



LA CROIX-ROUSSE

Eglise Evangélique

CLARITAS PROGRAM

Eglise Evangelique de la Croix Rousse

At the end of 2017 the Croix Rousse project was birthed as a result of a vision meeting with several families interested in planting a church in the Croix Rousse neighborhood. By march of 2018 after a couple of evening events the first quarter of the year we started meeting on a monthly basis as a small group / house church working through our key shared values. On Father's Day of 2018 we had our first public service and started creating rhythms of small groups and celebrations from the fall of 2018 – 2019. In June 2020, the church was officially recognized and setup as a 1905 with our first member's meeting despite being in the middle of the COVID pandemic. Over the next season of the life of our church we desire to plant churches in strategic neighborhoods in Lyon, cities in France, and to send missionaries globally.

CLARITAS PROGRAM : Vision and Outcomes

VISION : Our church story started as a prayer, a dream, a project, and then a church plant in a city on a hill, called Croix Rousse. Today we seek to be a church that plants churches as God allows and be a light to our city, region, France, and globally. We desire to be a catalyst for individuals seeking clarity as ministers of the gospel, disciples of Jesus, and leaders in the local church. In order to see a movement of church plants in the city there is a fundamental need to develop more holistic leaders. Our desire is this program will allow individuals from France, Europe, and globally the opportunity to better understand themselves in light of the gospel and thus how to minister the gospel in the city as both full-time ministers and as non-staff pastors/deacons/servants in the local church.

OUTCOMES: We want to see the mission of Eglise Croix Rousse Church advance as program participants partner with Eglise Croix Rousse Pastors, Staff, and Deacons. We want to see variety of people, ages, gifts, and abilities playing their part in the body of Christ. We desire to see men and women further equipped and trained for ministry through holistic spiritual and leadership development in three specific areas (Character, Conviction, Competency). We desire to create an environment where the Claritas Programme is an opportunity for future leaders to discern their call in ministry within the local church or as church planters. We want to cultivate a community of grace where participants can grow and learn together. We want to see participants leave with a greater desire to love, serve, and lead within the local church and some participants becoming future ministry leaders, church planters, and pastors.

Claritas Program Participants :

We have identified four different types of participants that could benefit from our program and can also support the needs and opportunities within Eglise Croix Rousse.

Key Volunteer Participants:

Time Commitment : Volunteer for 5-10 hours per week.

Roles : Volunteers work alongside a deacon, pastor, or elder to provide administrative, operational, and ministry support. Applicants are those who are in school, recent graduates, empty nesters, or those who have the time and desire to serve alongside a leader in Croix Rousse.

Support needed : n/a

Semester-long / Summer Participants :

Time Commitment : 15-20 hours per week

Roles : Meets monthly with a Croix Rousse mentor for development, oversight, and training. Applicants are individuals who are pursuing further clarity in their calling to ministry.

Support needed : Encouraged to raise support for time commitment / living expenses during program.



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1-2 Year Participants

Time Commitment : 20-25 hours per week

Roles : Meets bi-weekly with a Croix Rousee mentor for development, oversight, and training. Applicants are servant leaders who desire to pursue further clarity in their calling to ministry. In addition they will participate in L.E.A.D. Teams, Monthly Special Events, Staff meetings, Church Council and Elders meetings as determined. Participants are also included in the internal communication / planning of the church.

Support needed : Encouraged to raise support for time commitment / living expenses during program from their network. Additional support from Eglise Croix Rousee as determined by Elders and the church council.

Church Planting Residency – 1-2 year Participants

Time Commitment : 30 - 35 hours per week

Roles : Applicants are proven servant leaders who have the level of character, competency, and conviction to lead a ministry within Eglise Croix Rousee or start the elder process. Meets bi-weekly with a Croix Rousee mentor for development, oversight, and training. In addition they will participate in L.E.A.D. Teams, Monthly Events, Staff meetings, Church Council, and Elders meetings as determined. Participants are also included in the internal communication / planning of the church.

