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## **PURPOSE STATEMENT**

The Missionary Church, in obedience to Jesus Christ her Lord, is committed to being holy people of God in the world and to building His Church by worldwide evangelism, discipleship, and multiplication of growing churches, all to the glory of God.

### **CHURCH MULTIPLICATION - A CLOSER LOOK**

#### **The Reason**

1. There are an estimated 190+ million unchurched people in the United States.
2. There are areas of the United States that are experiencing strong population growth but have inadequate numbers of churches.
3. New communities respond to new churches.
4. God has given us a vision for the unchurched, which include those who are church damaged, church dropouts or have previously experienced no felt need to seek the Lord.
5. Our objective is to obey our Lord in His command to make disciples. (Matthew 28:18-20)
6. Through the broadening of our home church base we have a greater capacity to develop churches worldwide.
7. Each new church provides the opportunity for the expression and development of specific and unique spiritual gifts among Christian leaders.

#### **A Statement of Values**

1. We value the church as the visible expression of Christ in the world.
2. We value new churches for the fresh and stronger bonding they bring to our network of churches.
3. We value a spontaneous and multiplying indigenous church planting movement.
4. We value the Great Commission through winning, building, equipping, sending and multiplying disciples.
5. We value connection, cooperation and relationships among people, churches, districts, ministry agencies and even other denominations that are committed to building God's kingdom.
6. We value relevancy to the culture to which a church is ministering.
7. We value a biblical orientation and foundation.
8. We value the utilization of both lay and pastoral gifts and involvement.
9. We value the power and direction of the Holy Spirit.

## **THE SCOPE**

#### **The People**

People associated with a Missionary Church are challenged to rethink their own involvement in Christian living, witness, service, and giving. We challenge people to win people to Christ, disciple them, and spread the mission of the gospel of Jesus Christ at home and abroad through the multiplication of growing churches.

## **The Churches**

Every Missionary Church is challenged to review her opportunities, blessings, leadership, and commitment and lay plans for church multiplication.

## **The Districts**

Each district is challenged to develop a church multiplication vision and strategy that maximizes resources to address the needs and opportunities within its borders and beyond and to encourage individuals and local churches to be involved in church multiplication.

## **The Denomination**

Church multiplication is a challenge for the Missionary Church with all her churches and agencies to build a stronger base to reach our world for Christ. We recognize the importance of utilizing the resources of the denomination to assist our districts in developing a vital church multiplication ministry.

The denomination is committed to cooperation with the individual districts at the level of their need. This cooperation may be as minimal as consultation and encouragement or as advanced as major oversight and development.

The denomination is also committed to the development of new churches and districts in areas outside current district boundaries. God has opened the door for the Missionary Church to move into new areas of the U.S.

Beginning in 1994, God raised up a new district in Puerto Rico. The multiplying vision of leaders in Puerto Rico also resulted in the launching of the Missionary Church of Venezuela. In 2005 Texas became the twelfth organized district.

New districts have also been launched in the Southeast, South Carolina, St. Louis, Boston, the Mid-Atlantic states, the Inland Northwest and a non-geographic area focused on major cities.

All but four states (Mississippi, Louisiana, Oklahoma and Alaska) are now encompassed by existing district boundaries. The next stage of new district development in this decade is to assist existing districts in multiplying districts within their boundaries or in cooperation with other districts and in metropolitan areas.

## **STRATEGIC PROCESS**

Church multiplication doesn't just happen. We recognize it takes the work of God to change lives and build the church.

We approach the fulfillment of our church multiplication vision with plans and strategies that we believe God has enabled.

## **Prayer**

Prayer is foundational to our strategy. Church multiplication is a spiritual matter. Without the power of God we cannot take the strongholds of Satan.

We ask church planters to build a team of at least 25 prayer partners who will pray for them and their project daily.

We are also building a team of people who will pray for our church-planting ministry and for God to send more church planters into the harvest field.

### **Assessment**

Church planters have unique gifts, abilities and skills. We assess potential church planters through behavioral interviews and other testing to determine their qualifications and to build an appropriate support system to help them be effective in ministry. We confirm our pre-assessment with an independent assessment.

This screen process has increased the effectiveness of our church plants. It has enabled us to tailor our coaching and support to each church planter's needs.

### **BootCamp**

The Church Multiplication Training Center (CMTC) Boot Camp has significantly impacted our church planting process. This four-day intensive training helps church planters apply the principles of church planting to the community where their project is focused.

