

# Church Multiplication Policy



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# MULTIPLICATION (PLANTING)

## Vision

The Maritime District leadership has a vision to inspire and assist churches and pastors to establish new disciple-making communities regularly.

We believe that each maritime church contains the “DNA” for multiplication. It’s biblical. It’s in alignment with the Great Commission. We further believe that each church should be a multiplying church - whether by planting or partnering with a plant.

For the purpose of this document, some strategies are understood to be **addition** and some are **multiplication**. Added new ministries within a body is addition. Starting new churches is multiplication. This policy recognizes the importance of addition but is mostly set to accelerate multiplication.

## Mandate

Historically, the Maritime District Conference established its commitment to intentional church multiplication throughout this region when it adopted the following statements in the Maritime District Constitution, By-Law VIII Section 2 Church Planting:

*The Maritime District of the PAOC exists as a Fellowship of pastors and churches with the belief that Christ intends that we engage in planting churches throughout our region within the framework as established by the General Constitution and By-Laws of the PAOC.*

*This District shall engage in aggressive church planting through District, local, and church planter initiatives. All new endeavours shall first obtain the approval of the District Executive before commencement to ensure coordination of efforts, maximization of the use of resources, prioritization of plans and harmonization of all District endeavours.*

## Commitment

The Maritime District Leadership is committed to church multiplication in the following ways:

**Empowering Leaders and Churches to Plant Churches:** The District will partner with church multiplication organizations to gain expertise in training, coaching, and assessing.

**Networking:** We will intentionally link like-minded individuals, networks, and organizations with Maritime churches and pastors engaged in multiplication efforts.

**Training:** Through various methods, training will be produced or obtained to amplify the effort of multiplication.

**Catalyzing:** Through prayer, promotion, and communication, multiplication efforts will be championed.

Funding: The District has established a Church Multiplication (CMF) whereby a multiplying church can apply for matching funds (ratio to determined).

## Local Church Involvement

We seek to involve every Maritime PAOC church in multiplication through one or all of the following:

Be a **MULTIPLYING CHURCH**: This church plants a disciple-making community outside the current ministry of the multiplying church. This church would be responsible for raising and training the multiplying team, providing financial support, and spiritual covering.

Be a **COLLABORATING CHURCH**: This church partners with a team of churches to plant a disciple-making community outside the current ministry of the partnering churches. The group of churches would be responsible for raising up and training the multiplying team, providing financial support, and providing spiritual covering.

Be a **PARTNERING CHURCH**: This church would provide support to whatever degree they could contribute (financial, administrative, workers, prayer, etc.) towards a church plant outside the current ministry of the providing church. If a church cannot be a Multiplying or Collaborating church, it should be a Partnering church.

## Church Multiplication Guiding Group

Church Multiplication Guiding Group (CMGG): The District Executive, in its June meeting, will annually appoint a CMGG consisting of experienced leaders and planters to guide the process of strategizing, multiplying, and establishing the new disciple-making community.

The CMGG will be appointed by the District Executive and comprise at least five members of which at least two will be District Executive members. CMGG members would meet the following criteria:

- They should be individuals with experience in church leadership or expertise in church multiplication
- Exhibit a passion for church multiplication
- Be familiar with the Maritime region and Maritime District PAOC
- Have at least 5 years of pastoral ministry experience
- Be prepared to commit the time necessary to fulfill the duties of the CMGG

The Church Multiplication Guiding Group Responsibilities:

- Inspire and assist churches and pastors to establish new disciple-making communities regularly
- Review and approve multiplication projects, for ratification by the District Executive
- Attend meetings with the CMGG, planters, and pastors from local churches near the proposed plant
- Provide supervision to the planter's assessment and training process
- Provide guidance as needed to the planter or multiplying church

- Recommend the coach for the planter
- Conduct a review of planting plans before funding approval
- Review the planter's assessment
- Ensure that the planter's training is completed, if applicable
- Make a recommendation for funding to the District Executive for approval
- Submit/relay progress reports to the District Executive

## Financial Assistance

Churches Multiplying Churches - Organizations that are multiplying churches can apply for financial assistance in matching funds.

The planter/church must not obtain any other loans and grants for the project without permission from the District Executive.

Matching funds will be released to the church plant, or the partnering church, on a disbursement schedule as determined by the District Church Multiplication Director. Typically, funds are disbursed over a 3-year period.

## Purpose of Funds

Funding is disbursed exclusively for salary costs unless the salary funds are unnecessary for the project. Additional "kick-starter" funds (up to \$10,000) may be disbursed if so determined by the CMGG and District Executive.

To clarify the fund's matching nature, the CMGG determines the matching ratio (e.g., 1:1, 2:1, etc.). The matching fund is matched against the total project expense to the church. However, the total amount given by the CMAF for salary must be paid out as salary and not used for other expenses.

For example, if the CMAF pays \$10,000 in salary and the match is set at 2:1, the church must match the gift by showing at least \$10,000 spent on the project, including salary.

If funds are forwarded to a church for a multiplication effort, that "grant" becomes repayable immediately if:

1. The project/initiative fails to begin within one year;
2. The conditions established are not satisfied;
3. The church which receives the funds acts unethically or illegally;
4. The church spends the funds on something other than the defined purpose (ie. salary);
5. Or other stated directives are not completed.

