



US NETWORK

LEADERSHIP TRACK

A PASTORAL RESIDENCY PROGRAM
FOR THE ANTIOCH MOVEMENT

WHY

The local church is God's Plan A to extend His Kingdom- and there is no Plan B. We live in a catalytic time in human history. The world is changing, God is on the move, and the Church needs to step up. We need radical commitment to the Great Commandment and the Great Commission for this calling to become reality.

In the Antioch Movement, we've seen this vision come alive:

Churches pursuing a lifestyle of encountering God through a culture of devotion, revival, and prayer.

Churches living out a discipleship culture that reaches their city with the Gospel.

Churches radically embracing missions by sending out international missionaries – we now have over 250 adults long-term in 75 locations.

Churches planting other churches to do the same.

The mustard seed is tiny, but if you plant it in the right soil, the DNA will reproduce. It's not instantaneous, but give it some time and one day we will all wake up to the realization that this little seed completely transformed the garden. This is our calling. This is our heritage. Two thousand years of revival history stand behind us, and it's time for the next wave of pastors to step up. It's time for the next Great Awakening, the next Student Volunteer Movement, the next Jesus Movement, and YOU have a critical part to play.

We're deeply grateful for the last 20 years of Antioch U.S. church planting, but this is just the beginning. We believe that God is raising up a new generation of leaders to plant a new generation of churches that will take this calling, this culture, and multiply it far beyond what we've seen. This will lead to many more lives transformed by the Gospel. As a result, a greater wave of laborers for the nations and a greater impact in our cities.

WHAT

Most pastors embrace this vision as their driving passion, but few are adequately prepared to lead a church into it. The problem is a lack of real world experience, life-on-life discipleship, and mentoring.

The U.S. Leadership Track is a program for ministry interns and pastoral residents that will train the next generation of U.S. church planters. The program is designed to equip and evaluate three core areas:

- The **character** of a U.S. Team Leader
- The **calling** of a U.S. Team Leader
- The **competency** of a U.S. Team Leader

OUR APPROACH

We believe that pastoral training is best done through pastoral ministry. There is value in academic learning, but a classroom will never replace experience. These six core competencies guide the leadership track:

- Leading a vision
- Discipling a culture
- Biblical preaching
- Developing leaders
- Leading a team
- Pastoring others

MINISTRY INTERNSHIP

- **Real World Experience:** Interns gain valuable experience as they support a variety of ministries and leaders in the context of the local church. This experience helps them solidify the focus of God's call in their lives and provides them with opportunities to ask questions and develop skills for future leadership.
- **Life-on-life Discipleship:** Interns are expected to engage in personal discipleship with a mature believer who will help guide them in their growth in Christ and character formation.
- **Leadership Mentoring:** Interns will benefit from local church mentorships that support the development of the intern's character, calling, and competency.
- **Competency-Based Training:** Interns will serve on staff at an Antioch church where they will gain valuable ministry insights and absorb the culture, values and DNA of the Antioch Movement. They will meet locally with members of their church leadership team for relational connection and will participate in a monthly, Movement-wide training on the key competencies of ministry and church leadership.
- **Holistic Discernment and Assessment:** Discernment with local leadership will help determine the level of future involvement interns should pursue and in what capacity and location they will be involved.

Components

- Intern orientation in their church
- Monthly mentor check-in meetings
- Optional site visits of other Antioch churches
- Ministry shadowing
- Monthly focused training (six competencies)
- Optional formal education

PASTORAL RESIDENCY

- **Real World Experience:** Pastoral residents serve as associate pastors in an established ministry, working in a full-time staff capacity with specific learning objectives, consistent supervisor meetings and general pastoral responsibilities.
- **Life-on-life Discipleship:** Pastoral residents engage in discipleship relationships, primarily through a Spiritual Formation Coach who provides spiritual guidance, emotional support and life accountability for the resident.
- **Ministry Shadowing:** Pastoral residents will partner with their lead pastor or other ministry supervisor to shadow and learn from firsthand experience what is required of a senior leader in a local church as well as how to honor the Lord in healthy relationships and with their work.
- **Leadership Coaching:** Pastoral residents will be assigned a leadership coach who will provide outside feedback regarding the resident's leadership development.
- **Competency-Based Training:** Pastoral residents will attend a monthly training and meet with peer cohorts in the leadership track focused on developing character and skill. Residents are encouraged to simultaneously pursue formal education through remote learning at seminaries that partner with the leadership track.
- **Holistic Discernment and Assessment:** Pastoral residents complete a leadership profile in cooperation with their leadership mentor. They will also participate in a four-day Stadia assessment for church planting as part of an overall leadership track assessment of readiness to plant a church.

Components

- Mobilization retreat
- Leadership mentor
- Spiritual Formation Coach
- Peer cohorts
- Ministry shadowing
- Theology/seminary education as recommended
- Monthly focused training (six competencies)

Launch Training

- Bimonthly prelaunch coaching
- Development of a launch plan
- Building a launch team
- Scouting trip
- Support raising
- Post launch coaching

MINISTRY INTERNSHIP

A one-year, local church directed, immersive training experience for recent college graduates who sense a long-term calling to ministry. Interns gain valuable experience as they support a variety of ministries and leaders in the context of the local church. They meet regularly for relational connection and training on the key competencies of ministry and leadership. This experience helps them solidify the focus of God's call in their lives and provides them with opportunities to ask questions and develop skills for future leadership.

Requirements for Ministry Interns:

- Successful track record of volunteer service
- References
- Resume
- Ministry Interns Will Raise Support

PASTORAL RESIDENCY

A full-time, U.S. Office directed, immersive training experience for prospective U.S. church planters. Pastoral residents serve as associate pastors in an established ministry, working in a full-time staff capacity with specific learning objectives, consistent supervisor meetings and general pastoral responsibilities.

Residents meet twice monthly to experience and absorb the culture and DNA of the Antioch Movement:

- with U.S. Office staff for leadership-specific training
- with established Antioch senior pastors for competency training
- with a leadership coach for application of training
- with spiritual formation coach for ongoing leadership health and sustainability

Requirements for Pastoral Residents:

- Completion of an Antioch Discipleship School
- References (with a ministry preference)
- 5 years of work experience
- Resume
- 2-3 years of ministry experience (volunteer or vocational)
- Pastoral Residents will raise full support

Upon approval, U.S. church planters will participate in extended training prior to launching a church plant, in addition to the residency program. While serving in pastoral residencies, these prospective planters will meet regularly with U.S. Office staff for training and discussion centered around core principles of church-planting. They will participate in personality and gifting assessments as well as readiness for church planting.

TO APPLY

- Discuss the opportunity with your current pastor or oversight
- Visit antioch.org/us-leadership-track and fill out the interest form
- We will contact you with next steps!