**Charge given to Church Planting Team Jan/Feb 2011:**
The Church Planting Team will provide a basic guide to CoTA with regards to how the church will move toward church planting. This team will investigate the Scriptures for guidance; seek the Spirit's direction in moving the congregation toward church planting; propose strategies based on best practices seen within and outside PEAR USA, provide discernment as the planting steps begin; and oversee execution of church planting under the guidance and direction of the Senior Pastor.

**Church Planting Team Report presented August 2011:**
Four Essential Processes for Effective Church Planting
1. The Hiring of Faithful, Mature, Godly Men
2. A Plan for Extensive Training for the Planting Pastor
3. The Growth of A Flock to Leave with the Planting Pastor
4. The Planting Church Invests Members, Clergy and Money

Recommendations
1) Hire now for Planting Pastor to plant in 3 years
2) Search to find the best
3) Send this person through Steve Breedlove’s two year AMP Program (or similar program), as well as some of the offerings by other organizations
4) Announce to congregation to begin praying about joining the launch team with a planter in 2-3 years
5) New hire is trained as well by our staff, and given opportunity to lead, preach, teach and attend LC & finance meetings.
6) Budget now for 3 years out and plan on financially supporting new plant for subsequent 3 years.

**Leadership Council Approval in October 2011:**
1. Embraced/approved 3 year plan (attached) for Church planting (all strategy and finance planning for church will now become impacted by this) with continual seeking of Holy Spirit leading with unity and peace.

2. CP team will expand now that strategy is in place

3. CP team will educate congregation on this strategy...power point etc like Upon this Rock

4. CP team will lead the recruitment and hiring process so that we will hire a Planting Pastor for launching in subsequent 30-36 months
TABLE OF CONTENTS

SECTION ONE: The Hiring of Faithful, Mature, Godly Men

SECTION TWO: Plan for Extensive Training for Planting Pastor

SECTION THREE: The Growth of Flocks to Leave with Planting Pastor

SECTION FOUR: The Planting Church Invests Members, Clergy & Money

SECTION FIVE: On Boarding the Congregation
SECTION ONE: The Hiring of Faithful, Mature, Godly Men

There is a strong emphasis in the book of Acts on the entrusting of missionary efforts to faithful, mature, Godly men. This means that we must be thoughtful and careful to hire only gifted, mature men to clergy positions. We have also seen this consistently in comments from senior pastors of planting churches:

‘The success of the plant depends on the quality of the planter. We have to be very careful up front, in learning to discern the gifting of the candidate. We are very proactive in the hiring process.’

‘It is most important to use discernment to include only clergy with clear potential for pastoral and planting work. You hire the very best people possible. It is like Good To Great: you get the right people on the bus, the best people. We do not hire to a particular position, we hire the very best people available and work them into positions later.’

‘Churches are quick to hire, slow to fire. The opposite is desired.’

‘You don’t pick the first available guy. You wait and pick a strong leader’
Profile for Planting Pastor Training

REQUIRED:

1. Called to plant and pastor a church: Fire in the Belly
2. Maturing intimate relationship with Jesus (time alone, disciplines, his perspective on his relationship)
3. Has already earned an MDiv

DESIRED PROFILE:

1. Demonstrates potential for excellence in preaching and teaching skills
2. Strong Work Ethic...A self-starter with an entrepreneurial profile
3. Teachability...the desire to learn and grow in leadership ability
4. Basic Leadership Skills:
   - Ability to build and lead teams to accomplish important tasks
   - Ability to delegate
   - Seeing the big picture and casting vision
5. Strong relational skills: people want to follow him
Job Description: Planting Pastor Training

- A three year position of training for a permanent senior pastor role in a new church plant in Raleigh/Durham/Chapel Hill

- Serve as a member of the staff of The Church of the Apostles in Raleigh for three years under the direction of the senior pastor

- At the end of three years serve as a shepherd to plant a new church along with a flock of 50-125 people from Apostles

- Extensive leadership development, personal growth and pastoral training during the three years

- Exposure to all facets of church leadership, including pastoral ministry, preaching, personnel, financial, facilities and governance

- Professional and personal board of advisors in years two and three
Recruiting and Interview Plan for Planting Pastor Position

1. **Month 1**
   
   **Post Notices:** Anglican churches, seminaries, young pastors, job sites. With the notice, include:
   - A description of the position, plan and training
   - An initial survey, which will include:
     1. A request for 2-3 references
     2. Education
     3. “In approximately 200 words, describe yourself, your own spiritual growth, and your sense of calling

2. **Month 2**
   
   Receive and filter initial surveys with a small team of people. The Senior Pastor should be included in this initial review. This team shall consist of 5-6 people. Our goal is to filter the pool of applicants down to a final five (5) applicants.

