



MACRO CHURCH PLANTING POLICY

1. PURPOSE

This Church Planting Policy is designed to provide accurate and timely information relating to the planting of churches in PAWI. The document will give a clear sense of direction to ensure good stewardship in the development of PAWI's church planting agenda and in the allocation of funds. Constituents are encouraged to use the information contained as guidance for consistent application when considering church planting. PAWI Districts shall provide direction to the churches under their care as it relates to this policy, to ensure consistent application within each district.

This document contains a set of basic procedural expectations for church planters. The practices referred to in this policy document are intended to be ongoing, however, PAWI reserves the right to amend, modify or terminate these plans at any time. Changes to this policy will be communicated through an updated document.

2. RATIONALE

After one hundred years of successful ministry in the eastern Caribbean, that spans twelve Districts, with an approximate membership of 225,000, and some 219 churches, we have begun to see signs of plateauing in the organization. Consequently, planting new churches is one way of injecting new life into a tired and flagging organization. The basis for this is amply provided for within the text of scripture (Matthew 16:18-19; Acts 11:19-26; Acts 16:1-5, 9-10). Hence, any philosophy of Church Planting must be biblically based.

3. PHILOSOPHY OF CHURCH PLANTING

Wholeheartedly, as a Fellowship, we are committed to multiplying Leaders, Ministries and Churches. We see this as a scriptural priority and as such this policy was developed against the following philosophy:

- I. We are committed to the Biblical mandate to evangelize and to 'congregationalize' according to Christ's Great Commission and the example of the New Testament disciples (Matthew 28:18-20; Acts 8:1-5).
- II. We believe this work is distinctly of the Holy Spirit. It is His initiating, equipping, empowering, guiding, and sustaining that enables His people to perceive a vision, make wise plans, appropriate resources, challenge and train church planting pastors, and raise up new Churches in places lacking a strong, positive evangelical witness (Acts 1:8).
- III. Our philosophy is built upon the Word of God and empowered by the Spirit of God. We believe as a basic core value the message of Scriptural Holiness is to be proclaimed in every reasonable way possible as a key to our commitment to the Great Commission (Luke 24:49; Acts 1:8; 15:9). This core value cannot be fulfilled unless there is a regular procession of newly saved people in all our churches and new churches are regularly planted across our denomination.
- IV. We further believe that the Holy Spirit calls and equips people to be sent out to begin new churches. The body of believers has the God-given responsibility to pray for and expect the Lord of the harvest to send workers into the fields that are ripe unto harvest (Matthew 9:35-38).
- V. We believe it is the responsibility of the District Executive, in keeping with the policies and Constitution of Fellowship and guidelines of World Missions Agency (WMA), to assist church planting pastors in every way possible and practicable. This, we believe, includes intercessory prayer backing, financial support for designated periods of time, training, and encouragement through every means possible (Acts 13:1-2; 15:1ff).

- VI. We believe the Biblical philosophies of evangelism and church planting is combined with the Biblical philosophy of stewardship. Therefore, while always open to the leadership of the Holy Spirit, and while open to the possibility of starting new Churches wherever it appears an open door is available, it is the intention of PAWI to begin new Churches primarily in areas that have been properly researched or surveyed.
- VII. We believe every culture and ethnic group should hear the Gospel of Jesus Christ. Therefore, we will attempt, as the Holy Spirit leads, to plant new Churches among the different ethnic and cultural communities.
- VIII. We believe that while each local church will have its unique personality, we will be most effective when we work together as a Kingdom Team (1 Corinthians 8, 9).
- IX. We believe that investing in the ministry of church planting is a wise stewardship of responsibilities and resources; our primary focus is not on the cost, but on the dividends for the Kingdom of God. Therefore, we believe the future of church planting is as bright as the promises of God!

There is the need for the development of a policy that guides this strategy of Church Planting. The policy takes into consideration roles and responsibilities of executive and operational levels of PAWI as follows:

- a. The level of Executive Leadership
- b. The level of the District
- c. The level of the Local Church

These three levels provide the framework within which the policy operates.

