

Best Practices Forum

Internships
Mark Reynolds | Redeemer Church Planting Center



Is New York City Calling You?

Redeemer Fellows Program



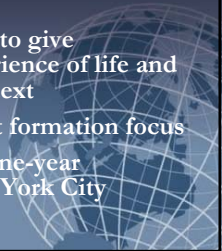
Presentation Outline

- Program Purpose and Goals
- Program Description
- Program Structure
- Critical Elements
- Challenges
- Q & A



Fellows Program - Purpose

- Church planting training and leadership development program designed for individuals preparing for church planting in New York City
- The Fellowship is designed to give participants a realistic experience of life and ministry within the city context
- Planter formation vs. project formation focus
- The program is a full time one-year residential program in New York City



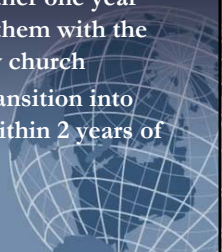
Program Goals

- Prepare church planters to create churches in NYC that reflect Redeemer's values
- Assist with Redeemer's commitment to plant churches in NYC and other global cities through pastoral and leadership formation, DNA formation and when needed urban enculturation
- 4-6 Fellows in each cycle – cohort model of learning



Program Goals

- Upon program completion Fellows that are ready transition into our church planting track and participate in another one year program designed to assist them with the challenges of creating a new church
- 75% of Fellows graduates transition into creating a church in NYC within 2 years of program completion



Program Description

- Application and Screening Process
- Recruiting
- Structure
- Seminars and Modules
- Stipend
- Post Fellows Experience



Application and Screening

- Initial screening interview
- Instruments (ELI, DISC, MBTI)
- Application
- Second and third interviews
- References interviewed



Ideal Candidate?

- Vocational aspiration/calling to plant in NYC
- High self awareness regarding development needs/assessment
- Developed urban sensibilities through tenure in NYC
- Ability to articulate the kind of church that contextualizes our values and desire to plant such a church



Recruiting

- Use network of church planters, Fellows graduates and current graduates
- Regular visit of potential pools



Program Structure

Two elements-

- Seminars and modules
- full involvement in an assigned ministry in a church planting project in NYC

Each Fellow will be assigned to a church planting project for ministry. During orientation Fellows are evaluated against their ministry and educational experiences, interests, gifts and needs in order to determine the appropriate program of study and ministry assignments.



Field ministry

- Immerse the Fellow into an actual church plant so that he will be able to learn about church planting first-hand – lab vs classroom
- process what he is learning with the church leadership, and continue experiencing the gospel at work in the context of the challenge



Monthly Seminars and Modules

- Initial orientations to the program, city and Redeemer
- Urban church ministry seminar with Tim Keller
- Leadership module
- DNA module
- Sessions with the Director

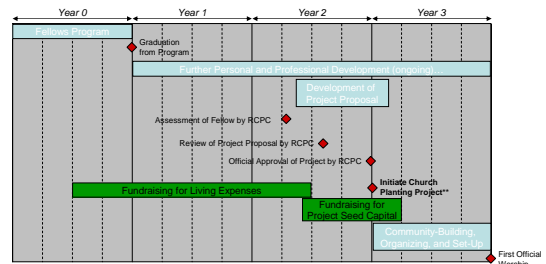
Post Program Experience

- Post program one of three scenarios are likely:
- they transition immediately into a church planting endeavor
 - they continue to work in the church they were connected with during the Program for a period of up to 2 years (occasionally longer if not at a professional developmental stage for planting) before transitioning to planting a church; or
 - they are unlikely to plant a church in NYC in the near future and transition into another field of ministry.

Critical Elements

- Learning in the context of a new church
- Screening and needs assessment of candidates
- Participation of network churches in developing, attracting and recruiting leaders

Timeline of Church Planting Process for Fellows (Conservative Estimate)*



*This illustrates the more lengthy scenario. Actual timing will depend on the characteristics of the Fellow and the extent to which they are prepared to initiate their planting project. (e.g. not all Fellows require 2 years of further development upon graduation, and some stages of the process may be shorter than indicated or may overlap.)

**RCPC's goal is that 75% of Fellows graduates will initiate an RCPC-approved planting project within 2 yrs. In order to receive support from the RCPC and be designated as a "values-like" church planting project, a Fellow must have: 1.) obtained RCPC's approval of their planting proposal, 2.) raised sufficient funds and 3.) been formally assessed by RCPC and sharing Redeemer's core theological and ministerial values.

Challenges

- Assessment of candidates and their development needs so that appropriate fit for the program and path for church planting
- Sufficient time and exposure to unlearn the imprint of other experiences that decrease their desire or ability to learn the elements of our DNA
- Limited coaching
- Keeping fellows on the critical path
- Attrition of fellows

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Q & A

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