



# **EASTLAKE**

*Church Planter Residency*

## **ALL ABOUT THE EASTLAKE CHURCH PLANTER RESIDENCY PROGRAM:**

When we started our version of a church community back in 2010 we always knew we wanted to leverage whatever experience, resources, and influence we had to start similar communities in like-minded areas within the Pacific Northwest. In no way do we think we have everything figured out - everything we do is still very much a learning process for us...but what we do have we want to share.

That said, our leadership team has recently decided that our next full-time hire should be someone - man, woman, country music fan, whatever - who has entertained the idea of planting their own expression of a church community but is still a little unsure if they can/will see it through. We're all risk averse to some degree - and when it comes to church planting there's plenty of variables at play that can make us nervous to step out and lead.

Our goal is to make it easy for you to find out if church planting is for you.

Serve in our local church as an executive pastor for a period of time (2-5 years) and learn the ropes of full-time ministry. This isn't a volunteer position and it's not an internship. You will be compensated for your time and effort as a full time employee - but ultimately what we're offering is a safe space for trial and error in a church plant type of environment (we think our church is pretty unique in that way), one that might save you from moving somewhere to start a church only to realize 18 months in that it's not in your wheelhouse or long-term interest level.

By the time your investment in EastLake is complete you should walk away with (at least):

- the confidence you need to run a non-profit organization
- the ability to recruit volunteers for a vision
- continued participation in a community of like-minded (but not identical) churches
- financial assistance and resources for your church plant

We are not a denomination. We are not asking you to be a 'campus'. We don't expect you to move on and do things the same way we do them. We are not going to require you to sign up for 'tithing back to us' for future church plants. We simply want to help.

"So, what do you get out of it?"

Knowing that we've been good stewards of the grace we've been afforded. We hope that there is a continued relationship long after you've experienced success elsewhere, but we'll leave that up to fate.

If you're considering coming from out of town we think you'll love the Tri-Cities (yeah, it's hot and more expensive to live here than it was four years ago), but even if you don't - it's only a couple of years.

We think every community needs a place for people who aren't typically into church to experience the type of community that Jesus was famous for creating - an irresistible place to belong regardless of personal history, race, belief systems or otherwise. If that resonates with you we'd love to help you take steps towards responding to God's call on your life to create it.

## **JOB DESCRIPTION**

**ROLE/TITLE:** CHURCH PLANTER RESIDENCY PROGRAM

**HOURS:** 40+ hours/week / “full time”

**TERM:** 2-5 year commitment

### **COMPENSATION:**

- \$50-60K annual (based on qualifications)
- medical insurance for employee and spouse
- paid vacation / sick leave

### *Scope:*

Learn - through hands on execution and a safe space for trial and error - what it takes to lead a church...and then transition (in a two to five year period) to planting your own version of a church plant in another location/area.

### **RESPONSIBILITIES**

Depending on your specific skill set and/or the current needs of the organization, additional responsibilities are likely to include (but not limited to):

- launching and oversight of a volunteer system
- working alongside an oversight Board of Elders
- vision casting / developing a five-year plan
- pastoral counseling
- marriage / funeral officiating
- write and deliver sermons
- write hiring / firing procedures
- develop an annual budget
- attend select Board meetings
- reading and discussion of critical pastoral and theological texts
- execute the business side of running a non-profit organization
- recruit leaders / volunteers
- assist as needed in EastLake Youth
- assist in community Theatre events
- oversee the EastLake Community Marketplace
- lead a small group

### *Qualifications:*

- must have strong interpersonal skills (communication, friendly, inviting, inclusive)
- modest computing comprehension (Planning Center, Slack, etc.)
- modest organization and administrative skills
- a desire to plant a church within 2-5 years
- B.A. or M.A. in Pastoral Ministries / Theology (or equivalent) or at least two years in vocational ministry.

*Term:*

We're asking for at least a two-year commitment, because we feel that's probably the minimum needed to 'get' what we're hoping to provide. Somewhere between year 2 and year 5 we would love for you to strongly consider planting a church. If, at the end of year 5 or anytime before then, you know that church planting isn't in your future we would love to discuss alternative roles within our church or how best we can send you off to another employment opportunity.

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*Here's what we promise:*

Patrick Lencioni wrote about the three signs of a miserable job, with the signs being:

**IMMEASURABILITY:** Everybody likes to feel like they're winning. There's nothing worse than being unaware of where you stand in terms of success at work. "Good work is hard enough already - at least let me know what the scoreboard looks like." We promise to craft well defined objectives so that you know when you are "winning" and so that you won't be blindsided when you're not living up to expectations.