The CMTC has not only benefited the Missionary Church, but also more than 110 other denominations and mission agencies. The CMTC also provides training for parent churches, restart churches, culturally oriented church plants and the redevelopment of existing churches.

### **Coaching**

Each church planter is assigned a coach for the initial two years of the church plant. The coach and planter meet monthly for encouragement, accountability and consultation.

### **New Church Incubator**

Support and encouragement are important in the early years of a new church. We involve church planters in a new church incubator with other church planters to help sharpen skills and maintain focus.

## **THE METHODS**

New churches will come into being only under the will and direction of God. Specifically, a church will rise up as a result of: Personal Vision, Local Church Vision, District Vision and Denominational Vision.

### **Personal Vision**

God at times lays the vision and burden for a church in a specific community on one or more individuals. We are poised to come along side such individuals to encourage, instruct and assist wherever appropriate.

Churches have effectively seen their beginnings come from one individual's vision. The burden for a particular people and/or community takes root in a man and the wheels begin to turn.

Most often the question is "Where do I begin?" This is where the Missionary Church can come along side to encourage and give direction. After considerable prayer and investigation the decision to move ahead can be made. The Missionary Church will remain as a partner as the new work grows from a nucleus on to maturity. In addition to prayer and moral support, we will work to encourage and direct as well as enter into an accountability relationship.

It is not unusual for such works to begin under bi-vocational leadership. This presents a good foundation as it encourages the church to have indigenous roots.

Bi-vocational leadership, in some cases, will include one who provides leadership in a church plant while maintaining his or her own financial support through a secular occupation. The new church, once formed, may elect to cover a portion of the leader's support, based upon their ability to do so and increasing demands upon the leader's time.

At times the church-planting pastor may be fully supported while staff/team members may be bi-vocational. In any and all such scenarios, it will be essential to exercise creativity with tenacity. We must recognize that there exists a pool of visionary men and women who would be encouraged as we seek ways to facilitate their vision.

One further consideration for bi-vocational leadership must be the professional person who is in a strong position financially. These are spiritually mature entrepreneurial people who would be gifted to lead or compliment a church planting team.

Among other responsibilities, we will assist in the setting up of a budget. In most cases the Church Planting Committee will recommend a start-up grant. These funds will go for anything from rent, to sound systems, to mailings, to pastoral or team support. It is the goal to supplement a church financially no longer than twenty-one months total or more than one year from the time of its birth (the birth is normally recognized as the first formal advertised worship celebration). This goal is recommended as it serves to accelerate the indigenous process.

Let it be noted that these works often start from a very small nucleus. Therefore, the numerical growth and leadership development may be slow. This is all right! This solid foundation is the priority here. As the sense of community develops and the burden for souls expands, God will give the increase, in His time. What we most want to guard against is the lack of growth due to a floundering burden and wrong leadership.

One final word concerning church planting from such a personal burden: This is a very effective motif for church planting. It is no less significant than any other form of expansion. Pray that men and women will be raised up from our churches to go out in such an endeavor. It is not easy for any of us to leave our comfort zones and move to this front line. Pray as we work together with those who do.

### **Local Church Vision**

The next major wave of church plants will come as a result of existing churches parenting new churches.

Rather than adding new churches one at a time, we will see a multiplying effect as more and more existing churches take ownership of the challenge for church planting.

Some churches will join with sister churches to accomplish the parenting of a new church. Others will have the resources to parent churches without such a partnership but can enhance the kingdom by recruiting partner churches to join them. Some churches will have the vision to be involved in parenting multiple churches.

Our vision is to see one in every three churches involved in the process of parenting another church by 2005 and to see one in every two churches become involved by 2010. We are committed to providing the training, resources, support and encouragement to help churches share in the joy of birthing a new church.

Giving birth to a church plant as a sponsor or parent church has proven to be effective. Not only has new life been issued, the “parent” church is recharged as a result of her obedience to Christ’s commission. Here again, the Missionary Church is prepared to join hands with the birthing church, working from conception to maturity. The Missionary Church will be seeking to inform and encourage potential “parent” churches regarding their great potential of outreach.

The successes from such an approach to planting have been seen time and time again. By “parenting” we mean giving birth to a work by supplying a significant nucleus group, strong leadership and appropriate training. Normally, the parent church will make a financial commitment for a determined length of time. By “sponsoring” we mean giving significant resources to the beginning of a new work outside of the sponsoring church’s geographic region. The burden for these types of church plants can come from an individual or group of people from within a local body. Normally the location of the church being birthed is centered where a significant group of people from the original church live. As churches grow larger, people drive from increasing distances—thus, the impetus for a work in a neighboring community. We need to be careful not to start a church merely for convenience. A vision for outreach must be diligently projected.

