



DEVELOPING A REPLANT RESIDENCY

QUICK START GUIDE



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Written by NAMB Replant Team

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DEVELOPING A REPLANT RESIDENCY

QUICK START GUIDE

Your journey toward developing a replant residency begins here.

This quick-start guide offers simple, actionable steps for pastors who recognize the church's need for humble, convictional replant pastors and believe it's their responsibility to develop them. For too long, churches have delegated the education and training of gospel ministers to seminaries. While seminaries play a vital role in this effort, we must reclaim this privilege as our own (2 Timothy 2:2). Prepare to embrace this calling of raising up faithful replant pastors who can prayerfully, wisely, and courageously lead and serve dying churches back to health.



RESOURCE ICON

We have gathered key resources developed by the NAMB Replant Team and other key partners to support you throughout this process. Where the resource icon is present, find additional resources and tools by using the QR code or going to www.renewalmovement.com.



**“Prayer is not a preparation for work; it is work.
Prayer is not a preparation for the battle;
it is the battle.”**

Oswald Chambers

Your renewal journey must be saturated in prayer from beginning to end. As you take each step, remember Psalm 127:1: “Unless the Lord builds a house, its builders labor over it in vain.”





PREPARE

How do we develop a plan for developing replant pastors?



1. Build a Residency Leadership Team

- Identify and invite leaders to participate on the team.
- Clarify roles and responsibilities, including the following:
 - Recruitment team – This team identifies, invites, and interviews potential residents.
 - Replant trainers – These leaders develop and implement the training curriculum.
 - Replant coaches – These leaders accompany the development and growth of residents, providing needed encouragement, guidance, and accountability.
 - Counseling team – These mature believers dig into the lives and marriages of residents to prepare them for ministry.
 - Residency coordinator – This individual provides administrative support and handles all communication.

2. Learn From Others


- Read key works on replanting and leader development:
 - *Raising Up Replanters* by Mark Hallock – This serves as a practical guide on why and how to start a residency. 
 - *The Revitalize Roadmap* by Mike Rubino – This book clarifies the type of leader you need to be and the challenges that you will face in replanting. 
 - *The Green House Church* by Craig Taylor – This book highlights the attributes and practices of vibrant churches that raise up multiplying leaders. 
- Check out other relevant, accessible resources. 

3. Design a Curriculum for the Head, Heart, and Hands

- Curate content and best practices from existing curricula. 
- Determine your funding model. 
- Clarify the schedule.
- Collaborate with your leadership team to finalize the plan.

4. Clarify How You'll Assess and Provide Feedback

- Consider the NAMB Replanter Assessment Survey. 

- Read resources on Replanter Characteristics. 
- Adopt or adapt your Replanter Target.
- Plan for pre- and post-assessments as well as ongoing feedback throughout the residency.


5. Develop Your Church Pipeline through Partnerships

- Actively serve other churches, building trust and normalizing collaboration.
- Engage your local association, state convention, or other potential networks for partnership.

IDENTIFY

How do we find potential replanters and decide who to invest in?


1. Recruit Internally

- Ask church leaders for a list of candidates.
- Make individual, personal invitations to participate.
- Be intentional in calling out the called. 


2. Recruit Externally

- Ask partner churches for candidate leads.
- Ask associational leaders to promote the residency within their networks.
- Leverage social networks to connect with potential residents.

3. Assess Candidates

- Have each candidate complete the replanter self-assessment. 
- Review results and clarify next steps for each candidate.


4. Commit to the Residents and Define Expectations

- Host an informational and relational lunch to cast vision, define expectations, and answer questions.
- Ask leaders and residents to sign a commitment letter. 


DEVELOP

How do we work the plan to raise up faithful, fruitful replanters?

1. Equip the Resident

- Mobilize trainers to implement the curricula.
- Leverage case studies and exercises to enhance their learning. 
- Hold the residents accountable to their learning commitments.

2. Explore their Calling

- Connect each resident with a coach who can encourage and support his growth. 
- Connect each resident with a counselor who can help to assess the health of his personal life and marriage.
- Connect the resident with other replanters to discuss the joys and challenges of replanting.

3. Engage them in the Work

- Give each resident the opportunity to serve in different ministries within your church.
- Coordinate opportunities for the resident to serve in recent replants.
- Evaluate every ministry experience with the resident, providing encouragement and cementing learning insights.

DEPLOY


How do we unleash replanters for persevering, long-haul ministry?

1. Celebrate Your Replanters

- Host a graduation ceremony where trainers, coaches, and fellow residents can encourage each resident.

2. Support Their Efforts to Recruit a Core Team

- Make residents and their plans visible to the congregation.

- Empower the resident to develop and begin meeting with a core team. 
- Ask them for other ways you can help them.

3. Get Behind Their Calling

- Work with each resident to create a plan for investing in the community to which they feel called.
- Help them identify potential replant opportunities.
- Help them develop potential partnerships.

4. Learn From Their Experiences

- Create feedback loops to help you improve your replant residency.
- Keep them connected to the residency by having them invest in future replanters.

5. Continue to Develop Your Network

- Leverage your replanters to serve other churches
- Prioritize trust and service.

Need more information? Contact us at replant@namb.net



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