Points” Curriculum: gospel-centered theology, complementarian relationships, Spirit-filled lives, and missional churches
- Attending Lead Pastor Syncs
- Monthly interaction with the EE
- Living and participating a minimum of six months at a Mars Hill church in Seattle for Tracks 1 and 2 or one month for Track 3
- Regular meeting with the Residency Director
- Developing relationships with Acts 29 pastors in the area they are planting

## **WHEN DOES THE PROGRAM START?**

July 2012, though all applications for 2012 must be received by April 1<sup>st</sup>. All applications received after that date will be considered for the 2013 class.

## **DOES MY FAMILY HAVE TO MOVE TO SEATTLE?**

Yes, all residents (excluding those in Track 3) are required to move to Seattle for at least six months. We desire for our residents to be infused with Mars Hill DNA and also desire to partner with and support our residents for the life of their ministries. We believe the best way to ensure this is by forming relationships in context together.

## **CAN MY FAMILY ONLY BE IN SEATTLE PART OF THE TIME?**

If there is another reason other than convenience (i.e. a special needs child, already in the location that you will start your church, etc.) please email [residency@marshill.com](mailto:residency@marshill.com) to discuss specifics.

## **IS MY WIFE EXPECTED TO HAVE ANY SPECIFIC ROLES OR DUTIES DURING THE PROGRAM?**

There are no extra expectations put on the wives of residents. The wives are expected to be fulfill wives as outlined in Scripture and faithful members of Mars Hill Church as outlined in the membership covenant. Residents wives will have the opportunity to be invested in by Mars Hill leadership during the program and encouraged to participate in relationship building and preparation times for the ministry ahead, but this will be done in a manner that does not put undue pressure on time or family.

## **WHAT ABOUT FAMILIES WITH SCHOOL-AGE CHILDREN?**

We understand that what we are asking is a “big ask”. Moving to a new area for a relatively short period of time only to move again can be difficult on families, especially children. This is why we have such a thorough application process, because we want to ensure that we not only have the right men in the program, but that their families are prepared, on board, and have counted the cost of this calling. Mars Hill will do everything we can to ensure that the transitions are as painless as possible, including recommending schools and finding home school co-ops to participate in.

## **HOW IS ACTS 29 INVOLVED IN THE PROGRAM?**

Acts 29 Leadership has been an active voice in the development of the program. The Acts 29 staff will also run the church planter cohort training for Track 2 residents.

## **CAN I CHANGE “TRACKS” ALONG THE WAY?**

Our hope is that through the application process each resident’s calling and aptitude is confirmed and that there will be no need to change tracks in the middle of the program.

## **WHAT IF I AM THE PASTOR OF AN EXISTING CHURCH AND WANT TO LEAD MY CHURCH TO JOIN MARS HILL?**

Please email [residency@marshill.com](mailto:residency@marshill.com) for more information on how to join with Mars Hill Church.

## **WHO DO I CONTACT WITH QUESTIONS?**

All questions can be directed to [residency@marshill.com](mailto:residency@marshill.com).

## WHAT ARE THE RESPONSIBILITIES OF MARS HILL LEAD PASTORS?

### *Qualifications:*

- Fulfill the duties required of Mars Hill Church members as outlined in the membership covenant
- Fulfill the character qualifications of an Elder as taught in Scripture & complete the Mars Hill Elder process
- Alignment with church leaders and passionate about casting vision and development of leaders
- Proven track record in ministry and biblical discipleship of others at a Deacon/Elder level
- Humble, desire to continually improve, and passion to build a world-class church and ministry operations
- Commitment to serving Mars Hill Church and support the mission
- Discretion, perseverance, patience, and sense of humor; team spirit and genuine caring
- Strong Priestly gifting with the ability to influence and inspire those on their team

### *Knowledge & Skills:*

- Have a strong gift of leadership and proven track record of attracting and developing leaders of leaders
- Loves Jesus and has a desire to see lives and communities changed by the gospel
- Possess entrepreneurial spirit with a strong gifting in priestly roles
- Successful at multi-tasking, time management, prioritizing, and influencing a team
- Ability to create & cast vision, engage the culture with the gospel, and communicate with compelling clarity
- Ability to handle sensitive issues, maintain confidentiality and trust regarding church and member information
- Ability to work with and maintain positive, loyal relationships with others in and outside the church
- Ability to communicate clearly through preaching, teaching, and being in front of people

### *Duties & Responsibilities:*

- Ensure fulfillment of Mars Hill Church's four ministry priorities (Sunday services, community, leadership, training)
- Lead, develop, and manage church staff
- Preach, pray and disciple the church working out of your strengths
- Recruit, train up, and send out leaders to participate in and start new churches
- Create and cast vision for staff, volunteers, and church members
- Collaborate with Mars Hill Church departments to carry out mission
- Ensure the health of church location
- Keep teams on mission for Jesus
- Fundraising and budget oversight

**Schedule:** Monday–Friday plus Sunday responsibilities

**Hours:** 50 hours per week

**Location:** Mars Hill Church

**Vacation:** Two weeks floating vacation plus one week at Christmas

**Benefits:** Medical, Dental, Vision, Retirement, and Disability