

# Church Multiplication Strategy



# Church Multiplication Policy

Updated: June 5, 2018

## VISION

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The Maritime District has a vision to establish 5 new churches between 2016 and 2020.

The longer-term vision is to see a total of 100 PAOC churches in the Maritimes. These churches will include self-governing assemblies, multi-campus churches, replants, or other disciple-making communities.

## MANDATE

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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 the planting of 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 initiatives, local church initiative and church planter initiative. 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

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

Empowering Leaders to Plant Churches: The District will build a network with one or more church multiplication organizations in order provide expertise in church planter assessments, training, and coaching.

Funding Church Plants: The District has established a Church Multiplication and Advancement Fund (CMAF) whereby a planter can apply for a maximum of \$50,000 in

matching funds for a plant and a multiplying church can apply for a maximum of \$50,000 in matching funds for a plant.

In any given plant, the maximum allowance for church or planter is \$50,000 unless the District Executive deems otherwise.

## **CHURCH MULTIPLICATION GUIDING GROUP (CMGG)**

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Church Multiplication Guiding Group (CMGG): The District Executive, in its June meeting, will annually appoint a CMGG consisting of experienced leaders and planters to provide guidance throughout the application process, multiplying, and establishment of the church.

The CMGG will be appointed by the District Executive and be comprised of 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 and/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:

- Review and approve church planters and plants, and make recommendation to the District Executive
- Attend meetings with the Church Multiplication Director, planter, and pastors from local churches in the immediate vicinity of the proposed plant
- Provide supervision to the planter's assessment and training process
- Provide guidance as needed to the planter
- Approve the coach for the planter
- Conduct a review of the planter's progress before any funding approval
- Review the planter's assessment
- Ensure that the planter's training is completed
- Make a recommendation for funding to the District Executive for approval
- Submit progress reports to the District Executive

## **LOCAL CHURCH INVOLVEMENT**

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

Be a MULTIPLYING CHURCH: This is a church that plants a satellite or self-governing disciple making community outside the current ministry of the multiplying church. This church would be responsible for raising up and training the multiplying team, financial support, and spiritual covering.

Be a PARTNERING CHURCH: This is a church that partners with a team of churches to plant a satellite or autonomous disciple making community outside the current ministry of the partnering churches. The team of churches would be responsible for raising up and training the multiplying team, financial support, and spiritual covering.

Be a PROVIDING CHURCH: This church would provide support to whatever degree they would be able to contribute (financial, administrative, workers, etc.) towards a church plant outside the current ministry of the providing church. If a church is unable to be a Multiplying or Partnering church, it would be a Providing church.

## **FINANCIAL ASSISTANCE**

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Churches Multiplying Churches - Churches that are multiplying churches can apply for financial assistance up to a maximum of \$50,000 in matching funds.

Church Planters - Church planters can apply for financial assistance up to a maximum of \$50,000 in matching funds.

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

Matching funds will be released to the church plant, or to the partnering church, on a disbursement schedule as determined by the District Church Multiplication Director.

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 plant;
5. Or, other stated directives are not completed.

The recipient may be required to sign a Memorandum of Understanding before funds are released.

## STEPS TO MULTIPLICATION

Steps	Planters	Multiplying Churches
1	Notify the District Office of a desire to plant. This notification must be in writing.	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.	Meet with the Church Multiplication Director to discuss the vision for a new church.
3	Get approval of the plant location from the District Executive.	Get approval of the plant location from the District Executive.
4	Build a prayer network.	Solidify the strategy.
5	Complete assessment and training.	Submit a proposal to the CMGG, including a request for matching funds (if funds needed).
6	Solidify the strategy.	Launch and grow!
7	Submit a proposal to the CMGG including a request for matching funds.	Participate in regular evaluations.
8	Find a coach.	
9	Launch and grow!	
10	Participate in regular evaluations.	

## PICKING A LOCATION

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

The planter will be required to:

1. Present a written rationale for the location choice to the CMGG.
2. The planter must meet with District 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 will be present.

