

SECTION VIII
PERSONNEL POLICIES
POSITION DESCRIPTION – CHURCH PLANTER WITH EFCGV

Requirements:

The successful candidate must be able to demonstrate the following qualities:

- Clear calling of God to church planting
- A strong marriage with a wife who fully supports the call to minister in the Santa Cruz Valley.
- Godly character as described in I Tim. 3 & Titus 1

The successful candidate must be in full agreement with the EFCA Statement of Faith, and the principles and practices of church planting within the EFCA.

The successful candidate must be able to demonstrate competency in the following areas:

- Ability to communicate the Word of God
- Ability to start new ministries, groups or businesses and recruit others to join
- Ability to relate to the unchurched and do the work of an evangelist
- Ability to develop Christian maturity in individual believers
- Ability to help others discover, develop and use their spiritual gifts in suitable ministries
- Skill in visionary leadership
- Skill in group & leader multiplication
- Skill in team building
- Skill in emotional intelligence
- Knowledge of church growth and health

Accountable to:

The Board of Elders and the Associate Pastor for Worship & Church Planting or the Senior Pastor.

Education and Training:

A seminary degree and/or four year college degree in a related area. Attend an approved Church Planter Boot Camp or equivalent experience.

General Responsibilities:

Implement the Plan for Planting a Church in the Madera Communities according to the EFCGV General Approach for Church Planting.

Critically interpret the culture and connect with unchurched people in the Madera communities.

Identify Church Planting Team members and plan for launching neighborhood Houses of Prayer.

Identify potential Houses of Prayer leaders and train them to evangelize and disciple others.

Develop a network of Houses of Prayer, evangelistic Bible studies and/or ministries that meet particular needs in the neighborhoods and community.

Coordinate with the Associate Pastor for Worship & Church Planting in order to develop a master plan for eventual corporate worship.

Benchmarks:

Assemble a 5-7 member Church Planting Launch Team.

Implement a systematic and effective small group leadership training system.

Develop a systematic and effective discipleship system.

Develop an initial network of 10-15 multiplying Houses of Prayer.

Develop a master plan for corporate worship which includes commissioning an Elder Board and hosting a Grand Opening.

When 50-60 Houses of Prayer members express a desire to meet for corporate worship, implement the master plan.

One year later, the goal is for the church to be averaging the number of people it had during its Grand Opening.

Within 2-3 years, the goal is for the new plant to be financially independent.

Within 3-4 years after its Grand Opening, the goal is for the new church to plant a church.

Salary/Benefits:

Negotiable depending on qualifications and experience.
