



CHURCH PLANTING RESIDENCY PROGRAM

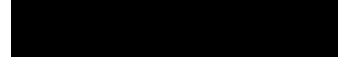




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Our Vision

The vision of the Residency Program is to recruit, train, and release church planters by providing an immersion-based ministry training experience which will lay a solid foundation for a long and fruitful life of learning, leadership, and ministry in the context of the local church. By the grace of God, we will plant at least 2 new churches every year starting in 2013.

Why immersion? We believe that the values of the kingdom of God are better “caught than taught.” This means that in order to really learn how we do ministry within the context of the Vineyard movement, a potential church planter needs to be immersed into the culture of a healthy reproducing church at an intense leadership level to really get it.

John Wimber once wrote, “Being around someone who performs a certain ministry skill successfully (or demonstrates personal maturity) is the best way to learn to do it (or be it) yourself.”

We want to create an environment where this can happen – where potential church planters can spend an intensive year interacting with, learning from, and being ministered to by seasoned church planters and pastors in the context of leadership in a local church.

The benefits of this type of training include:

- Hands-on experience throughout the life of the local church
- Practical skill training within a highly-functioning, healthy, reproducing Vineyard church
- Interaction with multiple staff and leaders on many different levels
- Leadership opportunities within significant areas of ministry
- Strengths-based personal coaching with a Mentoring Pastor
- Inner life formation assisted by a Mentoring Pastor

Our Program

This will be a one-year intensive, experiential learning school with a focus on giving you hands-on practical experience within a healthy, reproducing church while teaching them the core ministry tools and theology necessary for a solid foundation of life, learning, ministry and leadership.

We will break the year down into four seasons of development that will focus on different critical themes and aspects of personal discipleship and ministry leadership.

Season 1: Formation of the Inner life / Spiritual Formation

The experience starts off by helping you enter your inner world to address and master the critical areas of creating a healthy spiritual life, experiencing emotional health and freedom and embracing healthy singleness or fostering a vibrant marriage. This is a time of intense soul-searching, discovering a deeper relationship with Jesus and forming disciplines for leading out of a place of wholeness and connection.

- A focus on spiritual formation and development of the inner life
- Grow in healthy singleness and developing healthy marriages and family life
- Silent retreats and other opportunities to practice and grow in the spiritual disciplines
- Building a life of character and integrity
- Books to read:
 - A Long Obedience in the Same Direction
 - The Pursuit of God
 - Practicing the Presence of God
 - Celebration of Discipline
 - The Spirit of the Disciplines
 - Sacred Pathways
 - Sacred Marriage

Season 2: Reaching, Connecting & Building People / Discipleship

Emerging from the cocoon of inner-life transformation, vision discovery and capturing the Vineyard Kingdom context, you will now begin to discover some of the practices of ministry. You will learn and experience how to gather people, teach them to be students of Jesus, and communicate to God's empowering Word to his people.

- Addressing the issues of beginning to give away what you received in the previous season
- What does a disciple of Jesus look like and how do you intend to make one, or many
- Developing a plan for intentional discipleship
- Learning to outline scripture and learning the entire biblical story
- Passing on real, practical and reproducible tools: Prayer, Evangelism, Healing, etc.
- Small group involvement, leading a small group
- Follow the process of discipleship to evangelism to people gathering
- The sign of maturity is reproduction. All healthy things reproduce.
- Books to read:
 - Empowered Evangelicals
 - Power Evangelism
 - Master Plan of Evangelism
 - The Divine Conspiracy
 - A Theology of the Kingdom
 - The Challenge of Jesus

Season 3: Discovering Vision & Values & Calling

Out of the season of healing, discovery and connection with Jesus, you will emerge with a seminal sense of your personal call to ministry and an overarching vision for your life. To help further formulate this, you will capture the Vineyard Genetic Code, Values and Philosophy of ministry through intense study and experience.

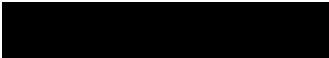
- Maturity is reproduction
- What is different about a Vineyard church plant?
- What is the calling of the Vineyard movement?
- Books:
 - Quest for the Radical Middle
 - Doing Church
 - Visioneering

Season 4: Doing Church / Leadership Implementation

Having experienced some of the mechanics of working with people, you will now gain experience and wisdom related to actually running a healthy church. Starting with broader topics like understanding how to reach the culture of their world and city to more practical topics like managing finances, week to week planning and leading effectively, you will acquire the nuts and bolts of how to effectively pastor this thing that we call church.

- Planning
- Communication / Teaching / Preaching
- Budgets
- Team formation / Development / Meyers Briggs stages of a team
- Books:
 - Getting Things Done
 - Team Building
 - Between Two Worlds
 - Preaching Manual

Practical Ministry Rotation



During seasons 2-4, you will practically experience all aspects of a growing, healthy church by following a rotation through different ministry areas. This is to give you a holistic view of what goes on in each area of ministry and provide a vision toward which you will grow your own church. You will be immersed in the following areas: Senior Pastor's role, Associate/Support Pastor, Youth Ministry, Kid's Ministry, Worship, Administration, Hospitality, Compassion, Small Groups and Evangelism.

Theological Training

In conjunction with the spiritual and practical training and experience we offer, you will also begin to study key theological themes related to three areas: Biblical, Practical and Kingdom Theology. It should be noted that, while this will provide a framework of some very important theological topics, you will be encouraged that this is just the beginning of a life-long journey of reading and study.

Church Planting Assessment

In order to monitor your growth and progress, you will take the Church Planter's Assessment at five main points along your journey of becoming a church planter: before entering the Program, once during the Program, upon completing the Program, a year after graduating from the Program, and 3 years after graduating from the Program. This will help the leaders of the Program work in conjunction with the Regional Church Planting Coordinator to monitor your strengths and weaknesses to create an individualized coaching strategy for you. This will help you to consistently grow in your weaker areas and capitalize on your areas of strength.

Your Mentoring Pastor

You will be assigned a pastor who will serve as their primary mentor throughout the year of the Program. The details of what the mentoring will look like will be left to you and the Mentoring Pastor.

Online Learning

In between the monthly intensives, you will be asked to use our online tools for learning and communication with other Residents. The online tool will be made available for you even after you after plant so that you can continue to stay in touch with others from the Program and continue to learn and grow as a church planter.

Meeting with Active Church Planters

Throughout the Program, the Residents will have an opportunity to visit and interact with pastors who are currently planting or recently planted a church. This will provide an opportunity to see a church plant in action and ask questions of the church planter.

Ongoing Mentoring and Accountability

We recognize that just being sent as a church planter will not guarantee a successful church plant. We believe that it is vitally important for the church planter to have ongoing accountability and mentoring. And with that in mind, we will be actively working with the church planter to ensure the continued growth and health of not just the church plant, but also the church planter and their team.

