



ASSOCIATION

of Hill Country Churches

**Church Planting Resident
Job Description**

Association of Hill Country Churches
12124 Rand Road 620 N
Austin, TX 78750
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Job Opening: Church Planting Resident

AHCC History:

The Association of Hill Country Churches (AHCC) is a dynamic network of 26 churches located in the Greater Austin region of Central Texas. Birthed from the initial church-planting efforts of Hill Country Bible Church Austin in 1996, the movement now includes multiple 3rd and 4th generation churches. The AHCC started as a relational collaboration of evangelistic Bible churches that were committed to making disciples, planting churches, and partnering with like-minded ministries. In 2016, the leadership of the movement formally organized the AHCC into a separate non-profit with its own board of directors, budget, and strategic plan. In 2021, the AHCC hired several part-time staff to help care for existing churches and resource additional church-planting. In 2023, five church-planting residents are embedded across the movement and more AHCC churches are looking for future church-planters to equip, support, and send.

AHCC Mission, Vision, and Values:

Mission:

AHCC exists to catalyze a movement of healthy, reproducing churches that saturate Greater Austin with gospel conversations.

Vision:

We desire to see every man, woman, and child in Greater Austin have repeated opportunities to see, hear and respond to the gospel of Jesus Christ.

Values:

- 1. Missional Tenacity**
...because every person needs repeated opportunities to hear the gospel. (2 Tim 4:5)
- 2. Collaborative Community**
...because we can always do more together than we could ever do alone. (John 17:20-23)
- 3. Radical Generosity**
...because the mission requires open hands. (2 Cor 9:6-10)
- 4. Strategic Urgency**
...because what's at stake has eternal consequences. (Matthew 24:42-44)
- 5. Kingdom Diversity**
...because our movement should reflect our city and our eternal home. (Revelation 7:9)

THE AHCC ESSENTIALS

AHCC churches maintain flexibility in missional strategy, church culture, and contextualized methodology. Amid this diversity, AHCC churches agree to five common essentials that hold our movement together.

The following AHCC essentials are held by all AHCC churches and are required for full participation in the movement. The elders of each AHCC church are asked to sign an Annual Agreement that affirms their support of the five essentials:

1- Vision Agreement

AHCC churches agree to work together to plant healthy, reproducing churches within Greater Austin for the sake of reaching every man, woman, and child with the gospel of Jesus Christ. Every association church has a financial and strategic plan to actively participate in gospel saturation, disciple-multiplication, & church-planting.

2- Doctrinal Alignment

AHCC churches hold to a common theological framework (see attachment for the full association doctrinal statement). While we allow for diversity on non-essential doctrines, we have unity on primary doctrines.

In addition to our common theological framework, AHCC churches agree on a common ecclesiology. AHCC churches are committed to Christ as the ultimate Shepherd (1 Peter 5:4, Colossians 1:18), governance by a plurality of biblically qualified, male elders in each church (Acts 14:23, James 5:14, Titus 1:5-9, 1 Tim 3:1-7), and converted membership (1 Cor 12:21-26, Acts 20:28, Mt 18:15-17).

3- Relational Commitment

AHCC churches commit to the relational investment required to stay connected and partner together for mission. This includes the monthly pastor's lunch, the annual elder meeting, and the annual pastor's retreat. In addition, association churches agree to be unified in heart, humble in spirit, and work out conflict in God-honoring ways.

4- Financial Investment

AHCC churches currently give 1% of their annual budget to support the association and set aside another 2% of their annual budget internally for church-planting.

5- Organizational Clarity

AHCC churches agree to collaborate with the association board, leadership team, and other churches for the sake of the mission. The AHCC leadership team provides equipping, coaching, support, collaboration, and guidance while the local churches still own church-planting and disciple-making.

Position Description:

The Association of Hill Country Churches is looking to **assess, train, and send** future church-planters to start healthy, reproducing churches across Greater Austin. The churches within our movement have established a **24-month paid residency** for future planters. In addition, *every church-planting resident is required to raise funds to support their church plant*. The residency is divided into two equal parts: 12 months as 80% staff member / 20% church planter and 12 months as 20% staff member / 80% church planter.