3. **Month 3**
   
   Then, **set up phone interviews** with the remaining candidates, with specific set of questions. After these phone interviews our goal is to have a maximum of 3 remaining candidates.

4. **Month 4**
   
   After this interview, for those we wish to pursue, **send a full employment application and a spiritual gifts assessment**, to be completed and returned. The questions on this application will reflect the desired qualities in candidates for this position:
   - Potential for excellence in teaching and preaching
   - Work ethic
   - Teachability
   - Leadership skills
   - Relational Skills

5. **Month 4**
   
   Follow up with remaining candidates a second phone interview, with a detailed set of questions. After these interviews, the team will present our final list of applicants to the Senior Pastor along with our written evaluation of each. The process after this is at the discretion and direction of the Senior Pastor.
6. **Month 5**
   Fly in final candidates, with spouse, for a day or two with us, to include:
   (1) Time with our clergy
   (2) Meetings with key leadership laymen from Apostles
   (3) Dinner with clergy and laymen
   (4) A full formal interview

7. **Month 6**: Complete Final Interview and Hiring Process

8. **Month 9**: Anticipated Start Date
Planting Pastor Initial Survey

We are grateful for your interest in the Planting Pastor Position at the Church of the Apostles. It is our privilege to join with you in prayerfully seeking God’s guidance with respect to your calling and to your participation in the life of our church.

Please note that we strongly prefer applicants who are ordained Anglican priests, or who sense a particular call to ordained ministry in the Anglican context. We also prefer applicants who have some experience in ministry in an Anglican context.

Please provide the following information and email to rayseigler@endeavorleadership.org.

CONTACT INFORMATION
Full Legal Name
Preferred Name
Address
Email
Phone
Spouse’s preferred name

EMPLOYMENT EXPERIENCE (current first, then prior experience)
Employer
Supervisor
Supervisor’s Contact Information
Dates of employment
Responsibilities
Reason for Leaving
May we contact your current employer?
EDUCATIONAL EXPERIENCE
Please list, beginning with your most recent degree:
Institution
Degree
Date of Degree
Honors

REFERENCES
Please provide the names and contact information for three individuals as references

PHOTO
A current photo would be appreciated.

PLEASE ANSWER EACH OF THESE QUESTIONS IN APPROXIMATELY 200 WORDS EACH:

1. Please comment on your understanding of your own calling, especially with respect to church planting

2. Please comment on your own spiritual journey, and your relationship with Jesus, especially with respect to your own personal growth and spiritual disciplines, and the significant influences on your spiritual life.

3. Please tell us about an experience you have had starting a ministry from scratch.
Planting Pastor Employment Application

We are grateful for your decision to apply for the Planting Pastor position. It is our privilege to join with you in prayerfully seeking God’s guidance with respect to your calling and to your participation in the life of The Church of the Apostles.

Please complete this application and email to rayseigler@endeavorleadership.org.

1. Scripture. What place does the Bible have in your relationship with God? What is your understanding of the innerancy of Scripture?

Educational History

2. List all institutions attended since high school. Include major, degree earned, and dates of study. Please scan and send digital copies of transcripts for any formal theological education you may have completed.

3. Dismissal. Have you ever been dismissed from an academic institution for disciplinary reasons? If so, please provide an account of the circumstances.

Employment History

4. List current occupation and all previous employment in the past 10 years. Include dates, employer, position and duties, and why you left employment.

5. References. List two references each from the two most recent jobs, including their addresses and phone numbers.

6. Terminations. Have you ever been dismissed by an employer? If so, provide an account of the circumstances.
Leadership Skills

7. What has been your experience in preaching? In teaching? In what ways have you demonstrated excellence in these areas?

8. The Pastor/Planter role requires strength in the area being a self-starter with an entrepreneurial profile. Can you provide an example of this quality in your own life?

