

Timothy Fund Proposal for Chuck Apprentice

1. Position: Church Planting Intern, First Presbyterian Anytown

We welcome Chuck to our staff and have high hopes of assisting him in his plans to plant a new church in the greater Anytown area. While Chuck performs his duties at FPAC, our staff will be working with him to prepare him thoroughly for the launching of the new church plant.

2. Job Description:

Over sight of FPAC Small Group Ministry, including LIFE Groups, Men's Discipleship and Women's Discipleship Groups

He will gather and form a LIFE Group of his own. A LIFE Group is a group of 8-18 adults(married and single) meeting for fellowship, study, prayer, and caring for one another.

He will gather and form one or more Men's Discipleship groups. A discipleship group is a group of 3-5 men meeting for study, prayer, and accountability to the means of grace.

His assignment to gather and lead small groups will be good training for gathering and leading a new church.

He will preach several times a year.

He will assist in the leading of worship services, making use of his musical and platform skills.

He will have the responsibility of planning a major event, to observe his ability to plan, execute and manage people toward a common objective.

3. Learning Contract

Go through Gospel Transformation with Joe and Jill Smith

Attend CP Global Advancement Conference

Attend Gospel Coalition Conference

Receive Evaluations and feedback from mentors (Senior Pastor/Planter and Assistant Pastor)on

Small group leadership skills (including recruiting, gathering - can he gather and successfully put together a vibrant small group?)

Team leading skills (does he know how to form and lead a ministry team successfully?)

Meeting planning and execution skills (can he conduct a meeting that is enjoyable, profitable, stimulating, productive, inspiring?)

Preaching- will be evaluated/critiqued re: content, delivery, incl. warmth, passion, connecting with audience

Worship leadership skills (platform presence, verbals, prayer)

Other areas of needed development

Evangelism/Networking - needs goals and accountability for relating successfully to those outside the church- will be provided by FPAC mentors

Needs work in Vision Casting - will have opportunities to articulate vision for CP to staff and session initially - will be evaluated and given opportunities to present to potential core families for the new plant

Psychological - will be evaluated and advised by Dr. Richard Smith, FPAC member, psychologist, and executive coach

4. Church Plant Plan

Our hope would be for Chuck to gather a core of people out of our church, and start a new church.

We expect him to gather the group, lead them in prayer, Bible study and ministry for a period of time, then prepare for and finally launch the new church. We would treat them as a daughter church, with financial and prayer support, and coaching and mentoring from our CP Team. We

expect Chuck to get to know Anytown well during his first year and prayerfully decide on the best location for the new church.

5. Mentors

The primary mentor will be Senior Pastor, founding and Sr. Pastor of FPAC, MNA Chairman of Our Region Presbytery, and leader of the Our Region Church Planting Network. Other mentors will include Assistant Pastor at FPAC, and local Our Region Network church planters A, B, and C. CP Team leader D, a retired Ford Motor Co. Executive and veteran lay leader of church plants, will also be a valuable coach and advisor to Chuck.

6. Budget

Chuck's initial salary package is in line with those of the staff of FPAC regarding his training, age, and experience. Year One Salary and Benefits:

\$21,766 salary
\$30,000 housing
\$13,000 medical/dental
\$576 disability and life insurance
\$500 continuing education
\$1,000 ministry expense reimbursements
\$250 book allowance
\$6,212 retirement contribution
\$73,304 Total package

There will be additional CP costs in the first year also: \$9938 (Budget attached)

Year two salary package may be adjusted by his core group under the oversight and counsel of the FPAC Session.

Year Two Start-up Costs: \$ 7539 (see budget)

All budget requests and changes will also be reviewed by the MNA Committee of the presbytery. FPAC will assure the Timothy Fund is repaid.

7. Sources of Funding. Chuck is soliciting funds from churches, friends and the local presbytery .

He has a solid group of churches he is contacting, and I am including a cover letter to those pastors and Missions Committees. Presbytery will contribute \$24,000 over two years and FPAC will contribute a minimum of \$10,000 over two years and that could rise to \$20,000.

8. Transition Plan

Year One: 75% FPAC responsibilities, 25% CP responsibilities (fund raising, core gathering, location determination)

Year Two: 20% FPAC responsibilities (mostly Sunday worship, if CP worship services not launched yet, plus staff meetings), 80% CP resp.

Year Three: 100% CP

Respectfully Submitted,

Sr. Pastor, First Presbyterian Anytown (PCA)