Full-time ministry often requires more than 40 hours a week. However, the resident will be careful to not allow ministry to encroach upon the most important areas of his life. A personal devotional life is expected to be vibrant. Commitment to prayer, Scripture, and other spiritual disciplines are expected to be done throughout the week. Along with this, sacrifice, care for, and full commitment to one's family must remain a high priority.

Here is a high-level overview of weekly responsibilities while in residency:

Year 1

- Personal Development 8-12 hrs
- New Church Plant Development 4-8 hrs
- Staff Responsibilities 25-30 hrs
- Administrative & Organizational Tasks 3-8 hrs
- TOTAL: 40 – 55 hrs

Year 2

- Personal Development 8-12 hrs
- New Church Plant Development 25-30 hrs
- Staff Responsibilities 4-8 hrs
- Administrative & Organizational Tasks 3-8 hrs
- TOTAL: 40 – 55 hrs

Part of our assessment process is evaluating the planter and matching the resident to the right sending church within our movement. Final details related to compensation, start date, ministry responsibilities, and launch timeline will be determined by the sending church pastor and elder board.

During residency, church-planters will be given leadership of important ministries and asked to start new initiatives for the sending church. In order to receive final approval to launch, planters are required to hit certain metrics lined out by their sending church in the areas of (1) building prayer support, (2) recruiting a missional core team, (3) active evangelistic outreach, and (4) leadership development, and (5) raising financial support.

The AHCC is looking for church-planters with a clear call from God, the character of Christ, and the necessary competencies for the work. We encourage all prospective planters to complete an in-person assessment before entering a residency program.

CHARACTER & COMPETENCY

AHCC pastors, elders, and church planters are committed to the core character traits and competencies of Jesus Christ.

Character Traits

Humble Dependence

I lead from a place of daily dependence on God.

Personal Resilience

I persevere in my calling during difficult times.

Courageous Faith

I step out in faith when prompted by the Spirit.

Genuine Compassion

I love people the way God loves me.

Consistent Integrity

I live in private what I teach in public.

Core Competencies

Visionary Leader

I have a life worth imitating and a dream worth following.

Missionary Lifestyle

I regularly share the gospel with people far from God.

Disciple Multiplier

I make disciples who are making disciples.

Effective Communicator

I communicate in a clear, creative, and compelling way.

Self-Awareness

I function in my personal calling and ministry strengths.

Full AHCC Doctrinal Statement

The Bible

We believe that the 66 books of the Old and New Testaments that comprise the Bible are the inspired, inerrant and infallible Word of God. We believe that the Holy Spirit supervised the writers of the Bible in what they wrote so that, using their own unique personalities, the very words recorded in the original manuscripts are the direct revelation of God. We believe the Bible not only contains the Word of God but actually is God's Word and, therefore, is the complete and final authority for belief and behavior. As such, it can be completely trusted. We believe that inspiration, inerrancy, and infallibility extend equally and fully to all parts of Scripture: historically, poetically, doctrinally and prophetically (2 Tim. 3:16, 2 Pet. 1:21, 1 Cor. 2:13, John 17:17).

God

We believe that there is one and only one true and living God, an infinite Spirit who is the Maker and Supreme Ruler of the universe. We believe the Bible reveals Him to be holy, sovereign, omnipotent, omniscient, omnipresent, eternal, immutable and full of love, justice, goodness, mercy and truth. This is only a representative list of His eternal and unchanging attributes. Although there is only one God, He exists eternally in three persons as the Trinity: the Father, the Son, and the Holy Spirit. We believe these members of the Trinity are coequal in essence, having precisely the same nature, attributes and perfections, but are distinct in subsistence, executing different but harmonious functions (Mark 12:29, John 4:24, Matt. 3:16-17, Matt. 28:19, 2 Cor. 13:14).