Overview of the Residency Year:

Season	Month	Theme	Monthly Focus
First	1	Formation of the Inner Life	Spiritual Life (Retreat Weekend)
	2		Emotional Maturity
	3		Marriage & Singleness
Second	4	Discovering Vision and Values	Sense of Call (Retreat Weekend)
	5		Vineyard Values and Methods
	6		Vision and Philosophy of Ministry
Third	7	Reaching, Connecting, and Building People	Discipleship (Retreat Weekend)
	8		People Gathering
	9		Communication Skills / Preaching
Fourth	10	Doing Church	Evangelism (Retreat Weekend)
	11		Finances
	12		Planning

Overview of the Monthly Intensives

	Friday
3:30pm-5:00pm	Preaching and Leadership Mentoring with Rich Nathan
5:30pm-7:30pm	Learning Module
7:30pm-9:00pm	Dinner with Pastor(s)
	Saturday
8:00am-9:00am	Devotional
9:00am-11:00am	Learning Module
11:00am-1:00pm	Practicum
1:00pm-2:00pm	Cohort Lunch
2:00pm-5:00pm	Practicum
6:00pm-7:30pm	Immersion Training at Vineyard Columbus Worship Services
	Sunday
8:00am-9:00am	Devotional
9:00am-1:00pm	Immersion Training at Vineyard Columbus Worship Services
1:00pm-2:00pm	Cohort Lunch
2:00pm-5:00pm	Practicum
	Wednesday (10 Days Later)
6:00pm-9:00pm	Dinner and Discussion with Pastor



Frequently Asked Questions

- 1. What is the primary goal of the Program?**

The primary goal of the Program is the development and deployment of new church planters who will plant churches that are passionate, mature, and reproducing. It is our aim to pass on to the Residents the accumulated experience and knowledge of the pastoral staff at Vineyard Columbus as a way to prepare and encourage new church planters.
- 2. What Vineyard Columbus staff members will be involved with the Program?**

The Program will be administered by the Vineyard Columbus Church Planting Team. In addition, Residents will interact with Rich Nathan and other staff pastors during the various learning modules, weekend intensives, and other engagement opportunities.
- 3. What qualifications are needed to be accepted into the Program?**

We are looking for people who have a passion to plant a new Vineyard church and are daring enough to dream big dreams for the Kingdom of God. Additionally, we are looking for individuals with previous ministry and leadership experience. Finally, we place a high value on a positive “can do” attitude, flexibility, a strong work ethic, being a team player, and a willingness to grow in awareness of oneself and others.
- 4. What are the dates for the Program?**

The 2011-2012 Church Planting Residency Program will run from September 2011 through August 2012.
- 5. What is the admissions process?**

You must submit a completed application for admission. You must submit two ministry references and one personal reference. The two ministry references should be from a current pastor or ministry leader and the other can be from either a current or former pastor or ministry leader. In addition, you must complete the Vineyard Columbus Employment Application. All applications can be found on our website: www.vineyardcolumbus.org/ministries/church-plant.
- 6. What financial support is available as a Resident?**

A few scholarships are available for those who may require money during their time as a Resident. These scholarships can be used for costs related to the program like books, gas, traveling, etc.
- 7. Will I get any financial support when I plant a church?**

We recognize that financial considerations for church planting must be addressed. Currently, Vineyard USA offers a small grant for those who are accepted to plant a Vineyard Church. In addition, Vineyard Columbus will work with each Resident who is released to plant a church on an individual basis to create a suitable financial support package based on need and location of the church plant.
- 8. What if I have a question that is not answered here?**

If you have any questions about the Program or the application process that is not answered in this document, you can email us at church.planting@vineyardcolumbus.org or call us at 614-890-0000.

Our Statements

Mission Statement

The mission of Vineyard Columbus is to develop a community of passionate, mature, reproducing disciples; to plant passionate, mature, reproducing churches; and, to transform the world by love and good deeds for the glory of God.

Vision Statement

Our vision is to be a R.E.L.E.V.A.N.T. church that does not exist for itself, but for Christ and for the world.

Faith Statement

Vineyard stands firmly in the center of orthodox Christian teaching. We adhere to the historic creeds of the Christian Church. Out of loyalty to Christ and the gospel, we have come to a number of convictions concerning the clear teaching of the Bible. At the same time, we have not included in our statement of faith much that can be legitimately debated by orthodox Christians. In other words, we do have boundaries, but our boundaries are broad and inclusive. On the spectrum of Christian churches:

- We are orthodox.
- We are evangelical.
- We are empowered evangelicals.

Our Statement of Faith reads:

1. God the King and the Holy Trinity

WE BELIEVE that God is the Eternal¹ King². He is an infinite,³ unchangeable⁴ Spirit,⁵ perfect⁶ in holiness,⁷ wisdom,⁸ goodness,⁹ justice,¹⁰ power¹¹ and love.¹² From all eternity¹³ He exists as the One¹⁴ Living¹⁵ and True¹⁶ God in three persons¹⁷ of one substance,¹⁸ the Father, the Son, and the Holy Spirit,¹⁹ equal in power and glory.²⁰

¹Deuteronomy 33:27; Romans 1:20; ²Psalms 95:3; Isaiah 43:15; ³Psalms 147:5; Job 11:7-9; ⁴James 1:17; ⁵John 4:24; ⁶Matthew 5:48; ⁷Isaiah 6:3; ¹Peter 1:15-16; ⁸Psalms 104:24; Proverbs 2:6; ⁹Isaiah 28:29; ⁹Exodus 33:19; ¹⁰Psalms 63:2; ¹¹Psalms 31:19; ¹⁰Psalms 33:5; ¹⁰Psalms 89:14; ¹¹Isaiah 30:18; ¹¹Exodus 15:6; ¹²1 John 4:8; ¹³Isaiah 43:13; ¹⁴Isaiah 45:5; ¹Corinthians 8:4; ¹⁵Psalms 42:2; ¹⁶Psalms 84:2; ¹⁶Jeremiah 10:10; ¹⁷John 1:18; ¹⁷John 10:30; ¹⁷John 14:9; ¹⁷John 14:16-17; ¹⁷John 14:26; ¹⁷John 15:26; ²Corinthians 3:17-18; ¹⁸John 1:1; ¹⁸John 1:14; ²Corinthians 3:17; ¹⁹Matthew 28:19-20; ²Corinthians 13:14; ²⁰Revelation 1:4; ²⁰Revelation 5:13; ²⁰Ephesians 3:14-21

2. God the King: The Creator and Ruler of All Things

WE BELIEVE that God's kingdom is everlasting.²¹ From His throne,²² through His Son, His eternal Word,²³ God created,²⁴ upholds²⁵ and governs²⁶ all that exists.²⁷ the heavenly places,²⁸ the angelic hosts,²⁹ the universe,³⁰ the earth,³¹ every living thing³² and mankind.³³ God created all things very good.³⁴

²¹Psalms 45:6; ²¹Psalms 145:13; ²²Daniel 4:3; ²²Psalms 93:1-2; ²³John 1:1-3; ¹Corinthians 8:6; ²³Colossians 1:15-16; ²³Hebrews 1:1-2; ²⁴Genesis 1:1; ²⁴Psalms 95:3-5; ²⁵Colossians 1:17; ²⁵Hebrews 1:3; ²⁶Psalms 103:19; ²⁶Psalms 104:24-29; ²⁷Psalms 96:4-6; ²⁸Psalms 89:11; ²⁹Psalms 103:20-21; ³⁰Colossians 1:16-17; ³¹Psalms 104:5; ³²Psalms 103:22; ³³Psalms 22:28; ³⁴Psalms 47:8; ³⁴Genesis 1:31