4. CHURCH PLANTING POLICY GUIDELINES

Church planting at its best is an act of life-giving creativity and generosity. The following are the guidelines governing the roles and responsibilities of the Executive, the District and the Local Church in relation to church planting. These are

an attempt to encourage good practice, proper consultation and fitting accountability.

A. At the Level of Executive Leadership:

- I. That Church Planting be made a primary objective of the organization for its continual rejuvenation and growth;
- II. That this objective be communicated at the level of the General Executive as primary to the organization;
- III. That Executive members in turn promote this objective as a matter of urgency;
- IV. That annual or biennial summits be planned to emphasize and foster this objective, highlighting those Districts, or Churches that are successfully planting new churches;
- V. That the fellowship works with sister organizations that have been successful in this venture, using their experience and expertise to assist in developing this objective; and,
- VI. That WIST, the primary Theological Institution of the Fellowship, be the machinery that drives this Church Planting Policy, with a course in the discipline created and taught on every campus for the training of Church Planters.

B. At the level of the District:

- I. That District Presiding Bishops and their Executives be responsible for emphasizing Church Planting as a primary objective of the organization and their District, and that this be included in their strategic plans;
- II. That pastors and by extension their churches make this objective a part of their strategic planning and be involved in the planting of new churches;
- III. That Districts conduct demographic studies, investigating population shifts and mapping out areas where new churches can be established;
- IV. That Districts mobilize resources for the work of Church Planting;
- V. That Districts utilize the expertise of Church Planters and consultants in their districts or outside the district to help in developing a culture of Church Planting;
- VI. That regular summits, conferences and workshops be planned to educate and facilitate church planting objectives; and,

VII. That Districts work with and learn from other Districts that have successfully planted new Churches.

C. At the level of the Local Church:

- I. That the Local Church be the agent of Church Planting;
- II. That Churches give consideration to mobilizing resources, releasing members and personnel, as well as finances to aid in Church planting; and,
- III. That where Churches may be unable to fund such ventures, they work with other churches to plant new Churches.

5. REASONS FOR CHURCH PLANTING

Church plants occur for many reasons, including:

- I. Creating more room when a church is full.
- II. Assisting a church in need of fresh input and energy.
- III. Reaching an area that existing churches are not reaching.
- IV. Establishing a presence in a new development.
- V. Reaching a cultural group, demographic or subset of people not currently being effectively reached.

6. CHURCH PLANTING PROCEDURE

6.1 Application

A Church Planter must make known his calling and vision to the District Executive and receive a Preliminary Application to be completed along with their Pastor's approval, and must be returned to the District office.

6.2 Identification of Church Planting Opportunity

There should be on-going activity of identifying unreached areas or groups of people where some form of church or congregational planting is required. Unreached communities may be geographical locations such as new housing developments, or a distinctive largely unreached local population.

6.3 Consultation

A church planter seeking to pursue any kind of church or congregation plant shall consult with the District at the earliest possible opportunity. This is to avoid duplicating planned similar work nearby, targeting the same group of people. If the proposed site of the new work is bordering another district or in a community where there is already a PAWI church presence, consultation shall take place with the bordering district and/or the pastor of the pre-existing assembly prior to the start of any new work.

6.4 Prayer

Broad involvement in extensive prayer should guide the initial decision before a physical presence is established. Prayer should also sustain the ongoing work.

6.5 Feasibility Study

Before committing to any new initiative, the following questions should be asked and answered:

I. Target Group – Who will be reached that would otherwise be unreached?

The answer to this question should be spelt out not only in terms of numbers, but also in terms of unreached groups and/or places. The church planter must be able to determine the size of the community, the ethnic composition of the community, social structure, the number of other churches existing in the community, including those of other denominations and the size of congregations.

II. Intervention Plan – What programmes and initiatives are required? There should be a clear and realistic plan for medium to long-term sustainability of the work including; intervention strategy, initial church and outreach programmes.

III. Finance – Where will the initial funding come from? What is the timescale and process for the church plant to become financially self-sustaining? If not properly planned, new works can never become self-sustaining. A financial plan shall be prepared to determine the cost of entry as well and budgeted expenditure for at least 3 years.