3. The planter will leave the meeting and the CMGG will continue the discussion with the pastors to receive feedback.
4. A report will be presented to the District Executive for final location approval.

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## **ASSESSMENT AND TRAINING**

Every planter must undergo 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.

The assessment and training will be at the planter's expense but will be reimbursed by the District if:

- The planter is approved to plant based on the assessment, and;
- The planter successfully completes the requirements of the training, and;
- The planter receives launch approval

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## **SOLIDIFY THE STRATEGY**

The planter 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.

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## **FIND A PARTNER CHURCH**

A planter must find a partner church to support and provide resources for the vision. In the unique case where a partner church cannot be found, the CMGG may still approve the plant if the vision is considered viable.

If an existing church is establishing the plant, they are the partner church. However, they may consider partnering with other interested churches.

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## **FIND A COACH**

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

## **PRE-LAUNCH CHECKLIST**

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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.

Once the launch and funding approval is granted, the planter may begin launch preparation.

## **EVALUATION**

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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.

Each plant, after three years of ministry, will participate in a church vitalization discernment weekend.

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

## **INVEST A TITHE**

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

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

## **FUNDING MULTIPLICATION INITIATIVES THAT ARE NOT "PLANTS"**

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The Church Multiplication and Advancement Fund (CMAF) seeks to remove financial barriers for church-based missional initiatives that are "plants" (as shown above) AND ALSO those initiatives that are too unique to be labeled as a "plants." These non-plants must be clearly set to extend the evangelistic reach of a local assembly.

## **FUNDING PROTOCOL (Only for initiatives that are not "Plants")**

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The funding given will be disbursed as scheduled by the CMGG. The CMGG will determine the amount approved. This amount, and all other conditions determined by the CMGG, will be communicated to the proposing assembly/person and then submitted to the District Executive for ratification.

Funding is only available for projects of Maritime PAOC churches and credentialed individuals.

The approved amount shall normally be considered as a grant. However, in some cases by District Executive decision, funding may be considered as a loan, or a combination of grant and loan.

Funding is restricted to projects and initiatives that occur within the Maritimes.

Funds are limited, and applications are considered on a "first come" basis. Funds will be distributed on a schedule determined by District leadership.

## **CORE ESSENTIALS OF A CONSIDERED PROPOSAL**

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In order for funding to be considered by the CMGG, a proposal must demonstrate the following:

1. Demonstrate how lost people will come to Christ through the initiative.
2. Demonstrate how the initiative has sustainability and longevity.
3. Demonstrate how the initiative clearly establishes a new "point of ministry."
4. Demonstrate that the funds required are between \$5000 and \$50,000.

## **PROCEDURE**

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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 our District website.
2. The applicant is informed by the Church Multiplication Director (CMD) 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 able 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, within 24 hours, whether or not their proposal is approved, in principle, by the CMGG and subsequently being sent to 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 within 5 days. If the proposal is approved, the Church Multiplication Director will communicate the funding amount and any conditions established.

6. The applicant provides ongoing reports on the progress of the initiative to the CMGG as requested by the CMD.

## **DETERMINING FACTORS**

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

- Is there a detailed strategic plan?
- Is there reasonable and balanced budget?
- Is there demonstrated diligence 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 level of risk acceptable?
- Is there an indication of how the project will eventually assist in fund replenishment?

## **FAILURE TO EXECUTE**

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If the application is approved, and funds are forwarded, the grant becomes repayable immediately if:

1. The project/initiative fails to begin within one year, or fully occur (if mandated);
2. The conditions established are not satisfied;
3. The recipient of funds acts unethically or illegally;
4. Other stated directives are not completed.

The applicant will be required to sign a Memorandum of Understanding before funds are released.

## **FUNDING THE FUND**

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This Fund will annually, at year end, be replenished from sources as determined by the District Executive. They will annually 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.

The main funding source for the CMAF will be the sale of properties which route to the CMAF via the Operation Fund.