One of the best methods for seeing a new church come into being is through the careful planning of a task force from within the larger church. When ownership of the vision is taken by the parenting church the process is accelerated.

Let it be noted that churches that parent or sponsor new churches are an inspiration to her district and denomination. These great commission churches are setting the pace for extending the kingdom of our Lord Jesus Christ.

Perhaps this is a good place to note that all such endeavors will be met with opposition. Remember we are taking enemy held territory. Resistance will come from various directions. Pray daily for church planting.

### **District Vision**

This third vision category is also essential. Each district can be instrumental in helping to encourage, facilitate and resource the vision of individuals and local churches. Each district is uniquely qualified to evaluate all the regions within her borders. As a result of this district-wide review, specific communities will be identified as targets. As districts move into totally new areas they will be working to establish a new base for a multiplying church planting movement.

This strategy is known as “Beachhead Church Planting.” A beachhead church is a church established in an area strategic for the salvation and discipleship of individuals, the development of church planters and lay leaders, the birthing of indigenous churches, and the ultimate unifying, edifying, and fellowship of indigenous churches.

The beachhead is brought into being because Jesus Christ is the only hope for individuals to have an abundant and eternal life. The Missionary Church is pursuing a deliberate advance on enemy territory—thus, the term “beachhead.”

### ***Characteristics of a Beachhead Church***

The establishment of a beachhead is not the establishment of a fortress. The term itself implies the taking of new ground. “The Marines have landed and the situation is well in hand.” This line became significant to the South Pacific Campaign in World War II. History tells us that these troops never forfeited an island where they established a beachhead. Nevertheless, the beachhead was primarily a means to an end, not an end in itself. Therefore, such a church would ...

1. Carry the goal of growing to at least 500.
2. Care for her own body needs with excellence.
3. Locate in a community-wide area as opposed to a specific neighborhood.
4. Prioritize the training of her people in lifestyle evangelism.
5. Carry on an internship program for the training of home and worldwide church planters in order to properly move toward the maximizing of each intern’s Spiritual Gifts.
6. Continually promote an outreach vision.
7. Give prioritized support in prayer, finances, direction, and encouragement to all of the above.

### ***Choosing a Place to Start***

Dozens of locations throughout a district can be identified for valid consideration as a beachhead church site. In order to develop the program through a “pilot church”, a list of priority areas will need to be developed.

### ***Prerequisites for Selecting a Site***

1. Expected growth along with an existing population of 100,000 within a 15-minute driving distance.
2. Community needs
3. Central location to future planting needs
4. Economic feasibility
5. Facility site availability
6. Strategic relationship to metropolitan areas as it pertains to future church plants
7. Strategic relationship to planting resources

### ***Specific Needs***

1. Prayer that will soften the enemy lines for the invasion
2. Prayer for staffing and the raising up of nucleus leadership
3. Prayer for site selection, region and specific location
4. Financial investments for such Kingdom building

### ***Specific Organizational Steps for the Beachhead Church***

1. Begin the process of pastoral leadership selection through review of resumes, brainstorming concerning potential individuals, inquiry responses, etc.
2. Complete demographic studies and comparisons
  - a. Realtors/national chains
  - b. Newspaper
  - c. Chamber of Commerce
  - d. Commercial research services
  - e. Include regional demographics
  - f. Religious research services (i.e.- Nazarene Church at [www.nazareneresearch.org](http://www.nazareneresearch.org), Precept)
  - g. Census data ([www.census.gov](http://www.census.gov))
3. Contact community leaders to determine felt/real needs in the target area.
4. Research land use in the industrialized areas
5. Gather information through community surveys
6. Research potential nucleus leadership people
  - a. Existing Missionary Church people who have relocated into the area
  - b. Individuals and/or couples who would be interested in relocating to assist in the beachhead beginning
  - c. As a result of the community survey, local individuals and/or couples could be identified as a part of the nucleus.
  - d. Missionary Church interns for foreign missions
  - e. Networking through the home office of the Missionary Church could produce names from people nationwide who are relocating into the target area
  - f. Bi-vocational or self-supporting staff team
7. Develop a budget
  - a. Office and facility rent
  - b. Staff, including pastoral and office management
  - c. Mailings and newspaper advertising
  - d. Research costs
  - e. Facility set-up costs
8. Develop a financial base
  - a. District funds
  - b. Special gifts
  - c. Sponsor churches
  - d. Local tithers
  - e. Denominational funds

Planting to take new ground is the essence of Beachhead Church Planting.