- IV. Leadership – How will leadership be developed from within the community where you choose to plant? What succession plan is in place in the event the leader moves on?** Church planters shall develop a detailed document providing responses to these questions.
- V. Venue – Where will the new church plant be housed?** If a new venue is to be used for public worship the venue should be identified and assessed to determine whether the following criteria are met:
- a. suitability for disabled access
 - b. compliance with relevant health and safety legislation
 - c. ease of access by public transportation
- VI. Legal Considerations – What are the legal requirements?** These may include work permits for foreign workers, licences and/or legal incorporation.

6.6 Preparation of Project Plan

Once the feasibility study is completed, the church planter shall prepare a detailed plan for submission to the District Executive and PAWIMA with the following focus:

- I. **Demonstration of a clear calling.** The church planting plan is largely based on God's individual calling on the church planter and the location to which he is called. The church planter shall clearly demonstrate God's call to church planting generally, and specifically toward a particular community.
- II. **Communicate "the Vision".** The church planter shall communicate the vision the Lord has placed in his/her heart regarding the new work. The church planter shall state the need, along with a clear strategy and a projected outcome for the work. He/she must be able to communicate the passion, vision and strategy.

- III. **Define Your Community.** The church planter shall provide empirical data regarding the demographics of the location, the needs of the community, cultural values, political and social composition, and the social religious makeup of the community.
- IV. **Leadership/Team.** The plan shall also detail the leader and composition of the proposed team. The document shall also outline the experience and qualifications of each team member and the various skill sets brought to the team.
- V. **Timeline.** Church planters shall provide a detailed timeline for the first 18 months of the new work, identifying important milestones.
- VI. **Finances.** The church planter shall include in his plan the resources required for each phase of the new work, both present and future, as well as projected income based on partner commitment.

6.7 Review and Approval of Project Plan

The District Executive/PAWIMA shall review the plan and provide written approval to the church planter if the plan meets the policy requirements.



Figure 1. Church Planting Procedure

7. STRATEGIES FOR STARTING CHURCHES

God is consistent in His message, but also very creative in His methods for planting churches. PAWI shall accommodate church-planting initiatives using any of the following strategies:

I. "Pioneer"

A church planter and his family move to an area with no connections. "Starting from scratch," they network with people, developing a team of people that form a church.

II. "Mother/Daughter"

An existing church invests people, money and sometimes staff to begin a new church in a nearby area.

III. "Partnership"

Two or more churches in an area invest people, money and time to help a church begin.

IV. *"Multiple Congregations"*

An existing church starts another congregation within its own building, allowing one facility to "house" several different congregations.

V. *"Restart"*

A dying church is "restarted" with a new pastor and sometimes a new name. The church may meet in the same facilities or relocate, but becomes a whole new church.

VI. *"Team"*

A team of two or more church planting families with complementary gifts and skills move to a new area to plant a church.

VII. *"Bible Study /Sunday School"*

A Bible study or children's ministry in an area may grow to the point where they sense God's call to become a church and a pastor is sent to lead them.

VIII. *"Advertising /Grand Opening"*

A church planter may saturate an area with phone calls, mailings or door-to-door brochures inviting people to a "grand opening" service. Sometimes the saturation comes from an evangelistic crusade. From that initial crowd a congregation forms.

IX. *"Farming"*

A planter or a team of people contact the same number of homes regularly (such as the same 500+ homes each month). Repeated contacts with responsive people allow a group of people to become the initial launch team of the church. Sometimes invitations are given to "informational seminars" that present Biblical principles about parenting, stress, marriage and other "felt need" issues.

X. *"Circuit"*

One leader may oversee several cells or churches until leadership for those groups is developed. This is often done in other parts of the world, especially in cell churches.

Sometimes churches are planted with a combination of these methods... reaching lost people is what matters, not which method! There are MANY ways for us to plant churches... there is no one "right" way to do it.

One of our goals in planting new churches across the Fellowship would be to have the right planter in the right place planting churches with the right people.