9. The Pastor/Planter role requires teachability, a desire to learn and grow in one’s leadership ability. Please provide an example or two of teachability and the desire to learn and grow in your own life.

10. Please provide an example of a time in your life when you have built and led a team to accomplish an important task.

11. What is your understanding of the principle of delegation? Please provide an example of successful delegation in your own life.

12. The Pastor/Planter role requires a substantial ability to see the big picture and cast vision for those whom you are leading. Please provide an example of this from your own life.

13. Please discuss your own leadership style, and discuss a time when a group of people (of any size) have followed you in an important effort.

14. Please comment on your own relational skills.

15. Character. List your strengths and weaknesses and describe an instance of maturation in these areas.

16. Gifts. What are your primary spiritual gifts?

Criminal/Financial

17. Have you ever been arrested for or convicted of a felony, or filed for bankruptcy? If so, please provide an account of the circumstances.
18. Debt. Are you now, or have you ever been, in debt beyond your ability to meet your financial obligations? If so, please provide an account of the circumstances. Do you have any outstanding debts that would interfere with full-time ministry?

**Marriage & Family**

19. Marriage. If you are married, describe the spiritual life of your family, especially your family devotions. What does it mean to you to be the spiritual leader of your family?

20. Spouse. If you are married, please have your spouse write her perspective on your sense of calling to the Pastor/Planter position.

21. Children. If you have children, list their names, birthdates, and place(s) of residence.

22. Have either you or your spouse ever been divorced? If yes, please provide an account of the circumstances surrounding it, your assessment of the matter according to Scripture, and a pastoral reference of someone familiar with the divorce.

23. Relationships. During the past 10 years, have you ever been involved in a relationship that was not above reproach? If yes, please provide an account of the circumstances surrounding it.

**Churchmanship**

24. Doctrine. Carefully read the (Thirty-nine) Articles of Religion and the Chicago-Lambeth Quadrilateral. Please list and explain (with biblical support) any questions, reservations or exceptions you may have with the doctrines articulated in these documents.

25. Are you an ordained priest? If so, by whom were you ordained? Who is your bishop?
26. Church Membership. How long have you been a member of your current church? Have you been a part of any other churches during the past ten years? If so, provide a description of the church, denomination, your involvement (including responsibilities and positions held), and your reason for leaving. Please also list a contact person for each church.

27. Discipline. Have you ever been severely disciplined or dismissed from a Christian congregation or denomination? If so, please provide an account of the circumstances.
SECTION TWO: Plan for Extensive Training for Planting Pastor

We saw this consistently: successful planters have been trained and prepared for 2-3 years in the mother church before being sent out to plant. These are expensive and time consuming processes, and must begin with the desire of the senior clergy of the mother church to invest in the lives of future clergy and planters.

We see this in Dan Claire’s training plan; The Falls Church Timothy Plan; Steve Breedlove’s Anglican Missional Pastor; the Redeemer Pres plan; David Bowen’s process for planters; and others. These plans require substantial investment, thought and energy in each young planter. These are critical to the success of each pastor.

“The way we planted 3 churches, and 4th on the way, is that we brought mature, experienced seminary grads on the staff of our church. Then we trained them over a three year period in the area of church leadership...They are qualified men when we hire them, then we invest heavily in their training, about $100,000 for three years. In their second and third years with us, we identify where they will plant, and pull together the group of people who will leave Falls Church to go with them to plant the church...This process is a big priority for me”

“The Timothy’s plan gives the years it takes to discern leadership. You cannot get this in an interview”

“Our Anglican Missional Program invests in your pastors for two years, and trains them: 1) To become competent as Anglican Pastors; 2) To become missional in their thinking; 3) To develop leadership and communication skills.”
PLANTING PASTOR PROGRAM
at
THE CHURCH OF THE APOSTLES

Vision
The Church of the Apostles strives to “Seek the Lost, Build Up the Found, & Transform the City through Jesus Christ.” This is the vision that God has given Church of the Apostles, and church planting represents an important tool by which God enables the church to put this vision into practice. The Church of the Apostles’ three-year Planting Pastor Program provides the foundation for its church planting initiatives in the rapidly growing region of Raleigh, NC.

Mission
The mission of the Planting Pastor Program is to support the vision that God has given the Church of the Apostles through the creation of Christ-centered communities throughout the Raleigh area, thereby fostering at a local level the Great Commission shared by all followers of Jesus Christ.

