



**DEER CREEK
CHURCH**

Church Planting Resident Job Description

Position Description:

Position Title: Church Planting Resident

Department/Ministry: Pastoral

Location: 8131 S Pierce St, Littleton, CO 80128

Supervisor's Title: Director of Church Planting

Position Classification: Exempt

Position Status: Church Planter (Regular Full-time)

Ministerial Status: Ministerial

Position Summary:

Engage in a customized training program with the goal of receiving a green light to move toward planting a church in the Denver Metro area.

Goals for the Residency:

- Learn Deer Creek Church's culture and philosophy of ministry.
- Address developmental goals based on church planter competencies document.
- Gain additional pastoral ministry experience.
- Make a significant contribution to the ministry of Deer Creek Church while serving on staff during the residency.
- Identify a target site and begin ministering there prior to launch, laying the groundwork for the new church.
- Begin the new church with a healthy launch team.

Role During Residency:

- Residents are given the leadership of our Christianity Explored, Hope Explored and Discipleship Explored small groups.
- Residents engage in our welcome ministries. This provides them with the opportunity to make relational connections with new people who might then be part of a church plant in the future.
- Other areas of leadership are determined by their development plan and new opportunities and needs at the church.

Major Objectives: (3 Year Resident Example)

Year 1 (Orientation to DCC)

- Participate in all staff functions (meetings, retreats, etc.)
- Meet weekly with pastoral leadership team
- Lead a Small Group
- Preach 3-5 times at Deer Creek. As available, preach in other PCA churches/plants in our Presbytery
- Work with staff team to identify areas of ministry in which to contribute
- Conduct demographic research on potential target sites; develop a site profile for 1 or more promising sites
- Complete ordination if not already ordained

Year 2 (discipleship and mission)

- Continue participating in all staff functions
- Hone in on a target site (and possibly move there)
- Engage in hospitality and pursue non-Christians
- Preach 3-5 times at Deer Creek. As available, preach in other PCA churches/plants in our Presbytery
- Continue working in appropriate DCC ministry areas

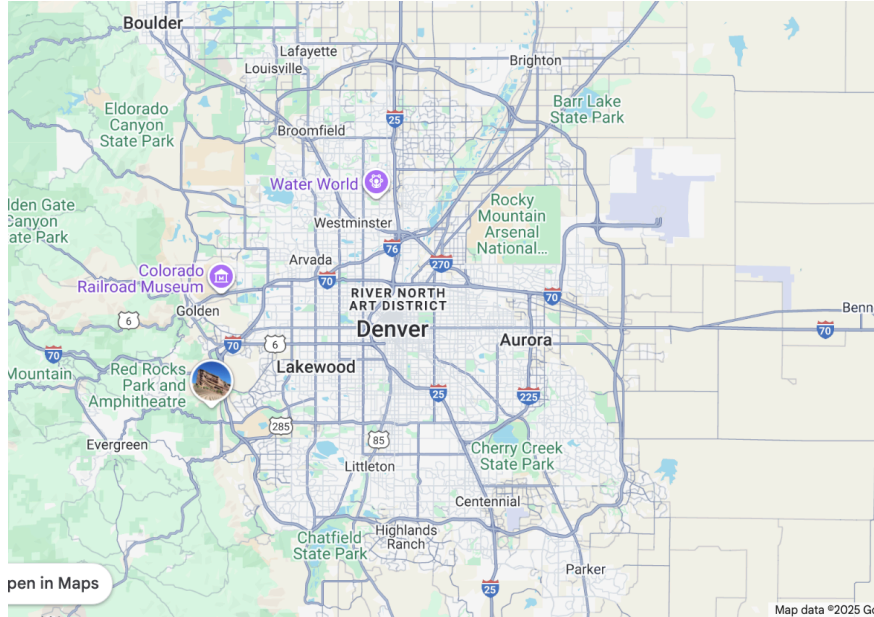
Year 3 (if appropriate; preparation to launch)

- Work with DCC staff to create a comprehensive Church Planting Proposal
- Continue participating in all staff functions, showing hospitality, engaging in evangelism
- Develop a launch team
- Develop multiple groups
- Preach 2-4 times at Deer Creek

