Apostolic Inititive Plan Template

The following general template may be used in developing a plan for a new church/apostolic initiative in the Southern Michigan Conference of the Free Methodist Church.

For further help in completing this plan, [visit the resources here](https://drive.google.com/drive/folders/1J8haA1w09aTfdo9BzMjoTTBr8QcJxWDk?usp=sharing), the online training [located here](http://lms.gravitationalleadership.com/) or set up a meeting with [Dustin Weber](mailto:dustinweber@smcfmc.org?subject=Help%20applying%20for%20matching%20grants).

To apply for a matching grant from SMC, see the [“Matching Grant Program” located here.](https://drive.google.com/drive/folders/1J8haA1w09aTfdo9BzMjoTTBr8QcJxWDk?usp=sharing)

# Executive Summary (Vision Summary)

Provide a one page summary of what the vision/plan of the church is.

# Lead Multiplier

Introduce yourself as the leader of this initiative. Share your bio, your story, the dream God has given, your greatest hopes for the new church are, and what your passions are. If there two or three individuals leading the initiative, provide this content or both.

# Target Demographic

Outline the demographics of the city and target you will be reaching. Explain what your target demographic is and why. Explain the missiological necessities to reaching this target demographic. Discuss worship gathering locations and explain why. *The use of Mission Insite is key in this type of planning. Work with Dustin to gain access, training and application of Mission Insite.*

# Culture of organization

Provide your Mission (with your current working mission statement), Values, and Behaviors.

*For help, check out the resource* [*“Developing a Mission and Values” in here.*](https://drive.google.com/open?id=1J8haA1w09aTfdo9BzMjoTTBr8QcJxWDk)

*For further resourcing in developing your organization’s culture, check out the* [*2017-2018 SMC Leadership Development trainings available here.*](https://drive.google.com/drive/folders/0B2Rjwcbyiu5jRHU5Tk4xNWpNaU0?usp=sharing)

# Church Planting Model

Explain your church model and reasoning.

[*Refer to the Mission Igniter Report for church planting models.*](https://drive.google.com/open?id=1J8haA1w09aTfdo9BzMjoTTBr8QcJxWDk)

## Walk through the four fields/five strategies (providing timelines and SMART Goals for each field)

*For further reading on the 4 Fields,* [*visit the resources here*](https://drive.google.com/drive/folders/1J8haA1w09aTfdo9BzMjoTTBr8QcJxWDk?usp=sharing)*.*

    A. Empty Field / Entrance Strategy

Entering a new field/area requires a plan. How will you start? How will you create relationships? What will your platform be?

        How will you find your ‘people of peace’ (see “Person of Peace” resource in the Multiply Google Drive)

* Describe activities and strategies for building a network toward your target launch goal.
* Identify community hubs and gatekeepers that you will network with.  
  Describe activities and strategies for building relationships toward your target launch goal.
* Describe how you as the leader will help team members build their relationships.
* Describe the church’s marketing strategy and the different avenues you will use to build awareness of the church.

    What is your marketing strategy?

Describe activities and strategies for building awareness toward a target goal on your launch day.

Give examples of branding and website.

Identify activities already happening in the community that your church will partner with.

    B. Planted Field / Gospel Strategy

What is your gospel strategy/System?  How will you message the gospel? Provide not only a theological argument but the practical layman’s guide to gospel work. Demonstrate how you see the gospel spreading in your new apostolic work.

Outline yours and your teams’ spheres of influence in the community and strategy for reaching those spheres.

Describe a bridge-building event your church could do to meet needs in your community.

    C. Growing Field / Discipleship Strategy

      What is your Discipleship system?

What does your discipleship pathway look like? Include a list of spiritual growth evidences and milestones. Provide structures with timelines and resources. Demonstrate that you have worked this out to the point you are ready to recruit, train, and mobilize/empower laypeople to do this work. You are not the discipler for your congregation.  You are the multiplier who equips and empowers "reliable people who will also be qualified to teach others” 2 Tim 2:2.

    D. Harvest Field / Leadership Development

What is your approach to developing leaders? How will you empower people to grow and lead?

