

The Timothy Program Track for Church Planters at The Falls Church Anglican

Program Description Overview

The Timothy Program is designed to train and equip young Anglican clergymen to become church planters, either in our DC metro area or beyond. It is normally a three year program.

Both general and specific pastoral skills will be provided, which are intended to give them experience and opportunities to grow in Christ and in their ministry knowledge, skills and abilities. A variety of training methodologies will be used throughout the three years. It is expected that at the end of the three year program the Timothy will launch a new church plant. The Timothy Program is designed to 'flex' with the needs of each Timothy. The program will be reviewed at the end of each semester, and the specific program goals adjusted accordingly.

Program Components

- General pastoral ministry within The Falls Church Anglican (TFCA).
- Specific ministry focus.
- Ministry rotation through many of the ministry areas at TFCA.
- Monthly seminars related to church leadership.
- Mentoring and coaching.
- The Washington Young Pastors Partnership.
- Short internship in a TFCA church plant.
- Church planting conferences/meetings.
- Church planting ministry plan development.

General pastoral ministry within The Falls Church Anglican (TFCA).

The Timothy is a full-time clergy staff person with TFCA. As a consequence of that they will be fully involved in the life of the parish, and will be expected to perform normal pastoral responsibilities. This will include visiting the sick, pastoral counseling, preaching, leading worship services of all kinds, etc. *See appendix one, program overview.*

Specific ministry focus.

We believe the Timothy's should have a Ministry Focus (MF) for years one and two. They would participate in the Pastoral Care ministry team the first year, and in Spiritual Formation/Discipleship the second year. While they would not be responsible for leading a major ministry that year, they would have significant responsibilities. Their participation in their MF area should average about ten hours a week.

Ministry rotation through many of the ministry areas at TFCA.

In general, the Timothy training program is modeled after a corporate management training program. Timothy's are rotated between several different ministries, i.e., pastoral care, outreach, and spiritual formation and discipleship (SFD) over three years to gain exposure to those ministries, perspective, and training. The purpose of the rotations (MR) is to give them an understanding of each ministry area and their 'DNA'. No more than twelve to twenty hours a month needs to be spent in that ministry area.

Monthly seminars related to church leadership.

Once a month there will be a seminar on a topic relevant to church leadership. It will focus more on the practical 'nuts and bolts' of congregational leadership. Some topics could be: Leading a Vestry, Leadership in a Crisis, Visionary Leadership, Team Building, Training Lay Leaders, Time and Priority Management, Stewardship and Fund Raising in a Church, Church Finances and Budgeting, Sabbath / Rest, Raising PKs – Do's and Don'ts, etc.

See appendix two, seminar topics.

Mentoring and coaching.

There will be several different kinds of mentoring and coaching provided through the three years. There will be time spent with the Rector, Senior Associate Rector, and Parish Administrator. An Executive Coach will also be assigned to the Timothy for the three years of the program. The Timothy will begin to meet with a church planting coach in their second or third year.

The Washington Young Pastors Partnership.

The Washington Young Pastors Partnership is a three-year, formational training program for aspiring pastors. The program serves as a character (heart) and skills (hands) supplement to academic training. It is ideally suited for graduating seminarians, pastoral interns and curates, particularly those with supervised church ministry responsibilities locally, and pastors recently placed in parish ministry. The program consists of four components: Formation Workshops, Retreats, Directed Study, & Mentoring.

The Washington Young Pastors Partnership is a program to foster the spiritual growth and development of young pastors in the Washington DC area. It is hoped that it will begin in the fall of 2014. It will be a three year program with monthly gatherings for teaching, discussion, prayer and fellowship. There will be a cohort that will continue through the three years.

Short internship in a TFCA church plant.

Timothy's should spend a significant period of time in one of our daughter churches to experience a church plant either over a semester, i.e., Fall or Spring, or over the summer after their first year. By doing it over the summer, a Timothy could experience two different church plants, if his particular schedule allows. This would allow the Timothy to experience life in a church that will look much more like their eventual church plant than TFC and to learn directly from another church planter.

Church planting conferences/meetings.

The Timothy will attend a number of conferences over the three years, several focusing on Church Planting. They will include: *Anglican 1000*, *Exponential*, a 'Bootcamp' and other conferences.

