



NORTHERN CALIFORNIA CONFERENCE OF SEVENTH-DAY ADVENTISTS

## Re-visioning Policy Guidelines

When God calls a person, a core group, or a congregation to **Re-vitalize** or **Re-vision** an **existing** church, this calling is confirmed by Northern California Conference through the following process:

### 1. Initiation by the Local Church

- The idea of Re-visioning the church is presented to the church leaders.
- A core team, which will be the nucleus of Re-visioned/Replant church.
- The core team creates a strategic Re-visioning for mission for the church.
- The core team presents the vision and plans for the Re-visioned/Replant the church to the church board and to that church in business session.
- The Church commits to the Re-visioned/Replant process of the church.
- The pastor of the church, applies for acceptance as a Re-vision and replant to the NCC Evangelism Director.

- The Re-visioned/Re-Plant church forms strategies for engaging meeting community needs) leading to evangelism and discipleship.
- In time, the new Re-visioned/Replant church 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.
- If the Re-visioned/Re-Plant leader is a layperson, he/she is required to attend appropriate training encouraged by the Northern California Conference.
- The Re-visioned/Replant core (leadership) team is expected to be faithful members of the Northern California Conference.

### 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 support and approval for the Re-visioned/Replant church.
- NCC Administration approves and supports the Re-visioned/Replant church.
- The Conference (CPA) designates a coach for the leader(s) of the Re-visioned/Replant church.
- The pastor, or lay leader, coordinates with the Executive Secretary and/or Evangelism Director for the opening ceremony of the new Re-vision, replant church.



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## Re-Vision/Replant 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 planter or 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 Re-vision/Re-plant church pastor received coaches training, he/she will coach the new church replant coach. If the Re-vision/Re-plant 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 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 Re-Vision/Re-plant church.
3. **Ongoing Training** opportunities for Coach and the Planter
  - **Purpose** to sharpen the planter and coach's skills and addresses any felt needs.
  - **Time** at least once a year.
  - **Location** to be determined (TBD)
4. **NOTE:**
  - If the coach is not the Re-vision/Re-plant 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 Re-Vision/Re-plant church.

Name of Re-Vision/Re-Plant Pastor

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Name of Re-Vision/Re-Plant Church

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Name of Coach (if not Re-Vision pastor)

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Name & contact information of Leader

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## Re-Vision/Re-Plant Church Application

**NCC's definition of a Re-Vision/Re-plant Church:** A healthy Re-Vision/Re-Plant Church in the Northern California Conference consists of a core leadership team engaged in the process of Re-visioning the church to glorifying God, focused on strategically ministering to its community with the goal of growing His kingdom and developing a healthy missional church with new converts helping them to be fully committed disciples of Jesus Christ and members of the Seventh-day Adventist Church.

When God calls congregation to plant Rev-vision/Re-plant a church, this calling is confirmed by Northern California Conference through the following process:

### 1. The Process

- Church Pastor and leaders will abide by the NCC's "Six Church Planting Essentials." (See Attached Document)
- The desire to start a Re-vision/Re-plant church is presented to the church leaders.
- Its core team, which will be a group of the Re-Vision/Re-Plant Church, is identified primarily within the membership of the church.
- Its core team creates a strategic vision for the Re-Visioning process and presents this to the church board and to the church in business session.
- Using the application form, the church applies for acceptance as a Re-Vision/Re-Plant church to the Evangelism Director.
- Next, the Church Planting Advisory votes to recommend the church to become a church replant to North California Conference Administration.
- NCC Administration approves the Re-Vision/Re-Plant Church.

### 2. Missional Group Training and Launching

- The core team works in harmony with the mission and policies required by the Northern California Conference for church Re-Vision/Re-Plants.
- The Conference designates a coach for the leader(s) of the Re-Vision/Re-Plant Church.

- The pastor, or lay leader, coordinates with the Executive Secretary and/or Evangelism Director for the new church replant's opening ceremony.

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

- The Re-visioned/Re-Plant church forms strategies for engaging meeting community needs) leading to evangelism and discipleship.
- In time, the new Re-visioned/Replant church 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.
- If the Re-visioned/Re-Plant leader is a layperson, he/she is required to attend appropriate training encouraged by the Northern California Conference.
- The Re-visioned/Replant core (leadership) team is expected to be faithful members of the Northern California Conference.



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## Re-Vision/Re-Plant Church 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 \_\_\_\_\_





**#engage**

ENGAGE YOUR CHURCH IN PLANTING

Church Planting Essentials





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**Motto:** "To intentionally and effectively expand God's Kingdom by multiplication through a church planting support system."



### Inspiration for This Initiative:

"A vision appeared to Paul in the night: a man of Macedonia was standing and appealing to him, and saying, 'Come over to Macedonia and help us.' When he had seen the vision, immediately we sought to go into Macedonia, concluding that God had called us to preach the gospel to them (Acts 16:9-10).

"Many countries are waiting for the advanced light the Lord has for them; and your faith is limited, it is very small. Your conception of the work needs to be greatly enlarged. Oakland, San Francisco, Sacramento, Woodland, and the large cities in the United States must hear the message of truth. Go forward. God will work with great power if you will walk in all humility of mind before Him. It is not faith to talk of impossibilities. Nothing is impossible with God" (*Life Sketches*, 209.1).





## **Essential One** Develop an **Assessing** **Team**

1. This team will assess church planters and their core leaders prior to planting a church. This team may use a spiritual gift test from [APEST.com](http://APEST.com) or a temperament test, like DiSC, for this assessment. The outcome of this assessment is not the approval or disapproval of the church planter. Instead, these assessment tests will be used for self-awareness of strengths and areas of focus during the church planting journey.
2. This team will also assess potential demographic areas, or people groups, that a church planting team may want to reach.



## **Essential Two** Develop a **Training Team**



1. This team will need to develop educational materials and curriculum to train our church planters and their core team.
2. This training will equip church planters to successfully reach out to their community, integrating evangelism, discipleship, and other church planting essentials.





This team will provide resources from the North American Division, Pacific Union Conference, Northern California Conference, and elsewhere as deemed best.

## **Essential Three** Develop a **Resourcing Team**



North  
American  
Division



Pacific  
Union  
Conference



Northern  
California  
Conference



Other  
Places



## **Essential Four** Develop a **Coaching** **Team**



1. This team will coach each church planter as well as his/her core team members.
2. The coaches on the team can also serve as mentors.
3. No one can plant a church without a coach.



## **Essential Five** Develop a **Sending Team**

1. This team will provide a consecration service for the church planter and his/her core team prior to the beginning of their work.
2. This team will ensure all preliminary stages are met prior to the launch of the church plant.
3. Also, this team will require all new church plants to support the planting of another church within 5 to 10 years.





## Essential Six Develop an Evaluating Team

This team  
will annually  
evaluate  
each church  
plant and  
recommend  
changes.

TIME TO  
EVALUATE