

Strategies For Becoming A Multiplication Movement

(Revision 10; July 2023)

New Church Development Task Force

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(New Church includes “Creative Expressions” e.g. Satellites, etc.)



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I. General Philosophy of Ministry

MidSouth District Mission: *Resourcing local churches for effective participation in the Great Commission*

New Church Task Force Mission: *Resourcing local churches for effective participation in the great commission through a multiplication movement of disciple making through church planting*

The most effective strategy for making Christlike disciples in the nations is church planting.
Defining Present Reality

The USA/Canada Region (UCR) of the Church of the Nazarene started 2,155 new churches between 2000 and 2018. The result: in 2018, one out of every four UCR churches had started since 2000. In contrast, when we merged in 2015 there were 134 churches in the MidSouth district. In 2020 we have 112.

Challenge: What would a Multiplication Movement Culture in the MidSouth District look like?

A church planting multiplication movement is a rapid increase of indigenous churches planting churches within the geographic boundaries of the western half of Tennessee and the State of Mississippi. Our challenge is not starting a few new churches. Our challenge is creating a Multiplication Culture. A culture where:

1. "Prayer for Workers" being "sent out" is being answered on a regular basis.
2. Church leaders are challenged, resourced and expected to multiply creative expressions of the church.
3. Sending people and resources to a nearby town, neighborhood or people group is celebrated.
4. A majority of churches are planting now, just finished planting or getting ready to plant.

5. Church multiplication is normal and expected every three to five years.
6. A majority of churches have a granddaughter church every three to five years.
7. The “Vision” of multiplying from 112 churches in 2020 to 225 churches by 2030 is widely accepted and regularly discussed with steps taken to implement the vision by the local church, Mission Zone and District.

II. Strategies Executive Summary (Action items)

1. Challenge Churches to plant Churches to plant Churches who plant Churches

A. Create New MidSouth “Planter Page”

B. Pray in Unity. Set our watches for 10:02 am (Create Prayer Enlistment Form)

C. Challenge churches to seek God’s vision for their church through a prayer retreat

D. Grant permission to each existing church to begin PACs (Parent Affiliated

Congregations)

E. Complete the *Church Multiplication Challenge* at ReproducingChurches.org

F. Share the commitment to lead a reproducing church www.reproducingchurches.org/challenge

G. Celebrate by communicating how the Lord is at work

2. Provide Training (Note: Reimburse travel expenses of any Trainers we invite to train)

A. Resource Mission Zone Leaders in approaches to Church Planting

B. Utilize Mission Zone Structure for Training Events

C. Plan district wide training and inspirational events

D. Expand the MidSouth District ministerial credentials preparation training to include a class on Church Planting

3. Provide Coaching Training for Mentors/Coaches and provide a Mentor/Coach for every church planter

4. Create a Leadership Pipeline of Potential Church Planters

A. Primarily at the Local Church Level as Identified by Pastors

B. Recruit Students from Trevecca and Other Educational Institutions

C. Utilize the Planter on-line assessment widely for Staff and Youth Pastors

D. Lay church planters identified and encouraged through regular workshops on each Mission Zone

E. Develop a District “Planter Assessment Team” for those Mother Church Pastors requesting a potential Planter to be formally assessed. (Note: Formal Assessments usually require 3 days and a retreat type setting.) Formal Assessments could be scheduled on a regular basis as appropriate.

5. Create Matching Funds Ministry Grants

A. Raise funds from outside the allocation system for church planting

B. Encourage churches to participate in inspirational offerings for church planting

C. Utilize the ROI from District allocations and funds for ministry grants

D. Create Matching Funds Ministry Grant Criteria (See Appendix) (Note: For a true “Movement” Ministry Grants must be the exception, not the standard for each new church)

E. Discontinue existing District subsidies to CTMs in a weaning process completed by Assembly 2022

III. Pathways to Planting. We will encourage a Variety of Methods with the Goal of every existing church planting a new church every three to five Years. The evidence of a healthy church is reproduction.

1. For a Potential Mother Church (Not always in order)

- A. Prayer Retreat and Seeking God's Direction
- B. Take the Church Multiplication Challenge
- C. Become aware of available resources (Training, etc.)
- D. Get Mother Church Training (Staff and Lay Leaders)
- E. Create the Plan. Type of church, location, leader, Mentor/Coach) for planter, Budget (2 Years), Time-line
- F. Decide if Outside Funding is required and apply.
- G. Make it public (Faith Statement) and Enlist a Prayer Support Group
- H. Work the Plan.
 - i. Provide for on-line Planter Assessment
 - ii. Decide if a formal Assessment is needed
 - iii. Commission the Planter
 - iv. Take Church Planter Training along with the Planter
- I. Start and Celebrate the Birth
- J. Receive Continual Reports and Pray for the Baby
- K. After appropriate Recovery Time, Do It Again!

2. For a Church Planter (Not Always in order)

- A. Prayer Retreat and Seeking God's Direction
- B. Complete on-line Church Planter Assessment
- C. Confirm your call to plant with the Lord, and seek wisdom.
- D. Contact the Pastor of the Potential Mother Church. In many cases this will be your current pastor.
- E. In conversation with the Mother church pastor determine if a formal Church Planter Assessment is required; if so, be assessed.
- E. Get Church Planter Training (best if done with a specific project in mind and along with the Mother church pastor)
- F. Create the Application of the Plan from the Mother Church, or create a new plan, as applicable.
- G. Work the Plan and Time-line.
- H. Launch the New Church with the goal of reproducing churches that reproduce churches. Identify where your first church plant will be prior to starting this one.
- I. Make Christlike Disciples that Make Christlike Disciples.
- J. Develop Leaders that will plant the next generation of churches.
- K. Celebrate victories and tell the story, continue to report to the Mother church.
- L. After appropriate Recovery time, Do It Again!

