



Final Draft – March 6. 2018

## **Saturate Movement Residency Expectations Agreement**

Clarity and understanding of expectations are a vital component with any agreement between partners. To that end, the following is a draft document that outlines the components of the Saturate Movement residency program, including a “Core Distinctives” for the purposes of clearly stipulating the mutual expectations of the Chapel and the Saturate Movement resident-in-training.

Therefore, all residents of the Saturate Movement will affirm the mission, vision, ministry distinctives, Chapel DNA and agree to the expectations outlined below:

### **Mission of the Saturate Movement** \_\_\_\_\_Initial

The mission of the Saturate Movement is to saturate our region with the Gospel of Jesus Christ through church planting in order to see people believing in Jesus, belonging to family, becoming a disciple and building His Kingdom.

### **Vision of the Saturate Movement** \_\_\_\_\_Initial

Our purpose at the Chapel is to fulfill our Lord’s Great Commandment (Matt 22:37-39) and the Great Commission (Matt 28:19-20) to the church. To that end, we seek to participate in a movement to saturate our region with the Gospel of Jesus Christ by planting 10 churches in 10 years.

### **Core Distinctives** \_\_\_\_\_Initial

I understand that the Saturate Movement facilitates the planting of churches within the Chapel family of churches and is not an autonomous and independent church plant. While every church campus will maintain a certain level of individual identity that corresponds to the needs of the community, gifting/leadership style of the planting pastor, etc., *each campus is expected to adopt and follow the shared mission and vision of The Chapel, submit to the governance structures provided in the constitution, and promote/teach according to The Chapel’s Doctrinal Statement and Core Distinctives.* The details and expected affirmation of the Chapel core distinctives are as follows:

#### 1. Gospel Centrality

Together, we believe that The Gospel (Jesus Christ died for our sins and was resurrected on the third day) is central to the story of God, the redemption of creation, the salvation of humanity, the life of God’s people, and the mission of His church. We believe the Gospel is not only received (by grace alone through faith alone in Christ alone), but it is that upon which we stand and are being saved (1 Cor 15:1 – 5). Therefore, we are committed to making the Gospel central in everything we do as churches.



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## 2. God's Sovereignty in Salvation

We affirm and believe that God is the source of the salvation of human beings, necessary because of their radical depravity. Therefore, God chose those whom He would save in Christ before the foundation of the world, not based on any foreseen faith or merit, but unconditionally, according to the purpose of His sovereign will. Further, God is also the accomplisher of salvation. Therefore, those whom God has elected for salvation He graciously and effectually draws to himself, so that they would believe, and further provides the grace necessary for them to persevere in their faith. (Jn 1:12 – 13, 10:25 – 30, Rom 3 – 4, Eph 1:4 – 5 2:8 – 10, 1 Jn 1:7, 9).

## 3. Theological Unity with Secondary Diversity

We affirm and uphold the doctrinal statement and these core distinctives of The Chapel and remain firmly committed to theological unity in these central doctrines. We also recognize that there are doctrines which are not clearly stated in either our doctrinal statement or any of these core distinctives. For these, we embrace the maxim, "In essentials, unity; in non-essentials, liberty; and in all things, charity."

## 4. Expository Preaching

Because of our belief in the authority of Scripture (see our doctrinal statement) and the centrality of The Gospel (see above), we are committed to faithful exposition of the Scriptures as the regular means of preaching and teaching for the equipping and edification of God's people within our congregations. (2 Tim. 3:16 - 4:2).

## 5. A United Family of Churches

While fostering diversity within our movement of churches we are committed to unity; cultivated primarily in shared commitments to our mission, vision, overarching governance structure, global outreach initiatives, Camp Carl and fellowship among the Lead Pastors of each congregation. Secondly, we share central services for the benefit of our churches.

## 6. Missional Outreach

We believe that mission is not a program of the church, but an essential element to the identity of the church. Further, we believe that mission is a primary part of Christian discipleship. Therefore, we are committed to each church engaging outreach by mobilizing the people of God through local ministry and disciple-making, church planting, and global missions. (Mt 28:16 – 20, Acts 1:8)



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#### 7. Ordered Equality in Shared Ministry

We believe and practice that God has created men and women with equal worth, dignity, value, and personhood and that He has given them distinct and complementary roles in both the home and the church. Men and Women share ministry in our churches and fulfill a variety of roles and responsibilities. Accordingly, we believe and practice that God has designed the role of Elder/Pastor in the church to be exercised by men under the authority and headship of Christ Jesus.