3. Counterfeit Kingdom: Satan and Demonic Hosts

WE BELIEVE that Satan, originally a great, good angel, rebelled against God, taking a host of angels with him.³⁵ He was cast out of God's presence and, as a usurper of God's rule, established a counter-kingdom of darkness³⁶ and evil on the earth.³⁷

³⁵Revelation 12:7-9; ³⁶2 Corinthians 11:14; ³⁶Colossians 1:13-14; ³⁶Ephesians 6:12; ³⁷Mark 3:22-26; ³⁷Ephesians 2:1-2; ³⁷1 John 5:19

4. The Kingdom in the Creation of Man, the Fall and the Doctrine of Original Sin

WE BELIEVE that God created mankind in His own image, male and female,³⁸ for relationship with Himself and to govern the earth.³⁹ Under the temptation of Satan,⁴⁰ our original parents fell from grace,⁴¹ bringing sin,⁴² sickness⁴³ and God's judgment of death to the earth.⁴⁴ Through the fall, Satan and his demonic hosts gained access to God's good creation.⁴⁵ Creation now experiences the consequences and effects of Adam's original sin.⁴⁶ Human beings are born in sin,⁴⁷ subject to God's judgment of death⁴⁸ and captive to Satan's kingdom of darkness.⁴⁹

³⁸Genesis 1:26-27; ³⁹Genesis 1:26; ⁴⁰Genesis 3:1; ⁴⁰Revelation 12:9; ⁴¹Genesis 3:8; ⁴¹Romans 1:21; ⁴¹Romans 5:16; ⁴²Romans 5:12; ⁴³John 5:14; ⁴⁴1 Corinthians 15:22; ⁴⁵John 8:44; ⁴⁵1 John 5:19; ⁴⁶Romans 8:20-23; ⁴⁷Psalms 51:5; ⁴⁸Ezekiel 18:4; ⁴⁸Romans 2:5; ⁴⁸Romans 2:12; ⁴⁸Hebrews 9:27; ⁴⁹Galatians 1:3-5; ⁴⁹Galatians 4:8-9; ⁴⁹Colossians 1:13

5. God's Providence, Kingdom Law and Covenants

WE BELIEVE that God did not abandon His rule over the earth⁵⁰ which He continues to uphold by His providence.⁵¹ In order to bring redemption, God established covenants⁵² which revealed His grace to sinful people.⁵³ In the covenant with Abraham, God bound Himself to His people Israel, promising to deliver them from bondage to sin and Satan and to bless all the nations through them⁵⁴

⁵⁰Psalm 24:1; ⁵¹Psalm 96:10; ⁵²Isaiah 40:22; ⁵³Hebrews 1:3; ⁵⁴Romans 9:4; ⁵⁵Ephesians 2:12; ⁵⁶Genesis 17:3-8; ⁵⁷Genesis 12:2-3; ⁵⁸Genesis 15:4-6; ⁵⁹Romans 4:3-5; ⁶⁰Romans 4:16; ⁶¹Romans 4:20-25; ⁶²Galatians 3:6-9; ⁶³Galatians 3:13-14

WE BELIEVE that as King, God later redeemed His people by His mighty acts from bondage in Egypt⁵⁵ and established His covenant through Moses, revealing His perfect will and our obligation to fulfill it.⁵⁶ The law's purpose is to order our fallen race⁵⁷ and to make us conscious of our moral responsibility.⁵⁸ By the work of God's Spirit,⁵⁹ it convicts us of our sin⁶⁰ and God's righteous judgment against us⁶¹ and brings us to Christ alone for salvation.⁶²

⁵⁵Exodus 15:3-18; ⁵⁶Exodus 19:3-6; ⁵⁷Exodus 24:3-4; ⁵⁸Exodus 24:7; ⁵⁹Romans 8:3-4; ⁶⁰Romans 8:12-14; ⁶¹Deuteronomy 5:1-3; ⁶²Deuteronomy 30:15-18; ⁶³Galatians 3:23-25; ⁶⁴Psalm 25:8-10; ⁶⁵Romans 7:7; ⁶⁶John 15:26; ⁶⁷John 16:8-11; ⁶⁸2 Corinthians 3:14-17; ⁶⁹Romans 7:13; ⁷⁰Galatians 3:19; ⁷¹Galatians 3:21-22; ⁷²Romans 2:1-11; ⁷³Galatians 3:24; ⁷⁴Philippians 3:8-9

WE BELIEVE that when Israel rejected God's rule over her as King,⁶³ God established the monarchy in Israel⁶⁴ and made an unconditional covenant with David,⁶⁵ promising that his heir would restore God's kingdom reign over His people as Messiah forever.⁶⁶

⁶³1 Samuel 8:6-8; ⁶⁴1 Samuel 8:21-22; ⁶⁵1 Samuel 9:15-16; ⁶⁶1 Samuel 10:1; ⁶⁷1 Samuel 10:24; ⁶⁸2 Samuel 7:11b-16; ⁶⁹Psalm 89:34-37; ⁷⁰Isaiah 9:6-7; ⁷¹Isaiah 11:1-5; ⁷²Jeremiah 23:5-6; ⁷³Ezekiel 34:23

6. Christ the Mediator and Eternal King

WE BELIEVE that in the fullness of time,⁶⁷ God honored His covenants with Israel and His prophetic promises of salvation⁶⁸ by sending His Son,⁶⁹ Jesus, into the world.⁷⁰ Conceived by the Holy Spirit and born of the Virgin Mary,⁷¹ as fully God and fully man in one person,⁷² He is humanity as God intended us to be.⁷³ Jesus was anointed as God's Messiah and empowered by the Holy Spirit,⁷⁴ inaugurating God's kingdom reign on earth,⁷⁵ overpowering the reign of Satan by resisting temptation,⁷⁶ preaching the good news of salvation,⁷⁷ healing the sick,⁷⁸ casting out demons⁷⁹ and raising the dead.⁸⁰ Gathering His disciples,⁸¹ He reconstituted God's people⁸² as His Church⁸³ to be the instrument of His kingdom.⁸⁴ After dying for the sins of the world,⁸⁵ Jesus was raised from the dead on the third day,⁸⁶ fulfilling the covenant of blessing given to Abraham.⁸⁷ In His sinless, perfect life⁸⁸ Jesus met the demands of the law⁸⁹ and in His atoning death on the cross⁹⁰ He took God's judgment for sin⁹¹ which we deserve as law-breakers.⁹² By His death on the cross He also disarmed the demonic powers.⁹³ The covenant with David was fulfilled in Jesus' birth from David's house,⁹⁴ His Messianic ministry,⁹⁵ His glorious resurrection from the dead,⁹⁶ His ascent into heaven and His present rule at the right hand of the Father.⁹⁷ As God's Son and David's heir,⁹⁸ He is the eternal Messiah-King,⁹⁹ advancing God's reign throughout every generation and throughout the whole earth today.¹⁰⁰

