

Northern California Conference of Seventh-day Adventists



Church PLANTING

Initiative
ROADMAP



**The mission of the
Northern California
Conference (NCC)
of Seventh-day**

Adventists is to be a network of churches, schools and ministries dedicated to transforming people through the good news of Jesus Christ and preparing them for His soon return.

The Northern California Conference developed three initiatives to accomplish this mission. They are: Engage your calling to ministry, Engage your church in planting, and Engage your community with compassion. This church planting initiative endeavors to accomplish the second of these three initiatives.

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I. INTRODUCTION

Though each church plant will have their own expressed values, every planting effort can endeavor to be in alignment with the NCC Church planting values which are:

1. Grace-filled life: A life that results in contagious kindness
2. Servant's heart
3. Passion for souls or lost people

This initiative intends to foster these values by providing this roadmap and support that will

result in these values being lived.

- The **mission** of this initiative is to plant missional churches that bring the gospel to unreached and under reached people groups in ways they can understand and relate.
- The **vision** is to have a church planting movement that will mobilize the people who are called to plant churches in Northern California to effectively expand God's Kingdom by multiplication through a church planting support system.



Biblical Rationale for Planting New Missional Churches for Unreached People Groups

Studies show that the overwhelming majority of churches that start new congregations are revitalized and become healthier than they were before.

PRAY, PLAN, PLANT

Planting new churches is to realize God’s dream; that everywhere there would be people who serve their community and share the Gospel of Jesus Christ. If we look deeply into the foundations of why churches are started it is to reach people where they are at, and to connect people to an abundant life in Jesus Christ as well as prepare them for His second coming

For some, the idea of planting a new church is overwhelming. They believe that taking on this responsibility is too much, or that their own church needs to be revitalized first before they could ever think about something like that. What most people don’t know is that when it comes to starting a new church, having a baby actually helps bring revival to the declining or plateaued church. Studies show that the overwhelming majority of churches that start new congregations are revitalized and become healthier than they were before.

In addition to this, there are many good reasons to plant churches:

It is Biblical

It is vital for spreading the Gospel (Acts 13:1-5). It is very likely part of the “first love” that Christians are encouraged to regain in Revelation chapter 2:4. Ellen White states, “place after place is to be visited; church after church is to be raised up” (7 T, 19). New churches best reach new residents, new generations, and new people groups.

1. Romans 15:20-22; In 1 Corinthians 9:19-23 the apostle Paul challenges us with the concept of contextualization - being a Jew to win Jews and a Gentile to win Gentiles. He wrote of his “great sense of obligation to people in our culture and to people in other cultures, to the educated and uneducated.” Romans 1:14 NLT

Vision of Ellen G. White of the Work in California and the rest of the world.

The vision took place in Santa Rosa CA on April 1, 1874. This was the beginning of the work in California and to all the West and from here go to the world. In September of that year the Seventh-day Adventist Church sent their first missionary overseas (John N. Andrews)

While in California in the year 1874, I was given an impressive dream, in which was represented the instrumentality of the press in the work of giving the third angel's message to the world. *LS 208.1*

I dreamed that several of the brethren in California were in council, considering the best plan for labor during the coming season. Some thought it wise to shun the large cities, and work in smaller places. My husband was earnestly urging that **broader plans be laid**, and **more extended efforts** made, which would better compare with the **character of our message**. *LS 208.2*

Then a young man whom I had frequently seen in my dreams, came into the council. He listened with deep interest to the words that were spoken, and then, speaking with deliberation and authoritative confidence, said: *LS 208.3* "The cities and villages constitute a part of the Lord's vineyard. They must hear the messages of warning. The enemy of truth is making desperate efforts to turn the people from the truth of God to falsehood.... You are to sow beside all waters. *LS 208.4*

"It may be that you will not at once see the result of your labor, but this should not discourage you. Take Christ as your example. He had many hearers, but few followers. Noah

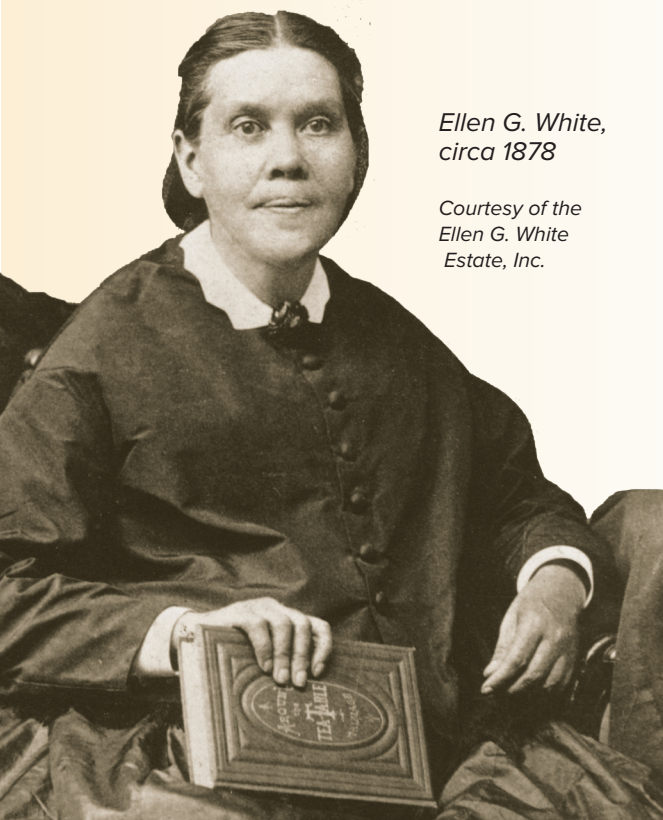
preached for one hundred and twenty years to the people before the flood; yet out of the multitudes on the earth at that time only eight were saved." *LS 208.5*