Goal and Objective
The goal of the Planting Pastor Program is to plant the churches that foster the Christ-centered communities that God is using to Transform the City. The objective of the Planting Pastor Program is to equip the leaders needed to accomplish this goal, and in particular, equip a new leader and plant a new church approximately every three to five years.

Program
In order to equip a new leader, Church of the Apostles brings the Planting Pastor Program participant on staff as full-time clergy, after a thorough and prayerful selection process, and immerses him in an intense three-year program that is summarized below and outlined in greater detail in the sections that follow.

- Summary of Timeline and Primary Emphases by Year
  Year One:
  Develop Ministry Leadership Skills / Focus on “Where” Planting to Occur /Begin TBD third party training programs (Redeemer, AMP, Boot Camp, etc)(years two and three). Desire to find a couples weekend for training and development focused less on “assessment” and more on training and development
Prayer journey for our church on location. Not a declaration of location, but instead a journey for our entire congregation on where.

- Year Three: Prepare to Launch New Church / Focus on “When” and “How”

Summary of Primary Program Components
- Ministry
- Leadership
- Financial Stewardship and Operational Excellence
- Church Planting
MINISTRY

Early in the first year of the Planting Pastor Program, participants ("Planting Pastor") will begin to experience and lead different components of Ministry. Ultimately, the Planting Pastor must show competency and the ability to lead others through the different ministries within the church.

The timing of when and how the Planting Pastor will be injected into the different ministries will be specific to each participant. The Senior Pastor and the Planting Pastor will work together to develop a timeline.

A. Pastoral care, hospital and on-call duties.
   1. The Planting Pastor will join with the Senior Pastor and others in ministering to those in need of counseling and care. This must not be forced, and leadership must be sensitive to the dynamics of the specific situation.
   2. The Planting Pastor will join the Senior Pastor or visitation team, to care for those in immediate need.
   3. By the second year, the Planting Pastor should be in a place to be able to serve on-call duties.

B. Liturgical ministries
   1. Spend time in many of the Apostles ministries, in order to develop specific skills and understandings of each ministry. These ministries can include youth, children’s program, community group ministry, and missions.
   2. Gain direct ministry experience. This could include teaching a Sunday School class for a series, participating in a youth retreat, directing a mission trip.
   3. The Planting Pastor will have responsibility for running and directing for at least a 6 month term, at least two major programs.
   4. Gain experience in multiple functions during the Sunday worship services.

C. Other staff duties
   1. Participate in the different teams that are in place. (e.g., spend a 6 months on the missions team)
   2. Attend staff meetings.
   3. Spend time understanding how the building facilities and other components of the day-to-day church are managed.
LEADERSHIP

Fundamental to the success of the Planting Pastor will be the leadership training. This must occur from a number of sources and may be specific to the strengths and weaknesses of the Planting Pastor.

A. Mentoring with Senior Pastor

1. Participate in weekly Bible study with the Senior Pastor of Apostles for the first year.
2. Pastor will share the challenges and struggles associated with leading a church.
3. Pastor will work through a study of multiple books/readings on subjects that relate to heading a church and leadership.
4. The mentoring Senior Pastor will have monthly meetings, with the Planting Pastor, throughout the three years.
5. NOTE: Routine visits between Patrick and Planting pastor are encouraged regarding the challenges and struggles related to senior pastor responsibilities and leadership. Patrick’s ability to shift from protecting an employee with transparent thoughts to one in which transparency of these challenges and struggles will help prepare Planting Pastor (i.e., if the young couple never hears about the marital disagreements then there is an unexpected surprise).

B. Board of Advisors/Leadership Coach

1. The Board of Advisors, comprised of lay leaders, with complementary skills, will meet as a group and individually with the Planting Pastor. The chair of the committee will also be the Leadership Coach. At a minimum a core group of this board should be formed early in this first year. The Planting Pastor may have input into who is on the board.

2. Although there maybe overlap, the board is not intended to serve the same function as the launching team. A guideline maybe that they are separate, although, if appropriate they maybe combined.