    E. Church Multiplication Strategy

What is your plan for equipping and empowering leaders to multiply?  How will you multiply churches? When will your apostolic initiative begin a second work?

# Worship Gathering Systems

## Assimilation

Outline your assimilation system from first time guest to engaged follower.

* Describe guest experience, guest follow-up, and next steps for the church plant.
* Give specific examples or materials used in this system.

## Serve

* Describe the serve teams you will need in place for your launch day along with a target number of people you would use for each team.
* Provide a Top 5 list of places to serve in your community outside the church.
* Worship
* Present a developed order of service for your public gatherings with assignments for who is responsible for each role in your order of service.
* Outline a plan for how your team will review, provide feedback, and evaluate your worship environment and experience.

# Multiplier’s Family

Share about your family and life stage. What role will your family play in this new initiative. Discuss specifically spousal roles and any shared leadership. Are there any family situations that may require special attention?

Both the lead multiplier and spouse should submit DiSC and/or Golden results. This can be arranged with Dustin Weber.

# Teams that will be built

Who do you need on your team?

*Use some of the following areas to develop your plan:*

What are paid positions vs volunteer? Map out your ‘ministry model’ as it pertains to personnel. Include ministry ladders if appropriate.  Include a list of people whom you have already shared the vision with and who are committing to join your team. What is your strategy to recruit the rest of your needed team?

## Prayer Team

How will your establish, grow and engage a prayer team.

## Launch Team

* Describe how people will join the launch team.
* Describe the roles they will fill, the roles remaining to be filled, and a strategy for filling the remaining roles.

## Staff Team

* Introduce the people (or ideal people who would be) on your staff team and describe the teams they will be leading.

## Ministry Team

* What ministry teams need developed (assimilation, small groups, etc)
* Give specific benchmarks and goals for the transition from volunteers on your launch team to volunteers post-launch team.
* Outline clear weekly volunteer duties with specific on and off ramps for volunteers.

# Financial Need and plan

Provide 24-36 month budget which aligns to ministry plans [(If helpful, you can use/modify excel template)](https://drive.google.com/drive/folders/1J8haA1w09aTfdo9BzMjoTTBr8QcJxWDk?usp=sharing).  Demonstrate monthly tithes/offerings goals from congregation. If your apostolic initiative is designed to become a society, demonstrate how your model moves to full self support by month 30.

# Church Formation Plan

Demonstrate how the church will be self-supporting and developing the necessary leadership to move to become a society. Demonstrate how your model will multiply disciples to reach the necessary mile markers of new churches as outlined in the “SMC Church Formation Process” located at the end of this document.