The messenger continued: "You are **entertaining too limited ideas of the work for this time**. You are trying to plan the work so that you can embrace it in your arms. You must take **broader views**. Your light must not be put under a bushel or under a bed, but on a candlestick, that it may give light to all that are in the house. Your house is the world.... *LS 208.6*

"The verity and truth of the binding claims of the fourth commandment must be presented in clear lines before the people. 'Ye are My witnesses.' **The message will go in power to all parts of the world, to Oregon, to Europe, to Australia, to the islands of the sea, to all nations, tongues, and peoples.** Preserve the dignity of the truth. It will grow to large proportions. 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.** The light of the binding claims of the law of God is to test and prove the world" *LS 209.1*

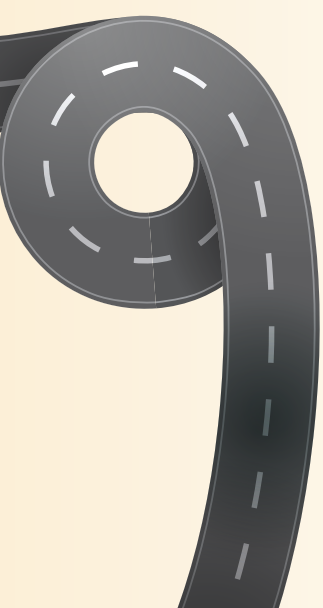
In my last vision I was shown that we should have a part to act in California in extending and confirming the work already commenced. I was shown that **missionary labor must be put forth in California, Australia, Oregon, and other territories far more extensively than our people have imagined, or ever contemplated and planned.** I was shown that **we do not at the present time move as fast as the opening providence of God leads the way.** I was

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.



Ellen G. White,
circa 1878

Courtesy of the
Ellen G. White
Estate, Inc.



shown that the present **truth might be a power in California if the believers in the message would give no place to the enemy in unbelief and selfishness**, but would concentrate their efforts to one object, —the upbuilding of the cause of present truth. LS 209.2

Time is short; and all who believe this message, should feel a solemn obligation resting upon them to be disinterested workers, exerting their influence on the right

side, and never by word or action be found arrayed against those who are seeking to advance the interests of God's cause. **The ideas of our brethren are altogether too narrow. They expect but little. Their faith is too small.** LS 210.2

The light God has given us isn't worth much to the world unless it can be seen by being presented before them. I declare to you our vision must be extended. We see things nigh, but not afar off.



Importance of Planting Churches That Meet People Where They Are

1. "As the Father has sent Me, I also send you" (John 20:21). Since the Father had sent Jesus to seek and save the lost" (Luke 19:10) ... So, Jesus' words apply to the people he was addressing as well as to us and all believers. Like those people 2,000 years ago, we are called and sent by God to go **wherever and for whatever purpose God chooses**. (Ed Stetzer and Daniel IM, *Planting Missional Churches*, p. 30

2. Using the phrase "all nations," Jesus clearly intended for the gospel to reach lost people among what today missiologists call "people groups", in fact, he intended for us to take the message to **every people group**

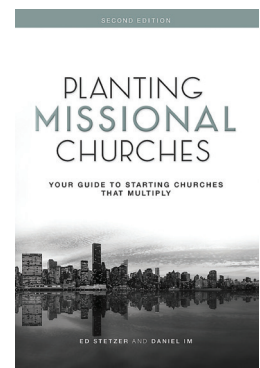
and population segment. To understand this, church planters need to think less about political boundaries and more about the populations who live there... Jesus commissioned us to reach-and, yes, he told us to reach them "all". How do we do this? Through **contextualization**. We recognize that different people groups and population segments have different values. **God designed the gospel so the unchanging message can be put into changing "cultural container" to reach people where they are and to take them where they need to go...** For missionaries in the Western world to effectively make disciples of all nations, they must learn

and use the **skill of contextualization.**” (Ed Stetzer and Daniel Im, *Planting Missional Churches*, p. 31)

3. **Call to a Community, culture, or people group.** “Just as a call to the Gentiles compelled the apostle Paul, part of the planter’s call is to a certain people. That call may be to the people of a specific community or a specific culture or demographic group.” Paul received direction from God as to where his team should plant, and his teammates had confidence in his decisions (Acts 16:6-10). (Ed Stetzer and Daniel Im, *Planting Missional Churches*, p. 51. Sensing the call from God to reach a specific people or demographic group will also help church planters break through barriers when reaching them.

4. “Jesus was the content of the message. “But we preach Christ crucified: a stumbling

block to Jews and foolishness to Gentiles.” (1 Cor. 1:23 NIV). “Early believers were sent (as we are) for the same purpose for which Jesus was sent to disciple all people groups by seeking and saving the lost—both locally and around the world. New Testament Christians acted out these commands as any spiritually healthy, obedient believers would: they planted more New Testament churches. The Great Commission instructs us to do the same. The sending God sent the Son. We join him in this mission of seeking and saving the lost. We are to be God’s sent people to proclaim the message of repentance and forgiveness in the power of the Holy Spirit both locally and worldwide to all people groups.” Ed Stetzer and Daniel IM, *Planting Missional Churches*, p. 34.



It is Efficient

“Planting new churches is the most efficient evangelistic methodology under Heaven”- C Peter Wagner. When a small group of people set their sole focus on starting a new church there is a life and an energy that is lacking in most established churches. Even denominations that are declining overall state that their newly planted churches are growing at nearly a 10% rate.

It is Necessary

Studies verify that every denomination that is adding congregations is gaining members; while on the other hand every denomination that is losing congregations is losing members. Church planting is necessary for the survival of the denomination.

It Develops New Leaders

It is no secret that the Adventist church has an aging pastorate. New leaders are needed at both the local lay level and at the denominational level. Church planting allows people—both lay and pastoral—who have never had the opportunity to lead to use their gifts in new innovative ways.