3. The Leadership Coach and Planting Pastor will meet regularly throughout the two year program. The Leadership Coach will directly coach the Planting Pastor.
4. The Leadership Coach will facilitate other coaching opportunities for the Planting Pastor with lay members. This will create the opportunity for leadership training that is targeted to the needs of the Planting Pastor.

5. Need to find an external (non-COTA) coach/mentor.

C. Anglican Missional Pastor (“AMP”) Program

1. The Planting Pastor will attend to the AMP program at All Saints in year two. Timing of this will be subject AMP’s scheduling. Additionally, if AMP has shifted to a three year schedule, the Planting Pastor should start as early as possible. If the AMP program is no longer active, a similar church planting training program will be used.

D. Ministry supervision with staff and lay leadership

1. Participate in all staff training events and staff meetings
2. The Planting Pastor will attend all Leadership Council meetings in years two and three.

E. Executive coaching

1. Leadership Coach and Senior Pastor will work with the Planting Pastor to teach the fundamentals of running an organization.
2. Leadership Coach will leverage to the members of the congregation to develop leadership in different disciplines of the Planting Pastor.
Competency in understanding the operating aspect of the church is fundamental. A core component of this is financial literacy.

A. Crown Financial Ministry Curriculum
   1. In year one, the Planting Pastor will take the Crown Financial Ministry class.

B. Apostles Finance Meeting
   1. The Planting Pastor will attend all Apostles Finance Meetings.
   2. The Planting Pastor will meet, as needed, with the head of the Finance Committee to insure a full understanding of the finances of the church.

C. Develop Three-Year Financial Plan
   1. In year three, the Planting Pastor must develop a three year financial model for the planted church.
   2. Apostles finance team and Advisory Board will be an integral part of this process.
CHURCH PLANTING

A. Conferences

1. Throughout the three years, different conferences will be reviewed as options for the Planting Pastor. Involvement in leadership conference opportunities outside of Apostles is a valuable part of development and will be encouraged.

B. Coach in year three

1. At the start of year three, the Leadership coach, Board of Advisors, and Senior Pastor, must evaluate the Planting Pastor and generate a plan for the year focused on refinement of skills necessary to plant a church.

C. Preaching opportunities and evaluation

1. By the second year, and possibly the first, the participant should preach at Apostles. During the three years, the Planting Pastor should preach at Apostles at least six times, and ideally would be able to lead a series of sermons (maybe three) that build on each sermon.

2. The leadership coach and Senior Pastor will spend time with the participant, before and after the sermon, coaching the Planting Pastor on content and delivery.

3. If additional development preaching is needed, then Apostles will send the Planting Pastor to some courses or training for preaching.

D. Year Three

1. Transition out of Church of the Apostles ministry responsibilities
2. Recruiting a launch team
3. Coaching commences
SECTION THREE: The Growth of Flocks to Leave with the Shepherd
(Planting Pastor)

We also saw consistently the concept of building communities of believers prior
to the planting of the new churches. That is, planters first build small groups from
within the mother church. These small groups become planting teams, with a
sense of mission and vision and heart for the plant, who then leave with the
planter to become the core of the new plant.

“\text{In our planter’s second and third year of training, he begins to meet with a core
group who will go with him. They plan to leave us and go with him. This group
has its own vestry of sorts, and interest meetings to attract others. In one
instance this group was 125 people. We announce and support this process
from upfront in the pulpit, and in writing.}”

‘Be as entrepreneurial as you can be’

“The people who leave have a strong relational affinity with the pastor whom
they follow to the new plant…it is always painful to lose them”

“We use geographically based flocks in our church. This helps us to set up the
next plant. Often the people go because they want a church in their
neighborhood”

“A strong common thread in successful plants is that a community develops
within the church, then the plant grows out of that community.”

‘A key idea is giving people [who will be part of the plan] a chance to get to
know the new leader over time’
The Growth of Flocks to Leave with the Shepherd

Envision the relationship between a shepherd and his flock. Successful plants have occurred where the people (flock) get to know and develop close, trusting relationships with the planting pastor (shepherd). Our goal should be to create opportunities for this relationship to seed and blossom, while we as a congregation are praying for the transformative Spirit to call together the future core congregation members with the planting pastor.

Suggestions for creating a sound environment for flock and shepherd to become acquainted:

1. Community Group: Important for the Planting Pastor to participate in a community group, preferably for three years.

2. Community Group Leadership: Pastoral facilitator/oversight with 20% of the community groups. Intent would be to go deeper rather than broad. The Planting Pastor should endeavor to visit other community groups on a regular basis.