#### 8. Christ-Centered Corporate Worship

We believe that God is ultimate and that human beings were designed to worship and enjoy Him forever. We do this through Jesus, empowered by the Spirit of God. Therefore, our corporate worship gatherings are structured so that Christ-Centered Worship is the primary activity of those gathered. In this way, followers of Jesus are edified and equipped while being evangelistically mindful of those who are not yet worshippers of Jesus.

#### **Central Services** \_\_\_\_\_Initial

Central Services provide invaluable ministry support to all the campuses in the Chapel family of churches. Central Services help campuses share opportunity, pool resources and reduce burdens of administration in the following ways:

- 1) Office of the Senior Pastor – This includes the Senior Pastor, the Executive Pastor, and the Executive Administrative Assistant. The Senior Pastor serves as Senior Pastor over all campuses in terms of overall leadership authority and ultimate accountability to the board. He is the chief elder and the lead visionary for The Chapel entity-wide. All staff at all campuses serve ultimately at his discretion per the constitution. The office of the Senior Pastor provides high-level oversight for the entire family of Chapel churches.
- 2) Global Outreach – The Chapel has established a number of diverse global outreach mission opportunities for each campus to support. These shared opportunities were selected in view of the overall mission, purpose and vision of the Chapel. Campuses do not have the liberty to support global mission organizations outside of Chapel Global Outreach.
- 3) Finance/Budget – All departments, including the Saturate Movement and individual campuses are accountable through Central Services for the proper handling of finances and budgets. Saturate residents will work with the Director of New Campus Development with respect to budget development.
- 4) Shared Branding – All campuses use shared branding in accordance with thechapel.life brand and style guide. Residents/church planters will work with the Creative Arts department to make sure such continuity is achieved.



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## **Residency Requirements and Assessments** \_\_\_\_\_ Initial

Every church planter resident will be evaluated as a potential elder in accordance to Biblical standards (1 Tim 3:1-7; Titus 1:5-9). In addition, each candidate for residency will need to meet a certain level of educational requirements, ministry experience and various assessments to begin and ultimately complete the residency experience. Lastly, the resident candidate will be evaluated on how he works with his fellow residents and campus pastors. In short, each candidate will be assessed on character, competency, chemistry and culture.

1) Character – As mentioned above, the resident will be assessed qualifications of elder as set forth in 1 Tim 3:1-7 & Titus 1:5-9. We will also be thoroughly checking references provided by the resident candidate.

2) Competency – Adequate education and ministry experience are essential components to assuring a candidate is ready for the rigors of church planting. The ideal candidate will be seminary trained with at least an M.Div. in addition to some pastoral ministry experience. However, if a candidate has exceptional ministry experience and lacks an M. Div., he may still be able to enter the residency if certain stipulations are met (such as, but not limited to a certain understanding of biblical languages, Biblical Theology, Systematic Theology, Reformed Theology). The Director of New Campus Development will work with the candidate and provide various paths to get the candidate to where he needs to be using means including (but not limited to): seminary classes, in-house training, webinars, selected bibliographies, conferences.

Since church plants will be a movement emanating from the campuses (not from Central Services), each candidate will gain residency experience under a campus pastor. Under the supervision of a campus pastor, the resident will have a context in which to grow and develop in some of the following ways:

- Teaching a community group (ABF, small group etc) or Missional Community
- Developing ministry experience: weddings, funerals, ordinances etc.
- Developing pastoral experience: counseling, visionary leadership opportunities etc.

The resident will also be working closely with the Director of New Campus Development in learning the nuts and bolts of church planting. This would include learning opportunities such as conferences, seminary classes, a selected bibliography, access to demographic data, etc.

The detailed plan of the residency will be determined by the Director of New Campus Development, the campus pastor and the resident based on the education, experience and the needs of the resident.

Costs associated with these learning opportunities will be covered by the Chapel and not by the resident.



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3) Chemistry – It is exceedingly important the campus pastors be able to work well together in an environment of safety, trust, accountability and brotherly love in mutual submission and service. While character and competency are more easily quantified and are more objective, the aspect of chemistry is more subjective and can only be realized over time together and evaluation throughout the residency. To that end there are four different assessment opportunities for the resident.

- *Initial assessment:* An online assessment that is mostly like an initial application that provides basic information. Primarily used as a conversation starter.

- *Campus Pastor assessment:* This assessment will be before all (or a committee representing) the campus pastors with the purpose being to allow entry into the residency program.

- *Review Assessment:* This is an assessment to provide the resident with the opportunity for feedback as to his progress in the residency and to allow the resident opportunity to share concerns and/or ideas.

- *Exit Assessment:* This is the final assessment with the campus pastors (or a representative committee) to make the final determination if the resident will be ordained and commissioned to plant a church. Please note: the completion of a residency does not guarantee the opportunity to plant a church at the Chapel.