It is Revitalizing

A study done on 625 Southern Baptist congregations who were planting a church revealed that they themselves grew on average by nearly 22%. The myth that a mother church suffers when it decides to plant has been disproven over and over again. Churches that plant churches are revitalized and grow themselves. (<https://paconference.org/church-planting/>)



PRAY

A church plant is nothing to take lightly. It is both the most rewarding thing you will ever do and one of the most difficult things you will ever do. It takes time, money, and dedication to see it succeed. As with everything we do as Christians starting a new church needs to be soaked in prayer. Prayer and fasting are one great way to be sure God is leading you to plant a church. A forty-day prayer commitment is recommended before any plans begin.



PLAN

How do you know you are called to plant a church? Is there a burning desire in you to reach an unreached nearby community? Is there a specific group of people in your hometown who cannot be reached by an established church? Do you have the support and backing of another local Adventist Church? Will you launch from your home or a more public place? These questions and more are a great place to start the Planning Process. There is no cookie cutter plan that will work everywhere. Each plan has to be contextualized for the community you are trying to reach.



PLANT

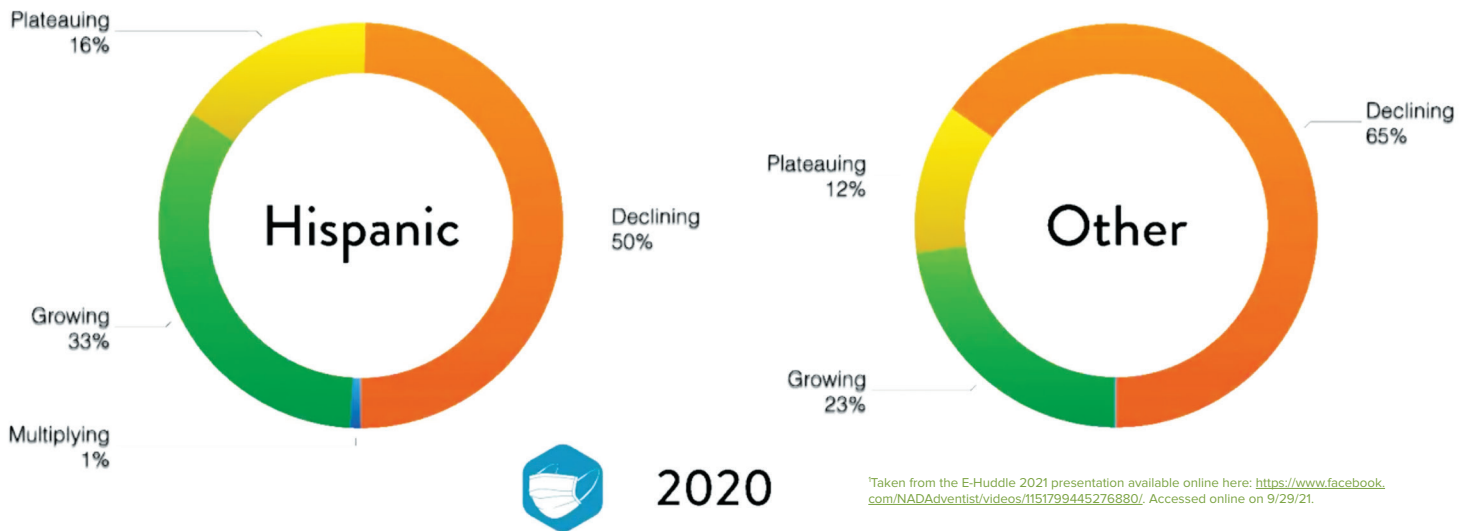
It's time to launch! Your careful planning will help the actual implementation be more successful, but there is always a need to be flexible in church planting. While you are gaining Bible studies, seeing visitors come to church, and watching people being baptized our office is here for support, encouragement, coaching, and advice.

Data that creates a sense of urgency for church planting (<https://paconference.org/church-planting/>)

1. NAD Data / Roger Hernandez

In the NAD there are four categories of churches: Multiplying, Growing, Plateauing and Declining. Out of the 6,000 churches in the NAD only 33 are in the multiplying category (about 1%). Furthermore, the almost 1% of multiplying churches are primarily amongst the Hispanic population as this graphic illustrates (see opposite page):¹

North American Division (NAD)



It is clear from this data that there is a necessity to develop missional and multiplying churches in the North American Division – including in the Northern California Conference.

2. NCC Ministry Context:

b. *Tyler*: Focus on getting data relating to people groups and demographic areas that need churches using Mission Insight. <https://missioninsite.com/solutions/denominational-offices/>

b. *Paul*: Focus on population for our territory, Adventist churches to population ratio, churches needed per 20,000, concentration of churches in rural or suburban but need more in urban.

The Northern California is on a mission to reach its unchurched population with its 8 million plus, residents of our territory with the gospel of Jesus Christ. We will accomplish it by intentionally and effectively expanding God’s kingdom by multiplication through a church planting support initiative. We currently have 163 churches, and companies, with the

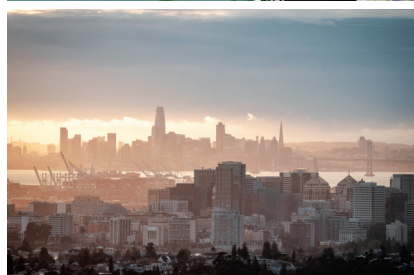
Northern California Conference. The goal is to plant a church for every 25,000 people. To reach that goal, we need to have 320 churches in Northern California. This represents an urgent need to plant 157 more churches.

3. Identifying areas or people groups within NCC for church plants

- Sacramento
- El Dorado
- Oakland (Diamond District)
- Redding (Spanish)



missioninsite.com





II. DEFINITION OF CHURCH PLANTING

*A missional
church
planted:*

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 will meet at least bi-weekly (in the first few months then weekly as the work goes beyond planning and team building) to strategically minister to its community (or target group) with the goal of growing His kingdom and becoming a self-sustaining, self-replicating, and contextualized church that glorifies God.

