



CALVARY Revitalization

Replanting Residency Application

Thank you for your interest in our revitalization and replanting residency program at Calvary Church. Our hope and prayer for this residency program is to encourage, educate, equip and unleash future pastors in their role of helping to lead revitalization in dying and declining churches for the glory of God. Under supervision, residents will gain knowledge and experience in the areas of pastoral leadership, shepherding, and preaching for a church revitalization context. We are excited about the possibility of you joining us!

There are 3 main parts to this application process. Please send each of the following via email to both mark@thecalvary.org and jeff@thecalvary.org .

1. An updated resume.
2. Two letters of recommendation (one from a current or former pastor).

These letters should speak to your character, experience, and skills, and should discuss both strengths and weaknesses. Please ask your references to state how long and in what relational capacity they have known you. If you are married, one of your two recommendation letters should be a letter from a pastor who can describe your marriage and speak to its suitability for ministry.

3. Please type and email the following application:

GENERAL INFORMATION

Name _____

Date of Application _____

Preferred Address

Preferred Phone _____

Alternate Phone _____

Email address _____

Marital Status: Single/Married

Name of spouse _____

How did you hear about the Residency Program?



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EDUCATION BACKGROUND

Please list all schools attended and both degrees started and degrees completed (high school, technical college, university, graduate school, Bible institute or seminary)

THEOLOGICAL ALIGNMENT

Calvary Church joyfully partners in ministry and mission with both Acts 29 and the Southern Baptist Convention. Please read through the following doctrinal and philosophical statements for these two networks. Please share any areas of disagreement you have and why.

Acts 29 Overview - <http://www.acts29.com/about/> (Please read through this entire page)

SBC Baptist Faith & Message - <http://www.sbc.net/bfm2000/bfm2000.asp>

STRENGTHS & SKILLS

1. How would your friends and family describe you?

2. List your top three strengths and top three areas of needed and desired growth:

Strengths:

1. _____
2. _____
3. _____

Areas of needed and desired growth:

1. _____
2. _____
3. _____

PERSONAL STORY

What do you like to do for fun?

What kind of music do you like? Favorite bands or artists?

What are some of your favorite blogs or web-sites?

What books have had the greatest impact on your life and why (other than the Bible)?

Please answer the following questions in 2-3 paragraphs:



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1. Please describe your faith journey. Include how God got your attention and some significant experiences and people that He used. How has this journey prepared you for this position?
2. How has your past ministry experiences helped prepare you for this position?
3. How does this position fit into your short and long-term goals? What do you hope to gain from this experience? Why do you want to do this?

Calvary Church Replanting Residency: Job Description

DESCRIPTION

The Calvary Family of Churches Church Replanting Residency is a residency designed to help church replanting residents explore their vocational calling, be equipped for pastoral ministry, be exposed to church replanting, and engage in missional living. The residency is a twelve month program, beginning in September and ending in August of the following year. The residency consists of 3 distinct experiences: pastoral cohort (1st Thursday of the month, 4-6:00 PM), preaching cohort (3rd Thursday of the month, 4-6:00 PM), and the church replanting cohort (2nd and 4th Thursdays of the month, 4-6:00 PM). All residents will receive a mid-course evaluation, designed to help steer the second half of the residency and provide direction for the resident post residency.

EXPECTATIONS

Replanting residents will be expected to live and serve in a manner worthy of the Gospel (Phil. 1:27), by God's grace, seeking to love God with all they are, love others sacrificially, and make joyful, passionate disciples of Jesus (Matt. 22:37-39; 28:18-20).

Church replanting residents will be expected to give 8-10 hours a week to their cohorts and supervised ministry and an additional 5-8 hours a week to their homework and living on mission. Each week, residents will be expected to attend the scheduled cohort meetings, complete all required homework, and engage in all required ministry/mission



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experiences. Residents will also be expected to engage in a supervised ministry experience, which will be defined and determined by the local elders at Calvary Church Englewood.