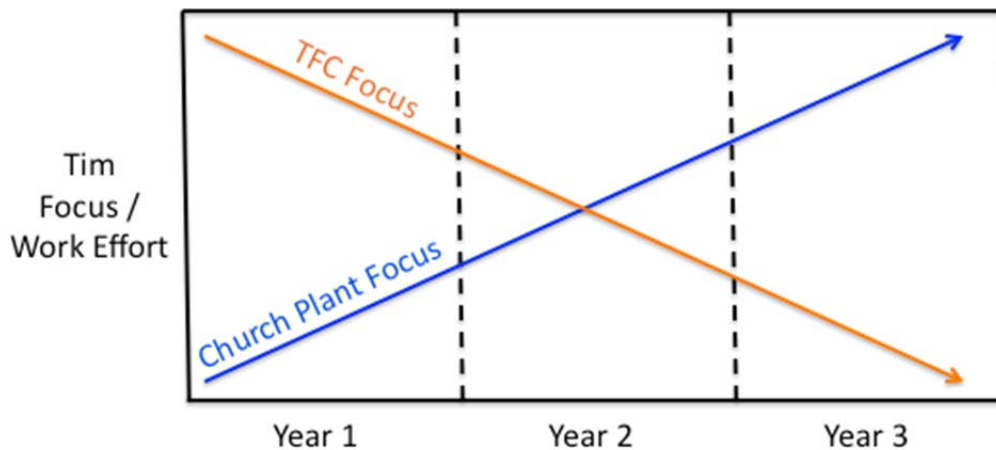
Church planting ministry plan development.

The Timothy will be coached in preparing a Church planting ministry plan over the three years. There will be a three-year schedule of deliverables related to the planting of the new church. The first year will focus on the initial discernment/learning process for church planting. Year two will be engaged in developing and finalizing a fully orbbed ministry plan. The third year will finalize and execute the plan for planting a new church. Three key components will be the ministry plan, recruitment of core team and staff, and the financial plan. *See appendix three, ministry plan program deliverables.*

Program Calendar




Over the course of the three-year training program, the Timothy will spend an increasing amount of time focused on their church plant – see diagram. For example in year one, we would expect the Timothy to spend nearly 100% of their time focused on duties at The Falls Church. In year two, we would expect the Timothy to spend about two-thirds of their time on TFC duties with about a third of their time spent on their new church plant. In year three, we would expect the Timothy to spend one-third of their time on TFC duties and two-thirds of their time on their church plants. Some flexibility in these ratios may be needed from time to time, but this trend would help the church to have a larger “birthweight” in the case of a DC metro area church plant, having allowed the Timothy to build more relationships focused towards the church plant in year three. Birthweight is likely to be based on TFC and local demographics as well as relationships.

Graphic Program Overview



Program Selection Criteria and Application

The Timothy Program is a program for Anglican clergymen those who passionately feel that Jesus Christ is calling them to be a church planter. Priority will be given first to those who will be planting a daughter church of The Falls Church in the DC Metro area (defined broadly as the official DC-VA-MD Metropolitan Statistical Area), and secondly to those who have a vision for planting a church beyond the DC Metro area. We will give preference to people with at least three years of professional life experience who have been married for at least two years. If you are interested in applying please contact The Falls Church Anglican.