III. THE CHURCH PLANTER



Identifying Where God is Working to Establish a Church Plant

Is it possible for God to be calling you to plant a church and you are not seeing it? “Elisha and his servant were in the city of Dothan surrounded by an army. The servant was terrified, but Elisha was calm. “Elisha prayed, ‘O Lord, open his eyes so he may see.’ Then the Lord opened the servant’s eyes, and he looked and saw the hills full of horses and chariots of fire all around Elisha” (2 Kings 6:17). Only when the Lord, opened the servant’s eyes did he see God’s activity all around him... Two factors are important for you to recognize the activity of God around you.

1. You must be living in an intimate love relationship with God.

2. God must take the initiative to ask God to open your spiritual eyes, so you can see what He is doing.

When God reveals to you what He is doing around you, that is your invitation to join Him.

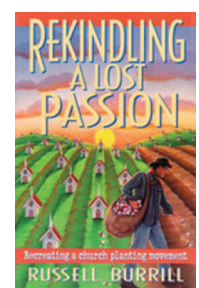
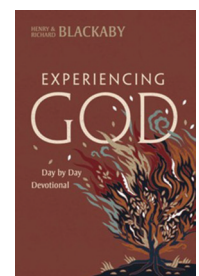
Recognizing God’s activity is dependent on your love relationship with Him and His taking the initiative to open your spiritual eyes to see it.” (Henry T. Blackaby, *Experiencing God*, p. 66,67).

Adventism a Church-Planting Movement

Adventism began as a church-planting movement in the West. (Russell Burrill, *Rekindling a Lost Passion: Recreating a Church Planting Movement*, Fallbrook, CA: Hart Research Center, 1999). Research shows that new churches reach new people, and only those conferences planting new churches grow. (Peter Roennfeldt, *Ministry Magazine*, December 2013).

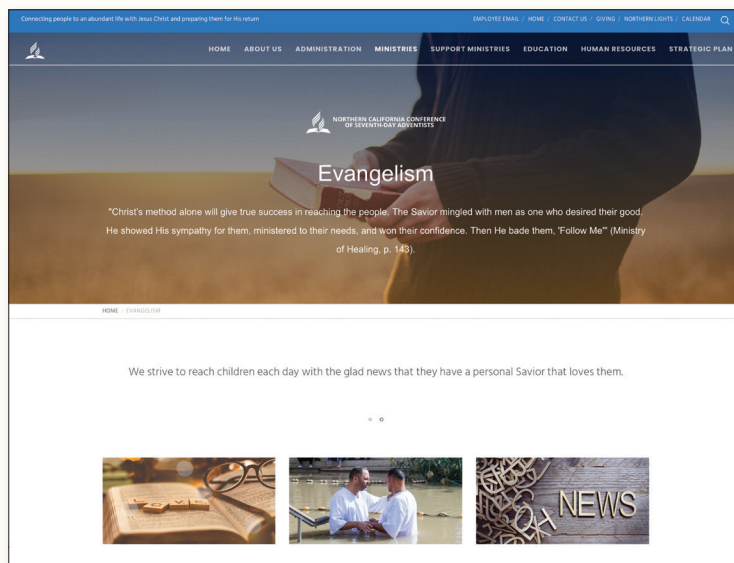
A. Expectations or assumptions about the church planter

1. The Church planter is a



member in regular standing at a local church (However there is room on the core team for non-Adventist team members so long as they are in line with the vision and values of the Adventist plant and actively in a discipling relationship with an Adventist core member)

2. Adheres to Adventist beliefs
3. Has the approval of their local pastor and church (if applicable)
4. Is a team player who is supportive
5. Is engaged in church life and ministry
6. Has spiritual gifts that are consistent with that of a church planter
7. Has, or is willing to, clarify expectations and roles between the sponsoring church and the church plant
8. Has, or is willing to, clarify expectations and roles of the church planting initiative and the Conference by utilizing the process outlined on the NCC Evangelism Department webpage (see: <https://nccsda.com/evangelism/>).



B. Assessments

1. *Expectations*: The planter agrees to the expectations and assumptions outlined in Sections II and IIIA.
2. *Evaluations/Assessments*: Evaluating

the call of the planter's spiritual gifts to see if they are consistent with that of church planters by utilizing the APEST assessment and other ACTS assessment tools.

3. *Trainings*: The planter has committed to attend the four ACTS Cohort modules that are offered once a quarter as well as the coaching that will be assigned to them.
4. *Recognition*: Is the planter part of a team recognized by the Conference?
5. *Interview Questions* (see below)
6. *Demographics*: The planter identifies initial demographics of the "target" area or people group(s) in conjunction with the Conference.
7. The planter shows a willingness to embrace the *vision of multiplication*.

C. Status Check and Possible Interview Questions

1. Is the planter looking to lead a church plant or be a part of a team and serve in a supportive role?
2. Has the planter(s) been involved in planting in the past. If yes, then in what capacity? Was it:
 - a. As the church plant leader?
 - b. A supportive member of the team?
 - c. Or another role?
3. If the planter was involved with a church plant before, was this (in their opinion) a successful church plant? Why do they feel it was successful or unsuccessful?
 - a. Year(s) involved with the church plant
 - b. Name of the Church plant and Conference it was in.
4. Is the planter willing to leave the comfort of the local congregation to focus on this effort?
5. Does the planter have a context in mind to plant the new church in? What is that context or territory?
6. Has the planter received training in church planting methods? What type of training? How many trainings?