3. Men’s Fellowship: Participating in Men’s Fellowship small groups and gatherings.

4. Sunday School: Important to have Planting Pastor to teach Sunday School during at least 3 of the 6 semesters starting in year one. Encourage participation in a class during the 3 semesters they are not a teacher.

5. (a) Worship Service Participation: Initially, Planting Pastor should participate with current pastoral staff in worship service as an introduction to the entire congregation.

   (b) Alternative to our two current Sunday Morning Services: After becoming familiar to the entire congregation, the Planting Pastor is encouraged to find an additional/alternative time to conduct worship and be fully responsible for the setting up, execution and closing up as well as putting their own personal responsibility for style and content.
Geography:
While we believe the church plant should be Spirit-led and not focused on perceived geographical need, we do acknowledge that many desire to be part of a church located in their “community”. Location will be important to some if not many members of the congregation who will form the initial church plant core. As the flocks begin to assemble around a shepherd/planter pastor, we will need to pay attention to where there appears to be some consensus or gathering around zip codes or communities.
SECTION FOUR: The Planting Church Invests Members, Clergy and Money

In the initial stages of the new plant, the mother church gives, invests, spends itself, in three important areas: sending gifted, trained clergy to the plant; sending a significant (even sacrificial) number of members to the plan; and investing financially in the plant in its first few years.

“ in the first three plants, we sent 125 people for the first plant, 50 or so for the second plant, and 200 members for the third plant…For all of our plants, we continue to invest financial support.”

“There must be a willingness on our part to sacrifice money, time and effort to make the plant happen”

“In the Christ Community Plant, we sent 2 clergy from our staff, 6 ruling elders, 4 deacons, and 100 people…It has always been our goal to cap our membership and to be a planting church”
Financial Assistance from Apostles to Plant

- Planting Pastor’s salary, benefits and related expenses paid from Apostles' church planting fund

Accounting and Payroll Services

- In Apostles' accounting system; Planting Pastor on Apostles' staff & covered by Apostles' payroll & benefit systems

Budget

- Apostles' Finance Team includes costs of planting Pastor’s salary, benefits & expenses in Apostles' annual budget (within Church Planting Fund)

Attendance / Membership in Plant

Advisory Team / Leadership Council

- Note: The concept with the Advisory Team is that it will start off as mostly as Apostles "Advisors" but over time will add Church Plant leaders such that as launch approaches there is a core group of future Church Plant Leadership Council members

Impact on Apostles' Budget

- Minimal -- all costs of church planting process are charged against Church Planting Fund
Year 2
Second Year Preparing for Launch

Financial Assistance from Apostles to Plant

Planting Pastor's salary, benefits and related expenses paid from Apostles' church planting

Accounting and Payroll Services

In Apostles' accounting system; Planting Pastor on Apostles' staff & covered by Apostles' payroll & benefit systems

Budget

Apostles' Finance Team includes costs of planting Pastor's salary, benefits & expenses in Apostles' annual budget (within Church

Attendance / Membership in Plant

Planting Pastor begins to identify potential "Founding Members" of Church Plant; leads prayer sessions for plant

Advisory Team / Leadership Council

A group of Apostles' members with specialized areas of expertise would be valuable to the planting Pastor for meeting on a quarterly or bi-monthly basis for support and insight

Impact on Apostles' Budget

Minimal -- all costs of church planting process are charged against Church Planting Fund, but Apostles FT needs to begin anticipating loss of contributions (due to plant) upcoming in 2 years.
### Year 3