8. CHURCH PLANTERS' CHARACTERISTICS

PAWI shall require that prospective church planters possess the following characteristics:

I. Character

Church Planters shall:

- a. Be baptized believers in Jesus Christ who have a God-given call to ministry, specifically to church planting.
- b. Have a strong, consistent walk with God and a deep prayer life.
- c. Maintain a Biblical standard of ethics in their professional and private lives.
- d. Maintain a personal commitment to consistent prayer and personal study of the Scriptures, and conduct themselves with honesty, integrity and faithfulness to God.
- e. Be passionate about evangelism, and demonstrate this passion both with their conviction that non-Christians are separated from God, as well as their ability to share the message of the Gospel in a conversational way with those yet to know Jesus Christ.
- f. Demonstrate an ability to stick to commitments even under tough circumstances. The church planter perseveres.
- g. Be able to bounce back after setbacks.
- h. Have a strong sense of call.
- i. Have a Spiritual gifts package that includes leadership, faith, discernment and evangelism.

II. Casts Vision

Church Planters must be able to:

- a. Communicate the vision in an inspiring and practical manner.
- b. See into the future with faith.
- c. Create and initiate projects from the ground up.

III. Capacity for Excellence

Church Planters shall:

- a. Have adequate academic preparation relevant for planting a church and functioning as a pastor.
- b. Attend a Basic Training Course in church planting to further equip themselves for their task within the first six months of arriving on the field.
- c. Be self-starters and self-managed with a strong need to achieve.
- d. Have strong work ethic.
- e. Strive for excellence.

IV. Creates Ownership of Ministry

Church Planters shall:

- a. Be able to recruit, coach and delegate effectively.
- b. Have a reproductive mindset – develop an ever widening circle of reproducing leaders and groups.
- c. Release others into ministry, assessing gifts and equipping wisely.
- d. Be receptive to others' ideas, being flexible, yet capable of building group cohesion and agenda harmony around the vision.

V. Cooperation of Spouse and Family

Church Planters shall have:

- a. A heart of agreement about roles and expectations in ministry.
- b. A healthy family life.
- c. A strong support system of family and friends

VI. Constructive, Compassionate People Skills

Church Planters shall:

- a. Appreciate and accept a wide variety of people, and must be able to respond with compassion when needs arise.
- b. Be approachable and active in developing relationships.
- c. Be able to handle conflict constructively and deal with difficult people.

VII. Consistent Fruitfulness

Church Planters shall:

- a. Consistently develop relationships with unchurched people.
- b. Produce continuous evidence of people coming to Christ.
- c. Have a church planting and church growth mindset – see evangelism as essential to reaching people for Christ.

VIII. Community Responsive, Culturally Relevant

Church Planters shall:

- a. Prior to appointment, present the District Executive/PAWIMA with a strategic plan for the new church, including the vision and a proposed annual budget outlining the financial need.
- b. Study the local community – understand the needs and opportunities.
- c. Start ministries that meet needs in the community.
- d. Be seen in the community as a positive influence.
- e. Intentionally practice strategic intercession.

9. PROJECT REQUIREMENTS

The church plant shall:

- I. Have a parenting church which will agree to the parenting of the new work.
- II. Observe PAWI's biblical ordinances set out in the "Statement of Faith".

10. CHURCH PLANTER ASSESSMENT PROCESS

One of the greatest responsibilities of any church planting organization is the evaluation and development of potential church planters. The assessment of the church planter shall be as follows:

10.1 Church Planter Recruitment

Each District in association with PAWIMA should cast the vision for church planting widely – local churches, WIST, PAWI's networks, discipleship workshops and Missions Conventions. We should foster an attractive Church Planting Climate:

- I. A climate in each conference and across our denomination that attracts, honours and equips spiritual pioneers.
- II. Recruiting from within – raising up leaders from the harvest for the harvest from within our churches whom God might call to plant churches (current pastors, youth pastors, lay ministers). We pray, watch and recruit.

10.2 Initial Screening

This is the time when informal assessment begins to help the potential church planter and the assessor see if the option of church planting is a good fit all around.