4) Culture – The final evaluation element is “culture”. This element is similar to “chemistry” in that it is subjective and relational but speaks to the candidate’s ability to operate and minister in a given cultural context naturally. For example: it may be difficult for a new seminary graduate from deep in the heart of the “Bible Belt” of cultural Christianity to relate to families in the “Rust Belt.”

**Direct Reporting/Compensation/Benefits** \_\_\_\_\_Initial

Direct Report – During residency, the church planter will report directly to the Lead Pastor to which he has been assigned with assistance from the Director of New Campus Development. After launching the campus, he will report directly to the Senior Pastor.

Compensation and Benefits – A separate hiring agreement will be generated that specifies the salary and benefits package. All salary packages at The Chapel are considered confidential.

I have read and accept the expectations set forth in this agreement in order to apply for entry into the Saturate Movement church planting residency.



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## Draft Resident Covenant

The following is a covenant between the Chapel and Resident Candidate that outline in detail our commitment to one another.

The Chapel Saturate Movement and the Department of New Campus Development commits to providing:

**Customized Residency Experience:** The director of New Campus Development will work with you to develop a customized church planting residency experience that will help you sharpen your strengths, strengthen your weaknesses, reveal your blind spots and build your confidence in order to prepare you in your calling to plant a campus in our region.

**Individual Support:** The director of New Campus Development will walk you through this entire process, helping you with everything from the nuts and bolts of church planting to helping you care for your soul.

**Financial Support:** During your residency you will be paid a full-time salary package including health insurance and participation in a 403b retirement plan, mobile phone allowance, and provision of a laptop (details to be specified in the hiring agreement). Upon completion of the residency and in preparation to launch, you will move to your own budget line and all costs associated with the church plant (including all compensation and benefits) will move to that line. The director of New Campus Development will help you prepare your budget based on projected giving from your core team, money you raise, and seed money from New Campus Development (not to exceed 3 years).

**A Community of Church Planters and Campus Pastors:** We are a community of pastors and church planters desiring to grow together in Christlikeness in our effort to see everyone believing in Jesus, belonging to family, becoming a disciple and building His Kingdom.

**On Campus Support:** You will be assigned to a Chapel campus and receive training and mentoring from the lead pastor and staff of that campus. When it comes time to plant, you will plant out of that campus including sending a core group to help you get started.

**Central Services Support:** Once you launch and are operating off your own budget line, you will be logistically supported by the infrastructure provided by various Central Services departments.



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## As a church planter in the Saturate Movement:

**Mission/Vision/Doctrine:** I affirm, in entirety, the mission and vision of the Chapel, the doctrinal statement and core distinctives, the mission and vision of the Saturate Movement, and all the expectations and theological distinctives found in the “Saturate Movement Residency Expectations Agreement”.

**Godly life:** I will, by God's grace, live a life that is honoring to God. If I am married I will honor my spouse so that she will flourish in her faith. If I have children I will teach them the Scriptures and live a life before them that points them to Christ as Lord and Savior.

**Compensation:** I agree to the compensation/benefit package outlined in the Hiring Agreement provided separately.

**Campus viability:** I understand that, if I move forward and plant a church, the church should be financially viable within three years. Likewise, I understand that completion of the residency is not a guarantee to plant a Chapel campus in the Saturate Movement.

**Continuing Church Planting Vision:** I understand that once the new campus is viable, we will be about the continued work of church planting by sending a group from our campus to plant a campus. Also, after attaining financial viability, part of our campus' gross offerings will go back to the central services of The Chapel to support infrastructure, combined outreach ministries, and future church planting efforts. While this is not yet established as a fixed, repeatable amount or percentage, I understand that for the 2017-2018 fiscal year, Chapel central services were 12% of the total entity budget and the central outreach budget was 23% of total entity budget. As such the funding of these was shared among all self-sufficient campuses.

**Chapel Family of Churches:** I understand that the Saturate Movement facilitates the planting of church campuses within the Chapel family of churches and is not an autonomous and independent church plant. Whereas there is much freedom to envision and execute ministry uniquely at the local level, I understand that while I am the Lead Pastor of my campus, the Senior Pastor of The Chapel is the Senior Pastor of all campuses, and I serve under the authority of the Senior Pastor, the Chapel Executive Management Team, and Board of Trustees.

**Church Assets and Property:** I understand that all provided materials, equipment, allocated financial resources (with the exception of compensation and benefits) and all intellectual/brand assets and property belongs entirely to the Chapel as stewarded by the Board of Trustees.

\_\_\_\_\_  
Resident Candidate

\_\_\_\_\_  
Date

\_\_\_\_\_  
Director of New Campus Development

\_\_\_\_\_  
Date