



NORTHERN CALIFORNIA CONFERENCE OF SEVENTH-DAY ADVENTISTS

## Church Planting Policy Guidelines

When God calls a person, a core group, or a congregation to plant a new church, this calling is confirmed by Northern California Conference through the following process:

### 1. Initiation by the Local Church(es)

- The idea of planting a new church is presented to the church leaders.
- A core team, which will be the nucleus of the new church plant, is identified primarily within the membership of the sponsoring church(es).
- The core team creates a strategic vision for the new church plant.
- The core team presents the vision and plans for establishing the new church plant to the church board of the sponsoring church and to that church in business session.
- Sponsoring church(es) commits to supporting the new church plant in its early stages with prayer, people and finances.
- The sponsoring pastor, of the sponsoring church, applies for acceptance as a new church plant to the NCC Evangelism Director.

### 2. Establishment and Growth of a new Church Plant (Missional Group)

- The Church Planting Advisory (CPA) votes, to recommend to North California Conference Administration the formation of the new Missional Group.
- NCC Administration approves the existence of the new Missional Group.
- The core team is educated regarding the policies required by the Northern California Conference for a new church plant.
- The Conference (CPA) designates a coach for the leader(s) of the new Missional Group.
- The pastor, or lay leader, coordinates with the Executive Secretary and/or Evangelism Director for the opening ceremony of the new missional group.
- The pastor, the church board(s) of the sponsoring church(es), and Church Planting Advisory, supports and give leadership to the new Missional Group.

- The new Missional Group forms strategies for engaging (meeting community needs) leading to evangelism and discipleship.
- In time, the new Missional Group is expected to grow and mature in (1) engagement with the community, (2) leadership, (3) conversion growth, (4) discipleship, (5) Sabbath attendance, and (6) financial solvency.
- Remittances of tithe and offerings are processed by the sponsoring church.
- If the Church Plant leader is a layperson, he/she is required to attend appropriate training encouraged by the Northern California Conference.
- The new missional core (leadership) team is expected to be faithful members of the Northern California Conference.

### 3. The Mission Group becomes a Church Company When ...

- They, after a minimum of one year of existence as an approved missional group, have a minimal average of fifty (50) baptized members attending weekly services.
- They met the guidelines and expectations of a missional group and have applied to become a Seventh-day Adventist Company in the Northern California Conference.
- The pastor, on behalf of the sponsoring church, sends a completed application for Church Company status to the Conference Executive Secretary's office.
- The following conference administration recommends the request for Church Company status and brings it to the Conference Executive Committee for approval.
- Assuming the Conference Executive Committee is positive, a date is set for the formal organization as a church company with final ratification at the next scheduled Constituency Session. The Conference Executive Secretary will coordinate the company organizational ceremony.



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## Church Planting Coaching Agreement

“When we get together I want to encourage you in your faith, but I also want to be encouraged by yours.” Romans 1:12

### What is Coaching

- Every church planter – whether a pastor or volunteer lay pastor – must have a coach. The coach is neither a specialist telling the planter what to do (that’s mentoring) or a replacement of the Holy Spirit. Instead, effective coaching provides (1) encouragement, (2) support, (3) encourages the making of decisions and their follow up, (4) accountability to the planter’s self-identified goals, and (5) presence for emotional and spiritual support throughout the journey. Good coaching involves asking the right questions, not having the right answers. The Northern California coach’s training equips the coach with a set of baseline skills.

### Where does the Planter find a Coach?

Ideally, the coach has been through the Northern California Conference coach’s training program. If the sponsoring church pastor received coaches training, he/she will coach the new church plant. If the sponsor church pastor has not received coach’s training, then the Evangelism Director will assign a different coach. Even if another coach is provided, the sponsoring pastor and the church planter leader must continue a positive working relationship.

### What are the specific “Commitments” (assignments)?

1. **Monthly Conversations** between the Coach and the Church Planter and/or core team.
  - **Purpose:** (see “what is coaching” above).
  - **Time** No more than 90 minutes per month. Communication can happen through internet conference meetings (e.g. Zoom), in person, emails, texts, or telephone at the scheduled appointment or as needed.
  - **Location** Whatever medium works best for the coach and coachee. Sometimes meeting at a restaurant, especially at the beginning, is recommended. The coach will be reimbursed up to \$40 for actual expenses for meals incurred conducive to and including a meeting with a church planter leader. Receipts must be submitted by the coach to the evangelism department for reimbursement.
  - **Initiate** the Pastor-Coach holds the coachee accountable

to scheduled meetings. However, the coachee initiates the meeting.