⁶⁷Mark 1:15; ⁶⁸Galatians 4:4; ⁶⁹Romans 1:2-4; ⁷⁰John 1:14; ⁷¹John 1:17-18; ⁷²Luke 1:30-35; ⁷³John 1:14; ⁷⁴Philippians 2:5-7; ⁷⁵Romans 5:19; ⁷⁶1 Corinthians 15:22; ⁷⁷1 Peter 2:22; ⁷⁸2 Corinthians 5:21; ⁷⁹Romans 8:29; ⁸⁰Luke 3:21-22; ⁸¹Luke 4:16-21; ⁸²Mark 1:14-15; ⁸³Luke 11:20; ⁸⁴Luke 17:20-21; ⁸⁵Luke 4:1-13; ⁸⁶Luke 4:43; ⁸⁷Luke 4:40; ⁸⁸Luke 4:41; ⁸⁹Luke 7:14-17; ⁹⁰Mark 1:16-17; ⁹¹Mark 3:13-15; ⁹²Matthew 16:18; ⁹³Luke 9:1-2; ⁹⁴Luke 10:1-17; ⁹⁵John 1:29; ⁹⁶John 6:51; ⁹⁷John 4:9-10; ⁹⁸Mark 8:31; ⁹⁹1 Corinthians 15:3-5; ¹⁰⁰Galatians 3:13-14; ¹⁰¹Acts 3:14-15; ¹⁰²Hebrews 4:15; ¹⁰³Romans 5:18-19; ¹⁰⁴1 Peter 2:24; ¹⁰⁵Galatians 3:13; ¹⁰⁶2 Corinthians 5:21; ¹⁰⁷Romans 1:18; ¹⁰⁸Romans 1:32; ¹⁰⁹Romans 2:12; ¹¹⁰2 Thessalonians 1:6-10; ¹¹¹Colossians 2:13-15; ¹¹²Matthew 1:1; ¹¹³Luke 1:68-72; ¹¹⁴Luke 2:10-11; ¹¹⁵Matthew 9:27; ¹¹⁶Acts 2:24-28; ¹¹⁷Acts 2:29-36; ¹¹⁸Romans 1:1-4; ¹¹⁹Hebrews 1:1-3; ¹²⁰1 Corinthians 15:24-26; ¹²¹Ephesians 1:19-23; ¹²²Revelation 5:5

7. The Ministry of the Holy Spirit

WE BELIEVE that the Holy Spirit was poured out on the Church at Pentecost in power,¹⁰¹ baptizing believers into the Body of Christ¹⁰² and releasing the gifts of the Spirit to them.¹⁰³ The Spirit brings the permanent indwelling presence of God to us¹⁰⁴ for spiritual worship,¹⁰⁵ personal sanctification,¹⁰⁶ building up the Church,¹⁰⁷ gifting us for ministry,¹⁰⁸ and driving back the kingdom of Satan by the evangelization of the world¹⁰⁹ through proclaiming the word of Jesus¹¹⁰ and doing the works of Jesus.¹¹¹

¹⁰¹Acts 1:8; ¹⁰²Acts 2:1-4; ¹⁰³1 Corinthians 12:13; ¹⁰⁴1 Corinthians 12:4-7; ¹⁰⁵John 14:16-17; ¹⁰⁶Romans 12:1; ¹⁰⁷Ephesians 5:18-20; ¹⁰⁸Romans 8:3-4; ¹⁰⁹1 Corinthians 14:12; ¹¹⁰1 Corinthians 14:26; ¹¹¹Romans 12:4-6; ¹¹²Luke 11:20; ¹¹³John 3:8b; ¹¹⁴Ephesians 6:10-20; ¹¹⁵John 14:12-13; ¹¹⁶Romans 15:18-19; ¹¹⁷1 Corinthians 4:20

WE BELIEVE that the Holy Spirit indwells every believer in Jesus Christ¹¹² and that He is our abiding Helper,¹¹³ Teacher,¹¹⁴ and Guide.¹¹⁵ We believe in the filling or the empowering of the Holy Spirit,¹¹⁶ often a conscious experience,¹¹⁷ for ministry today.¹¹⁸ We believe in the present ministry of the Spirit¹¹⁹ and in the exercise of all of the biblical gifts of the Spirit.¹²⁰ We practice the

laying on of hands for the empowering of the Spirit,¹²¹ for healing,¹²² and for recognition and empowering of those whom God has ordained to lead and serve the Church.¹²³

¹¹²Romans 8:9-10; ¹¹³John 16:7; ¹¹⁴John 14:26; ¹¹⁵John 16:13-15; ¹¹⁶Romans 8:14; ¹¹⁷Luke 24:49; ¹¹⁸Acts 4:31; ¹¹⁹Acts 8:18-19; ¹²⁰Acts 19:1-2; ¹²¹1 Corinthians 2:4-5; ¹²²2 Corinthians 4:7; ¹²³2 Corinthians 6:4-7; ¹²⁴Joel 2:28-29; ¹²⁵Acts 2:15-17; ¹²⁶1 Corinthians 12:7-11; ¹²⁷1 Corinthians 14:1; ¹²⁸1 Thessalonians 5:19-21; ¹²⁹Acts 8:14-17; ¹³⁰Acts 19:6; ¹³¹Mark 1:41; ¹³²Luke 6:18b-19; ¹³³Mark 16:18; ¹³⁴Acts 13:1-3; ¹³⁵1 Timothy 4:14; ¹³⁶2 Timothy 1:6

8. The Sufficiency of Scripture

WE BELIEVE that the Holy Spirit inspired the human authors of Holy Scripture¹²⁴ so that the Bible is without error¹²⁵ in the original manuscripts. We receive the sixty-six books of the Old and New Testaments¹²⁶ as our final, absolute authority, the only infallible rule of faith¹²⁷ and practice.¹²⁸

¹²⁴2 Timothy 3:16-17; ¹²⁵2 Peter 1:20-21; ¹²⁶1 Corinthians 2:12-13; ¹²⁷John 14:26; ¹²⁸Psalm 19:7-9; ¹²⁹Psalm 119:30; ¹³⁰Psalm 119:43; ¹³¹Psalm 119:89; ¹³²Matthew 5:17-18; ¹³³John 3:34; ¹³⁴John 10:35; ¹³⁵1 Thessalonians 2:13; ¹³⁶Revelation 22:6; ¹³⁷Luke 24:44; ¹³⁸2 Peter 3:15-16; ¹³⁹Revelation 22:18-19; ¹⁴⁰Isaiah 40:8; ¹⁴¹Matthew 24:35; ¹⁴²Matthew 7:21; ¹⁴³Matthew 7:24; ¹⁴⁴Luke 1:38; ¹⁴⁵James 1:22-25

9. The Power of the Gospel Over the Kingdom of Darkness

WE BELIEVE that the whole world is under the domination of Satan¹²⁹ and that all people are sinners by nature¹³⁰ and choice.¹³¹ All people therefore are under God's just judgement.¹³²

Through the preaching of the Good News of Jesus and the Kingdom of God¹³³ and the work of the Holy Spirit,¹³⁴ God regenerates,¹³⁵ justifies,¹³⁶ adopts¹³⁷ and sanctifies¹³⁸ through Jesus by the Spirit¹³⁹ all who repent of their sins¹⁴⁰ and trust in Jesus Christ as Lord¹⁴¹ and Saviour.¹⁴² By this they are released from Satan's domain and enter into God's kingdom reign.¹⁴³

