

**The Presbytery of Carlisle
New Church Development (NCD) Policy**

MISSION/PURPOSE STATEMENT:

TO FULFILL JESUS' GREAT COMMISSION TO MAKE DISCIPLES
BY INITIATING AND DEVELOPING NEW FAITH COMMUNITIES
TO REACH UNCHURCHED PEOPLE.

**I. THE BIBLICAL-THEOLOGICAL VISION FOR
DEVELOPING NEW FAITH COMMUNITIES.**

The formation of new Christian communities of faith finds its blueprint in the missionary activity of the early New Testament times. Christ called disciples to pray, study and serve the world with him. After Jesus' death and resurrection, those disciples went into the world with the good news and made disciples. Thus, the Christian Church began emerging and it continues to emerge in new eras, new cultures, and new places. Jesus gave the charge and promise to his disciples, "All authority in heaven and on earth has been given to me. Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything that I have commanded you. And remember, I am with you always, to the end of the age." (Matthew 28:18-19, *HOLY BIBLE, New Revised Standard Version*, Zondervan, 1990)

From the earliest times, the Christian movement, has sought to penetrate the culture with the message of the good news of Jesus Christ and to make disciples. It is the nature of the love of God in Jesus Christ to move outward. For Jesus Christ to be placed at the center of people's faith and spiritual disciplines in America's diverse cultures, the United States needs to be recognized as the mission field that it is. Faithful followers of Christ will have to take up with renewed commitment the Great Commission "to go into all the world and make disciples."

One of the most effective ways for the Presbyterian denomination to make disciples is by the formation of new faith communities. This was the chosen method of the missionaries of the first century, such as the Apostle Paul, and it works now. Our fervent prayer in the Presbytery of Carlisle echoes Jesus' prayer, "The harvest is plentiful, but the laborers are few; therefore, ask the Lord of the harvest to send out laborers into his harvest." (Luke 10:2) There is an unparalleled opportunity to respond to God's call to go, make disciples, in the vast mission field of America.

II. GENERAL STRATEGIES

The Presbytery of Carlisle will, through the NCD committee and other appropriate committees and structures:

1. Conduct demographic studies of population growth in the eight counties of south central Pennsylvania.
2. Develop and update annually a list of locations that show potential for developing a new faith community.
3. Maintain a Long-Range Financial Plan/Budget to ensure funding is available for the initiation of future new faith communities.
4. Dialogue with congregations about existing and future possibilities for developing new faith communities.
5. Mobilize and utilize the expertise and enthusiasm of volunteers from existing churches and paid consultants as needed.
6. Develop new churches in a manner consistent with the guidelines and policies set by the New Church Development (NCD) Committee and Presbytery of Carlisle from their start, to their organization, and to their self-support.
7. Nominate to the New Church Development Committee people who have a passion for church developing new faith communities and expertise in areas such as real estate, law, management, the church parish, evangelism, church growth, engineering, architecture, as well as laity and clergy who have demonstrated interest or experience in church planting
8. Be open to experimentation and new models of developing new faith communities under the guidance of the Holy Spirit and with the understanding that “this will lead us to take risks where the results may lead to success or failure.”

III. TRADITIONAL NEW CHURCH DEVELOPMENT

Traditional New Church Development is the attempted initiation and nurture of a new faith community that is centered on the purchase of land and the construction of a building.

A. SITE SELECTION AND PURCHASE

It is beneficial for the Presbytery to purchase a new church site well in advance of the targeted areas residential and commercial development. This will result in significant savings in costs to the Presbytery. In selecting a new church site, an attempt will be made to avoid locating it in an area close to existing Presbyterian churches.

Normally a site will not be purchased which is closer than four miles to any existing Presbyterian churches. Neighboring Presbyterian churches will be kept informed of the purchase of a site for a new church which is in their general vicinity.

The New Church Development Committee will select the sites for new churches. Before a particular site is purchased, the Presbytery must vote to approve the general area where sites are being investigated the establishment of a new church.

Ideal sites will be at least 15 acres of useable land. Presbytery has the right to sell excess or unused land and return those funds to the NCD Capital Fund account for future use or disposition. Whenever Presbytery considers the sale of excess or unused land, the new church situated on that site has the first option to buy the land which is for sale.

In the selection and purchase of a site for a new church, these steps will be followed:

1. The NCD Committee recommends to the Administration Committee the negotiation and purchase of a specific site.
2. The terms and conditions of land and/or building purchase is approved by the Administration Committee and the legal counsel of the Presbytery.
3. The purchase and the terms of purchase are recommended to Presbytery for action.

The same process as above would be followed by the Presbytery in the sale of sites or portions of sites held in trust by the Presbytery.