Support needed : Required to raise support in addition to monthly financial support from Eglise Croix Rousee.

Philosophy of Training

Eglise Croix Rousee recognizes that personal transformation through application of the gospel and ongoing spiritual renewal creates a foundation for biblical and fruitful ministry. Second, Eglise Croix Rousee believes that church leaders are best developed, shepherded and equipped in the local church.

The Claritas program blends biblical and theological training opportunities with real life ministry experience in community. The purpose of this program is to develop leaders in character, conviction and competency. Through membership and ministry in the local church, participants will be shaped in character by applying the gospel to every aspect of life and growing in holiness (the heart: being). Claritas participants will develop in biblical conviction by growing in their identities as learners and disciples (the mind: knowing). With these foundations, participants will grow in ministry competency and fruitfulness by assuming a posture of service and mission within the community (the hands: doing).

Character (heart)

- Regular participation in celebrations, house churches, and mentoring from a pastor
- Spiritual Formation (Scripture, Prayer, Solitude, Community, and additional disciplines)
- Accountability Group
- Birkman / Enneagramme Assessments and Personal Leadership Development

Competency (hands)

- Life on Life discipleship and supervised leadership opportunities
- Lead servants in specific ministries (desired and agreed upon by both participants and pastors)
- Spiritual Gifts / Competencies Assessment and Development
- Practical ministry opportunities to develop competencies

Conviction (head)

- Reading plans / mentorship with Pastors/ Deacons
- Reading for identified competency gaps and growth opportunities
- Seminars and Conferences identified as development opportunities
- L.E.A.D Teams

Our focus is not so much on each participants productivity throughout the year, but on him or her being shaped for a lifetime of fruitfulness in life and ministry. We desire to start small, go deep, dream big and finish well.

Claritas Program Participant



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Process : Applicants are encouraged to be prayerful in consideration of the opportunity to participate in the program. We encourage you to prayerfully ask yourself, “Is this program right for me—right now?”

Assessment : The application process for the programme is crucial for the pastors and staff of Eglise Croix Rousse as well as for the applicant.

The process allows the staff to assess six crucial areas of the applicant:

Character: Is the applicant a man/woman of godly character who can say, “Follow me as I follow Christ”?

Conviction: Is the applicant united with Eglise Croix Rousse’s core values and essential beliefs about the Christian faith?

Competency: Is the applicant displaying the ability to sacrifice and work diligently with the necessary skills needed to complete the work ahead of him/her?

Life Stage: Is the applicant’s current life stage conducive to serving in this capacity?

Experience: Is the applicant’s experience going to help or hinder his/ her ability to to participate in the program?

Team Chemistry: Is the applicant going to promote healthy relationships within the staff community and does he/she understand the unique culture in which we exist?

Next Steps:

1. Please read through the Eglise Croix Rousse Confession of Faith.
2. Fill out the online application and submit :
 - a. by _____ (for participants beginning September 1)
 - b. or _____ (participants beginning February 1)
 - c. or _____ (summer participants beginning July 1)
3. After you have finished the application, please submit 3 ministry references using the online form.
4. Upon receiving your application and ministry references, you will be contacted by a Pastor in order to set up an interview.
5. Acceptance: After these documents are submitted to Eglise Croix Rousse, the applicant can expect to receive a call within two weeks to discuss their application.
 - a. If accepted, you will be invited to a Support Raising Seminar and Orientation to be determined at a later date. If you have any questions related to the program please email us at eglisecr@gmail.com
 - b. Accepted applicants will meet with their mentor to discuss the participant’s goals as well as Eglise Croix Rousse’s expectations.
 - c. Accepted participants are encouraged to prepare specific goals and priorities for their program and discuss the support-raising process.
6. Program Participants are not guaranteed a staff position upon the completion and may be terminated at any time if it is deemed to be no longer mutually beneficial.

