



**Fearless Family of Churches exists to  
Follow *Jesus* and Fearlessly Make Him Known**

**Position Description**

**Title: Fearless Leadership Resident**

**Compensation: Fundraising /Paid (see below)**

**Leadership Development: Leadership Pipeline Progression**

**Reports to:** Pastor or Ministry Director.

**Hours:** 40+ hours weekly, including evening/weekend hours (30+ available for students & bi-vocational leaders).

**Requirements:** Undergraduate degree or equivalent experience.

**Function**

The Fearless Leadership Residency is designed to bridge Ministry Leaders from their education into a fulltime ministry careers, and to prepare current and potential Pastors to lead new church plants. Our Pastors and Ministry Directors are excited to help you gain the skills, experience and connections you need to bring the hope and restoration of Jesus into our world through your career in church or non-profit leadership.

Leadership Residents function similarly to full-time staff that focus on an area of ministry leadership or church planting for a period of one to three years. Over three years, the resident learns to lead others and teams, to lead programs and ministries, and ultimately to lead whole organizations. Our goal at the end of your residency is to...

- 1) Help you find a fulltime position within our churches,
- 2) Support your dream of planting a new church, or
- 3) Help you find your next step in ministry through our connections and recommendations.

**Responsibilities**

The Fearless Leadership Residency includes three different phases of development that determine their responsibilities for that season. Resident's are recommended into a phase based on the outcome of their interviews and assessments.

Phase 1, Ministry Apprentice: Leading Teams and Events (traditionally, the first year of residency).

- Choose a focus area: Church Planting, Worship Arts, Young Adults, Student Ministry, Children's Ministry, Life Groups, Missions, Technical Arts Ministry, Operations or Executive Leadership.
- Learn to lead teams and events within a church ministry context.
- Phase 1 concludes with commissioning out into ministry or an invitation to a Phase 2 of residency.

Phase 2, Ministry Leader: Leading Leaders and Programs (traditionally the second year of residency).

- Work directly under a Ministry Director or Pastor.
- Learn to lead other leaders and whole programs within your focus area of ministry.
- Seek fulltime employment within the Fearless Family of Churches or outside of the organization.
- Phase 2 concludes with commissioning out into ministry or an invitation onto our staff.

Phase 3, Church Planter: Leading Churches (traditionally third year of residency).

- Master's level education or equivalent experience (i.e. Fearless Residency Phases 1 & 2).
- Complete church planting assessment through a Fearless Family of Churches partner ministry.
- Complete recommended training or preparation from assessment.

- Build an action plan with Fearless Churches: Fearless Network Plant or Partner Church Plant.
  - As a Network Church Planter, you are given the resources of the Network, and the responsibilities of our senior leadership, as you help lead a movement to make disciples, develop leaders and plant churches.
  - Partner Church Planters are supported for 1 year as a resident while they train, raise funds, build a core team and launch a new and autonomous church plant. The Fearless Family of Churches provides partial compensation, training and mentoring, access to resources and relationships, and support throughout the ministry launch.

### Compensation & Benefits

- A Phase 1 resident could make up to \$2000 per month. You raise \$500 minimum and we match you dollar for dollar up to \$1000, for a combined total of \$2000.
- A Phase 2 and phase 3 resident could make up to \$3000 per month. You raise \$750 minimum and we match you dollar for dollar up to \$1500, for a combined total of \$3000.
- Our matching support is meant to help you in purchasing health insurance as needed

Fundraising is an important part of leadership in any non-profit organization. Your ability to fund your mission and vision is directly connected to the long-term success of your organization. 100% of the money you raise will go directly to your compensation. Anything raised over your combined yearly cap will cover training expenses through the residency program. We provide coaching and resources for your fundraising journey.

### As a residency & staff we value:

- **Christ In You, Then Through You:**  
Be transformed by who you are in Christ in a way that moves you to transform and bring health to your relationships and environments
- **Stronger Together:**  
Become stronger together by forming authentic relationships founded on trust.
- **Live the Vision:**  
To embody the Ridge Point DNA in a way that fosters a culture of Kingdom minded disciple makers
- **Pray Like It Depends on God:**  
Constantly engage in effective prayer for the health and direction of the ministry and the advancement of the Kingdom.
- **Work Like It God Depends on Us:**  
Work in such a way that God would claim it as His own.
- **Pursue Innovation and Embrace Change:**  
Thinking through new ideas and risking failure so that we are continually improving

**Having reviewed this position description, I agree that it accurately reflects my new responsibilities and understand my next performance review will be based on the above criteria.**

Signature \_\_\_\_\_ Date \_\_\_\_\_