B. THE NEW CHURCH FROM START TO ORGANIZATION/CHARTER:

1. The NCD Committee targets a growing/changing area for a new church plant and meets with the nearest Presbyterian churches to share the plan and to invite them to sponsor and support the new church.
2. The NCD Committee appoints a Task Force to initiate the new church and to work with the group that is gathered until the Organizing Pastor is on the field.
3. The NCD Committee recommends to Presbytery the calling of an Organizing Pastor. Once a candidate is called to the position, she/he will be commissioned as Organizing Pastor in a service of worship during a Presbytery meeting.
4. As soon as the Organizing Pastor is in the targeted area working to establish a new church, she/he shall consult with the NCD Committee in putting together a Steering Committee. Along with the Organizing Pastor, the Steering Committee will tend to the spiritual and programmatic needs of the newly forming faith community. If possible, one person of the Steering Committee shall be from the NCD Committee.
5. The Organizing Pastor and Steering Committee proceed to gather a congregation and fashion a program of worship, study, fellowship, service, outreach/evangelism, and leadership development.
6. The Organizing Pastor's initial focus during the first few months, before initiating the first service of worship, is to build relationships and to communicate a vision of the new church about to be planted. Such things as Bible studies in homes and fellowship events could serve the spiritual needs of the group being gathered prior to the first service of worship.
7. When the Requirements of Organization from The Book of Order and the Presbytery have been met, the Steering Committee may petition the Presbytery through the NCD Committee to be officially organized as a congregation. At the same meeting of the Presbytery, the Presbytery appoints a commission to oversee the chartering of the congregation, the training and election of officers, the ordination and installation of officers, and the calling of the permanent, installed pastor.

C. THE NEW CHURCH FROM ORGANIZATION/CHARTER TO SELF-SUPPORT

Definition of "self-support" (a newly organized/chartered church no longer receiving financial aid)

The newly organized and chartered congregation will continue to be supervised by the NCD Committee of the Presbytery until the church becomes self-supporting. Usually, the new church reaches the stage of self-support within five years. Typically, a new church receives financial aid from the Presbytery, Synod, and General Assembly for five years on a descending scale.

Guidelines for the period of time between charter/organization and self-support follow:

1. The pastor gives monthly written/verbal reports to the NCD Committee.
2. The NCD Committee and the new church revisit the financial needs of the new church on an annual basis and negotiate financial aid to the church. Financial aid decreases on an annual basis until, at the end of five years, financial aid normally stops and the church is self-supporting.
3. The session and congregation of the new church will set goals, objectives, and strategies on an annual basis and report these to the NCD Committee. The session will evaluate the church's progress toward its goals annually and report the results of its evaluation to the NCD Committee in writing.
4. In light of the annual review of progress toward goals, the session will refine the mission design, goals, objectives, and strategies of the church and report this to the NCD Committee. (It is the assumption of the NCD Committee that items #3 and #4 will be part of one process and will come to the NCD Committee in one report.)
5. The session and congregation of the new church plan its first building to be constructed or space that will be leased and utilized. The plans will be presented to the NCD Committee for review and approval.
6. Independently, the New Church Development Committee conducts its own annual review of the new church's program development, membership growth, leadership training, stewardship and finances, spiritual development, and building plans.
7. At least 10% of the new church's annual budget (not including the capital funds budget) shall be allocated for mission projects in the Presbyterian Church (USA).

D. BUILDING GRANTS AND LOANS FOR NEW CHURCHES

After a new congregation has been organized and chartered, the Presbytery will grant approximately 25% toward the cost of the first phase of construction.

Presbytery will approve and co-sign construction loans secured by the newly formed church from the Synod, General Assembly, and/or commercial lending agency. The Administration Committee of the Presbytery will work with the new church in negotiating the loan/s. The Presbytery's attorney will review and approve loan documents before they are signed by the church and the Presbytery of Carlisle.

E. FINANCING CHURCH PLANTING IN THE PRESBYTERY OF CARLISLE

The Presbytery of Carlisle normally contributes to the financial support of each new church development by:

1. Purchasing the site to be given to the new church debt free.
2. Providing monthly payments for five years after an Organizing Pastor is on the field. These payments decrease on a descending scale each year of the five-year period.
3. Giving the new church a capital grant of approximately 25% of the cost of the first phase of construction.
4. Having the new mission/church submit monthly to the NCD Committee.
5. Tasking the New Church Development Committee with keeping a five year budget and financial plan for each church being planted. The NCD Committee reviews the five-year budget/financial plan annually and presents it to the Presbytery through the Administration Committee. The Presbytery votes approval of the revised five year budget/financial plan each year.