**ANONYMITY:** The intimacy of having a small team is a clear benefit in this area, however anonymity can also show up in the area of not having a voice, or not being able to contribute to the conversation about how we proceed. We promise to value your input and seek it out as a matter of what we consider to be common business principles.

**IRRELEVANCY:** Reflecting on your drive home over whether or not what you spent your time on today makes any difference whatsoever can be a miserable feeling. We all want to feel like we're investing our lives into something bigger than ourselves. Because of the unique nature of church, we get to see a pretty long term (some might say: 'eternal') impact on those we serve.

*If you're up to the task:*

Submit your resume\* and a cover letter expressing why we'd be crazy not to offer you the position to: [info@eastlaketri-cities.com](mailto:info@eastlaketri-cities.com)

Additional resources that would help us get to know you better:

- \* Take the StrengthsFinder 2.0 test ([www.strengthsfinder.com](http://www.strengthsfinder.com)) and make sure to include your top five strengths in your resume.
- \* Take the RHETI Enneagram test - [www.enneagraminstitute.com](http://www.enneagraminstitute.com) - and share your "number" with us.
- \* Let us know what's on your bookshelf and/or what's in your podcast playlist - Who do you LOVE to read/listen to? Who is doing church in a way that resonates with you?

## **WHAT TO EXPECT: YEAR ONE**

A focus on theology, church history and the pastoral vocation.

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Reading list (in no particular order...and not limited to):

### **VOCATIONAL**

- *The Pastor* - Eugene Peterson
- *Deep & Wide* - Andy Stanley
- *Irresistible* - Andy Stanley
- *Every Good Endeavor* - Tim Keller
- *Letters to a Young Pastor* - Eugene Peterson

### **THEOLOGICAL**

- *The Bible Tells Me So* - Peter Enns
- *Inspiration and the Incarnation* -
- *How (Not) to be Secular* - James K.A. Smith
- *Churches and the Crisis of Decline* - Andrew Root
- *You Are What You Love* - James K.A. Smith
- *Simply Christian (trilogy)* - N.T. Wright

### **HISTORICAL**

- *Bullies & Saints* - John Dickson
- *The Rise of Christianity* - Rodney Stark
- *On the Road with St. Augustine* - James K.A. Smith
- *Christ & Culture* - H. Richard Niebuhr

\*Copies of these books will be made available to you. Review and discussion after the completion of each book.

Weekly reviews of weekend talks, conference talks, church podcasts etc.

Participation in small groups, WEAR LOVE groups, and other Community Marketplace events.

## **WHAT TO EXPECT: YEAR TWO + BEYOND**

Developing a business/strategy plan for launching a church.

On-site visits to various communities in the PNW to explore areas to plant.

Visit & speak at other like-minded church communities.

Increased speaking opportunities on Sunday mornings.

Increased hands-on leadership roles (recruiting, training, managing).

Discover an outlet for writing to increase the awareness of your 'voice'.

Officiate weddings / funerals / child dedications / baptisms / counseling / etc.

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## **WHAT WOULD A TYPICAL WEEK LOOK LIKE:**

Sunday: Weekend Services

Monday-Thursday: On-site during normal business hours (8:30 AM-5:00 PM)

Friday: OFF

Saturday: Work remotely from home as needed or OFF (if all weekend responsibilities are complete)

\*Some evenings may be required for small group participation, counseling, special events.

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## **REPORTS TO:**

Lead Pastor - Brent Johnsen

IG / Twitter: @brentjohnsen

Facebook: [www.facebook.com/brentjohnsen](http://www.facebook.com/brentjohnsen)

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## **TELL ME ABOUT YOUR CHURCH:**

We're a non-denominational church plant that was started in 2010. We currently meet in an abandoned movie theater in an old shopping center (Uptown) in Richland, WA. Our building is known in the community as the Uptown Theatre and is used by all kinds of groups for theatre presentations, concerts, comedy shows, and more ([www.uptowntheatre.com](http://www.uptowntheatre.com)).

Our weekend gatherings have right around 200 people in attendance (including kids) and we live stream/record our weekend talks via our website to people who skip for football reasons.

You can learn more about what we believe, read about our operating assumptions and our statements on non-discrimination and racial justice and reconciliation on the About page of our website: <https://www.eastlaketricities.com/about>