¹²⁹Luke 4:5-7; ¹³⁰1 John 5:19; ¹³¹1 Corinthians 15:22; ¹³²Ephesians 2:1-3; ¹³³Romans 1:21-23; ¹³⁴Romans 1:32; ¹³⁵Romans 1:18; ¹³⁶Romans 2:5; ¹³⁷2 Corinthians 5:10; ¹³⁸Ephesians 5:6; ¹³⁹Mark 1:14-15; ¹⁴⁰Acts 8:12; ¹⁴¹Acts 28:31; ¹⁴²Ephesians 5:5; ¹⁴³John 16:7-11; ¹⁴⁴John 3:5-8; ¹⁴⁵1 Peter 1:23; ¹⁴⁶Romans 5:1-2; ¹⁴⁷Romans 5:9; ¹⁴⁸Romans 8:15; ¹⁴⁹Galatians 4:6; ¹⁵⁰Ephesians 5:25; ¹⁵¹Hebrews 13:12; ¹⁵²1 Peter 1:1-2; ¹⁵³Acts 2:38; ¹⁵⁴Romans 10:9; ¹⁵⁵John 4:13-15; ¹⁵⁶Colossians 1:13-14; ¹⁵⁷Philippians 3:20

10. The Church: Instrument of the Kingdom

WE BELIEVE in the one,¹⁴⁴ holy,¹⁴⁵ universal Church.¹⁴⁶ All who repent of their sins and confess Jesus as Lord and Savior are regenerated by the Holy Spirit¹⁴⁷ and form the living Body of Christ,¹⁴⁸ of which He is the head¹⁴⁹ and of which we are all members.¹⁵⁰

¹⁴⁴John 17:20-21; ¹⁴⁵Ephesians 4:3-6; ¹⁴⁶1 Corinthians 3:16-17; ¹⁴⁷Matthew 16:17-18; ¹⁴⁸1 Corinthians 1:2; ¹⁴⁹Ephesians 2:18-19; ¹⁵⁰1 Peter 2:9-10; ¹⁵¹Titus 3:4-7; ¹⁵²Romans 12:4-5; ¹⁵³Ephesians 1:22; ¹⁵⁴Ephesians 5:23; ¹⁵⁵1 Corinthians 12:27

11. Baptism and the Lord's Supper

WE BELIEVE that Jesus Christ committed two ordinances to the Church: water baptism¹⁵¹ and the Lord's Supper.¹⁵² Both are available to all believers.

¹⁵¹Matthew 28:19-20; ¹⁵²1 Corinthians 10:14-17; ¹⁵³11:23-26

12. The Kingdom of God and the Final Judgment

WE BELIEVE that God's kingdom has come in the ministry of our Lord Jesus Christ,¹⁵³ that it continues to come in the ministry of the Spirit through the Church,¹⁵⁴ and that it will be consummated in the glorious, visible and triumphant appearing of Christ¹⁵⁵ - His return to the earth as King.¹⁵⁶ After Christ returns to reign,¹⁵⁷ He will bring about the final defeat of Satan and all of his minions and works,¹⁵⁸ the resurrection of the dead,¹⁵⁹ the final judgment¹⁶⁰ and the eternal blessing of the righteous and eternal conscious punishment of the wicked.¹⁶¹ Finally, God will be all in all¹⁶² and His kingdom, His rule and reign,¹⁶³ will be fulfilled in the new heavens and the new earth,¹⁶⁴ recreated by His mighty power, in which righteousness dwells¹⁶⁵ and in which He will forever be worshipped.¹⁶⁶

¹⁵³Daniel 7:13-14; ¹⁵⁴Matthew 4:23; ¹⁵⁵Matthew 12:28; ¹⁵⁶Matthew 6:10; ¹⁵⁷Matthew 10:7-8; ¹⁵⁸Matthew 24:14; ¹⁵⁹Mark 13:11; ¹⁶⁰John 15:26-27; ¹⁶¹Romans 14:17-18; ¹⁶²Mark 13:26; ¹⁶³Acts 1:9-11; ¹⁶⁴2 Thessalonians 2:8; ¹⁶⁵Revelation 19:11-16; ¹⁶⁶Matthew 25:31-32; ¹⁶⁷1 Corinthians 15:23-25; ¹⁶⁸Revelation 20:10; ¹⁶⁹1 Corinthians 15:51-52; ¹⁷⁰John 5:28-30; ¹⁷¹Revelation 20:11-15; ¹⁷²Matthew 25:31-46; ¹⁷³1 Corinthians 15:24-28; ¹⁷⁴1 Timothy 6:13-16; ¹⁷⁵2 Peter 3:13; ¹⁷⁶Revelation 21:5; ¹⁷⁷Revelation 21:27; ¹⁷⁸1 Timothy 1:17; ¹⁷⁹Revelation 7:9-12



Application

1. Application Process

In order to be considered for acceptance into the Program, you must submit all of the following:

- a. A Program application.
- b. Two ministry references and one personal reference. The two ministry references should be from a current pastor or ministry leader and the other can be from either a current or former pastor or ministry leader.
- c. The Vineyard Columbus Employment Application.

These forms are available on our website: www.vineyardcolumbus.org/ministries/church-plant. All the applications must be emailed to church.planting@vineyardcolumbus.org or mailed to the following address:

Vineyard Columbus
6000 Cooper Road
Westerville, OH 43081
Attn: Church Planting Residency Program

2. Application Deadline

The application deadline is July 1, 2011. Late or incomplete applications will be automatically rejected from consideration for admittance into the Program. Each application submitted will receive a confirmation stating that the application has been received. So, if you do not receive confirmation from us, please call or email us.

3. Final Decision Announcement Date

The candidates for the Program will be announced on August 1, 2011.

4. Start Date

The Program will officially begin on September 1, 2011.

5. Questions?

If you have any questions about the Program or the application process that is not answered in this document, you can email us at church.planting@vineyardcolumbus.org or call us at 614-890-0000.



9. Marital Status:

- Single
- Widowed
- Married*/ Date of Marriage _____ Spouse's Name _____
- Divorced **/ Date of Divorce _____

* If married, is your spouse fully supporting your decision to participate in this program?

- Yes No

Please Explain:

**** If divorced, please explain circumstances in relationship to Biblical truth:**

10. Number of children at home: _____ Ages of children: _____

11. When did you become a Christian (approx. age if you are not sure)? _____ / _____ / _____
Month Day Year

12. What is the name, address, and phone number of the church you are currently attending?

Name _____ Phone number () _____

Address _____

City _____ State _____ Zip _____

13. If you are not a member of Vineyard Columbus, who is your pastor and/or ministry leader?

_____ Phone number () _____

14. Are you currently on staff at your local church? Yes No

If yes, what is your title and role?

15. How did you hear about this Program? Brochure/catalogue Conference

Friend Pastor Church service Web

Other _____

EDUCATION AND EXPERIENCE

16. Are you a high school graduate or do you have your GED equivalent?

Yes No Date graduated: _____

17. Post High School Education or College(s) Attended

Dates Attended	Major or Degree
_____	_____
_____	_____
_____	_____

18. In your educational experiences, have you completed course work in biblical, theological, or other areas of ministry at a university level? Yes No

19. Employment History (put most recent job first)

Employer	Position	Dates
_____	_____	_____
_____	_____	_____
_____	_____	_____

20. What experience do you have in leading and serving?

21. What are your areas of gifting? (please check all that apply)

<input type="checkbox"/> Administration	<input type="checkbox"/> Giving	<input type="checkbox"/> Prophecy
<input type="checkbox"/> Counseling	<input type="checkbox"/> Healing	<input type="checkbox"/> Serving
<input type="checkbox"/> Discernment	<input type="checkbox"/> Hospitality	<input type="checkbox"/> Teaching
<input type="checkbox"/> Encouragement	<input type="checkbox"/> Leading	<input type="checkbox"/> Worship
<input type="checkbox"/> Evangelism	<input type="checkbox"/> Mercy	<input type="checkbox"/> Other _____
<input type="checkbox"/> Faith	<input type="checkbox"/> Pastor	<input type="checkbox"/> Other _____



22. Which of the following descriptions best describes you and your spouse in social gatherings? Use the letter of your first name in the blanks below. Select only 2 categories from below for yourself and then your spouse.

