**1001 New Worshipping Communities Residencies**

**Program Description for Potential Residency Sites**

Each, year, 1001 offers multiple, year-long residency sites to emerging NWC leaders seeking to gain experience starting ministries from scratch through coaching, mentoring, and practical application in the methods of church planting.

*The purpose of the 1001 NWC residency program is to give highly promising prospective NWC leaders the opportunity to be mentored by an experienced leader and faithful community as they prepare to lead their own NWC. The hope is that, through a one- or two-year experience serving and leading in one of these contexts, that the resident will pitch, pilot and launch a unique NWC.*

Leaders selected by sites and 1001, around the country will serve for 12 months as they learn the trade and discern and develop their own identity as an NWC leader. The 1001 movement will contribute financially to each residency and we ask each site to contribute/raise $5,000. 1001 will also cover the coaching and training costs for the supervisor and resident at each site. Many presbyteries/partners are willing to sponsor or co-sponsor; don’t hesitate to involve them!

**To be considered as a residency site for 2022-2023, please submit these materials via email to Sara.Hayden@pcusa.org by Thursday, December 1:**

* A one-page (or less) description of your site and context. Please include any special values and emphases your site/NWC upholds (such as university-atmosphere; risk-taking; collaboration; artistic; small-group emphasis, etc), and the kind of culture/ecology the resident can expect to experience and foster.
* A one-page draft job description for a resident that would serve at your site, including the responsibilities and opportunities the resident will have during your proposed residency; See addendum for a sample job description of a specific 1001 NWC resident. (description may vary based on context).
* A letter of interest from the board/leadership team/session that will be responsible for supervising the resident, including the contact information for the proposed direct supervisor, if known; include why this would be a good setting or opportunity for someone interested in NWC leadership (as opposed to another ministry setting). What do you hope to give and receive from this experience?
* Proof of the following current insurance (required by our risk management department):
	+ General liability limit of $1,000,000
	+ An automobile liability limit of $1,000,000 (if the resident will be driving others around while on the job)
	+ Statutory worker’s compensation (varies by state)

During December and January, we will be in touch with and will select the sites for 2022-2023. The goal is to have the sites selected prior to January 16th. After that, we will work with the selected sites to finalize application materials, which will go online soon after (prospective residents apply to each site that they are specifically interested in). **Accepted residency sites will be considered independent contractors of the Presbyterian Mission Agency. Site supervisors will directly supervise the resident employee.**

Our hope is to continue to identify sites that value diversity, encourage faithful risk-taking and embody genuine excitement about fresh expressions of church. Let us know if you’d like to talk further – and please apply!

**What is the difference between a residency and an apprenticeship?**

Mainly, scope and time. A resident is typically full-time for 12 months and works directly at an NWC or similar site while they discern and work toward the NWC they are called to start. An apprentice can be placed anywhere in the US and applies directly to 1001. It is not necessary for an apprentice to be at a site, although most are in the process of starting or discerning an NWC.

If you are currently leading an NWC and would like more support or are exploring a call to be a part of this movement, we encourage you to apply to one of our apprenticeship and residency programs for 2022-2023. Regardless of the program, all accepted applicants take part in:

* discerning and starting new ministries from scratch
* a 3.5-day national training with all residents and apprentices planned for summer 2022
* a cohort of peers that meets weekly throughout the duration of the apprenticeship/residency, September – May for training, mutual support, and spiritual direction
* one: one coaching with an experienced NWC coach
* a stipend of $3600 (nine-month apprenticeship) or $40,000 (resident)

**Applications for all program participants (prospective residents or apprentices) are due March 15**

**Details:** Our part-time apprenticeship takes place in your local context, part-time, September-May. Leaders are oriented to the program at the national gathering in the summer. All leaders receive:

* the opportunity to start something new and coaching to help you do it.
* training and discernment in new worshiping community work as a part of a diverse cohort of colleagues.
* one-on-one coaching from a mentor experienced in the inauguration of new ministries.
* access to national leaders to help you navigate the dynamics and opportunities involved in starting ministries that are both contextual and transformational.

If you are interested in being part of a future apprenticeship group, we’d love to talk with you. If you have questions or want to talk this through, please email Director of Apprenticeships and Residencies for 1001, Sara Hayden at sara.hayden@pcusa.org.

**How it works:** The 1001 NWC apprenticeship is designed to identify, recruit, and equip leaders to inaugurate new worshiping communities. Apprentices will benefit from the action-reflection model of ministry as well as reflection on missional theology and contextual ministry as they attempt to develop a new ministry. Apprentices will also benefit from cohort gatherings with peers and experienced mentors to reflect on ministry and call.