(THE WHOLE OF THE FOLLOWING SECTION IS NEW TO THIS DOCUMENT)

IV. "EMERGING" NEW CHURCH DEVELOPMENT

Emerging New Church Development is the attempt to initiate and nurture a new faith community that is centered on building relationships with unchurched and de-churched segments of the population so that the message of the Gospel is communicated in ways that are authentic to our historic faith yet relevant to the present local context.

A. NEW CHURCH DEVELOPMENT COMMITTEE / CONGREGATIONAL PARTNERSHIP

1. The New Church Development Committee is looking to identify congregations in our Presbytery that are being called by God to create new ministry that has as one of its main objectives the creation of a new faith community that ultimately leads to a new self-sustaining congregation.
2. The New Church Development Committee is looking to partner with these congregations in creating pastoral positions of "Evangelism and New Ministry" in their congregations.
3. Evangelists may be Ministers of Word and Sacraments, Commissioned Lay Pastors, Elders or non-ordained people who have the training and/or gifts for this ministry.
4. The "Evangelist" will be on the staff of the Sponsoring Church. (*The Sponsoring Church may consist of one or more congregations working together. If this is the case, it will be determined on which congregation's staff the Evangelist will be*) and accountable to that session through a New Ministry Team.
5. The membership of the New Ministry Team will be flexible but will always include at least one Pastor and member from the Sponsoring Church, one member of the New Church Development Committee and the Executive Presbyter.

B. DESCRIPTION OF EVANGELIST MINISTRY

1. Evangelists will be responsible for developing relationships with the unchurched (those who have little or no church life experiences) and the de-churched (those who in the were involved in the life of a congregation on some level in the past).

2. Evangelists will create new ministries, which may include home Bible study groups, context appropriate worship, pastoral care, Christian Education programs for children and youth, community programs, mission trips and others as needed. The type and style of the new ministries will be defined by the new Evangelist in cooperation with those she or he is ministering to and with.
3. The Ministry Task Force, Sponsoring Church and the New Church Development Committee will assist the Evangelist in defining goals for ministry, remembering that the ultimate goal is the creation of new self-sustaining faith communities rather than adding members to the Sponsoring Church. *(It should be noted however that engaging in this process will attract new members to the Sponsoring Church.)*

C. PROCESS

1. The process of engaging in Emerging New Church Development will be initiated by congregations in partnership with the NCD committee.
2. Exploratory conversation between one or more congregations and the New Church Development committee concerning the possibility of partnering in Emerging New Church Development will be based on the completion of a "Preliminary Partnership Proposal" that the congregation will submit to NCD committee. The questions included in this proposal are listed below:
 - a. In what way has your congregation discerned a call to create a new ministry?
 - b. What do you imagine this new ministry will look like?
 - c. How do you envision that this ministry will ultimately lead to a new, self-sustaining faith community?
 - d. How will this ministry have a focused Reformed and Presbyterian identity?
 - e. What other congregations will you partner with in support of this new ministry? Please list and note the role they will play in the new ministry. If you currently have not had conversations with other congregations, which congregations do you plan to approach?
 - f. Are there para-church, ecumenical or community organizations you will partner with? If so, what role(s) will they play?
 - g. What groundwork or research have you done or are in the process of doing that shows the feasibility of starting the new ministry which your are proposing?
 - h. List all potential, leadership, material and financial resources that may be available to support this new ministry?
3. The proposal will serve as the basis for further exploration by and discussion between the NCD committee and the congregation(s).
4. If and when the NCD committee and congregation(s) agree that the proposed new ministry should proceed, the NCD committee will seek the approval of the Presbytery to do so by seeking a majority vote of a proposal on the floor of Presbytery.
5. If and when the Presbytery approves the new ministry proposal a New Ministry Team will be created and a search process for an Evangelist will be organized by the New Ministry Team.
6. The New Ministry Team will keep both the Sponsoring Church and New Church Development Committee informed on the progress of the search process.
7. When the New Ministry Team finds a suitable candidate it will seek approval of the candidate depending on the ecclesiastical status of the candidate.
 - a. If the candidate is an Ordained Minister of Word and Sacrament then the process will proceed as normal, in conjunction with the COM.
 - b. If the candidate does not require COM approval then the session of the Sponsoring Church, the New Ministry Team and the NCD committee will work collegially to make

the final determination of the candidate's suitability.

- c. In either case, a minimal initial term of 3 years will be considered normative for the position of Evangelist.
8. The Sponsoring Church will be expected to contribute significantly to the total salary of the Evangelist. It will provide full administrative support and office space and in conjunction with the New Ministry Team, a community of care and accountability as well.
9. Evaluation of the new ministry will be carried out collegially by the Evangelist, New Ministry Task Force, the Sponsoring Church and the NCD committee.
10. The NCD committee will keep Presbytery informed of the progress of the new ministry with updates at each regularly scheduled Presbytery Meeting.

9/25/2007