EVALUATION

All replanting residents will participate in an evaluation, where the Calvary Family of Churches Church Replanting Director and 1-2 local elders from Calvary Church Englewood will work in concert with The North American Mission Board to assess the resident's progress and work with the resident to chart a course for the remainder of the residency and beyond. No Calvary Church replanting resident is guaranteed the endorsement of The Calvary Family of Churches to replant a church. However, pending the results of the evaluation, some residents will be endorsed and will be directed in next steps towards becoming a Lead Church Replanter.



Replanting Residency: Syllabus

1. Attendance and Participation

Because presence is crucial to the work of church revitalization, residents are expected to be at all cohort meetings (1st and 3rd Thursdays: 4-6:00pm, 2nd and 4th Thursdays: 4-6pm on Thursdays, 5th Thursdays: OFF) and special events. They will also be required to attend Monday evening Shepherding meetings (5-6:30) and Wednesday afternoon staff meetings (2-3:30), unless other arrangements have been discussed and agreed upon.

2. Reading Report

Each required text should be read reflectively, particularly focusing on how the material relates to the work of church replanting and revitalization. Residents will be required to complete four books per semester and submit a 2-3 page reading report for each. All four reading reports will be due by the end of the semester.

3. Replant Roundtables

Residents will participate in roundtable discussions of assigned readings and other material/special assignments. There will also be periodic roundtable discussions with successful church replanting and revitalization pastors. These will take place once a month on a Monday evening from 7:30-9:00pm at Calvary.

4. Journaling

Residents will keep a journal throughout the residency. The expectation is that the resident will journal 1-2 pages each week. These journals should reflect the soul work the student is doing, and reflect on how lessons learned through the readings and discussions can be practically applied in a local church context.



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5. Declining Church Visit

One of the special assignments is for residents to go spend a morning visiting a congregation that is declining and in need of revitalization. The purpose of this visit will be to go encourage the folks who are there, taking part in whatever activities they have going on that day (probably a worship service and Sunday School class) and observe EVERYTHING that is going on...from the moment the resident steps out of your car to the moment they get back in to leave.

Residents will then write up a 3-5 page paper describing the experience. Be sure to include practical takeaways that can be applied to a future revitalization or replant ministry opportunity.

6. Pastoral Care/Shepherding Observation Opportunities

Residents will have some opportunity to observe and be part of pastoral care in action (Hospital Visits, Shepherding Visits, etc.) These opportunities will also arise through involvement in a Community Group. Residents should report on these opportunities in their Journal.

7. Prayer

Because the work of a replanting pastor depends so much on the care for his flock, residents will be expected to pray systematically for the members of Calvary as part of their weekly shepherding responsibilities.



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Sample: Fall Replanting Residency Schedule

Required Books:

Christ-Centered Preaching, Bryan Chapell
Reclaiming Glory, Mark Clifton
Humility, C.J. Mahaney
The Shepherd Leader, Tim Witmer

NOTE: All reading assignments are due by the end of the stated month with the exception of Witmer's book. Have the Witmer chapters read and ready to be discussed for the Pastoral Cohort on the first Thursday of each month.

September

2nd: Pastoral Cohort #1
9th: Preparing for Revitalization Pt. 1
16th: Preaching Cohort #1
23th: Preparing for Revitalization Pt. 2
30th: NO MEETING

September Reading Assignments:

Chapell – Chapters 1-2
Clifton – Chapters 1-2
Mahaney – Chapters 1-3
Witmer (Have finished by Pastoral Cohort) – Chapters 1-5

October

6th: Pastoral Cohort #2
13th: Preparing for Revitalization Pt. 3
20th: Preaching Cohort #2
27nd: The Heart of Revitalization Pt. 1

October Reading Assignments:



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Chapell – Chapters 3-5

Clifton – Chapters 3-5

Mahaney – Chapters 4-6

Witmer (Have finished by Pastoral Cohort) – Chapters 6-7

November

3th: Pastoral Cohort #3

10th: The Heart of Revitalization Pt. 2

17th: Preaching Cohort #3

24th: NO COHORT - Thanksgiving

November Reading Assignments:

Chapell – Chapters 6-8

Clifton – Chapters 6-8

Mahaney – Chapters 7-9

Witmer (Have finished by Pastoral Cohort) – Chapters 8-9

December

1st: Pastoral Cohort #4

8th: The Heart of Revitalization Pt. 3

15th: Preaching Cohort #4

December Reading Assignments:

Chapell – Chapters 9-11

Clifton – Chapters 9-10

Mahaney – Chapters 10-12

Witmer (Have finished by Pastoral Cohort) – Chapters 10-11

Replant Roundtables (On Mondays, 7:30-9:00pm at Calvary)

2016:

September 26th

October 24th

November 14th

December 12th

2017:

January 23rd



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February 20th

March 20th, 2017 – Declining Church Discussion (Paper Due)

April 24th

May 22nd

June 26th

July – OFF

August 28th

Replanting Cohort Topics – 40 Foundations

Part 1: Preparing for Biblical Revitalization (September – October)

1. What is church revitalization?
2. Why is church revitalization needed?
3. Understanding God's heart for revitalization
4. Counting the Cost: Potential Disadvantages and Challenges in Revitalization
5. Counting the Joy: Potential Advantages and Opportunities in Church Revitalization
6. Is this church ready for revitalization?
7. Am I ready for revitalization?

Part 2: The Heart of Biblical Revitalization (November – December)

8. Heart Posture #1: Humility
9. Heart Posture #2: Love
10. Heart Posture #3: Patience
11. Heart Posture #4: Faith
12. Heart Posture #5: Passion
13. Heart Posture #6: Joy

Part 3: The Priorities of Biblical Revitalization (January – March)

14. Humble, Dependent Prayer
15. The Power and Necessity of Shepherding Preaching
16. Knowing, Serving and Networking in the surrounding Community
17. Building Trust and Winning Hearts in the Congregation
18. Developing a Ministry Strategy
19. Leading Effective Change with the Word
20. Creating a Clear Shepherding Strategy
21. Leading and Shepherding Difficult People
22. The Necessity of Biblical Leadership: Pastors and Deacons
23. Membership Matters: How to do Membership Well

Part 4: Strategic Ministry Practices of Biblical Revitalization (March – May)

24. Developing and Deploying Leaders
25. Designing a Gospel-Centered Weekend Worship Experience
26. Reimagining Adult Sunday School and Christian Education
27. Ministering Strategically to Children and Teenagers



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28. Creating Transformational, Biblical Community
29. Making Disciples through Intergenerational Discipleship Groups
30. Showing and Telling the Gospel through Strategic Relational Evangelism
31. Redeeming Empty Space: Maximizing The Use Of Your Church Building

Part 5: Persevering in Biblical Revitalization (June & August)

32. Rooting Your Life And Ministry In The Gospel
33. Cultivating a heart for long haul ministry
34. Putting your Marriage and Family First
35. Growing in Emotional Intelligence
36. Facing Criticism in a Godly Manner
37. Handling Conflict Biblically
38. Caring for Your Soul through Spiritual Disciplines – resting well---- Bible and prayer
39. Managing Your Schedule
40. Training Up and Sending Out Church Revitalizers and Replanters



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Extra Growth Opportunities

Beyond the learning that happens in the cohort groups, as well as through serving in various capacities within the church, I would recommend offering some extra, special growth opportunities for your resident throughout the year. The following are some of the extra growth opportunities we assign our residents:

1. Reading Reports

Our expectation is that each required text is read reflectively, particularly focusing on how the material relates to the work of church replanting and revitalization. Residents are required to complete the assigned books for the semester and then submit a 2-3 page reading report for each book. All reading reports will be due by the end of the semester.

2. Replant Roundtables

These are roundtable discussions that take place once a month on a Monday evening from 7:30-9:00pm at our church. These roundtables serve as extra time to discuss assigned readings and other material/special assignments. Periodically we will use these roundtable discussions as an opportunity to meet or video-conference with successful church replanters around the country.



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3. Journaling

Residents are expected to keep a journal throughout the residency. The hope is that the resident will journal 1-2 pages each week. These journals should reflect the soul work the student is doing, and reflect on how lessons learned through the readings and discussions can be practically applied in a local church context.