___ **SOLITARY**
I don't like to express how I feel. I'd rather be highly selective about whom I associate with. I prefer to have an exclusive friend(s). Being alone is a pleasant thing to me and I desire time in solitude. Large groups exhaust me.

___ **EXCLUSIVE FRIENDSHIP CLUB**
I have many acquaintances but few good friends with whom I care to spend any great amount of time. I am skilled to function in social groups. I screen others and find those I want to associate with when I want to have some fun but still value a lot of time alone.

___ **SOCIALLY MATURE**
I present a public image of a gregarious person yet feel shy most of the time. I enjoy and have developed the art of sociability and conversation. I enjoy good deep conversations and can land on my feet in any conversation.

___ **PARTY MAKER**
I'm an out-going person with a steady compulsion to be around other people. It is difficult to be alone for any extended period of time. I need only brief times of isolation from people.

___ **REASSURE ME THAT I AM INCLUDED**
Others see me as reasonably sociable. I have a very strong need to belong, to be accepted, and included. I seldom feel hurt and I am sensitive about being left out, ignored, or left behind. Reassure me that I am wanted.

___ **INHIBITED INDIVIDUAL**
I like to wait and see if people invite and want me around. I can leave a false impression I don't want to be with others, but I desperately want to be invited.

___ **GUARDED RELATIONSHIP MAKER**
I play it safe and lack intensity to be with others and see if they will invite me. I too, can leave a false impression that I don't care. In reality, I leave it up to others to make me feel welcome and accepted.

___ **SOCIAL SECURE**
I'm comfortable in both large groups and being alone. I can take them or leave them.

From the selections above, describe what it says about how you interact in crowds.



23. Number the following categories by which style actually describes you. Number your first, second, third. . . etc. choice to your least actual managerial style.

- ___ **INVENTOR:** I like to come up with new inventive ideas and to experiment with concepts. I enjoy problem solving. My strength is creative adaptability. My weakness is too much change for a system to apply.
- ___ **POLITICIAN:** I exert my influence by getting access to key leaders above me and selling new ideas. My strengths are to negotiate and acquire new resources. My weakness is in over selling.
- ___ **CHEERLEADER:** I like to care, listen to, develop, and show concern for the needs of the individuals I lead. My strength is inspiring higher commitment and loyalty in those I lead. My weakness is permissiveness and lack of concern for organizational agendas.
- ___ **TEAM BUILDER:** I enjoy using my team building skills to help our leaders express their opinions and come to common framework. My strength is in my ability to manage conflict and build a team through open discussion and participative decision making. My weakness is excessive time to move a team into action.
- ___ **TRACKER:** I use my skill in keeping track of what is going on with my leadership. I do this by monitoring their progress on assigned tasks and objectives, and to develop checkpoints for a time of review. My strength is in the area of keeping people on target. My weakness could be to micro-manage when things are not getting completed.
- ___ **ORGANIZER:** I bring a sense of order into the team of those I lead. I help them plan, schedule, and organize. My strength is to anticipate problems and guide others to maintain organizational objectives. My weakness may be in over-protecting the systems I create.
- ___ **STRATEGIC PLANNER:** I'm good at strategic, long range planning. My strengths are in accomplishing the right tasks, making sure we are effective and initiating strategic action. My weakness could be in exhaustion from overwork.
- ___ **VISIONARY:** I like to provide direction, clarify priorities, and communicate my vision in a meaningful way. My strength is in providing structure for others to work. My weakness could be an imbalance between task and relational needs.

As you read over this list describe what it says about your leadership of a team:



24. Family Background

List what you feel are the most positive and negative qualities of your father.

Describe the most pleasant and unpleasant experiences you've had with your father.

What was/is your father's goal for your life?

List what you feel are the most positive and negative qualities of your mother.

Describe the most pleasant and unpleasant experience with your mother below.



What was/is your mother's goal for your life?

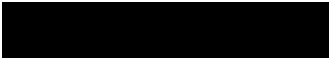
Are there personal events, or relationships from your past or present which could prove damaging to you or the ministry of Christ if disclosed? (e.g. child or spousal abuse, criminal activity, bankruptcy, sexual orientation, etc.)?

25. Long-Range Planning

What job, by title and description, do you aspire to have five years from now?

What educational course work will be required for you to accomplish this goal?

In order to be qualified for the goal described above, what three things do you need to equip yourself with or to accomplish between now and then?



What are three roadblocks keeping you from reaching your potential as a person?

List three areas where you need personal growth.

In your opinion, what is the most important question that needs to be asked about your own development?

List any prayer requests for which we can be praying with you.

Are there any questions you have for us?



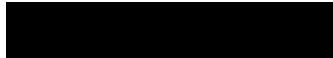
26. Sense of Call

How did your call to church planting come to you?

When have you gone through a seemingly insurmountable obstacle to your ministry?

What are your non- negotiable convictions in ministry?

Describe an instance where you resisted compromising on your convictions.



27. Possessing a Faith-Driven Vision

What kind of church do you envision? How does this style compare and differ with your previous ministry?

Describe the last ministry team you put together and led. What did you accomplish?

How have you structured your leadership training time in the past? What skills have you taught your leadership?

How have you shared your vision and asked people to join your previous group?



28. Disciple-Making Skills

When was the last time you followed-up on a new believer? What tools did you use for follow up?

Give an example of the type of small groups you have led. How did you release ministry to others and supervise them in these groups?

Describe the ministry tools you use to identify your people's gifts, passions, and skills.

How did you meet with your leaders and train them as a leadership community in your previous ministry?

How did you assimilate newcomers and seekers into a relationship with you and then move them into other small groups?



29. People-Gathering Skills

What ministries have you started from scratch in your past?

Where did you gather the people from in those groups?

What insights do you bring to this new church plant for assimilating new people?

How will you network and build new relationships in your target group?



30. Healthy Communication Skills

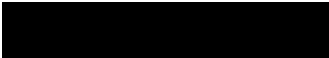
What training have you had in preaching?

How do you prepare your messages and structure them?

What have you preached on in the recent past?

What topics do you intend to preach in your first year?

What do your critics say are the areas you need most to improve in for better communications?



How have you structured your worship services or ministry groups to be friendly to seekers? Outline your ideal worship service from start to finish.

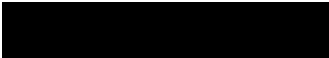
31. Creative Evangelistic Skills

When was the last time you led someone to the Lord? Briefly describe how it happened.

Describe the tools you use to train others in how to share the gospel.

What type of people do you feel most free to evangelize?