### **New Beginnings**

In every district there are likely to be several churches that are seemingly on the declining side of their life cycle. For numerous reasons, a particular church may be experiencing

declining attendance and effectiveness. Internal and/or external factors may be contributing. Even after repeated efforts to reverse the momentum, the decline continues. After careful study the district superintendent may consider it advisable to evaluate the wisdom of the church considering a new start. This new beginning will most likely be projected for a new community.

Yet, after all is said and done, some churches would be wise to relocate or even disband in order to begin a new work/s in another community. In such cases, the declining church provides for an effective legacy. In the event of a restart, the project will be treated as a new church plant.

Once the decision to start anew has been firmly made and agreed upon, the district superintendent will assign the church planting committee to begin demographic and leadership studies. The district superintendent will make the judgment as to when the church planting committee will take the responsibility to facilitate the transplant.

Funding will primarily come from the sale of capital resources. The district may recommend the following:

1. A tithe back to the district to cover the administrative expenses of relocation as well as support additional district-wide church planting.
2. The setting aside of 30% of the capital resources for the purpose of planting a second church in a nearby community to the new plant.
3. Strong consideration be given to start the new work with a second paid staff member in order to accelerate the process.

We believe this fourth method of planting new churches will open new communities to the gospel at an accelerated rate with the capacity of becoming a beachhead church from the outset.

### **Denominational Vision**

God is moving the Missionary Church from a church planting movement to a church multiplication movement.

Our church planting committee continues to pray and look for the future. God has given us a great vision as we consider the Great Commission He has laid before us.

Our vision from 2006-2010 is to:

- Plant as many as 250 new churches.
- Assist every organized district in developing its church multiplication systems and strategy.
- Assist existing districts in multiplying new districts.
- Multiply new districts in metropolitan areas.
- Engage one in every two churches in the challenge of parenting a new church.

By 2010 we believe God will have developed a church multiplication movement that will result in growing the Missionary Church to over 650 churches.

This vision requires an increasingly strong prayer base, a growing team of gifted church planters and lay people and an expanding financial support base.

In establishing new districts the Missionary Church will focus on beachhead church plants that will result in strong churches and a multiplying movement.

## **ROLES AND ACCOUNTABILITY**

### **District**

The district, primarily through its church planting committee, will serve in the following ways:

#### ***Spiritual***

1. To develop a nucleus of people that is burdened to pray specifically for the new church and her beginnings.
2. To provide a library of materials that would stimulate development of the church leaders involved with the new plant.
3. To organize the district church planter(s) into a support team facilitated through prayer and special gatherings.
4. To assist the new church plant in making proper decisions pertaining to God's purpose for the church.

#### ***Financial***

1. To advise in decisions concerning the distribution and accounting of church giving income.
2. To consider and distribute district funds.
3. To advise pertaining to loan requests made by the newly planted church.
4. To give practical counsel on teaching the inter-workings of a budget to a new congregation.

#### ***Organizational***

1. To assist in demographic studies where needed.
2. To recruit planters.
3. To advise on how to legally organize and /or incorporate a church.
4. To provide functioning bylaws for an interim period until that church's bylaws are established and operational.
5. To provide procedures and practices for a new church.
6. To provide on-going education to the planter as needed for the task.
7. To counsel in matters pertaining to planting as needed.
8. To, at the outset, discuss possibilities of leadership styles and needs as the new church passes through various numerical stages.

#### ***Relational***

1. To provide a support relationship initiated by the district superintendent and the church planting committee.
2. To develop regular gatherings for planters and wives for fellowship, training and team building.

## **Planter and Church**

1. To participate in the unified goal to expand the Kingdom of God through reaching the unchurched by the planting of new churches.
2. To promote missions giving through the Missionary Church, Inc. World Partners
3. To inform the people of the worldwide ministries of the Missionary Church, Inc.
4. To participate in annual District Conference and in the biennial General Conference of the Missionary Church, Inc.
5. To commit the appropriate percentage of the new church's income to the district for operations. This percentage should not be calculated on subsidy funds.
6. To commit 2% of the new church's income to the denomination for operations. This percentage should not be calculated on subsidy funds.
7. To commit 1% of the new church's income to a savings account for the first daughter church.
8. To consider a gift of 1% of church income to denominational church multiplication.
9. To maintain a testimony that will not bring reproach on the name of Christ and the Missionary Church, Inc.
10. To report monthly, on a provided form, of statistics as they pertain to attendance, giving, debt, small group ministries, and needs.
11. To keep the planter and the church on the "cutting edge" by a well maintained devotional/reading program.