**Important Dates:**

* December 1: application deadline to be considered a residency site
* Late January 2022: residency site applicants notified and blank participant application materials finalized (local site application; job description; site photo and description)

Late January: Meeting for incoming sites

* February: materials online for each site; recruitment continues
* March 15: Application deadline for prospective residents (extended if necessary). Sites begin arranging interviews with Sara and candidates
* April 15 ideally, applicants are notified and offered positions with waitlists as appropriate
* April and May: site supervisors work together to plan summer training
* National Training – Summer 2022 - dates TBD in the winter, COVID-permitting
* August 2022 Coaches selected for each resident and apprentice
* Residencies begin after summer training at mutually agreeable date and continue for 12 mos.
* Nine-month dates: Sept 8 2022 - May 18 2023; coaching will continue through August

All apprentices and residents will participate in our 1001 NWC National Apprenticeship and Residency Training held during summer 2022 to gather, onboard and bond the cohort members of the various sites and to introduce them to practices and principles of the larger 1001 movement.

Costs for this training are covered by the Presbyterian Mission Agency. Participants will team-build, experiment in diverse models of worship, receive asset-based leadership training, receive missional theological training, and develop skills in entrepreneurial leadership and faith-based formation.

**What are the major components of the apprenticeship?**

* Inaugurating a contextual and transformative new ministry from scratch
* Participating in a cohort of peers and mentors for reflection, training, and discernment
* One: one coaching every three weeks with an experienced NWC coach

Residents may also work with a partner site to gain additional experience –preaching, etc. — as agreed upon.  The summer apprenticeship is focused more on discernment than on starting ministries from scratch

**How are prospective applicants alerted about this opportunity?**

1001 NWC will publicize the opportunity through our website, personal channels, and social media. It is most likely, however, that prospective applicants are identified through the local site. Please make sure that you are telling *everybody* about this opportunity!

**What is the nature of the residency contract and supervision?**

The residency site serves as an Independent Contractor with the Presbyterian Mission Agency and the resident pastor is considered an employee of that site. The supervisor of the 1001 resident is the supervisor named from the site itself (for example, the organizing pastor of the NWC that functions as the site or a presbytery staff person from the host presbytery). All state, local, and national employment taxes and policies must be followed.

Church will work with Resident to determine a financial package that best fits the needs of the Resident. The stipend will be to one full-time Resident in the amount of at least $45,000 which includes salary and a health insurance stipend as agreed upon in writing with the Director of Apprentices & Residencies, the residency site, and the resident. An amount of $3,000 is for professional expenses. Receipts will be submitted to Church for reimbursement. The Church is contributing $5,000 to the Project.

**What is the purpose of a residency?** To give highly-promising prospective NWC leaders the opportunity to be mentored by experienced leaders as they make plans to lead their own NWC, either locally (same area as the site in which they are trained) or in another context.

Resident Application and Selection Process

* + Residencies: Sara + site supervisor + team member in person or via zoom
	+ Second interviews as necessary
	+ Final candidate receives offer from 1001/site (letter with details)

Payroll and Contracts/Job Descriptions

* Once your resident has accepted the offer we will begin the contract process. **Your organization raises $5,000 locally** and the PMA contributes $43,000 unless otherwise specified. (As an Independent Contractor, each site will be expected to provide its resident employee:
	+ Salary of $45,000; up to $3,000 of reimbursable professional expenses
	+ Health insurance reimbursement in $1500; pursue Board of Pensions Evangelism grant if eligible.
	+ Residents are Classified as employees. Sites are Independent Contractors

**How do residents connect with others in the movement?** First-year residents (as well as returning residents, if they wish) participate along with 9-month apprentices, meeting weekly with Sara via Zoom most Thursdays from 12-1:15 pm EST, September-May. All apprentices, residents, and supervisors attend our national gathering together.

**When can our resident start working?** Anytime after the beginning of our summer training through September 2021. They continue for 12 months. Residents must begin work before October 1. We typically determine start date in consultation with the ideal candidate when we offer a position to someone. For recruitment purposes, prospective candidates should know that start-date is flexible within the constraints and wishes of the local site. No one can start before our summer national (online in 2021) training.

**Are *apprentices* matched with a partner site?**

Nine-month apprenticeships are located in the context in which the leader feels called to live and work; it is usually near their current residence but doesn’t have to be. Once an apprentice receives a recommendation for a spot in the cohort, we will connect them with a local site, either a NWC, another organization, or a missional established church.

**Who can apply?** This program is open to people at any stage of the life. We have had college students, seminarians, seminary grads, pastors, and other professionals apply and successfully take part.

**You can download a copy of the apprenticeship application at onethousandone.org/apprenticeships.**