2. **Quarterly Visit** by the Coach with the entire Missional Group.
3. **Ongoing Training** opportunities for Coach and the Church Planter
  - **Purpose** to sharpen the church planter and coach’s skills and addresses any felt needs.
  - **Time** at least once a year.
  - **Location** to be determined (TBD)
4. **NOTE:**
  - The relationship between the coach and church planter may change after the missional group is approved as a Church Company.
  - If the coach is not the sponsoring pastor, points one through three will be divided between them. The coach will facilitate monthly coaching events. The sponsoring pastor will make quarterly visits with the missional group.

Name of Sponsoring Pastor

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Name of Sponsoring Church

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Name & contact information of Church Planter

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We agree to participate in trainings and have a coach.  
Signature

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## Church Planting/ Missional Group Application

**NCC's definition of a church plant:** A healthy church plant in the Northern California Conference consists of a core leadership team engaged in the process of establishing a new mission-focused group that meets at least weekly to strategically minister to its community with the goal of growing His kingdom and becoming a self-sustaining and self-replicating congregation that glorifies God.

When God calls a person, a core group, or a congregation to plant a new church, this calling is confirmed by Northern California Conference through the following process:

### 1. **The Process**

- Sponsoring Church Pastor and Church Planter will abide by the NCC's "Six Church Planting Essentials."
- The desire to start a new church plant is presented to the church leaders.
- Its core team, which will be the nucleus of the new missional group, is identified primarily within the membership of the sponsoring church(es).
- Its core team creates a strategic vision for the new church plant and presents this to the sponsoring church board and to the church in business session.
- On behalf of the church, the sponsoring pastor, using the application form, applies for acceptance as a new church plant to the Evangelism Director.
- Next, the Church Planting Advisory votes to recommend this application to become a church plant to North California Conference Administration.
- NCC Administration approves the existence of the new Missional Group.

### 2. **Missional Group Training and Launching**

- The core team works in harmony with the mission and policies required by the Northern California Conference for new church plants.
- The Conference designates a coach for the leader(s) of the new Missional Group.

- The pastor, or lay leader, coordinates with the Executive Secretary and/or Evangelism Director for the new church plant's opening ceremony.
- The pastor, the church board(s) of the sponsoring church(es), and Church Planting Advisory, will support and give leadership to the new missional group.

### 3. **Becoming a self-Sustaining and Replicating Church**

- The new missional group develops strategies for engaging their community's needs with the goal of forming a new healthy congregation.
- In time, the new Missional Group is expected to grow and mature in (1) community engagement, (2) leadership, (3) conversion growth, (4) discipleship, (5) weekly attendance, and (6) fiscal solvency.
- Remitted tithe and offerings will be processed by the sponsoring church.
- If the church plant leader is a layperson, he/she is required to attend appropriate training by the Northern California Conference.
- The new missional core leadership team must be faithful members of the Northern California Conference.
- The Missional Group should apply for Church Company status after a minimum of one year of existence as an approved missional group, and with a minimal average attendance of fifty (50) baptized members.



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## Missional Group Church Plant Application

1. Application Date \_\_\_\_\_

2. Name of sponsoring church(es) \_\_\_\_\_

3. Names of Core Team members	Their current church membership
a. _____	_____
b. _____	_____
c. _____	_____
d. _____	_____
e. _____	_____
f. _____	_____
g. _____	_____

4. Identify the underserved area, or people group, you want to reach.

5. Demonstrate demographical evidence of need and explain why your leadership team wishes to minister here.

6. Share your strategic plan to reach this area and/or group. Expand as needed.

A. Vision (what could be) \_\_\_\_\_

B. Mission (general areas of ministry) \_\_\_\_\_

C. Specific action plans (measurable steps, who will do what) \_\_\_\_\_

D. Timeline (by when) \_\_\_\_\_

E. Budget (how will project be financed) \_\_\_\_\_

7. Provide Church Business Minutes stating their sponsorship for this church plant.

### Northern California Conference Use Only

1. Date application was submitted: \_\_\_\_\_

2. Date of Conference approval for this church plant \_\_\_\_\_

3. List name of assigned coach \_\_\_\_\_