#### Third Year Preparing for Launch

<table>
<thead>
<tr>
<th>Financial Assistance from Apostles to Plant</th>
<th>Planting Pastor’s salary, benefits and related expenses paid from Apostles' church planting</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting and Payroll Services</td>
<td>In Apostles' accounting system; Planting Pastor on Apostles' staff &amp; covered by Apostles' payroll &amp; benefit systems</td>
</tr>
<tr>
<td>Budget</td>
<td>Apostles' Finance Team along with some of the &quot;Plant Leaders&quot; includes costs of planting Pastor's salary, benefits &amp; expenses in Apostles' annual budget. Advisory Team constructs income &amp; expense budget for first year of stand-alone operation after launch with help from Apostles' Finance Team</td>
</tr>
<tr>
<td>Attendance / Membership in Plant</td>
<td>Planting Pastor refines list of &quot;Founding Members&quot; and begins to secure commitments; continues to lead prayer sessions for Plant.</td>
</tr>
<tr>
<td>Advisory Team / Leadership Council</td>
<td>Advisory Team begins year-long transition to Leadership Council of planted church; approves budget and provides other input to planting Pastor</td>
</tr>
<tr>
<td>Impact on Apostles' Budget</td>
<td>Apostles' LC &amp; FT must monitor size of Church Planting Fund with anticipation of additional church plants and timing of such plants. Apostles should be able to realize budget surplus in GenOps during this year due to internal growth.</td>
</tr>
</tbody>
</table>
Year 4
First Year of Plant

Financial Assistance from Apostles to Plant
None -- church plant assumed to be financially self-sufficient at this time

Accounting and Payroll Services
Provided by Apostles under separate company chart of accounts; incremental bookkeeping & salary processing costs paid by church plant. Staff of planted church remains on Apostles payroll & benefits systems

Budget
"Plant Leaders" with Advisory Team support as needed construct second full year of stand-alone operation; may consult with Apostles' Finance Team, if needed.

Attendance / Membership in Plant
Planting Pastor sets goals for weekly attendance at separate worship service of church plant, and monitors actual attendance against these goals

Advisory Team / Leadership Council
Leadership Council of planted church fully in place by time of Launch and stand-alone operation. Advisory Team available, if needed.

Impact on Apostles' Budget
Apostles' LC & FT must carefully consider, and plan for, impact in general giving as result of some members migrating to church plant (could be $100k or greater)
### Year 5

#### Second Year of Plant

<table>
<thead>
<tr>
<th>Financial Assistance from Apostles to Plant</th>
<th>None -- church plant assumed to be financially self-sufficient at this time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting and Payroll Services</td>
<td>Provided by Apostles under separate company chart of accounts; incremental bookkeeping and salary processing costs paid by church plant. Staff of church plant may move to separate payroll &amp; benefits system.</td>
</tr>
<tr>
<td>Budget</td>
<td>&quot;Plant Leaders&quot; with Advisory Team support as needed construct income and expense budget for third year of stand-alone operation and appoint budget oversight resource within church plant</td>
</tr>
<tr>
<td>Attendance / Membership in Plant</td>
<td>Focus on growth of weekly attendance at Plant with clear goals and measurement</td>
</tr>
<tr>
<td>Advisory Team / Leadership Council</td>
<td>Leadership Council of planted church fully in place by time of Launch and stand-alone operation</td>
</tr>
<tr>
<td>Impact on Apostles' Budget</td>
<td>Apostles must count on attendance growth and increases in existing giving unit contributions to make up for lost giving income resulting from migration to church plant</td>
</tr>
</tbody>
</table>
Year 6
Third Year of Plant

Financial Assistance from Apostles to Plant
None -- church plant assumed to be financially self-sufficient at this time

Accounting and Payroll Services
Accounting and payroll provided by church plant, bearing all costs -- investigate use of third-party provider

Budget
Finance Team installed within church plant with responsibility for constructing full budget and monitoring financial performance

Attendance / Membership in Plant
Continued focus on growth of weekly attendance at Plant

Advisory Team / Leadership Council

Impact on Apostles' Budget
Apostles must count on attendance growth and increases in existing giving unit contributions to make up for lost giving income resulting from migration to church plant
Finance Committee Recommendation –

- Restricted fund that is funded with 5% of the gross receipts of the Church;
- Restricted for:
  - Salary, Benefits and payroll taxes for the Planting Pastor prior to launch;
  - Expenses related to the search for a Planting Pastor;
  - Subsidies to Apostle’s church plants;
  - Training for Planting Pastor;
  - Support church planting through specifically approved Network Initiatives or specific Network churches;
  - Reimbursement to the General Fund for eligible church planting expenses incurred and paid for by the General Fund;
  - Not appropriate for use to subsidize the general fund in the event of shortfall created from lost giving due to a church plant;
- Plan for church plant launch is that the plant is financially self-sufficient prior to launching or the Apostles Leadership Council with Apostles Finance Team consultation determines that the plant is on track to being financially self-sufficient;
- Recommend that launch team members continue to give their tithe to Apostles until launch;
- Additional support raised by the Planting Pastor (grants, etc.) will be income to the Restricted Fund but will not offset the 5% contributed by the General Fund;
SECTION FIVE: Communications and On Boarding the Congregation