What types of people have responded to your witness?



What are your outreach goals for this church plant?

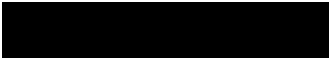
32. Intentional Planning Skills

Have you written out your two-year ministry plan yet? Where would you like help?

What have you learned about growing a church that must be passed on to your leadership team?

Have you set your goals for the first two years of this church? If so, share some of your key goals.

Define the kind of team you are recruiting for this project.



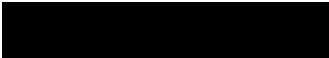
Based on your needs, personality, and gifts, what kinds of leaders do you need to place around you to be more effective?

33. Financial Management Skills

Has personal indebtedness ever been a problem? If so, please comment.

What arrangements are you considering in order to support yourself to accomplish your vision as a church planter?

How do you intend to setup your budget, data base, and accounting system? What software will you use?



How much money will you need to raise to launch your ministry? What are your budget plans for salary, ministry expenses, health care, and retirement as you go into this financial adventure?

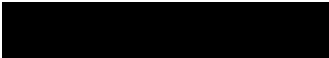
Have you ever taught on financial stewardship? Explain.

34. A Solid Marriage and Family Life

How do you and your spouse use your gifts and talents to complement each other?

Have you found a compatible way to spiritually grow together as a couple?

Does your spouse have the ability to make personal friends easily?



Is relocating to church planting going to cause isolation for anyone in your family?

What relational conflicts have you experienced as a couple in ministry?

35. Emotional Maturity

What is the most fundamental and greatest source of pain you have experienced in life to date?

How have you handled power brokers in your previous ministry and their need to control you?

Describe a time when you put all your trust and energy into someone only to have them suddenly quit and leave the church.



What unforeseen emergencies have you led others through?

How have you confronted and corrected someone who did not follow through on his or her assignment?

Have you ever had your integrity challenged? If so, please explain.

36. Vital Spiritual Life

In your calendar on a given month, how much time do you set aside for thinking, planning, and praying?

What were your spiritual formation goals last year?



How have you built up your private life with Christ?

What fills your tank spiritually and brings you closer to God?

37. From the list below, please pick your TOP THREE choices for your ministry focus: (see #3 in the Frequently Asked Questions section of this application for explanation). Write 1, 2, 3 next to your top three choices.

- Small Groups
- Evangelism
- Children's Ministry
- Worship
- Outreach

38. Do you agree with our Statement of Faith? (See Above) Yes No

If no, explain:



SIGNATURE

The above information I have included on this application is accurate to the best of my knowledge. I understand that any fabrication is grounds for dismissal.

Applicant's name (print) _____

Applicant's signature _____ Date _____

REFERENCE FORM

You must submit THREE references: Two of the references should be from a current pastor/ministry leader, and the third can be from either a current or former pastor/ministry leader.

I. To be completed by applicant (please type or print)

Applicant's name _____

Address _____

City _____ **State** _____ **Zip** _____

Phone number () _____

Applicant's email address: _____

Waiver of right of access to confidential statement: I, the undersigned, hereby voluntarily waive any right to inspect the content of this recommendation.

Applicant's signature _____ Date _____

II. To be completed by the pastor/youth pastor/ministry leader/small group leader. (Please type or print)

Vineyard Columbus Church Planting Residency Program requires the applicant to have the maturity, character, and integrity of a leader in the ministry of the kingdom of God. We are looking for the called and committed church planter to be further trained as the leader God has called him or her to be. Applicants to the Program are required to submit a recommendation from either his/her pastor, youth pastor, ministry leader, or small group leader. Your comments are important to us. Therefore, please provide your honest, complete and careful evaluation.

Then please submit the completed reference form to us by one of the following methods:

1. Email the completed reference form to the following email address:

church.planting@vineyardcolumbus.org

2. Mail the completed application to us at the following mailing address:

**Vineyard Columbus
6000 Cooper Road
Westerville, OH 43081
Attn: Church Planting Residency Program**



1. How long have you known the applicant? _____

2. How well do you know the applicant? Please choose one of the following:

- Close personal relationship Fairly well Casually By name only

3. Does the applicant profess to be saved/ born again?

- Yes No I don't know

4. Do you observe evidence to support this profession?

- Yes No I don't know

5. Is the applicant living a consistent Christian life?

- Yes No I don't know

What evidence have you observed? _____

6. What spiritual gifts are evident in the applicant's life? _____

7. Describe the type of ministry you have observed the applicant performing. _____

8. Describe the applicant's pattern of service in ministry. He/She serves in ministry:

- Regularly (weekly) Occasionally (2/month or so) Sporadically (1/month or less)

9. Describe briefly the applicant's home situation: _____

10. Are you aware if the applicant has been investigated for or accused of sexual or physical abuse?

- Yes No I don't know

If yes, please explain: _____

11. Are you aware of the applicant being charged or convicted of any criminal offense?



Yes

No

I don't know

If yes, please explain: _____

12. Through your observation of the applicant, or through your hearing of his/her testimony, is it evident that the applicant has experienced outstanding change and growth when he/she committed his/her life to Christ?

Yes

No

I don't know

If yes, please explain: _____

13. Is the applicant's reputation above reproach and consistent with biblical teaching?

Yes

No

I don't know

If no, please explain: _____

14. If the applicant is single, how would you describe his/her dating practices?

Consistent with biblical teaching

Have not observed

Questionable

Definite problem, please explain: _____

15. If married, how would you describe the applicant's relationship with his/her spouse?

Healthy and mature

Reasonable but with unresolved issues

Definite problem, please explain: _____

16. How would you describe the applicant's attitude toward authority?

Consistent with biblical teaching

Have not observed

Questionable

Please explain: _____

17. In social relationships with peers, the applicant is:

Sought out

Accepted

Tolerated

Comments: _____



18. In handling finances, would you say the applicant's practices are?

- Consistent with biblical teaching Have not observed Questionable
- Definite problem, please explain: _____

19. Which of the following present the greatest challenge to the applicant: The applicant's spirituality, cooperativeness, honesty, tactfulness, good judgment, willingness to do hard work?

Please explain: _____

RECOMMENDATION CONCERNING ACCEPTANCE

Vineyard Columbus Church Planting Residency Program requires the applicant to have the maturity, character, and integrity of a kingdom leader. We are looking for the called and committed church planter for the kingdom to be further trained as the leader God has called him or her to be. If you were the given the mandate to train, equip and send out church planters, knowing what you do about the applicant, would you think it wise to accept this student into the program?

- Yes, enthusiastically Yes, with reservations No

I would like to discuss this recommendation by phone (optional)

- Yes No

Home Phone: () _____

Work Phone: () _____

Cell Phone: () _____

Name (Please type or print) _____

Church _____

Address _____

City _____ State _____ Zip _____

E-mail Address _____

Signature _____ Date _____

Thank you for your time! We value your help in partnering with us to train and raise up church planters of integrity for the kingdom of God.

