



JOB DESCRIPTION

Job Classification: FULL-TIME EXEMPT

Compensation*: TBD (1 Year Paid, 1 Year Support-Based)

CHURCH PLANT RESIDENT

Date: Jan. 1, 2019

Time Commitment: Full-Time

OUTCOMES AND RESULTS – SUCCESS IN THIS POSITION WILL RESULT IN:

1. A fully equipped, healthy and establish church planter, to be able to plant a fully equipped, healthy and established church
2. If planting in Austin, gathering a core-team of at least 30 individuals (both from TW & other connections) to help form a new church. If planting outside of Austin, gathering a core-team with additional staff help to help form a new church.
3. The Well's continued progress towards Exalt, Disciple, Send
4. The Well being in a better place when the planter leaves, because of the planter's effort and contributions
5. Leaders are taken from TW to the new church plant, as well as new leaders developed who will fill-in a prior leader's place

MAJOR RESPONSIBILITIES AND ACTIVITIES:

1. Build comprehensive ministry plans for new church plant
2. Ministry Team Development (MTD) to support the new church plant and planter
3. Create, tweak and follow learning contract, resulting in church planter growth and health
4. Lead a Sunday morning ministry area
5. Lead multiple ministry areas within the church that will help TW grow, while also building relationships with potential core-team members
6. Participate as a member of the preaching team
7. Lead a Community Group (CG) that would eventually multiply
8. Create a key ministry within The Well from scratch, and sustain this ministry by implementing plans and recruiting leaders
9. Disciple various leaders and men within the church for their personal growth and health
10. Actively share the gospel by participating in Neighbor to Nations (N2N) initiatives
11. Develop a Missional Community (MC) in planter's target area

REQUIRED KNOWLEDGE, SKILLS, ABILITIES, AND QUALIFICATIONS:

1. Qualified "elder" based upon 1 Timothy 3 and Titus 1; a man full of character
2. Works well with a team, and desires to be a family, not just an organization
3. Strong theological framework and conviction about core Christian truths
4. Deep knowledge and passion for the Scriptures, and the ability to lead through them
5. Love for people far from God, and a deep desire and conviction to see them enter into the Family of God
6. Heart for the local church, and a conviction of the church's importance in the reaching of the lost, equipping of the saints, and overall glory of God
7. Ability to disciple and develop leaders and ability to help with discipleship in The Well's system of spiritual formation
8. "Starter" personality; the ability to start and sustain new ministries and movements
9. A self-motivated person; doesn't need to be told what to do, but rather sees a need, and proactively solves that need
10. Ability to coordinate and collaborate with elders, staff, and various lay leaders at The Well to help maintain vibrant communication
11. A person of action, encouragement and faith
12. Can adequately handle God's Word and both teach and preach the Word effectively
13. Ability to oversee various ministry leaders and staffers to help them operate at full capacity
14. Proactive about being informed about what is coming & taking steps to solve potential problems before they arise

CULTURE AND CLIMATE:

1. Above reproach Biblically
2. Deep love and affection for the household of faith
3. Passion for people far from God
4. Has sound doctrinal understanding of core Christian doctrines
5. Believes deeply in the mission of God, the mission of the Church, and the mission and vision of The Well
6. Committed to the Scriptures and prayer
7. Committed to transparency and vulnerability
8. Committed to clear communication
9. Committed to working well with The Well's staff & elders and creating a family within The Well
10. Personal vision and passion for the Lord, and seeing Him made famous, particularly through the medium of church planting
11. Offering suggestions and ideas towards Kingdom growth
12. Coordinated and consistent with communication to others
13. Actively looking for ways to help The Well grow holistically

WEEKLY TIME COMMITMENT

Full-time ministry often requires more than 40 hours a week. However, the planter will be careful to not allow ministry to encroach upon the most important areas of his life. A personal devotional life is expected to be vibrant. Commitment to prayer, Scripture, and other means of grace (spiritual disciplines) are expected to be done throughout the week. This is of primary importance, at the expense of anything listed below. Along with this, sacrifice, care for, and full commitment to ones family is of importance beyond all that is listed below.

Week to week will vary, however this will give a general sense of responsibility:

Year 1

• Personal Development	8-12
• New Church Plant Development	4-8
• Staff Responsibilities for The Well (i.e. CG Director, College Ministry, etc.)	25-30
• Administrative & Organizational Tasks (i.e. emails, staff meetings, planning meetings, etc.)	3-8
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	40 – 55 Hrs.

Year 2

• Personal Development	8-12
• New Church Plant Development	25-30
• Staff Responsibilities for The Well	4-8
• Administrative & Organizational Tasks	3-8
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	40 – 55 Hrs.

*Compensation Details:

This residency will be a two-year residency. The first year the resident will be fully supported and funded by The Well from the Church Planting Fund. The second-year, the resident will be fully funded from his own personal support. Compensation details can change from year 1-2 depending on approval from The Well's board of elders, upon proposal from the resident. This will largely be a support-based role. 75% of the salary will come from external support. The remaining 25% will be funded from The Well's General Fund, along with all expenses, and additional benefits.

Salary: TBD Based on experience and need

Benefits: Health benefits to include monthly stipend (TBD) + 5 weeks of personal leave.

Expenses: Credit Card privileges and monthly allowance (TBD).

Additional: Access to The Well Staff Team office + amenities (*includes gym, pool, lounges, theater, and conference rooms*)

Position reports to Tory Mayo (Lead Pastor)