<i>Appendix One</i>	YEAR 1: GET READY 	YEAR 2: GET SET 	YEAR 3: GO 
OVERALL	Objective = Priestly Form <ul style="list-style-type: none"> Time: Nearly 100% TFCA Year Min. Focus = Pastoral Care Year Coach = Some preaching (Coach = Bill Haley) 	Objective = Leadership Development <ul style="list-style-type: none"> Time: 2/3 TFCA, 1/3 New Plant Year Min. Focus = SF&D Year Coach = Lots of preaching (Coach = Bill Haley) 	Objective = Launch Church <ul style="list-style-type: none"> Time: 1/3 TFCA, 2/3 New Plant Year Min. Focus = Plant Year Coach = Bill Deiss / Church Planting Coach Some Preaching
FALL Sep-Dec	Pastoral Care Training <ul style="list-style-type: none"> Hospital Training Prepare-Enrich / Marriage Training Baptisms / Weddings / Funerals Teach Baptism Class 	Spiritual Formation & Discipleship (SF&D) Training <ul style="list-style-type: none"> Exposure to Men's/ Women's/Young Adult's Ministries / Welcome Teach Newcomers Class 	Develop Church Launch Plan <ul style="list-style-type: none"> Focus on Administration/ Finance Launch Prep – Core Team; Vision Casting; Large Group meetings
WINTER Jan-Mar	Winter/Spring Plan for Year 1&2 <ul style="list-style-type: none"> Four Ministry Rotations to occur in year 1 and 2 Winters / Springs based on Timothy needs 12-20 hours/month 	Ministry Rotation Options: <ul style="list-style-type: none"> Children's Youth Outreach Worship Healing Ministry Area of special interest 	Church Plant Pre-Launch <ul style="list-style-type: none"> Launch Preparation Core Team Vision Casting Recruiting Large Group meetings Work Church Launch Plan Financial Plan
SPRING Apr-Jun	<ul style="list-style-type: none"> Teach Confirmation (YR 1) Teach 1st Communion (YR 2) 		
SUMMER Jul-Aug	<ul style="list-style-type: none"> At Church Plant 6 weeks (Planter) Vacation / Study Leave 	<ul style="list-style-type: none"> At Church Plant 4-6 week GET Trip? Vacation / Study Leave 	<ul style="list-style-type: none"> Vacation / Study Leave
Church Planting	<ul style="list-style-type: none"> Initial Studies/ Deliverables Initial Discernment TFCA Retreats 	<ul style="list-style-type: none"> Deliverables Ongoing Discernment TFCA Retreats 	<ul style="list-style-type: none"> Deliverables TFCA Retreats Ready, Set, Go!
Conferences	<ul style="list-style-type: none"> Anglican 1000 Peacemakers 	<ul style="list-style-type: none"> Exponential 	<ul style="list-style-type: none"> Boot camp
THROUGH-OUT	<ul style="list-style-type: none"> Coaching – Participation in the Washington Young Pastors Partnership throughout; Regular time with John Yates, Rick Wright and Bill Deiss; Church Plant Coach by start of year 2; Pastor Coach – ; Executive Coach – TFC layman Supervision by the Timothy Project Manager (reports to Rick Wright), responsible for oversight, scheduling, and coordination within TFCA Monthly seminars; e.g., Leadership Development, Vision Casting, Evangelism, Time Management, Team Building, Stewardship, Finances and Budgeting, Leading a Vestry, Meeting Management, etc. Other Pastoral/Worship Elements to include On-Call Rotations, Noon Eucharist, Healing Services 		

Appendix Two: Seminar topics

The purpose of these one to three hour seminars (depending on the topic and speaker) is to provide practical training on a variety of topics that will be important to the Timothy in their future ministry. The presenters are often lay members of TFCA or one of our daughter churches, so the schedule below is a draft outline that will provide a framework. Actual dates will vary according to schedules and needs. The goal is to provide training that will be immediately applicable, 'Just in Time' training.

Year One

Clergy and spouse roles and expectations
Getting and staying organized
Hospital/home visits
Time management
Setting and keeping boundaries
Funerals
Managing stress
Handling 'EGR' people & Discretionary funds
Weddings & Baptisms
Visionary leadership

Year Two

Setting and achieving goals
Pastoral & Crisis Counseling
Preaching
Running a meeting
Getting things done
Planning worship services
Leading worship services
Surviving and thriving in a denomination
Evangelism
Leadership essentials

Year Three

Leading and working with a Vestry
Creating/casting a vision
Recruiting and working with volunteers
Finances and budgeting
Stewardship/fund raising
Establishing a church culture or 'DNA'
Strategic planning
Hiring & supervising staff
Holding people accountable/performance evaluations

Appendix Three: Ministry Plan Program Deliverables

Year One: The Timothy will review the Redeemer Church Planting manual in semester one. By the end of semester two they will have reviewed two ministry plans of prior Timothy's and prepared an evaluation of them to include strengths/weakness of ministry focus, target population, location, finances, and launch plans.

Year Two: At the beginning of the first semester they will develop a discernment process they will follow in discerning the Lord's will for their church planting. At the end of the first semester they will prepare an initial outline of their ministry plan. The second semester will be spent refining the ministry plan with all key components, so that is in a clear document that can be used as a basis for casting vision, fund raising, and core team recruiting.

Year Three: Semester one will focus on finalizing the ministry plan and doing initial vision casting, recruitment of core team and staging, location selection. The launch and financial plans will be also be finalized. Semester two is preparing for the launch and then planting.