## **THE CHURCH PLANTER'S BIO**

### **What Do They Look Like?**

They may have 15 years senior pastoral experience. They may be recent seminary graduates. They may be youth pastors. They may be Christian education directors. They may be pipe fitters. They may be schoolteachers. They may be businessmen. They may be full time or part time. There is no slick answer to what they may look like. Be sure it is critical that the leader's vision is consistent with that of the district.

However, there are a series of characteristics that will profile the church planter. Dr. Charles Ridley has identified those traits in his organization of the following list:

1. Visionizing capacity
2. Intrinsically motivated
3. Creates ownership of ministry
4. Relates to the unchurched
5. Spousal cooperation
6. Effectively builds relationships
7. Committed to church growth
8. Responsive to community
9. Utilizes giftedness of others
10. Flexible and adaptable
11. Builds group's cohesiveness
12. Resilience
13. Exercises faith

The first six above represent the most critical for the making of a church planter. More detail on these and the traits listed here can be found in the syllabus created by Dr. Ridley for the seminar “How to Select Church Planters”.

Dr. Charles Ridley’s seminar on “How to Select Church Planters” is a must for anyone responsible for the selection of church planters. Dr. Ridley also provides an interview assessment for individuals under consideration for a church planting position.

The Missionary Church has a team of assessors trained by Dr. Ridley. The denominational church multiplication office regularly arranges church planter assessments for Missionary Church entities as well as for other ministries. Dr. Ridley has also trained an assessment team on the West Coast which is accessible to us and other denominations as well.

The key in the selection process is to withhold judgment through the research. Avoid jumping to conclusions one way or the other.

## **CHURCH PLANTER SELECTION AND EVALUATION**

While the Church Planter’s Bio provides a series of characteristics that will profile the church planter, the following will seek to outline the selection and evaluation process.

The most critical phase in the planting of a new church is the selection of the pastor/leader of the planting project. A mistake here will spell disaster for the work and the planting pastor and family. In the case of a plant starting from the “pastor to be’s” personal vision, the sponsoring agency has the responsibility to accurately and honestly assess the new visionary’s potential. Most often the sponsoring agency will be involved with financial support. Therefore, stewardship as well as personal concern for the potential planter dictates the importance of scrutiny.

In the case of a parent or sponsor church plant, the initiating church may wish to make the pastoral selection. We encourage the parent church to work in consultation with the district or denomination in order to benefit from its experiences in the selection process.

The beachhead church pastor will not only require good skills as a planter, he will also need to share the sponsoring agency’s vision as outlined in the section on beachhead churches.

The restart church planter will need to possess the gifts of a pastor as well. In this scenario, the pastor may already be in place as pastor of the relocating church. However, it would not be wise to assume this same pastor would do well as the leader into this new beginning. In such cases, we strongly recommend the full church planter assessment be performed.

### **Specific Recommendations**

1. Each potential church planter will be interviewed by all of the following involved parties:
  - a. The District Superintendent
  - b. The District Church Multiplication Director
  - c. The Church Planting Committee
  - d. The Parent or Sponsor Church
  - e. The Denominational Church Multiplication Director

2. If the potential appears positive after #1 above, we recommend a full assessment administered.
3. Formal recommendation will follow by action of the church multiplication committee. In the case of mission district projects, the denominational church multiplication committee will approve the church planter.
4. The district executive board will act on the recommendation from the church multiplication committee.

The above process refers to the potential planter. Assignment to a specific project and approvals for an actual project (location, budget, etc.) may occur in tandem or in a separate process.

### **Credential Recommendations**

1. Credential applications will be submitted to the district superintendent.
2. The applicant will be processed by the superintendent and district executive board.
3. Candidates who have completed the Missionary Church History and Polity course and meet the credential standards will initially receive a license unless they have been previously ordained in which case their previous ordination will be recognized.

### **The Evaluation Process**

Once the church planter is in place, he will be under the authority of the district superintendent or church planting director for a minimum of two years or until the church is financially independent.

Through regular meetings, the district superintendent and the church planter will maintain an ongoing evaluation. At the end of one year of ministry, a written evaluation will be prepared for the church planter by the district superintendent. The superintendent may require an evaluation survey be administered. Such a survey should be conducted in a positive way within the church body.