IV. STAGE

A. **Level 1: Ready to Go** (*The hope is at this point the planter is in the ACTS Cohort and going through the PLANT process*)

1. Strong affirmation that God is calling the person to plant a church
2. The individual is implementing spiritual practices
3. The planting context has been identified by the leader.
4. Initial core team has been or is being put in place
(Between ACTS Modules 1 and 2)
5. The following key elements are in place
 - a. All of the items mentioned above in Sections II and III: Agree with definitions, assumptions and have undergone assessments/trainings. (Before ACTS module 1 begins)
 - b. Strong perception of being called by God to plant a church exists
(Before ACTS module 1 begins)
 - c. Experience
 - d. Clear concept of church planting that is based upon Biblical grounds and practices
(After ACTS module 1)
 - e. Have the approval of the pastor, or leaders and congregation (
Before ACTS module 1 begins)
 - f. Ready to lead or be a part of a team led by another person
 - g. Ready to leave the comfort of local church to focus (This is not required until the mission is firmly planted in the new plants community and before Weekly worship gatherings begin. It is likely the new planters on the team will have one year from the moment they are called to having to drop their current churches ministries fully.)
 - h. Has attended a number of trainings and shows implementation through the development of a church planting plan. (ACTS modules 1-3 all contribute to this process)
 - i. Readiness to work with a coach and other leaders is evidenced (Before ACTS module starts)
 - j. Ready to receive further training in specific areas of church planting or ministry (Before ACTS module starts)
 - k. A coach is in place or will be in place soon (After ACTS module 1)



6. Creating a Church Launch Plan (Tim Madding) (ACTS Module 4)

Creating a Launch Strategy will force you to clarify your vision, give you a focusing tool for everything you and your team do leading up to launch, and come in really handy for your fundraising efforts.

Launch Plan Answers:

1. Why are you planting this church?
2. Who are you trying to reach?
3. Who is going to be planting with you?
4. How much is it going to cost?
5. How is it going to get funded?
6. What kind of church will it be?
7. How will you build your launch team?

Purpose of Launch Plan:

1. Something clear and concise in writing
2. Focuses your vision
3. Fundraising mechanism
4. Recruiting tool
5. Get feedback from experienced planters
6. Help with priority focus
7. Helps monitor progress

Things to Include in Launch Plan:

1. A Letter from the Lead Planter
2. Purpose of this Strategy
3. Our Leadership
4. Vision, Mission, Values
5. Our Context
6. Our Dream for Opening Day
7. Guest Experience
8. The Timeline
9. The Budget
10. How We're Going to Do This

“Creating a Launch Strategy will force you to clarify your vision, give you a focusing tool for everything you and your team do leading up to launch ...”





B. Level 2: Getting Ready (At this level the potential planter is likely a good candidate for a core team but not as the leader and possibly is invited to attend ACTS with the plant leader)

1. All of the items mentioned above in Sections II and III: Agree with definitions, assumptions and have undergone assessments/trainings.
2. Still in the process of discerning the call to church planting
3. Still in the process of assessing spiritual gifts
4. Not experienced but have a desire to plant
5. Needs to mature in understanding of concepts of church planting
6. May not have defined what role or capacity in which they want to participate (Leader, support team member, etc.)
7. Not sure if they are ready to leave the comfort of local congregation
8. No planting context has been identified
9. Spiritual practices are not being implemented consistently
10. Needs a good amount of training in all aspects of church planting
11. A coach is not assigned at this level

C. Level 3: Not Ready (This individual should be asked to keep the planting project in prayer and may be invited to attend mission outreach or social events the core team puts on)

1. The potential leader or group has the wrong motivation for planting a church and needs to be brought in line with the correct understanding of church planting.
2. Lacks fundamental training
3. The leader or group has potential but shows no motivation
4. The leader or group wants information but has no commitment to implement what is learned
5. There is ambivalence about the idea of planting



V. PUTTING EVERYTHING TOGETHER

A. Create a database of potential planters

1. Those that have attended trainings
2. Those recommended by pastors

B. NCC Secures finances for potential plants

1. Initial funds
2. Long term funds for the planting initiative

C. Classify the planter or plant

1. How many are in level 1?
2. Level 2?
3. Level 3?

D. Are all the fundamentals in place?

1. Identify potential church plants amongst people groups or in different locations or areas.
2. Identify leaders of those potential church plants consistent with Sections II & III
3. Identify each team of those plants
4. Identify sponsoring church(es)
5. If there is no sponsoring church(es), then identify what church or territory they

are planning to plant in and have them interact with the pastor in that area to solicit feedback as well as develop an understanding before proceeding.

6. Identify the support system for the Church plant leader
 - a. Pastor
 - b. Coach
 - c. Church Growth Director
 - d. Other leaders
7. Identify if the planting team has a plan that includes:
 - a. Who is the leader? What is their role and qualifications?
 - b. A list and brief description of the role, expectations, and qualifications of the rest of the members of the planting team.
 - c. A description and justification of the mission field, target group or community
 - d. A description of what stage the plant is in (Planting Seed, Deepening Root, sprouting above the soil, branching out into the world, bearing fruit and reproducing).

- e. Sponsoring church(es), and/or the Pastor that has ok'd the endeavor
 - f. Drafting of mission, vision and values statements (ACTS Module 2)
 - g. Timeline that leads to the launching or inauguration of the plant (ACTS Module 2)
 - h. Budget: Plan financing sources (expenses, fund sources, etc.). The Evangelism/Church Planting fund request form can be utilized. (sometime after Modules 2 and/or 3)
 - i. What type of regular planning strategy will be employed (ACTS Module 2)
 - j. What type of church is envisioned overall (ACTS Module 2)
8. Look for Conference approval (per guidelines mentioned above in Section III).