Support Raising :

Depending on the participants commitment you may raise financial support as a means of income. We encourage you to develop a list of potential individuals and families who can commit to supporting your ministry through giving and prayer.

- Support-raising has a long history in the church as a biblical method of raising financial resources so that emerging church leaders and missionaries are able to fulfill their calling.
- Support-raising allows participants to receive a modest salary while being trained for future leadership. Once the participant has been accepted into the program, they will be invited to attend a one day fundraising intensive where they will be equipped with the knowledge and skills to raise financial support.
- The participant can also meet with a pastor to set up a living budget and to set fund-raising goals. Claritas participants are asked to clearly communicate to potential donors to not withdraw giving from their local church and other responsibilities.

Eglise Croix Rousse works with our strategic ministry partners to provide financial giving platform, support-raising training, coaching and accountability throughout the program.



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- Participants are encouraged to raise around 1.000€ per month depending on life stage, and may raise up to 2.500€ with approval.
- Residents may raise between 2.000€ and 3.000€ per month.
- However, participants are not required to raise funds to complete the program.

Claritas Covenant :

The purpose of the Claritas Covenant is to:

Encourage consistency, accountability and loving unity within the church family and program objectives. To accomplish the vision of the Claritas Program in accordance with the philosophy of training by God's grace.

As a participant of the Claritas Program and Eglise Croix Rousse I agree to the following code of conduct:

To live my life in a way that exhibits Godly character.

To live my life in a way that is consistent with the qualifications of a deacon as outlined in 1 Timothy 3:8-10.

- Purity – I will live a life that is an example of purity both sexually and morally.
- Faithfulness – I will exhibit faithfulness in my commitment to fulfill my role and responsibilities as a participant of the Claritas Program and Eglise Croix Rousse.

Additionally, I agree and understand what it means to be a Member of Eglise Croix Rousse :

Signature

Date



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CANDIDATE APPLICATION

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1. Civil Status

Family Name :
Date of Birth :
Nationality :
Address :
Zip Code :
Telephone (cell / home) :
Email :

First Name :
Place of Birth :
Social Security :
City :
Telephone (work) :

2. Personal Situation

Single Married Other

Spouse :
Family Name : First Name :
Birth Date : Nationality :
Profession : Employer:

Children
Family Name
First name
Date of Birth

3. Extra-Curricular Activities

4. Training



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	SCHOOL	DATES	AREA(S) OF FOCUS	DIPLOMA / CERTIFICATE RECEIVED
University or Professional School				
Graduate Education				
Additional Training				
Theology Training				

5. Languages Competencies

1-Native Tongue 2 – Fluent
3- Conversational / Advanced
intermediate

	READING	WRITING	SPEAKING
-			
-			
-			
-			

6. Computer / Technology Competencies

1-Very well 2-Well 3-Average



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Software / Applications	Level
-	
-	
-	

7. Additional Competencies (Drawing, Graphic Arts, Security, Logistics, etc.)

8. Church Life

Name of your home church :

How long have you been a member :

When were you baptized :

What are your past or present responsibilities :

9. Professional / Internship Experiences

Name and Address of Employers	Roles and Responsibilities	Gross Annual Salary	Start Date	End Date	Reasons for Departure

10. Recommendations

We ask that you have 3 personal recommendations emailed to us concerning your candidature from a friend, pastor, and co-worker.



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11. L'Eglise Evangelique de la Croix Rousse

- How did you hear about Eglise Evangelique de La Croix Rousse ?
- Do you have any issues signing the confession of faith for l'Eglise Évangélique de la Croix Rousse ?

12. Candidature

- Are you free to start immediately ?
- If no, what start date do you anticipate ?
- Ideally, how long would you prefer to participate in the program ?
- (2 years, 1 year, 6 months, semester, or the summer)

13. Personal Testimony

Please share your personal testimony on the following page :



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14. Please share additional information on your desire to participate in the Claritas program(you can describe your personality, experiences, and/or ambitions)