



# FEARLESS FAMILY OF CHURCHES

## Position Description

**Title:** Fearless Leadership

**Compensation:**

Fundraising/Paid (see Below)

**Leadership Development:** Leadership Pipeline Progression

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

**Hours:** 40-50 hrs/wk, including evenings and weekends (30/wk 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 or previous career into a fulltime ministry job. Our Pastors and Ministry Directors are excited to help you gain the skills, experience and connections you need to bring the holistic restoration of Jesus into our world through your career in local church ministry or non-profit leadership.

Leadership Residents function similarly to full-time staff by focusing on an area of ministry leadership or programing for a period of one to two years. During this time, the resident will learn 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. Invite you back into a second-year residency, or
3. Help you find your next step in ministry through our connections and recommendations.

**Responsibilities:** The Fearless Leadership Residency includes two different phases of development that determine responsibilities for that season. Residents are recommended into a phase based on the outcome of their interviews and assessment.

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

- ☐ Choose a focus area: Worship Arts, Young Adults, Student Ministry, Children's Ministry, Life Groups, Missions, Care & Support, Technical Arts Ministry, Operations or Executive Leadership.
- ☐ Learn to lead teams and events within a church ministry context under the leadership of a seasoned Pastor or Director.
- ☐ This will include program planning, volunteer leadership, marketing and communications, office systems, fundraising, budget planning and management, and so much more.
- ☐ 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.
- ☐ This will include ministry development, volunteer recruitment, leader training, and vision casting.
- ☐ 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.

### **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 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 will 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 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 \_\_\_\_\_