E. Roles and Expectations

1. The planter

a. Fundamentally, the role of the church planter is to share God's vision for church planting with other people and to organize a core group which she or he will disciple for mission and work together with to create (through a process of collective vision casting) a mission and vision for the new church plant.

b. The planter views church planting as his or her primary ministry and, as the leader of the core group, he or she acts as a servant-leader and guide to the group of fellow-planters in the task of planting a new church.

In addition, as the head of the task at hand, the church planter fulfills these responsibilities:

- To infuse passionate atmosphere in the group for kingdom expansion.
- The church planter utilizes and administers assessment of the gifts of others to help them come into a unified mission and core team that works in common together for God. They then with an understanding of this gifting, work

towards a common vision of planting this new church. This will greatly reduce conflict on the team. When conflict does arise, the planter manages it in a Christlike manner and resolves issues having in mind that sole interest: The Kingdom of God. (This assessment process will be taught to the planters in ACTS module 1)

- Administrates the financial resources in a manner that is consistent with seeking first the Kingdom of God.
- Puts time and energy into the social, spiritual, and emotional aspects pertaining to the plant team
- Prioritizes the Kingdom of God: The planting leader gives his or herself to the task of saving people, as Jesus gave himself for us. In this way he or she sees themselves as partners with God in the salvation of humans.

- Takes every opportunity to grow, having a personal study program and attending the ACTS modules provided by the organization.

2. The planting team

a. *Core Team:* A Group of people trained in the mission and it's needed lifestyle rhythms that are committed to planting a missional church. They also have worked as a team to develop the plants vision and lead out in its mission.

b. *Launch Team:* A combination of the core team (see above) in collaboration with a greater group of people who buy into an established vision and help to launch the church.

3. Supportive team - The role of the supportive team and leaders can be summarized as follows:

a. They facilitate the implementation of the vision they share with the church planting team by providing their available time, gifts and other resources which serve to strengthen the church planting project.

A Core Team group of people trained in the mission and it's needed lifestyle rhythms that are committed to planting a missional church.

The pastor of the sponsoring church plays a vital role in the church planting process, though he/she will not necessarily be part of the planting team.

²See [Angela Duckworth](#)

b. *The local pastor:* The pastor of the sponsoring church (if applicable) plays a vital role in the church planting process, though he/she will not necessarily be part of the planting team. In the cases where the sponsoring pastor is part of the planting team, his/her role will primarily be defined in the context of that group. If the sponsoring pastor is not part of the team, he/she will be a major source of external support through such things as: providing guidance to the planting team, securing resources from the sponsoring church, serving as the liaison and covenant facilitator between the two entities, and helping connect the Church Growth/Evangelism Director with the planting team.

c. *Church(es) involved:* The relationship between the sponsoring church and the church plant is a crucial one. As the NAD Evangelism Institute notes, “Sustainable church planting includes a healthy and intentional relationship between sponsor church and church plant, particularly the first three years. This involves more than the sponsor church simply giving its ‘blessing’ and the church plant becoming a silo. Based upon the four principles of effective church planting partnerships, this template has been developed between the leadership of the new plant and sponsor church for approval at church business meeting”. With this in mind,

it is recommended that the church plant and the sponsoring church utilize the document entitled, “Partnership Covenant Between Sponsor Church and Church Plant” (see Appendix 3) to articulate roles and expectations.

4. The Conference’s role

a. *Church Growth/Evangelism Director:*

- Leads out in the implementation of ACTS Modules and Coaching training for the planters (see Appendix 4).
- Assists church plants in developing a contextualized mission plan to reach unreached people groups.
- Facilitate church planter’s assessment tools such as APEST (Apostolic, Evangelist, Shephard, Teacher), GRIT² and appropriate follow up.
- Develop resources for pastors and church planters.
- Provides coaching to church planters.
- Distributes the allocated financial resources from the denomination to the church plant.

b. *Secretariat:* Facilitates the approval process of missional groups and funding from the Conference, Union and NAD for church plants.

c. *Treasury:* Works with the Evangelism Director to distribute church planting funds.

The conference partners with local individuals in helping their ministry and planting churches.





Missional Group –

Church Plant Process:

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

1. The Process

- Sponsor Church Pastor & Church Planter utilize NCC Church planting Essentials.
- The idea of planting a new congregation is presented to the church leaders.
- The Planter is strongly encouraged to go through the ACTS assessment process to help them determine the readiness for the plant project
- A core team, which will be the nucleus of the new congregation, is identified within the membership of the sponsoring church(es). (after ACTS module 1)
- A shared strategic vision for the new congregation is created by the core team. (After ACTS module 2)
- The core team presents the vision and plan for establishing the new congregation to the church board of the sponsoring church and to the church in business session. (Before

ACTS module 1)

- The pastor submits an application on behalf of the church to the Evangelism Department. (After ACTS Module 2)
- The Church Planting Advisory votes, to recommend to North California Conference Administration the formation of the new Missional Group.
- NCC Administration votes the new Missional Group into existence.

2. Missional Group Training and Launching

- Core team goes through the training on mission and policies that is required by the Northern California Conference for new church plants. (Planting pastor invites 2 core members to participate in ACTS modules with him/her before or after module 1)
- The Church Growth/Evangelism Director designates a coach for the leader(s) of the new Missional Group after ACTS module 1.

A core team goes through the training on mission and policies that is required by the Northern California Conference for new church plants.

- The pastor or lay leader will coordinate with the Executive Secretary and/or Evangelism Director the new church plant ceremony of the new missional group.

- The pastor, the church board(s) of the sponsoring church(es), and Church Planting Advisory, support and give leadership to the new missional group.

3. Becoming a self-Sustaining, Replicating, Contextualized Church

- The new missional group forms strategies for engaging (meeting community needs) for discipleship and evangelism. (After ACTS module 2)

- In time, the new Missional Group is expected to grow and mature in discipleship, leadership, member engagement in the community, conversion growth, attendance, and financial solvency.