It’s critical to fully communicate the Church Planting vision and plans to onboard the congregation. More importantly the adoption of church planting as a part of the DNA of CoTA will encourage each person to seek the Lord’s will for us as a whole and each individually on how He wants to use our gifts and talents in this effort.
COMMUNICATION PLAN OUTLINE

INVOCATION: CALL TO PARTICIPATE—Encourage the Congregation to seek the Holy Spirit through prayer regarding the mission to plant Churches.

KEY MESSAGES:

1. Biblical Roots - Our communication will need to emphasize the biblical roots of growing the church, especially as seen in Acts of the Apostles.

2. Apostles’ Roots and History—Our communication will review the history of COTA, we ARE a planted Church, we have fostered a Church Plant, we have SEEN God at work in this area!

3. Information – onboarding – what’s the plan? Our communication will include the vision outlined herein (i.e. Hiring of Faithful Godly Men, Training for the Planting Pastor, Growth of Flocks

4. Urge to be open to the journey –Our communication will emphasize “resting in the Lord”. This is not about our action to create something, but rather waiting upon the Lord, resting in His power and grace and listening to his gentle commands.

Acts Chapter 1:4 ..... while he was eating with them, he gave them this command: “Do not leave Jerusalem, but wait for the gift my Father promised, which you have heard me speak about. 5 For John baptized with[4] water, but in a few days you will be baptized with[5] the Holy Spirit.”

Nehemiah Chapter 1

11 Lord, let your ear be attentive to the prayer of this your servant and to the prayer of your servants who delight in revering your name. Give your servant success today by granting him favor ........"

Does God have a role for you?

- What is God stirring in your heart about Church Planting?
- Financial Support?
- Be a part of a new congregation?
METHODOLOGY: Our communication will need to be Multi-channel- including:

- Interpersonal meetings- our vision is for this team to meet one-on-one with the entire congregation
- Community Group—utilization of existing groups
- Town Hall style meetings
- Specific Prayer meetings
- Newsletter and emails
- Predetermined follow-up strategy
IN CONCLUSION

None of this is possible without the Holy Spirit providing guidance and direction. This is not about us master-minding the best plan…this is about us being open to the Holy Spirit’s direction and following His will for our church and future people and church’s. This is a topic that we all need to remain in prayer over asking for His will to be done and for us to be used by Him how He pleases to do Kingdom work. We acknowledge He is fully in charge on this and we are now sitting in the front row to be used watching GOD things happen.
This book was prepared over six months by the Church Planting Team:

Bret Batchelder
Pamela Bunn
Chris Judy
Johnny McConnell
Stephen Porterfield
Ray Seigler
Jeff Sheehan
Mike Smith
Steve Swayne
Matt Young

The Great Commission is shared by all followers of Jesus Christ and church planting represents a tool used by God in many ways, shapes and forms. To Him be all the glory and credit. He has used others before us and Church of the Apostles also wishes to acknowledge and thank the following organizations and individuals for the constructive input that they have had and continue to have, directly and indirectly on this book and plan. We hope to continue building upon the best practices of these individuals and organizations, as well as our own, and are committed to helping others do the same for the glory of God and His Kingdom.

The Falls Church, Anglican
P.O. Box 690
Falls Church, VA 22040
Rev. Dr. John Yates II, Rector

All Saints Church
4310 Garrett Rd
Durham, North Carolina 27707
Rev. Dr. Steve Breedlove, Rector

Redeemer City to City
1359 Broadway, Suite 1102
New York, NY 10018

Holy Trinity Church
1520 Brookside Drive, Suite 5
Raleigh, NC 27604
Rev. Dr. John Yates II, Rector

Church of the Good Shepherd
3741 Garrett Road
Durham, NC 27707
David Bowen
Church of the Resurrection  
2000 P Street NW  
Suite 410  
Washington, DC 20036  
Dan Claire

Midtown Community Church  
P.O. Box 20269, Raleigh, NC 27619  
Lindsey Williams