



**Great Plains United Methodist Conference  
New Church Development, Incorporated**

**Strategic Vision  
2016-2020**

***20 – “20” Vision  
20 New Faith Communities by 2020***

*Originally submitted January 23, 2015  
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**20/“20” Vision**  
**20 new faith communities by 2020**

The Great Plains United Methodist Conference has an opportunity to make great progress on its missional priority of planting great new faith communities. (This will include campus and Hispanic ministries as well as traditional new church plants) As a result of the ongoing conversations with Great Plains New Church Development, Inc., the Great Plains cabinet, GPUMC Campus Ministries, Hispanic Ministries and others in the Great Plains, we've concluded this strategic vision is an important step forward. We believe that strategically appointing 6-7 planters per year to create healthy core groups in the model of the L3 – Loving, Learning and Leading – Incubator process will provide a greater chance of multiplying quickly, thus creating a healthy DNA in the new communities of faith which are an immediate outgrowth from these core groups. This is a process where a small group of people meet for at least eight hours each month to worship together and live in covenant relationship with one another; Loving God. This group will engage the best ideas of team development and church development; Learning. They will then act on all of these things by creating a ministry action plan which engages generative processes that builds up both people and the churches they are creating; Leading. The idea of the core groups provides a proven foundation for healthy new churches and a sound strategy toward the larger vision of 20 healthy new church starts by 2020.

**Becoming a Church Planter the GP Way**

***A crucible for potential planters to be available for assessment to become Great Plains United Methodist Conference new church planters***

**Application System:**

Pastors who would like to apply to become a planter would need to have first gone through an assessment by the New Church Development (NCD), selected Cabinet members (dependent on the mission field they believe the planter is suited to serve) and current planters or former planters.

**Assessment Process:**

***Spring at least a year before appointment to a new church start*** - Invitations to participate in the planter incubator extended to full elders in the Great Plains UMC and others deemed available by the extended cabinet and the Bishop

***Beginning Mid-Summer at least a year before an appointment to a new church start*** - Planter Assessment Incubator (Potential Planters participate in 3-4 retreats to learn planter competencies and hold themselves accountable for living those out within their current ministry context with weekly goals)

***Mid-Winter no later than five months before appointment*** - Participants who complete the incubator can either be selected by the NCD coordinator for further assessment or they can select themselves to move further in the process.

- Potential planters will be interviewed by an assessment interview team in order to complete the process.

- Planters approved through the assessment process are invited to create a business plan for a church plant God is calling them to start.

## **100 Pastors and Lay persons pre-assessed for planting by 2020**

***Great Plains United Methodist Conference New Church Development, Inc., will support a Planter Incubator-like pre-assessment process for up to 30 people a year.***

**Purpose:** Recruit, train and equip potential great new church planters who plant great new churches and create great new disciples for a transformed world.

### **Considerations:**

How could we do a 3-4 session incubator that would use successful Great Plains planters, past and present, and conference staff and other resource people, to engage appointed pastors who are nominated by their district superintendent, in an experienced based process?

### **The Framework:**

**Module One/July: Exegeting community, Connecting with your community, Personal evangelism**

#### ***Day One:***

Resource pastors half day then send the potential planters out to do planter activities the rest of the day.

#### ***Day Two:***

Debrief, time for reflection for setting of goals as next steps in their planting journey

**Two Months Later-Module Two/September: Discipleship and Discipleship Systems, Recruiting and Training Leaders**

#### ***Day One:***

Review of goals and benchmarks set at the end of the last meeting. Potential planters are equipped in different areas of specific area of content and then sent out.

#### ***Day Two:***

Reflection and assessment to set goals to be practiced before the next meeting.

**Third Module/November: Business Plan Development/Stewardship Campaigns and training on large donor fundraising**

**Same Schedule**

**Fourth Module/February – Process Communication Assessment/Planter reflections prepared for assessment meetings with Planter Assessors.**

Participants in the pre-assessment incubator have the option to be assessed for their readiness to become pastors or team members for new church starts. Assessments will be done by district superintendents, New Church Development Board members, current Great Plains plant pastors and the new church development coordinator.