- Remittances of tithe and offerings are accounted by the sponsoring church. The lay leader is required to attend the (When available: Lay Pastors training the Northern California Conference) church planting Conference sponsored training events.

- The largest portion of the new missional core team is expected to be faithful members of the Northern California Conference. (We recognize not all the core members will be SDA in the beginning of the planting journey for some teams, so we expect a strong discipleship initiative with those non-SDA members of the team)

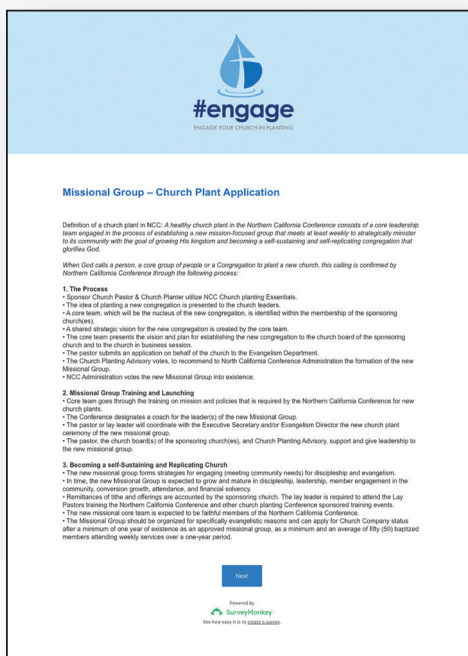
- The Missional Group should be organized for specifically evangelistic reasons and can apply for Church Company status after a minimum of one year of existence as an approved missional group, and an average of fifty (50) baptized members attending weekly services over a one-year period.

[Fill out the Church Planting Application](#)

4. The Church Planting Coach

- a. Coaches have a degree of coaching knowledge obtained through ACTS residency modules or another mode of coaching training
- b. Coaching Agreement-There will be a coaching agreement established with the coaches and coaches for 12 sessions of coaching per planter with the ability to ratify the agreement after that time expires
- c. Regular meetings-The Planter is responsible for scheduling the coaching sessions with the coach once assigned.

[Fill out the Church Planting Application](#)



F. Organization

³See Appendix 1

1. Sample timeline developed for church planter and team³
2. Task force to plan and implement the initiative along with organize trainings
3. Supportive, enrichment and relieve activities in place (seminars, rallies, conference, retreats, summits)
4. Regular assessment of planters
5. Ongoing application reviews
6. Revision of Conference policy and guidelines to manage the program



VI. CONCLUSION

What we expect to see as a result of the church planting roadmap being utilized and the program being implemented.

Through this church planters roadmap, we endeavor to offer it as a resource to provide guidance and inspiration to people who feel compelled and called by God to raise up churches and launch a church planting movement in the Northern California Conference that will expand God's Kingdom by multiplication.

APPENDIX 1: Sample Timeline for Planting a Church⁴

Fuel Up (12 to 6 months)	Rollout (6 months)	All Systems Go (3 months)	Launch (Ongoing)
Establish a prayer team and begin praying about prospective area(s).	Continue training	Select children program materials	Ensure large number of volunteers to assist to prevent burnout
Recruit the Core team and administer assessments that could include: <ul style="list-style-type: none"> • APEST (gifts of the team) • GRIT (perseverance of the team) 	Continue working with coach	Core team - fasting, prayer and Bible study	Keep service limited to what team is capable of offering
Begin weekly vision meetings to include: <ul style="list-style-type: none"> • Select area • Community assessment (Survey neighborhoods, Get acquainted with community & survey community leaders) • Strategy for selected area • Create assimilation or discipleship track 	Networking with community services and leaders	Plan Grand Opening	Begin praying and planning for multiplication
Develop the mission, vision & values document with timeline to present to a sponsoring church. Secure approval of sponsoring church. Fill out NCC planting application after local church approval.	Continue to get acquainted with your community.		
Training of the team	Finalize budget and establish financing plan.		
Develop Partnership Covenant between sponsoring church and church plant. <i>*It is suggested that the sponsoring church begin planning the sending dedication service after this time.</i>	Launch community engagement initiatives.		
Name & signage	Provide ongoing updates to church sponsor and prayer group		
Identify gifts of the team	Begin planning church services.		
Core team building activities (social activities, study, etc.)			
Plan children’s ministries			
Work with conference assigned coach			

⁴For an evaluation tool for general readiness to plant a church, please consider Appendix 2.

APPENDIX 2: NCC Church Planting Storyboard⁵



NORTHERN CALIFORNIA CONFERENCE

Church Planter Storyboard

BY DEL DUNAVANT

Ask yourself; (1) where are you now, (2) where do you soon want to be, and (3) how will you get there?



	Pre-launch	Launching	Growing	Maturing
Prayer Planting	Leaders emphasize the necessity of prayer. Core team prays daily for baptism of the Holy Spirit (so team will be safe for God to bless).	Prayer leader, team & ministries established. Daily praying for community's needs and for church planting team trying to reach them.	Prayer walking the community. Continuing to ask community about its prayer needs (and other needs).	Holding monthly prayer retreats (locally). Establishing days of prayer and fasting.
Assessing Community needs	Determine who, or where, CP team wants to reach. (Who can they love and be loved by)?	Mingling with community to determine their needs, personality, and core values.	Developing impact ministries to meet the specific needs of their community.	Core team is beginning to look more and more like their community. (If not, why not)?
Building a Core Team for Church Planting	Cast vision at many SDA gathering to find supporters of your church plant. Carefully vet interested persons.	Builds a committed team who have a passion for the lost. Further develops inspiring vision and core values and insures each member works in harmony with them.	Monthly meeting with each team member to insure his/her daily prayers, seeking others to serve, and reviews his/her impact ministry.	Monthly core team meetings to review vision, values, ministries, and seeking of other supporters.
Establishing a Missional Church	Developed a strong prayer ministry, core team, and discipleship process.	Has a clear leadership team, where everyone knows the gospel, their purpose, mission, and what type of church plant they want to be.	Has a stable meeting area, a dependable financial base, and effective impact ministries. Is growing in attendance/ membership.	Each attendee is intimate with God, serves according to his/her spiritual gifts, and supports each other in small groups. Is starting to plan for another church plant.