Jesus Christ

We believe that Jesus Christ has existed eternally as the Son of God. At a specific point in time, Jesus became a man (the incarnation) in order to reveal God and redeem humanity. We believe He was supernaturally conceived of the Holy Spirit and born of a virgin, Mary. In His incarnation, He forever possesses both full deity and full humanity in such a way that the properties of each nature are fully retained and undiminished by the union. We believe Jesus died on the cross as a substitute for sinful humanity, was buried, rose bodily from the tomb, ascended into Heaven where He ministers on the behalf of those who have trusted in Him, and someday will come again for His own (John 1:18, 8:58, Matt. 1:23, Col. 1:15-17, 1 Tim. 1:15, 3:16).

Holy Spirit

We believe that the Holy Spirit is the third person of the Trinity, fully coequal with God the Father and God the Son in terms of divine being, but distinct from the Father and the Son in His personhood. We believe the Holy Spirit actively ministers to the world. This ministry includes restraining evil, convicting the unsaved of sin and bestowing God's goodness on mankind. We also believe He ministers to every believer in Jesus Christ in numerous ways: regenerating, sealing, indwelling, baptizing into the Body of Christ, and the giving of spiritual gifts. Other ministries to believers include filling, assuring, teaching, guiding and comforting (Acts 5:3-4, 2 Thess. 2:3-9, John 16:7-11, Matt. 5:45, Tit. 3:5, Eph. 1:13, 1 Cor. 6:19, 12:13, Eph. 3:20, 1 Cor. 14, James 5:14, Eph. 5:18, Rom. 8:16, 14, John 16:13, 7).

Creation

We believe that God, according to His sovereign will and for His own glory, created the heavens and the earth without the use of pre-existent material. We also believe that all living things came into being by

the creative act of God and not by a random process. Creation has an existence distinct from Him and yet is always dependent on Him (Gen. 2:4, Prov. 16:4, Acts 17:24, Col. 1:16-17).

Humanity

We believe that humanity, both male and female, was created in the image and likeness of God. Having been made in God's image, each human life, from conception to natural death, is precious to God. Each human is deserving of equal dignity, value, and worth. Jesus said the greatest commandment is to love God fully and to love our neighbor as we love ourselves. This command has no qualification and extends to each person regardless of their culture, ethnicity, or socio-economic status (Gen. 1:26-27, Deut. 10:17-19, Psalm 139:13-16, Luke 10:25-37, Acts 17:26, Gal. 3:28, James 2:1-13, Rev. 5:9-10, 7:9).

Sin

We believe that sin is anything contrary to the character of God. Every person is alienated from God because of their depraved nature as well as personal acts of sin. Everyone is separated from God and completely incapable of meriting salvation and avoiding the judgment of God. This sinful nature is never eradicated, even for those who have trusted in Christ alone for salvation. It remains until the end of life on earth. However, we believe God has made provision for forgiveness of sin through the blood of Jesus Christ and victory over sin through the power of the indwelling Holy Spirit (Rom. 3:10, 23, 6:23, Eph. 4:18, 1 John 1:8-10, Gal. 5:16-17).

Salvation

We believe that salvation from the penalty and power of sin is available through faith in Jesus Christ alone. This salvation was made possible through the blood of Jesus Christ which He shed on the cross. It is through this act that He became sin for us and died in our place. There is nothing a person can do to earn this salvation (including good works, moral achievement or religious status). The one and only condition for salvation is personal faith in Jesus Christ as one's own substitute for sin and savior from sin. At the time of salvation, a person is spiritually regenerated, sins are forgiven, God's righteousness is imputed, and he/she is declared righteous in the sight of God. This salvation is complete and a present possession of all believers which remains his/hers forever. All who have trusted Christ as Savior are kept secure and will never lose their salvation (1 Pet. 1:18-19, 2 Cor. 5:21, 1 Pet. 2:24, Eph 2:8-9, Tit. 3:5, Eph. 4:32, Rom. 5:1, Rom. 8:38-39).

