

Job Description for DGCC Resident

This is a two-year mentored-ministry residency, consisting of supervised study, growth as a disciple of Jesus, experience in ministry, assistance to the pastoral staff, and taking initiative in helping the church move from vision to practice. The goal of the residency is twofold: First, the resident will gain experience and mentoring in ministry while participating in the life of a Bible-saturated, joy-pursuing, missions-mobilizing church, and thereby be prepared for future service in cross-cultural missions, church planting, or pastoral ministry. Second, the resident will help organize members and ministry more effectively, so that our vision is lived out more and more fully within the church body and in the Charlotte area.

It is helpful to think of the residency as having five logical phases, as described below. The phases, however, are not necessarily chronological. Activities in one phase may overlap with activities in a different phase.

Phase 1: Grow as a DGCC member

- Work through the [DGCC Nurturing Discipleship](#) process, and help someone else in the church do the same.
- As part of this process, begin meeting biweekly with mentors.
- In conjunction with mentors, identify areas of study and experience necessary to grow as a disciple and prepare for future ministry.
- Through reading and discussion, deepen understanding of the DGCC vision, including what it means to be a member-initiative driven church and to focus on reproducing discipleship.
- During this phase and throughout the residency, participate on Sundays in pre-service prayer, Core Seminar or Sunday School, and the main service; participate during the week in a small group and attend the Tuesday morning prayer and service/sermon discussion time. These normal church member activities are over and above the time committed to the residency and the time of compensated service to the church. Note: the resident should not plan on having other employment that will require more than 25 hours per week of work.
- During this phase and throughout the residency, perform other tasks in assistance to the pastoral staff. These tasks will be part of the compensated service to the church.

Phase 2: Develop a Learning Covenant and Take Steps Toward Implementing Vision

- In conjunction with mentors, finalize the list of readings, other types of study, and experience you will accomplish during the residency. If enrolled in seminary, coordinate this with the school so that the work will satisfy mentored ministry requirements.
- Write up the learning covenant, get it approved by mentors, and sign it.

- Brainstorm with mentors and other DGCC members about ways the church can more effectively live out and implement its vision.
- Identify initiatives that will help bring this about.

Phase 3: Implementation

- Work through the learning covenant.
- Implement the identified initiatives.
- Seek feedback; Adjust and modify initiatives.
- Bimonthly meetings with mentors continue, discussing growth in knowing, being, and doing, as well as progress in these initiatives.

Phase 4: Narrow Focus of Future Ministry

- If headed towards cross-cultural missions, with assistance from the DGCC Cross Cultural Ministries Team, identify a people group and country. Organize and lead a short term trip to the country, ideally with others from DGCC. Investigate sending agencies, and begin the process of applying to an agency.
- If headed towards church planting, with mentors identify a possibly needy area and survey the people, the existing ministries, and the opportunities. Begin to develop a church planting vision. Bring in assistance from other TCT churches, and prepare for a TCT assessment.
- For either cross-cultural missions or church planting: From within DGCC and elsewhere, gather a group of supporters who will keep you in prayer and give you wise counsel.
- For either cross-cultural mission or church planting: Begin identifying possible financial supporters, and share your vision with them.
- If headed towards pastoral ministry, write up your vision for a healthy church and a philosophy of ministry. Prepare for the ordination process if not already ordained.
- Continue to help DGCC move from vision to practice, implementing additional initiatives.
- Move towards completing the learning covenant.

Phase 5: Assessment and Appointment

- Complete the learning covenant, and seek feedback from mentors on the process.
- If church planting, complete the assessment process, gather a core group, be commissioned, and take additional steps towards planting.

- If moving toward missions, complete the agency's assessment, be commissioned by a sending church, raise support, and take additional steps to move to the field.
- If moving toward pastoral ministry, complete the ordination process and locate possible churches in which you can serve.
- Provide feedback to mentors about the residency.

Note: It is possible that DGCC would choose to take on a resident going into missions as one of its supported cross-cultural workers; similarly, it is possible that DGCC would choose to support financially a church planted by a resident. But the successful completion of the residency does not guarantee such support.