**March – Late February/Early March** – Great Plains new church development coordinator makes report to the bishop and cabinet on readiness of individual pastors and lay persons for new church projects.

## **Post Assessment Planter Activity**

### ***Initial Vision Document/Business or Launch Plan***

#### **This is to be completed during the spring prior to appointment**

A business plan or vision document will need to be developed by the planter who will define the community they are called to serve; they will be expected to set initial connection benchmarks in that community, group gathering and building benchmarks and financial benchmarks. These goals will serve as an agreed upon pre-launch document between the resident district superintendent where the planter is serving, any senior staff or lay persons from the host congregation, Great Plains new church coordinator and the planter. This plan will serve as their first guiding document as they enter into the group cohort incubator to deepen their leadership to guide and organize others around love of God and neighbor, knowledge of planting principles and their planting context and moving their core team into leadership in that community where they are planted.

It can be assumed that this plan will be modified and will change as they move further into the year. Goals and overall process can be assessed each month when they gather with other planters, new church development coordinator and planting coaches.

## **Appointment**

### ***District Involvement – Host churches, base of operations, planter appointment***

#### **Ongoing Strategic Conversations held in Strategic Districts**

In consultation with the bishop and cabinet, the planter will be placed in a (identified/host) planting congregation. The purpose of the congregation is to provide ministry support. The planter is not placed at the church to recruit members from that congregation to be part of the new church. The church will serve as a base of operations. If the host church feels called to support the plant it may commission some of its strongest leaders to help the church plant. This support will need to be clearly communicated to the congregation. The sole purpose of the planter being at the church property is to connect with, gather and lead a group of people into a small group movement that can multiply into numerous small groups.

Other ways the Planting Congregation will be asked to support the plant:

- Office space (including telephone and computer connections)
- Meeting room space when it proves to be necessary
- Other support that can be negotiated

**\*\*New Church Development could help incur some of the cost of administrative support for the year that the planter offices and operates from the church.**

## **A New Community Planting Cohort**

***Providing an intentional experience each month where Great Plains new community planters can gather to worship together, continue their learning and be accountable in their leadership with one another.***

A cohort of planters appointed July 1 are part of a group that meets monthly to cover planter competencies, build a planter team which will provide both a deep support system for one another as well as a place to work on benchmark development and accountability.

### **Months 1-3 creating momentum and pulling together members of a core team**

In the first three months, the planter's sole work will be to cultivate connections in the community in order to establish a CORE group or team. This group will live as disciples together in months three through nine to develop a discipleship system, develop financial support together for the new church and launch the church within the first 12 to 15 months or a more appropriate period of time.

This is a first key moment in the healthy DNA of the church community. Without a planter quickly recruiting and enrolling committed people into a covenant community which is deeply rooting itself in practices of Christian discipleship it is likely that the church will struggle to find its footing down the road.

### **Months 4-6 establishing the CORE Team, Launch Pad Participation and time line development for Loving God, Learning together and leading together to engage the community**

By month four, planters should be cultivating many contacts in their community. Some of those will bear no fruit for their projects. Other contacts will be people who feel called to participate in the amazing God-sized opportunity to help begin a new faith community with the planter. The CORE team is meant to multiply spiritually, numerically and financially, acting on the plan they create together at a boot camp experience in month four.

### **Months 7-9 Leading together and evaluation of the future**

The new church planters will continue to meet each month including another retreat to include key leaders. Planters and their CORE teams will continue to meet with one another monthly in their context. Retreats with the cohort will continue to develop planter knowledge about team building, financial management and development as well as land and building acquisition. It isn't assumed that this will happen within the first couple of years but covering the knowledge needed and issues created by land and buildings will be essential to defining the conference's role and the role of the new start in such acquisitions.

This is also the time where the new church development coordinator, resident district superintendent and planter will evaluate whether or not the project will move forward. These will be ongoing conversations throughout, but this process is meant to make the decision on struggling projects before they get too far down the road.

### **Months 9-12 Leading together and launching next steps**

Decisions will have been made about the projects that will move forward. Projects moving forward will have new ministry plans to continue their work. The others will be transitioned in order to shut them down. Appropriate ways to lift up those who have been in these projects will be created in order to de-commission them and provide care and vision moving forward.

