



**LA CROIX-ROUSSE**  
Eglise Evangélique

## CLARITAS PROGRAM

At the end of 2017, several families came together around a shared vision for a church to be planted in the Croix Rousse neighborhood. Eglise Evangélique de La Croix Rousse was born from this initial vision meeting. The project began with a few evening events in early 2018 and by March we started meeting on a monthly basis as a small group / house church. We celebrated our first public service on Father's Day 2018 and started creating rhythms of small groups and celebrations that continued through 2019. In June of 2020, despite the trials of being in the middle of the COVID pandemic, we had our first member's meeting. The church was officially set up as a 1905 organization recognized by the French government. From our beginnings through the coming seasons of life for our church, our desire is to build up servant leaders and plant churches in strategic neighborhoods in Lyon and other 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 to be a light to our city, region, nation, and the world. 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 that this program will give individuals from France, Europe, and across the globe 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 advance as program participants partner with Eglise Croix Rousse pastors, staff, and deacons. We want to see a 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 Program 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

The Claritas Program for non-french participants is a 3-year program, with the first year being dedicated to language acquisition and cultural acclimatization. Participants with adequate french language proficiency may be able to complete the program in 2 years by beginning with the “Discovery” phase.

## YEAR 1 - INTEGRATION

**FOCUS:** Full-time language learning, cultural immersion, and integration into the church community

**OBJECTIVE:** B2 level french acquired, culturally acclimated, actively involved in church events and community

**EXPECTATIONS:** Enrollment in full-time language studies (20-25 hours per week); participation in Celebrations, house church, Il était une Foi (our cultural association), and other church activities; meeting regularly with mentor; completing formational requirements (e.g. exercises, books, trainings, etc.) and a bi-annual review.

## YEAR 2 - DISCOVERY

**FOCUS:** Part-time language learning, part-time discovery of ministry opportunities and calling within the local church

**OBJECTIVE:** Discernment of participant’s spiritual gifting and areas of competencies, passions, and interests for ministry

**EXPECTATIONS:** Continued ongoing language studies; participation in Celebrations, house church, Il était une Foi (our cultural association), and other church activities; meeting regularly with mentor; participation in monthly Staff meeting; participation in Claritas Formation meetings; participation in a Growth Group; completing formational requirements (e.g. exercises, books, trainings, etc.) and a bi-annual review.

## YEAR 3 - CLARITY

**FOCUS:** Full-time ministry experience in the local church based on participant’s competencies, spiritual giftings, and passions.

**OBJECTIVE:** Refinement of participant’s calling, practical ministry experience, servant leadership development, and vision casting.

**EXPECTATIONS:** Participation in Celebrations, house church, Il était une Foi (our cultural association), and other church activities; meeting regularly with mentor; participation in monthly Staff meeting; participation in Claritas Formation meetings; participation in a Growth Group; involvement in ministry planning and leadership; involvement in outreach and

evangelization; completing formational requirements (e.g. exercises, books, trainings, etc.) and a bi-annual review.

## Philosophy of Training

Eglise Croix Rousse recognizes that personal transformation through application of the gospel and ongoing spiritual renewal creates a foundation for biblical and fruitful ministry. Second, Eglise Croix Rousse 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
- Spiritual formation (scripture, prayer, solitude, community, and additional disciplines)
- Personal assessments and 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

Our focus is not so much on each participant's 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 Participation Steps

### **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?"

The application process for the program 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 aligned with Eglise Croix Rousse's core values and essential beliefs about the Christian faith?

**Competency** - Is the applicant displaying the ability to learn, 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 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 application below and submit via email to [info@eglisecroixrousse.com](mailto:info@eglisecroixrousse.com)
3. After you have finished the application, please submit 3 ministry references to [info@eglisecroixrousse.com](mailto:info@eglisecroixrousse.com)
4. Upon receiving your application and ministry references, you will be contacted by a pastor in order to set up an interview.
  - a. If accepted, you will be invited to participate in support raising mentoring.
  - 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.
  - d. If you have any questions related to the program please email us at [info@eglisecroixrousse.com](mailto:info@eglisecroixrousse.com)
5. Program Participants are not guaranteed a staff position upon completion and may be terminated at any time if it is deemed to be no longer mutually beneficial.

## **Support Raising**

Participants in the program are required to raise adequate financial support to enable them to live and serve in an urban setting. Support goals will vary based on personal/family needs. A support raising mentor will help participants define an appropriate budget based on their family and ministry needs.

- 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 living salary while being trained for future leadership. Once the participant has been accepted into the program, they will be invited to participate in Support Raising Mentoring, through which they will be equipped with the knowledge and skills to raise financial support.
- Claritas participants are asked to clearly communicate to potential donors to not withdraw their giving from their local church and other responsibilities. Eglise Croix Rousse works with our strategic ministry partners to provide a financial giving platform, support-raising training, coaching and accountability throughout the program.
- Recommended Resources:
  - The God Ask: A Fresh, Biblical Approach to Personal Support Raising Paperback by Steve Shadrach, 2013.
  - A Spirituality of Fundraising: The Henri Nouwen Spirituality Series Paperback by Henri J. M. Nouwen, 2011.

# CANDIDATE APPLICATION

## CLARITAS PROGRAM

### 1. Civil Status

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

### 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. Education / Training

	SCHOOL	DATES	AREA(S) OF FOCUS	DIPLOMA / CERTIFICATE RECEIVED

University or Professional School				
Graduate Education				
Additional Training				
Theological Training				

### 5. Languages Competencies

1-Native Tongue 2-Advanced / Conversational 3- Intermediate 4-Beginner

	READING	WRITING	SPEAKING

### 6. Computer / Technology

1-Very well 2-Well 3-Average

Competencies and Software	Knowledge 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

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

### 10. Recommendations

We ask that you have 3 personal recommendations emailed to us concerning your candidature :

1. Friend \_\_\_\_\_

2. Pastor \_\_\_\_\_

3. Co-worker \_\_\_\_\_

### 11. L'Eglise Evangelique de la Croix Rousse

1. How did you hear about Eglise Evangelique de La Croix Rousse ? 2. Do you have any issues signing the confession of faith for l'Eglise Évangélique de la Croix Rousse ?

### 12. Candidature

1. Are you free to start immediately ?

2. If no, what start date do you anticipate ?

3. Ideally, how long would you prefer to participate in the program ?

### 13. 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

#### 14. Personal Testimony

Please share your personal testimony and also why you believe Claritas is the right program for you at this time.