- I. We believe every Christian should be in some way a part of church planting, but we do not believe everyone should be a church planter – especially not a lead church planter, and definitely not a paid vocational planter. It is during this initial screening phase that a good assessor helps someone see the full range of options available for supporting church planting. The initial screening phase should help both the potential planter and the assessor, and it should be the most objective phase of the process.
- II. The initial screening phase should help potential planters see the broadest range of church planting opportunities within the organisations. These

opportunities typically include funded and unfunded church planting, full-time and bi-vocational ministry, serving as lead planter or as part of a team, and the various methods and models that are the most common in PAWI. During this time, it should also be communicated how someone who ends up not being a lead planter – or even a member on a church planting team – can be an advocate for church planting in whatever ministry position they fill.

10.3 Initial Assessment

The initial screening should be helpful for the assessor by giving them quick insight into how the potential planter might do in a church planting situation. The next step is some sort of initial assessment.

- I. It is not intended to be a full assessment, but rather an initial indicator that can encourage some to move forward, but redirect others early in the process; both for their best interests and the stewardship of the organization.

10.4 In-Depth Screening

In-Depth Screening helps the organization go deeper – to be sure that the initial indicators are correct and that there is theological alignment with PAWI. Much of this phase is accomplished through applications and having the planter write out their doctrinal beliefs and understanding of church planting.

- I. Do I fit the doctrine and distinctive of PAWI?
- II. Does my personality and leadership style lend itself to church planting?
- III. Do I fit the community in which the church is being planted?
- IV. Do I fit the model of the church that is being planted?

10.5 Assessment Meeting

This is typically a more formal interview than what has been done up until this point. At this time, you are looking at screened and eager candidates. This is the final step to be sure that vocational planters have the ministry skills, planting wiring, and interpersonal ability to plant a church. It is time to schedule a longer behavioural assessment. This is also a time to flesh out in greater detail the desirable church planting characteristics that the planter may or may not have as attributes or characteristics.

Identifiable attributes that should be preferred include: visioning capacity, intrinsic motivation, creates ownership, relates to lost and unchurched people, spousal cooperation, effectively builds relationships, committed to Kingdom growth, responsive to community, utilizes giftedness of others, flexible and adaptable, builds group cohesiveness, resilience, and exercises faith.

11. PROTOCOLS

In establishing protocols for the organization:

- I. The International Office shall be apprised of any potential new church plant.
- II. New church plants shall reflect the ethos and missions approach of the PAWI Fellowship.

The following guidelines are intended to provide some flexibility in the way that the new church plants operate, and at the same time, ensure that they remain part of the PAWI Fellowship, and are committed to upholding the values of the Fellowship and supporting its mission.

New church plants shall:

- a. Be established for the proclamation of the Gospel and the salvation of souls.
- b. Accept the doctrinal statement that spells out the values of the organisation and the Constitution and Bylaws that guides its operation.
- c. Ensure that the leadership team is faithful to PAWI and is in good standing.
- d. Be attached to, or associated with a District, or a Church in a District, or the Missions Department of the International Office, where necessary, and seek recognition and support from these as a church plant.
- e. Consider themselves part of the PAWI Fellowship.
- f. Have the aim to become a PAWI Church.
- g. Be supported by the organisation, consulting with the International Office regarding any practice or operation that does not conform to the guidelines of our Constitution and Bylaws.
- h. Demonstrate financial stewardship and accountability.
- i. Prepare an initial church planting proposal that will be shared with the mother Church, the District Executive, where applicable, and the Missions

Department of the organisation. The church plant will also be mutually responsible to provide on-going reports of the implementation process.

- j. Be encouraged by the Missions Department of the organisation to be supported by funding from sister organisations or work with them if the purpose of the plant is to reach an unreached people group or areas.
- k. Be careful about associations with other persons or organisations that may have ulterior motives.

With regards sister organisations involved in Church Planting, there may be consultation with their officials if there is a perceived conflict of interest in planting a church in a given area. However, discretion should be used when areas are considered.

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