## **The Planting Process (year one)**

*A year-long challenge to Love God, Learn with other planters and Lead a new community of faith into existence*

**(First Quarter – Spreading the Vision, Gathering people and leaders and preparing to launch)**

**July**

### **Retreat I (Two Days) Spiritual Networks in the Community**

Exegeting (assessing and interpreting for understanding) your Community

Networking with potential leaders

Sharing your faith / Receiving professions of faith

Cultivating the spirituality of a planter

Creating a community of covenant

Funding the vision

#### **Goals Set:**

Personal Time with God

Financial Benchmarks

Community Connections

- Networking Conversations
- Professions of faith
- Preaching and sharing vision with other churches

**August**

### **Retreat II (Two Days) Developing a Team with Multiplication DNA**

Accountability / Progress on the first 30 days

- Exegeting your community
- Networking with potential leaders
- Sharing faith/professions of faith
- Funding the vision

Cultivating the spirituality of a planter

Creating a community of covenant

Creating a community that multiplies itself

- Discipleship systems that grow

**Goals Set:**

Personal time with God

Financial Benchmarks

- Amount of money in the bank

Community Connections

- Networking Conversations
- Professions of faith
- Preaching and sharing vision with other churches

Discipleship System

- Envision a discipleship system that will work in the mission field and the planter's style of ministry

**September**

**Retreat III (Three Days) Path One Launch Pad**

This will allow the cohort of planters to include 2-5 selected leaders from a launch team to grow in their knowledge of what it means to plant and it will allow them to set a time line for the CORE group to grow stronger in their processes.

**Goals Set:**

- Team Goals
  - o Covenant
  - o Timeline for deepening CORE Team life
  - o Financial Goals

**October**

**Retreat IV (Two Days) Taking Your CORE Team to the Next Level**

Accountability / Progress on the first 100 days

Continued work on creating a community of planters

Creating Spiritual Networks

Funding the Vision

Cultivating the spirituality of a planter

Creating a community of covenant

Creating a community that multiplies itself

- Discipleship systems that grow

Team Goals from Launch Pad

Taking the Team to the next level

**Goals Set:**

Personal time with God

Financial Benchmarks

- Amount of money in the banks

Community Connections

- Networking Conversations
- Professions of faith

- Preaching and sharing vision with other churches

#### Discipleship System

- Envision a discipleship system that will work in the mission field and the planter's style of ministry
- Team Goals
  - o Covenant
  - o Timeline for deepening CORE Team life
  - o Financial Goals

Moving the team toward a covenant

### **November**

#### **Retreat V (Two Days) Positioning Your Team to Influence Your Mission Field**

Accountability / Progress on the first 100 days

Continued work on creating a community of planters

Creating Spiritual Networks

Funding the Vision

Cultivating the spirituality of a planter

Creating a community of covenant

Creating a community that multiplies itself

- Discipleship systems that grow

Team Goals from Launch Pad

Taking the Team to the next level

#### **Goals Set:**

Personal time with God

Financial Benchmarks

- Amount of money in the bank

Community Connections

- Networking Conversations
- Professions of faith
- Preaching and sharing vision with other churches

Discipleship System

- Envision a discipleship system that will work in the mission field and the planter's style of ministry
- Team Goals
  - o Covenant
  - o Timeline for deepening CORE Team life
  - o Financial Goals

Moving the team toward a covenant

### **December**

#### **Retreat VI (One Day) Spiritual Retreat / Six Month Check-in**

Focus will be on planters and their accountability to the covenant they have created to one another and how that is impacting their work on covenants with the CORE Teams they are leading toward launch.



## **January**

### **Retreat VII (One Day Retreat in conjunction with Orders and Fellowship)**

Covenant Check-in with Planting Cohort

Pre-Easter Conversation on CORE Team's spiritual preparation and outreach activity prior to Easter

#### **Goals Set:**

Personal time with God

Financial Benchmarks

- Amount of money in the bank

Community Connections

- Networking Conversations
- Professions of faith
- Preaching and sharing vision with other churches

Discipleship System

- Envision a discipleship system that will work in the mission field and the planter's style of ministry
- Team Goals
  - o Covenant
  - o Timeline for deepening CORE Team life
  - o Financial Goals

Deepening the CORE team's covenant with one another

Goal for Conversation with CORE Team for Lent/Easter preparation and outreach

### **February Retreat VIII (1 ½ days with CORE Team) Preparing for Lenten Launch / Spiritual and Public Outreach**

A one and a half day retreat to get each CORE Team and planter together in order to plan small group recruitment and small group life for the Lenten season.