The recipient must sign a Memorandum of Understanding (or similar agreement) before funds are released.

## Steps to Multiplication (if funding is requested)

Steps	Multiplying Churches
1	Notify the District Office of a desire to plant. This notification must be in writing.
2	Meet with the Church Multiplication Director to discuss the vision for a new church.
3	Submit an initial overview proposal.
4	Complete planter assessment.
5	Get approval of the endeavour from the District Executive.
6	Solidify the strategy.
7	Submit a proposal to the CMGG, including a request for matching funds.
8	Complete planter training.
9	Find a coach for the lead planter.
10	Launch and grow!
11	Participate in regular reporting and evaluations.

## Selecting a Location (when the project is geographic)

The approval of location is intended to be unity-producing and relationally-based rather than restrictive. Its purpose is to build bridges among area pastors/churches in the region of a proposed plant.

The planter/church will be required to:

1. Present a written rationale for the location choice to the CMGG.
2. The planter must meet with churches in the area (if applicable) to explain the vision and answer questions. The Church Multiplication Director will arrange this meeting, and some members of the CMGG shall be present.
3. A report will be presented to the District Executive for final location approval.

## Assessment and Training

Every planter must participate in a church planter's assessment with a District-approved organization or individual. The planter's spouse must attend this assessment as well.

Every planter must attend a church planter's training event with a District-approved organization. The planter's spouse must attend this training as well.

## **Solidify the Strategy**

The planter/church must finalize the method, target group, funding partners, budget, and all other necessary components of the strategy, which is to be submitted, in writing, to the CMGG for approval and subsequent approval by the District Executive.

## **Finding Support**

Before funds are dispersed, a planter/church must establish an identifying support network that assists with spiritual, administrative, and financial needs.

## **Governance**

Multiplication projects shall be governed and “owned” by another Maritime PAOC church. If the project is initiated by district leadership, it may be the case that the project is governed by the Maritime District.

## **Find a Coach**

The planter is required to find a church multiplication coach that the CMD must approve. The expense of coaching is the responsibility of the church plant and should be budgeted appropriately.

## **Pre-Launch Checklist**

To determine readiness and to decide on the funding request, a full review of the planter’s progress will be made by the CMGG before the planter begins launch preparation.

The planter may begin launch preparation once the launch and funding approval is granted.

## **Evaluation**

A public launch of the plant will occur, and there will be ongoing evaluations in consultation with the CMGG quarterly for years one, two, and three, or more often if deemed necessary. These quarterly evaluations may be discontinued when the church becomes self-governing.

After three years of ministry, each plant will participate in a church vitalization discernment weekend.

Regularly, the planter must complete an online questionnaire reporting on the numerical and spiritual progress of the plant.

## **Invest a Tithe**

Immediately after the public launch, the church plant will send 10% of their weekly, non-designated income to the District office.

When remitting tithe, the church should communicate which portion of the remitted amount is from the “mother” church and which portion is calculated from the income of the new plant.

## **Core Essentials of a Considered Proposal**

For funding to be considered by the CMGG, a proposal must demonstrate the following:

- Demonstrate how lost people will come to Christ through the initiative.
- Demonstrate how this initiative can become self-governing and sustainable.
- Demonstrate how the initiative starts (or relaunches) a new church.
- Demonstrate that the funds required are in excess of \$5000.
- Demonstrate that the applicant (leadership and church) supports the overall District mission, pastoral colleagues, and District churches.

## **Procedure**

1. The applicant completes a simple online intake form. This form seeks to determine whether the Core Essentials could be achieved. It is located on the District website.
2. The Church Multiplication Director (CMD) informs the applicant as to whether or not the Core Essentials could reasonably be achieved. If there is a denial, the CMGG will be notified by the CMD for information purposes.
3. If the Core Essentials appear to be achieved, the applicant is invited to meet with the CMGG to make a presentation. (An applicant can bring a maximum of 2 individuals with him/her to the presentation meeting.)
4. The CMGG will notify the applicant whether their proposal is approved, in principle, by the CMGG and subsequently sent to the District Executive for consideration and ratification.
5. If the approved proposal is submitted to the District Executive, the outcome of their decision will be communicated to the applicant. If the proposal is approved, the Church Multiplication Director will communicate the funding amount and the conditions established.
6. The applicant must provide ongoing reports on the initiative's progress to the CMGG as requested by the CMD.
7. Funding is disbursed incrementally upon the CMGG receiving the requisition form(s).

## **Determining Factors**

Factors considered for an approved proposal will include, but are not limited to, the following:

- Is there a detailed strategic plan?
- Is there a reasonable and balanced budget?
- Has diligence been demonstrated in research and/or demographic study?
- Is there a history of ministry and/or leadership success?
- Is there a sense that the project is Spirit-initiated?

- Are there fail-safes and “exit ramps” in place?
- Is the level of risk acceptable?
- Is there any indication of how the project will eventually replenish funds?
- Is there plan to multiply in the future?

## **FUNDING THE FUND**

### **Funding the Fund**

The primary funding source for the CMF will be the sale of properties which route to the CMF via the Property Management Fund.

This Fund will, be replenished from sources as determined by the District Executive. They may establish a limit on the Fund balance, and all funds that exceed that amount will be moved to other funds and accounts as determined by the District Executive.