It should be understood that the gifts necessary for getting a church up and going may not be the best gifts for sustaining prolonged growth. Therefore, some will be particularly gifted as church planters and may well be moving on to develop another new church within a couple of years. This must be communicated prior to the planter's commissioning. The evaluation process will help to determine God's best for the church and the church planter. We are making a commitment to be diligent in this matter, keeping clear focus on the eternal picture. It must be said that we care about the church plant as we do her pastor. Both are important! Our priority is for the personal intimacy with Jesus Christ for pastor and family as well as the people of the new church.

## **BI-VOCATIONAL/CULTURAL CHURCH PLANTING**

At times there are church plants that for a variety of reasons do not fit the typical fully supported scenario. These plants are often bi-vocational. They at times have various cultural climates that make a traditional fully supported scenario a hindrance.

The planter may be of a cultural group for which we do not have all the elements of our church planting system available. It is likely that the planter for various reasons is unable to raise the normal portion of support required of most Anglo church planters.

Our policy in such circumstances will be as follows:

- a. We will have a church planting behavioral assessment conducted to qualify any church planter leading a project. Whenever a language appropriate assessment is unavailable we will rely on the planter developing a small group ministry with a minimum of 15 adults before designating the project as an official church plant.
- b. Bi-vocational church planters will be the likely norm for any church planting movement that projects organized churches unlikely to be able to fully support a pastor or in circumstances where the pastor is unable to raise the normal share of his support.
- c. In situations where a non-Anglo project is being planted by an immigrant church planter, support will be arranged to meet the necessary immigration requirements.
- d. Projects with approved church planters will be considered for support that will be available primarily for rent assistance, equipment and transportation assistance. Rent assistance will generally be limited to utility deposits and  $\frac{1}{2}$  of rental costs for the first six months and  $\frac{1}{4}$  of rental costs for the second six months. Churches that opt to forego rental assistance may receive assistance with their mortgage during the first two years of the mortgage. At times support may be available to assist with the purchase or construction of a facility.
- e. Financial assistance will be considered case-by-case, according to need and available resources. Actual amounts of support may vary from project to project.

## **FUNDING AND DISBURSEMENT STRATEGY**

Income for covering the expenses of church planting has the following sources:

1. Parent or sponsor church allotments
2. Fair share allotments
3. Private gifts
4. Future capital funds
5. Tithes and allotments from relocating churches
6. Denominational grants
7. Adopting district allotments
8. Support raised by the pastor
9. Bi-vocational work funds

Budgeted categories include:

1. Start-up costs (such as mailings, advertising, outreach and attraction events funds, sound system, keyboard, computer, rent deposit)
2. Moving costs
3. Partial or full pastoral salary and benefits
4. Training, educational and informational opportunities
5. Contingencies (small amount for unforeseen expenses)

## 6. Operating and travel expenses

Categories that are generally the responsibility of the emerging church include:

1. Facility rental or purchase
2. Educational, discipleship and other program materials
3. Pastoral salary and benefits beyond the budgeted time frames
4. Other development and ministry costs beyond the budgeted allotments

## **DOLLARS AND SENSE**

Here is the specific denominational funds disbursement policy:

1. Recommendations for funding projects for the next year's budget are approved by the church planting committee and sent on to the General Board for approval.
2. In some cases projects will arise subsequent to the establishment of the church-planting budget. The church planting committee may examine the worthiness of the new potential project and make adjustments provided funds are available to cover the costs.
3. The church planting committee may divert budgeted funds from one approved project to another.
4. The goal is to end financial commitment to any one project within twenty-one months of its designated beginning.
5. In the case of non-bivocational pastoral leadership, the following is normally recommended:
  - a. One year's salary and benefits based by area on the American Chamber of Commerce Research Association (ACCRA) cost of living index (found in any local library). A minister's current salary level will be considered as a guideline with an attempt to not decrease his purchasing power. The family need is also taken into consideration. This salary may be provided by a parent church, sponsor church, district or personal support raised. The fifth, sixth and seventh quarter allotment is budgeted at 75%, 50% and 25% of salary and benefits per respective quarter.
  - b. Start up costs for sound system, keyboard, chairs, books, advertising, outreach and attraction event funds, rent deposit, computer is recommended. Such costs can range from as little as \$2,000 to \$20,000 or more.
  - c. First year operational costs for items such as rent, office and supplies, Christian education will be raised through tithes of the new church members.
  - d. The local project is expected to give from its gross non-subsidy funds the appropriate district apportionment percentage, 2% to denominational operations, 1% to its own savings account for its first daughter church, 1% to church planting and some support for World Partners missionaries.
  - e. The local project should work to increase its World Partners missions support to at least 8% of its income and to support district and denominational church multiplication with 1% of its income to each.