### **March Retreat IX (1 day) Retreat Designed to Learn about Real Estate and Finances**

#### **Goals Set:**

Personal time with God

Financial Benchmarks

- Amount of money in the banks

Community Connections

- Networking Conversations
- Professions of faith
- Preaching and sharing vision with other churches

Discipleship System

- Envision a discipleship system that will work in the mission field and the planter's style of ministry
- Team Goals
  - o Covenant
  - o Timeline for deepening CORE Team life

- Financial Goals

Deepening the CORE team's covenant with one another

Goal for Conversation with CORE Team for Lent/Easter preparation and outreach

**April/May Retreat X (1 ½ days) Post Easter Celebration and Evaluation/Beginning Conversation on Next Steps (Ending well for some and the beginning of year two for others)**

Much of the first part of the retreat will be spent processing each projects goals for the Lenten and Easter Sunday celebrations.

Conversations will be begun to prepare for next steps beyond the year-long incubator. It is possible that at this time we may be having conversations about some of the plants not continuing.

**Goals Set:**

Personal time with God

Financial Benchmarks

Community Connections

Discipleship System

- Team Goals
  - Covenant
  - Timeline for deepening CORE Team life
  - Financial Goals

Deepening the CORE team's covenant with one another

**\*\*Creating next steps for each plant**

**June**

**Retreat XI (One Day) In conjunction with Annual Conference**

Commissioning and decommissioning projects to celebrate the progress everyone has brought to planting new faith communities in the Great Plains Conference.

## **Budget Narrative for Planting Process 2016-2020**

*The proposed "20 by 2020" process for planting new faith communities in the Great Plains United Methodist Conference between 2016-2020 will bring about a difference in the way funding happens.*

### **New Pastor Training**

#### **Lines 35-38**

CORE Group Leaders line item is specifically to support the first months of the church planters salary. It is assumed over time that their work and their earliest fundraising efforts would begin to bring in some of the money as well to support their work and salary. It is an expectation that even before they are officially planted that they would begin to reach out to family members and other networks they may have to invite them to support the vision of the new community.

Catalyst money is money that can be accessed by the planters to help promote what they are doing in the community. If they need funding to promote mission activities or money to support a small group gathering in their community to promote the vision of the church then they have access to limited funds to do so.

Planter / Team Incubator will underwrite the process of bringing the cohort of planters together and provide mileage, lodging and meals since it will be a requirement of them to be present for the year. We would plan to provide the same kind of support for leaders who come with the planter three times throughout the year.

Planter Assessment Incubator – This is to support lodging and meals for the 30 pre-assessment participants through the year. It is expected that they would provide their own mileage unless individual circumstances prove different in some cases.

### **New Church Starts**

#### **Lines 89 – 113**

We will provide a year's worth of grant money for each church that begins. We don't expect all of these churches to make it through the first year. You'll see that not all of the line items are continued. The reasons are outlined above in the planter process.

One of those churches will be planted in a racial/ethnic area or an urban area where extra support is needed thus the 90,000.00 per year. Church plants that extend beyond the first year will receive up to 350,000 total and racial/ethnic or special urban plants may receive up to 450,000 over five years' time.

**New Church Starts – Note/Tax/Insurance Lines 199ff.**

We plan for money to be available to the new plants so that they may first be able to pay rent on a semi-permanent location for worship and programming. We don't assume that any of the new churches will be ready to move in to a building immediately. However, we don't want them to go without the possibility of getting a prime place in the community out of which to begin or do their initial ministry. It is our belief that while we help support the church initially it will be a better practice for them to eventually find their own place in the community and negotiate the development of that property or building with the New Church Development Board and the Kansas Area United Methodist Kansas Foundation.