⁵By Del Dunavant. Accessed online at ChurchPlanterStoryboard_English.pdf (nccsda.com).

APPENDIX 3: Partnership Covenant Between Sponsor Church and Church Plant



Partnership Covenant
Between Sponsor Church and Church Plant

Overview

Sustainable church planting includes a healthy and intentional relationship between sponsor church and church plant, particularly the first three years. This involves more than the sponsor church simply giving its “blessing” and the church plant becoming a silo. Based upon the four principles of effective church planting partnerships, this template has been developed between the leadership of the new plant and sponsor church for approval at church business meeting.

Name of Sponsor Church: _____ Name of Church Plant: _____

1 Prayer: How will both groups find ways to communicate prayer needs and pray together?

Sponsor Church:	Church Plant:

2 Publicity: How will both groups establish good communication?

Sponsor Church:	Church Plant:
(...how will you give updates, and how is it obvious to members and guests that you are a church planting church?)	(how will you communicate milestones, challenges, reports, etc?)

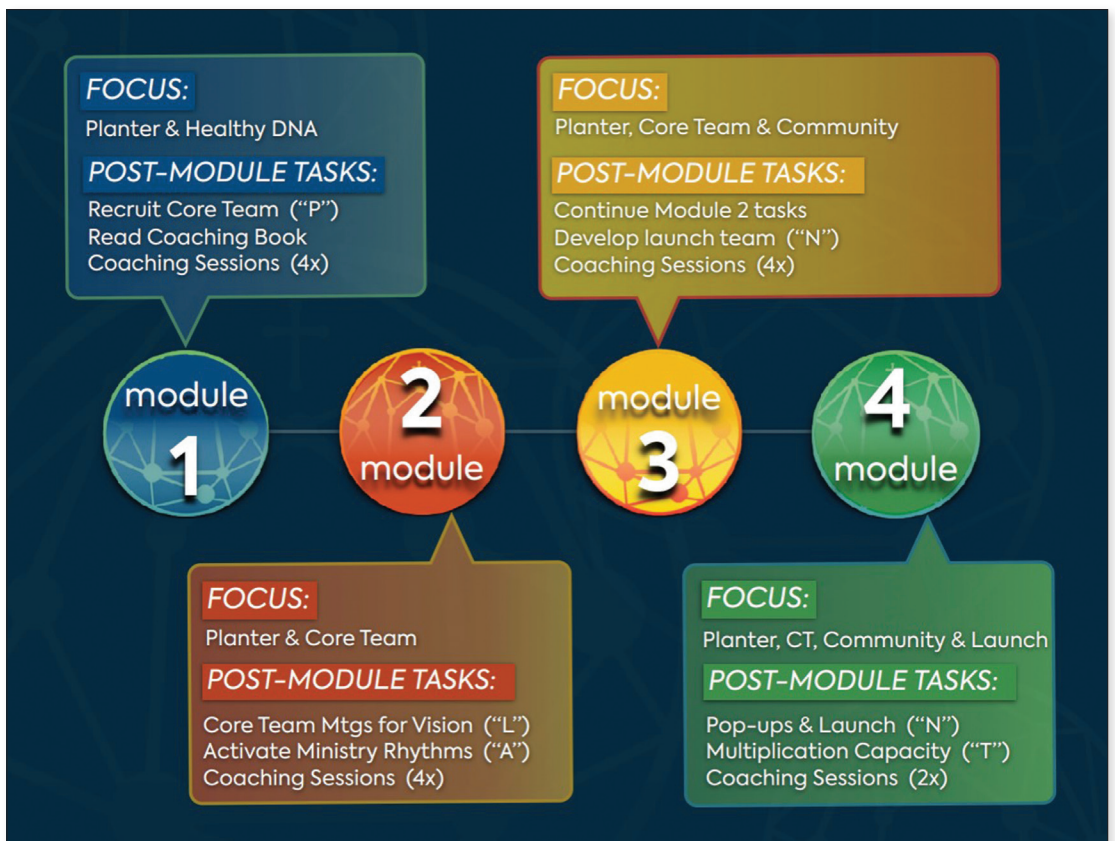
3 People: How can members and non-members get involved with the new plant?

Sponsor Church:	Church Plant:
<p>(...both for those who want to fully become new members in the new plant and those who want to stay but can get involved temporarily during startup phase...)</p>	<p>(what are the specific needs and ways people can serve...organize informational meals for interested families to learn more, etc)</p>


4 Pennies: What type of financial support will the sponsor church offer?

Sponsor Church:	Church Plant:
<p>(Some options include: one-time special offering, monthly contribution for first year or two, church budget line item, purchase of larger items such as sound system, storage trailer, etc.)</p>	<p>(...itemize your first year budget, communicate specific financial needs, etc)</p>

**APPENDIX 4:
ACTS Church
Planting Model⁶**



⁶Made available by the North American Division Evangelism Institute (NADEI) to participating Conferences. See [North American Division Evangelism Institute: ACTS \(nadei.org\)](http://North American Division Evangelism Institute: ACTS (nadei.org))

A hand is shown in the foreground, sowing seeds into dark, rich soil. The background is a bright, sunlit field with green plants growing. The sun is in the upper right corner, creating a lens flare effect. The overall scene is one of growth and hope.

Therefore, go and
make disciples
of all the nations,

BAPTIZING THEM

in the name of the

Father

and the

Son

and the **Holy Spirit.**

Matthew 28:19 NLT



Church
PLANTING
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