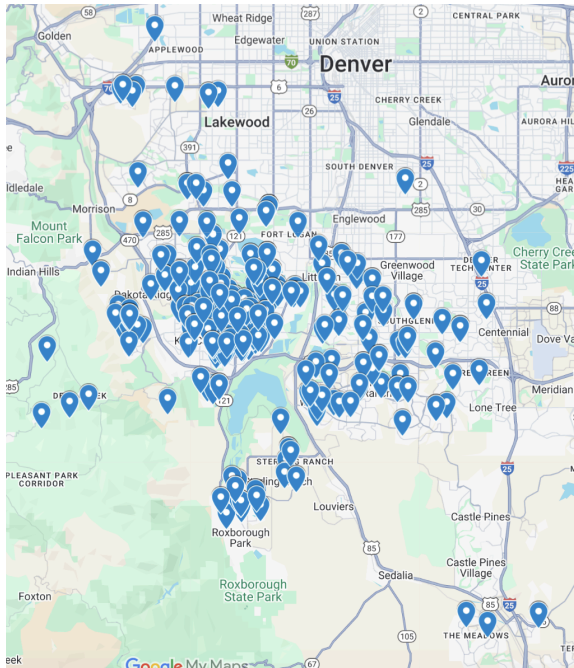
Fundraising:

- Deer Creek Church commits \$36,000 per year during the residency phase and then (if approved for planting) \$36,000 per year for at least the first 3 years of the church plant.
- The Western Church Planting Network commits \$18,000 per year during the residency phase and then (if approved for planting) \$40,000 per year for at least the first 3 years of the church plant.
- This means that residents receive \$54,000 per year in the residency phase and (if approved for planting) \$76,000 per year for at least the first 3 years of the church plant.
- All additional needed funds must be raised by the church planting resident.

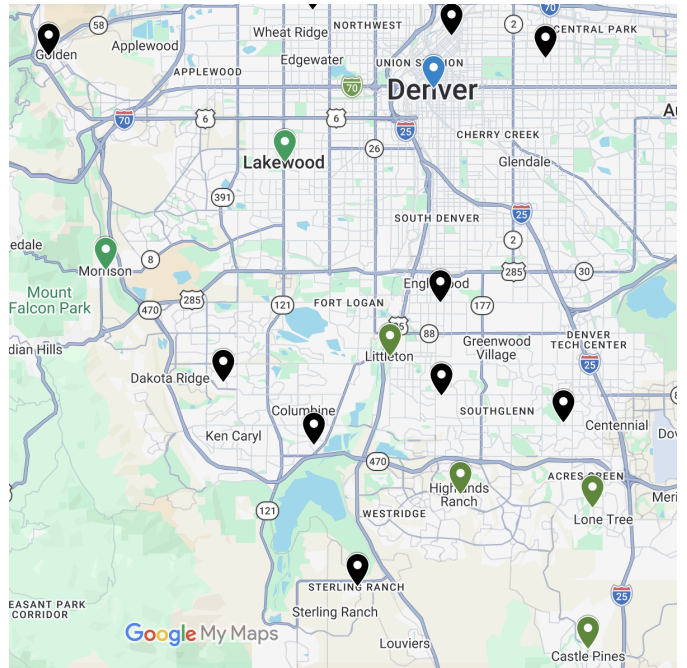
Denver Metro



Deer Creek People



Target Locations



Black - Existing PCA Churches

Deer Creek Church Planting

Vision for Church Planting

- DCC aims to be a *resourcing church* that brings spiritual life to its metro area through planting churches, training pastors, and discipling believers.
 - The goal is to plant **10 churches by 2034**, creating a healthy spiritual ecosystem of local PCA congregations across the Denver Metro.
-

Church Planting Model

- **Residency-Based Approach:**
 - Recruit residents into a **2–3 year church planting residency** at DCC (or other host churches).
 - Residents receive training, pastoral experience, and preparation before launching their church.
 - **Partnerships:**
 - DCC partners with the **Western Church Planting Network (WCPN)** and the **Rocky Mountain Presbytery** for training, support, and oversight.
 - Residents become planters within this network after completing residency.
-

Funding Model

- **Local Funding (per church plant):**
 - \$36,000/year for 6 years from DCC's budget.
 - Total DCC investment: \$216,000 per plant.
- **Other Funding Sources:**
 - WCPN: approximately \$200,000 over 6 years.
 - Supporting churches (PCA connections).
 - Individual Christians and donors.
 - Launch team/internal donors.
- **Sustainability Goal:**
 - By planting one new church per year, DCC maintains an ongoing planting rhythm with a \$250k/year budget and \$250k raised annually.
 - Long-term target: 20% of the church budget devoted to church planting.