**Applicant Information**

Name				Date	
Address				Apt #	
City		State		ZIP	
Home Phone			E-mail		
Other Phone			Date Available	Desired Wage	\$
Position(s) Applying For:				<input type="checkbox"/> Full-Time <input type="checkbox"/> Part-time	
Referred By (person's name, bulletin,					
Are you at least 18 years of age?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	If no, can you provide a work permit?	YES <input type="checkbox"/>	NO <input type="checkbox"/>
Are you a citizen of the United States?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	If no, are you authorized to work in the U.S.?	YES <input type="checkbox"/>	NO <input type="checkbox"/>
Have you ever worked for this company?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	If so, when?		
Have you ever been convicted of a felony?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	If yes, explain		
Are you a member of Vineyard Columbus?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	If yes, how long?		
If not, are you a regular attendee?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	If yes, how long?		
Are you involved in a VC small group or ministry? Indicate the leader's name.	YES <input type="checkbox"/>	NO <input type="checkbox"/>	If yes, which one?		

Education (list last three schools attended)

School				Major			
From		To		Did you graduate?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	Degree
School				Major			
From		To		Did you graduate?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	Degree
School				Major			
From		To		Did you graduate?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	Degree

References (list three individuals not related to you)

Please list three professional references.

Full Name			Relationship	
Company			Phone	
Address			City, State, Zip	
Full Name			Relationship	
Company			Phone	
Address			City, State, Zip	



Full Name		Relationship	
Company		Phone	
Address		City, State, Zip	

Employment HISTORY (Begin with the current or most recent employer)

Employer				Phone		
Address				Supervisor		
Job Title		Starting Salary	\$	Ending Salary	\$	
Responsibilities						
From		To		Reason for Leaving		
May we contact for a reference?				YES <input type="checkbox"/>	NO <input type="checkbox"/>	
Employer				Phone		
Address				Supervisor		
Job Title		Starting Salary	\$	Ending Salary	\$	
Responsibilities						
From		To		Reason for Leaving		
May we contact for a reference?				YES <input type="checkbox"/>	NO <input type="checkbox"/>	
Employer				Phone		
Address				Supervisor		
Job Title		Starting Salary	\$	Ending Salary	\$	
Responsibilities						
From		To		Reason for Leaving		
May we contact for a reference?				YES <input type="checkbox"/>	NO <input type="checkbox"/>	
Employer				Phone		
Address				Supervisor		
Job Title		Starting Salary	\$	Ending Salary	\$	
Responsibilities						
From		To		Reason for Leaving		
May we contact for a reference?				YES <input type="checkbox"/>	NO <input type="checkbox"/>	



additional information

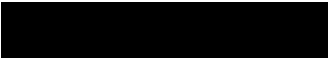
Please write a brief description of your interest in the position, and the skills, abilities, education, experiences, training, licenses and/or certificates that may qualify you for the position for which you are applying.

[Empty text box for additional information]

computer skills

Please mark the appropriate box to indicate how proficient you are with each of the following software packages.

	Advanced	Intermediate	Basic	None
Microsoft Word	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Microsoft Excel	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Microsoft Outlook	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Microsoft PowerPoint	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Internet Explorer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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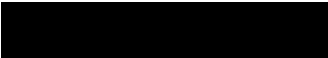


applicant statement

I certify that the information I have submitted above together with that contained in any accompanying documents by which I am attempting to induce Vineyard Columbus to hire me (including a resume, any addendum to this application or letters of reference) is accurate and complete and may be relied upon for the purpose of evaluating my suitability to be employed by the church. I authorize any reference listed in my application or my resume (including addendums thereto), as well as former employers, to release any information they may have regarding my character, my fitness for the job for which I am applying and my employment history. I release all such references from liability for any damage that may result from furnishing such evaluations, and I waive any right that I may have to inspect references provided on my behalf. A photocopy of this release shall be as valid as the original.

Should Vineyard Columbus employ me, I agree to be bound by the church's Code of Regulations and by its policies and to refrain from unscriptural and illegal conduct in the performance of my services on behalf of the church. I understand that employment is conditioned upon a successful criminal background check. If I am employed to work directly with minors, VC must receive a certificate from the Bureau of Criminal Investigations before I can work unsupervised with any minor. Furthermore, I understand that as an employee of Vineyard Church of Columbus, I am required to maintain membership in good standing with VC, including the commitments as defined in the VC Staff Covenant (see attached). The Senior Pastor and/or Senior Pastoral Team must approve any exception to this requirement.

Signature (If submitting electronically, please type your name here)		Date	
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Staff Covenant

We believe that it is an honor and privilege to be employed at Vineyard Columbus and to have the opportunity to use our God-given gifts and talents to advance His kingdom. As a staff member in VC, we recognize that we are called to be representatives of the Lord and the church and we must continually lean into and depend upon the power and presence of the Holy Spirit to fulfill our part in accomplishing His purposes here, for without Him, we can do nothing. As I Peter 4:8-11 says, "Above all, love each other deeply, because love covers over a multitude of sins. Offer hospitality to one another without grumbling. Each one should use whatever gift he has received to serve others, faithfully administering God's grace in its various forms. If anyone speaks, he should do it as one speaking the very words of God. If anyone serves, he should do it with the strength God provides, so that in all things God may be praised through Jesus Christ. To Him be the glory and the power for ever and ever."

Therefore, I understand and agree to the following calling and commitments as a member of the Vineyard Columbus staff:

Calling:

As a staff member of Vineyard Columbus, I recognize that...

1. I represent Jesus, his Kingdom and this church to people I find myself involved with daily; both those within and outside our church.
2. I have been entrusted by the Lord to be an example in this church by expressing its vision, values and practices.
3. I have a part in leading others in the imitation of Christ, recognizing that as a representative of the church, others will follow what I think, say and do. My calling is to model Christ through humility, the example of servant hood, and godly stewardship of my time, the church's property and its resources.

Commitment:

As a staff member of Vineyard Columbus (VC), I am a representative of this church and our Lord Jesus Christ. Therefore, I commit to ...

1. Maintain and grow in my personal life with Jesus, focusing on the importance of the regular disciplines of bible reading, worship and prayer.
2. Attend VC weekend services regularly (3 out of 4 weeks per month).
3. Regularly attend and participate in a VC small group (home, men's, women's, Joshua House, etc.).
4. Demonstrate moral purity, relational wholeness, the fruits of the Spirit and the fostering of a good reputation as a man or woman of character.
5. Hold all marriage covenants, especially my own, in high regard and, when necessary, to resolve, submit problems to the care and counsel of church leadership.
6. Remain loyal to my fellow staff members, supervisors and pastoral leadership through my speech and actions. I will exhibit this by being kind, courteous, and punctual; expressing honor and appreciation; refraining from gossip; resolving to address any conflicts by following Matthew 18; willingly offering and receiving forgiveness; and recognizing and encouraging one another's gifts and abilities.
7. Support the priorities, ministries and organizational structure in the church, working through proper pastoral and supervisory relationships when I desire to speak about matters of concern.
8. Model a life of giving and trust by giving 10% of my income (i.e., a tithe, or tenth) to the Lord to the Vineyard Columbus, or, if necessary, to intentionally work with my pastoral leader on staff to formulate a plan toward this end with God's help.
9. Cultivate a lifestyle of evangelism and service, ready to give witness of his life in me in every endeavor of life.
10. If necessary, submit internally irresolvable employment disputes to Christian mediation.

As a prospective staff member of this church, I agree with and purpose to live out the calling and commitments of this agreement as conditions of employment.

Signature

(If submitting electronically, please type your name here)

Date