4. Declining Church Visit

One of the special assignments for our residents is to go spend a morning visiting a congregation that is declining and in need of revitalization. The purpose of this visit is to encourage the folks who are there, taking part in whatever activities they have going on that day (probably a worship service and Sunday School class) and observe EVERYTHING that is going on from the moment the resident steps out of his car to the moment they get back in to leave. Residents then write up a 3-5 page paper describing the experience. We ask them to be sure to include practical takeaways that can be applied to a future revitalization or replant ministry opportunity. We spend one of our Replant Roundtables discussing these church visits.



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Preaching Cohort Evaluation

Text:

Title:

Preacher:

When rating a sermon, use the following 1-5 scale: "1" means "not at all" or "poor", 3 means "consistently" or "fairly competent" and 5 means "always" or "extremely well done" Add additional comments below each set of numbers.

General

1. The speaker grabbed my attention. I found myself thinking, "I need to listen to this."

1 2 3 4 5

2. The sermon held my interest throughout.

1 2 3 4 5

3. The speaker seemed to be in awe of God and full of the Holy Spirit.

1 2 3 4 5

4. The end of the sermon was compelling and moved me to action.

1 2 3 4 5

Delivery

5. The speaker engaged the audience with himself through an appropriate use of humor and self-disclosure.

1 2 3 4 5

6. There was a balance of warmth, love and humility on one hand and confidence, power and authority on the other.



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1 2 3 4 5

7. The speaker avoided any annoying mannerisms or phrases (sticking hands in pocket, saying "you know," self-conscious references, repeating themselves, nervous laughter).

1 2 3 4 5

Content

8. The preaching points were clearly rooted in the text.

1 2 3 4 5

9. The flow of the sermon was concise, clear and easy to follow.

1 2 3 4 5

10. The main idea/theme of the message was clear and persuasive.

1 2 3 4 5

11. The sermon was the right length.

1 2 3 4 5

Application

12. The speaker applied the text throughout – they didn't just explain the text; they helped me figure out how to apply it to my life.

1 2 3 4 5

13. The sermon was gospel-centered: Christ and His finished work were applied as the solution to any problem.



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1

2

3

4

5

14. The sermon was evangelistic – it called non-Christians to repent and believe the gospel in a compelling way.

1

2

3

4

5

15. The speaker avoided Christian jargon and statements that exclude non-Christians (“we all know the story...”)

1

2

3

4

5

16. The speaker engaged Christians, and showed how the gospel addresses their fears, hopes, problems, etc.

1

2

3

4

5

Feedback

Give top 2-3 strengths and 2-3 weaknesses. Be specific.

Recommended Cohort Books

Pastoral Cohort

Leading with Love, Alexander Strauch

The Shepherd Leader, Tim Witmer

Brothers, We Are Not Professionals, John Piper



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The Reformed Pastor, Richard Baxter

Christian Ministry, Charles Bridges

Biblical Eldership, Alex Strauch

Wisdom for Pastors, Curtis Thomas

On Being a Pastor, Derek Prime and Alistair Begg

replanting Cohort

Can These Bones Live?, Bill Henard

Reclaiming Glory, Mark Clifton

The New Pastor's Handbook, Jason Helopoulos

The Conviction to Lead, Al Mohler

Everyday Church, Tim Chester

Biblical Revitalization, Brian Croft

Humility, C.J. Mahaney

Comeback Churches, Ed Stetzer

The Advantage, Patrick Lencioni

Embers to a Flame, Harry Reeder

Church Planting is for Wimps, Mike McKinley

Preaching Cohort

Expositional Preaching, David Helm

Christ-Centered Preaching, Bryan Chapell

Preaching, Timothy Keller

The Supremacy of God in Preaching, John Piper



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Preaching for God's Glory, Alistair Begg

Saving Eutychus, Gary Millar and Phil Campbell

Preaching and Preachers, D. Martyn Lloyd-Jones

The Institute for Expository Preaching - It is highly recommended, if possible, for your church to send your resident to "The Institute for Expository Preaching," sponsored by One Passion Ministries. I know of no other training available today that better equips a pastor for his biblical preaching ministry. Even if your resident has a seminary education, this training will be incredibly helpful and encouraging in his development as an expositor of God's Word. Go to onepassionministries.org for more information.