The Church

We believe that the Church is a unique organism composed of people from every tribe, language, people, and nation who have placed their faith in Christ alone as Savior. The Church began on the day of Pentecost and will continue its distinct purpose until Christ's return. We believe that the Church exists in both a universal aspect, as the Body of Christ, and in a local assembly of believers in Jesus Christ. The local church has the twofold purpose of the edification of believers and the evangelization of the unsaved. We practice water baptism by immersion and the Lord's Supper, which we believe to be a memorial of Christ's death. Both are open to all believers. (Matt. 28:19-20, Acts 2:1-4, 1 Cor. 11:23-28, 1 Cor. 12:13, Eph. 4:7, Col. 4:16, 1 Thess. 4:13-17, Heb. 13:17, Rev. 5:9-10, 7:9).

Marriage & Sexuality

Marriage is a picture of Christ's relationship with His Bride – the Church. It is defined from the beginning of Scripture as a lifelong covenant between a man and a woman. God designed sexual intimacy for a

marriage relationship and does not endorse or condone it in any other context (1 Thess 4:3-5, Eph 5:22-23, Gen 2:24, Matt 19:4-5).

Angelic Beings

We believe that God created an order of spirit beings (without physical bodies) known as angels, before the formation of the world and for the purpose of worshipping and serving Him. Angels possess

individual personalities and are intelligent and powerful. They are inferior to God but superior to humans. These angels (also known as elect or holy angels) carry out the will of God by ministering to humankind (Col. 1:16, Heb. 1:6, 2 Pet. 2:11, Isa. 14:12-15, 1 Pet. 5:8, Eph 6:12, Heb. 1:14).

Satan and Demons

We believe Lucifer was one of the highest ranking of all the angelic beings, but he sinned through pride and rebelled against God, thereby becoming Satan (or the adversary) (Isa. 14:12-20). We believe that Satan's declared purpose is to oppose the plan of God and to promote his own evil designs by deceiving and attacking humanity (2 Cor 4:4, Rev 20:3, Acts 5:3). In carrying out his work, Satan is aided by other fallen angels known as demons or evil spirits (Eph. 6:11-12). We believe these demons can influence and tempt people, exerting a greater degree over unbelievers (Matt 4:24).

Dispensations*

We believe that God accomplishes His purposes in the world through and for humanity under varying dispensations or administrations. These administrations are sometimes referred to as the age of the Mosaic Law (former times); the Age of Grace (the present time); and the future millennial kingdom (the time to come). We believe that these dispensations span the entirety of human history but that dispensations are not different ways of salvation. Rather, they are ways of life which test the obedience of man to God's revealed will during a particular time. We believe that it is necessary to observe the dispensational distinction in order to properly understand the teaching of the Scriptures (1 Cor. 10:32, Eph. 1:10, 3:2, Gal. 4:2, Luke 12:42, Heb. 12:22-23).

Future Things*

We believe that the next major event in God's prophetic calendar is the Rapture of the Church. The Rapture will occur when living and dead believers are caught up to meet the Lord and receive rewards at the Judgment Seat of Christ. Following the Rapture, a seven-year period of Tribulation will commence upon the earth at which time God's wrath will be poured out on mankind. God's millennial kingdom will be ushered in by Jesus Christ when He returns to the earth in power and glory to rule sovereignly over the world for a thousand years. The unsaved dead of all ages will be raised after the millennium to face the final judgment also known as the Great White Throne Judgment. We believe that the redeemed of all ages will exist in an eternal state of joy and bliss in the new heavens and new earth where they will worship and serve God forever (John 14:3, Heb. 10:37, 2 Cor. 5:10, Matt. 24:21-31, Rev. 20-22).

*The Association of Hill Country Churches believes that these statements provide the clearest and best way of interpreting the Bible, and therefore, these are the official positions of AHCC. We also recognize that there are diverse views regarding these positions among Christians who desire to honor and remain submissive to Scripture. Therefore, the position of the AHCC is that Pastors or Elders at AHCC churches are not required to hold to these statements of faith with the same level of clarity and certainty. However, it is essential that all the Pastors and Elders of AHCC churches acknowledge and appreciate AHCC's official position so that doctrinal differences pertaining to these areas do not become divisive.