## SAMPLE BUDGET

As of 1/1/06 a sample budget might include the following:

Salary, Housing and ½ Social Security	\$36,000 – 55,000
Health Insurance	\$8,000 – 10,000
Pension	\$660
Disability	\$216
Start-up Costs	\$2,000 to \$20,000+
(For sound system, keyboard, advertising, outreach and attraction event funds, office, if needed)	
Moving	\$1,000 – 3,000
(Use of rental truck is encouraged with costs including insurance, mover assistance, etc. in order to minimize costs. Service of ministry movers such as JAARS may also be considered.)	
Training	\$1,000 – 1,400
(CMTC BootCamp – costs vary for travel depending on location)	
Coaching	\$6,000
(\$4,800 + expenses for two years of monthly coaching. Expenses are kept to a minimum through sharing of costs with others.)	
New Church Incubator	\$1,080
(10 monthly meetings per year for two years. Above is for full payment. Cost increases to \$1,140 if paid annually and \$1,200 if paid monthly.)	

### **Budget for a mid-range cost planter:**

Salary, Housing and ½ Social Security (1 <sup>st</sup> year)	\$45,000
Funds for 5 <sup>th</sup> , 6 <sup>th</sup> , 7 <sup>th</sup> quarters	\$16,875
Health Insurance	\$ 9,348
Pension	\$ 660
Disability	\$ 216
Start-up Costs	\$20,000
Moving	\$ 3,000
Training	\$ 1,200
Coaching	\$ 6,000
New Church Incubator	<u>\$ 1,080</u>
 Total	 \$103,369

## ORGANIZATION

### **Name**

Each local church plant may choose a name appropriate to the community and focus group it is seeking to reach.

### **Bank Account**

The district executive committee or General Board executive committee shall approve the establishment of all bank accounts for church plants as well as the appropriate signatories for said accounts.

Depending on the circumstances accounts may be established in the name of the district or denomination doing business as “Name of Church” or in the name of the church. The second alternative requires a federal employee identification number in the name of the church.

### **501(C)(3) Status**

All church plants are covered as subsidiary ministries of the Missionary Church, Inc. 501(c)(3) group status. Once plants have their own federal employer identification number they are considered direct subsidiaries of the Missionary Church, Inc. status. Documents from the denominational U. S. Ministries director will be provided to each church plant.

### **State Tax Exemption**

The manner of obtaining sales and property tax exemptions varies between states. The district superintendent should be consulted for specific information.

### **Federal Employer Identification Number**

The U.S. Ministries director will apply for the federal employer identification number at the appropriate time.

### **Liability Insurance**

A church plant will be covered by the district or denominational liability insurance as one of its subsidiary ministries until such time as the church plant is organized, rents facilities and/or incorporates as a local church. At that time each church plant must obtain its own liability insurance.

(Note: It may be advisable at times to have equipment insurance and liability insurance for church plants even prior to being organized, renting facilities and/or being incorporated.)

### **Policies**

Church plants should establish policies for governing their financial procedures and volunteer child care workers. Sample information may be obtained from the denominational office.

### **Formation as a Local Church**

Church plants may apply to be recognized as a full member Missionary Church when they have at least 15 adult members. It is recommended that church plants wait until their membership is in the range of 30-50 adult members.

### **Incorporation**

The time and advisability for incorporation varies between states. The district superintendent should be consulted for specific information.

## **JOB DESCRIPTIONS**

### **District Superintendent/Church Planting Director**

1. He shall supervise church planting efforts on behalf of the district where it becomes necessary.
2. He shall work with local churches and create networks with those churches where the parenting of church plants is envisioned.
3. He shall do demographic studies in growing areas with a view to targeting places for future church plants.
4. He shall recruit and aid in the training of church planters, using available seminars and persons who have done church planting successfully.
5. He shall help in securing of funds for church planting.
6. He shall lead the district in planning church planting seminars.
7. He shall give leadership to the church planting committee, keeping them informed monthly, or at the intervals when the committee meets.
8. He shall keep himself updated by attending seminars on church growth and church planting and implement such materials in his church planting within the district.
10. He shall establish networks across the Missionary Church where church planting is being done with the view of keeping informed and giving information about church growth within our denomination. He shall promote denominational church multiplication efforts.