**Provide a compiled assessment report from Mission Igniter or Gravitational Leadership.**

SMC Church Formation Process

* 1. **New Church Oversight and Support** - All emerging churches need to have a parent organization helping them mature and grow to a self-sustaining level. In the SMC, all emerging ministry points or new churches will receive oversight and support by being affiliated to a parent organization in one of these ways:
     1. **Parent Affiliated** – These are emerging churches that are initiated and started by local church leaders and find their affiliation to a Society of the SMC. The parent Society is responsible for the leadership, mission, doctrinal adherence, conduct, and maturation of these emerging churches. The goal of these emerging churches could be to become their own Societies or remain as campuses, venues, multi-site locations or missional outposts of the parent Society. The SMC encourages Societies to develop multiplication plans that include one or more of these strategies, either alone or in partnership with other SMC Societies. The SMC will support these efforts with training, consulting, networking, and possible financial resourcing in accordance with the guidelines outlined in the SMC Operational Manual.
     2. **Conference Affiliated** – These are emerging churches that are initiated and started by or in concert with the parenting efforts of the SMC and are affiliated to the SMC new church incubator, Mission Igniter. With these churches Mission Igniter is responsible for the leadership, mission, doctrinal adherence, conduct, and maturation of these emerging churches. The goal of these emerging churches could be to become their own Societies or become missional outposts of a new parent Society. The SMC will support these efforts directly with training, consulting, networking, and possible financial resourcing in accordance with the guidelines outlined in the SMC Operational Manual.
  2. **New Church Status** - All emerging churches, whether Parent Affiliated or Conference Affiliated are evaluated and reported under the following statuses:
     1. **Emerging Ministry Point** – All new works that have identified leadership, are accountable to either a Parent Society or to Mission Igniter, and have measurable activity will be considered an Emerging Ministry Point (EMP), until such a time as they qualify as a Church Planting Project (CPP) or are disbanded. The SMC encourages the proliferation of EMPs, but also encourages agreed upon timelines between EMPs and their parent organization to mature to CPPs or be evaluated as learning experiences and disbanded.
     2. **Church Planting Projects** – All new works that have identified pastoral leadership in membership with the SMC, that are accountable to either a Parent Society or to Mission Igniter, that have measurable activity, that have launched gatherings, and that have an approved plan (as outlined in the SMC Operational Manual) to reach self-sufficiency within 24 months will be considered a Church Planting Project (CPP), until such a time as they qualify as a Fellowship or Society, choose to become a missional outpost of another existing Society, or be evaluated as a learning experience and disbanded. No CPP shall remain a CPP longer than 24 months without the approval of the CLB. Procedures and forms for formation as a CPP are provided for in the SMC Organizational Manual.
     3. **Missional Outposts** – New works that have identified pastoral leadership in membership with the SMC, that are accountable to and legally under a Parent Society or legally organized as an SMC Affiliated Ministry, that have a reliable source of outside funding, that have measurable activity, and that have an approved plan (as outlined in the SMC Operational Manual) for sustainability will be considered a Missional Outpost. Any Missional Outpost that does not maintain reasonable sustainability (as defined in the SMC Operational Manual) or that jeopardizes the healthy missional function of its parent Society (as determined by the Society or CLB) will be immediately disbanded or disaffiliated. Procedures and forms for formation as a Missional Outpost are provided for in the SMC Organizational Manual.
     4. **Fellowships** – CPPs that have identified pastoral leadership in membership with the SMC, that are self-sustaining financially, that have at least 25 prospective members willing to give public joint assent to be organized under the direction of the SMC and individually answer the questions for adult membership as outlined in the Book of Discipline, that have been operating for at least 12 months, that have at least 50 in average attendance for 3 consecutive months, and that have an approved plan (as outlined in the SMC Operational Manual) for becoming a Society within 36 months shall be given authority to form by the Conference Superintendent. Fellowships must file Conference approved articles of incorporation and return a signed copy of the Memorandum of Understanding (MOU) provided by the SMC (per the Book of Discipline) within 10 days of being granted authority to form. The continuation of a Fellowship that cannot maintain these benchmarks or that cannot attain the necessary benchmarks to become a Society within 36 months (per the Book of Discipline) will be a question decided by the CLB. Procedures and forms for formation as a Fellowship are provided for in the SMC Organizational Manual.

**Societies**: Societies are recognized as member churches of the Annual Conference that are fully on mission and producing disciples, leaders, and churches. A Fellowship will be received into the membership of the Conference as a Society when, after operating as a fully functioning and self-supporting Fellowship for at least 12 months, demonstrating missional alignment, commitment, and competency with the SMC and FMCUSA (as outlined in the SMC Operational Manual), receiving 40 or more adult members, producing at least 5 lay leaders qualified and willing to serve on its governing board, averaging at least 80 in average attendance for 3 consecutive months, and having complied with the Fellowship MOU the Conference Superintendent shall give authority to the Fellowship to form as a Society.

**Affiliate Congregations**: Existing congregations that wish to explore becoming member Societies of the SMC can apply to become Affiliate Congregations. The Conference Superintendent shall give the authority to an interested congregation to form an Affiliate Congregation and enter an intentional process of exploration and integration that shall not take longer than 36 months, when they have completed the minimal requirements set forth in the Book of Discipline including signing an Affiliate Congregation MOU with the SMC. Affiliate Congregations may apply to become Societies when they have met the requirements to become a Society outlined in these Bylaws and those in the Book of Discipline. Procedures and forms for affiliation as an Affiliated Congregation are provided for in the SMC Organizational Manual.