### **Church Planter**

1. Provide vision for the development of a healthy indigenous church in an assigned area.
2. Promote excellence and integrity in this new body's representation of Jesus Christ.
3. Create ownership of ministry by helping people "buy in" and feel responsible for the growth and success of the church.
4. Communicate in a style that is understood by the unchurched.
5. Agreeing upon and sharing the ministry vision with the church planter's spouse.
6. Respond with urgency to expressed needs and concerns of people.
7. Become an authority in understanding the culture of the community.
8. Build cohesiveness by developing a launch team or teams as a foundation.
9. Maintaining accountability to the "parent" church where applicable, the district through the director of church planting, and the denomination through adherence to its constitution.
10. Exercise faith by believing in God's activity and maintaining a conviction regarding one's call to church planting ministry. Demonstrate financial responsibility.

### **Church Planting Intern**

#### **Purpose**

This position is created for the development of church planters.

#### **Rationale**

Many express interest in giving leadership to a specific church plant. However, it is often the case that expertise must be developed as experience is gained. If the potential is deemed strong for the development of a specific individual as a church planter, that person or couple may be assigned as a church-planting intern. In this role, an accountability structure can be established and the intern's progress can be charted as he works toward future leadership in church planting.

### **Accountability**

1. The church-planting intern is directly accountable to the church planter to whom he has been assigned.
2. The church planter will review quarterly the progress of the intern with the intern and the district superintendent.

### **Relationships**

1. The church-planting intern is assigned to a church-planting project by the district superintendent.
2. The district is to issue any support funds where applicable. Support is not the responsibility of the church planting project or church planter except where previously agreed upon.
3. If financial difficulties arise they are to be worked through with the district superintendent.
4. The church planting intern is under the full authority of the church planter, first, and then the district superintendent.

### **Responsibilities**

1. To learn the process of planting a church by assisting the church planter.
2. To faithfully fulfill the responsibilities the church planter assigns. These responsibilities will be given for the development of the church and the intern.
3. To become integrated with a specific community.
4. To cultivate relationships with the unchurched/unsaved.
5. To maintain a consistent walk with Christ.
6. To maintain personal financial responsibility.
7. To maintain a strong family life as they become a part of the process of planting a church.

## **Missionary Intern**

### **Purpose**

The planting internship program is established to better prepare missionary candidates for outreach worldwide through practical experience in a domestic church-planting encounter. In the process, practical assistance is being given to a new church plant.

### **Objectives**

1. Regularly putting the interns in contact with the unsaved
2. Giving a balanced exposure to growing Christians
3. Training in lifestyle evangelism
4. Developing home Bible studies

5. Developing techniques for individual and group discipleship
6. Training in staff relationships
7. To lend assistance to bringing a newly planted church toward maturity through leadership.
8. The exercise of spiritual giftedness.

### **Accountability**

The mission board would be responsible to assign the intern to a specific location. This would be done in consultation with the district superintendent and the local church pastor.

The general tasks to be performed will be established by the mission board for the internship program. The district superintendent and the local church pastor will establish specifics. The intern is responsible to complete the tasks and report progress in weekly staff meetings. In addition, monthly written reports will be submitted to the proper officer of the mission board and the district superintendent. The intern and the local church pastor will prepare these reports. It will be the responsibility of the district superintendent to see that the reports meet appointed deadlines.

The district superintendent will counsel monthly with the intern relating to program and/or difficulties encountered.

### **Financing**

The intern will be largely responsible for his/her financial needs. This is made possible through funds previously raised by the deputation efforts of this future missionary. The district may consider supporting partially or entirely in housing and utilities. This will not be naturally assumed but rather will be based on need and approved, case-by-case, by the church planting committee of the district. However, most often additional support would come through a commitment made by the church to which the intern has been assigned.

### **Term**

To properly equip each missionary intern, we are asking for a one-year commitment from the intern under the approval of the Missionary Church Board of World Partners.

**Appendix A**  
**Monthly Report Form**  
**200**

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Name \_\_\_\_\_

Statistics

Average Worship Attendance \_\_\_\_\_

Average Sunday School Attendance \_\_\_\_\_

Average Home Group Attendance \_\_\_\_\_

Conversions \_\_\_\_\_

Baptisms \_\_\_\_\_

Pastoral Calls \_\_\_\_\_

Overview

Positives

Opportunities

Struggles

Additional Comments