APPENDIX 1

Funding Models

We will encourage existing local churches to move from a Level 1 Church (Declining), Level 2 Church (Plateaued), Level 3 Church (Growing); to a level 4 (Reproducing) and then to a Level 5 Church (Multiplying). We must use extreme caution to not create structures and strategies that will place barriers to reproduction and multiplication. (See Todd Wilson, Dave Feguson, “BECOMING a Level FIVE Multiplying Church Field Guide, 2015 for a complete discussion of the Level 1 through 5 Churches and their characteristics. <https://exponential.org/resource-ebooks/becomingfive/>)

A church planting movement can be hindered and stopped by funding models. David Garrison writes from a missionary perspective: **“When well-intentioned outsiders prop up growth by purchasing buildings or subsidizing pastors’ salaries, they limit the capacity of the movement to reproduce itself spontaneously and indigenously”** (Garrison, Church Planting Movements, p54.)

Charles Brock writes: **“Think reproducible in every aspect from beginning to end. Practicing reproducible in the use of things, strategy employed, and leadership methods will often lead to such a church, a church that is not only self-governing and self-supporting, but also self-reproducing.”** (Charles Brock, “The Principles and Practice of Indigenous Church Planting”, Revised 1995, p55-61.)

Therefore, a major aspect of our Multiplication Strategy is that we will not provide **ongoing operational subsidies**. We will however, raise funds and use existing resources to provide **one-time start-up grants** to a Mother Church that could not otherwise, through fund raising and sacrifice, fund a new church on her own. Recognizing that this creates a model that the new church cannot reproduce on her own makes this model an exception rather than the norm for Mother church planting. While every existing church has permission and encouragement to plant a new Parent Affiliated Congregation (PAC), an existing church which requires a District grant in order to plant a church must prepare and submit a plan to the District describing the need for the one-time start up grant.

Here are some General Guidelines:

1. Prepare a proposed budget and time-line for a two year period. Include how the start-up grant will be used.
2. The Mother church must complete training for the mother church and prepare a plan as an outcome of the training.
3. The proposed church planter must complete church planter training and prepare a plan in harmony with the Mother church plan.
4. The planter must complete the on-line assessment as a minimum and the Formal assessment as appropriate based upon the type of church being started. Formal Assessment is up to the Mother church and should be included in their plan.

5. One-time start-up grants are given as matching funds. The Mother church must start a separate account or fund for the church plant and have the majority (over 50%) of the funds set aside in that account and pledges for the remainder prior to receiving the grant.
6. Plans must include a Mentor/Coach for the church planter.
7. There is no typical start-up grant since every situation is unique. However, a grant may be up to \$10,000 per year for two years.
8. On a few occasions where a longer start-up time is anticipated to gather and train a larger launch team, grants in excess of \$10,000 may be awarded. This might be a launch team of 40 or more adults who are committed to the new church launch.

APPENDIX 2

What the District Will Do (Strategies Expanded)

1. **Change the Conversation-** In addition to existing district level publications continuously emphasizing church multiplication, **a new MidSouth “Planter Page”** will highlight victories and challenges. District Assembly becomes the prime venue for emphasizing church multiplication, followed closely by other district gatherings, e.g., Family Camp, Mission Zone tours and Mission Zone meetings. **Mission Zone leaders will be resourced** with tools to enable existing churches to “look at the fields” identifying communities, towns, neighborhoods and people groups where new expressions of the church need to be planted as well as hosting training events.
2. **Create a Prayer Force (Luke 10:2)-** Church leaders will be **asked to set their watches** for 10:02 am and *“Ask the Lord of the harvest to send out workers into His harvest field.”* Those who enlist to pray for workers will find victories and challenges on the new *Planter Page*. Each time a district training or gathering of mission zones, or etc., occurs **an enlistment form** will encourage more people to agree to pray.
3. **Provide Church Planting Training (for Planters, Mother Churches, Coaches)-** To change the culture will require adequately resourced training. For the next two years we will schedule Church Planting **training events on a mission zone basis** as well as **a few district wide events**. We will offer training in the following areas: 1) Church Planter Training, 2) Mother Church Training, 3) Church Planter Coaching Training, 4) House Church Training, and 5) Church Planting Movements Training. Each of the trainings can be scheduled in creative ways including over the internet. People with Church Planting experience or mother church experience may take additional training to re-teach the trainings. We will develop our own group of Certified Trainers (CTs), Master Trainers (MTs) and Senior Master Trainers (SMTs).

4. **Encourage Risk-** Having babies is fraught with danger, but the risks are worth it. Nothing excites an existing church like seeing their baby church do well in making new disciples and eventually having grandchildren as the baby church matures and reproduces to the third generation and then the fourth generation as that grandchild starts a baby church of her own. It's risky. What if the mother doesn't recover? What if the baby doesn't survive? What if... what if...? Through proper resourced training for both the mother and the baby, and with a properly trained coach/mentor, survivability rates will be greatly improved. For many of our existing churches the first risk will be to **take the Church Multiplication Challenge at ReproducingChurches.org**. Step 1 is to *Endorse the Challenge*. Step 2 is to *Discover Where You Are*. And Step 3 is to *Make a Public Declaration* by **sharing your commitment to lead a reproducing church** and invite others to join you. Those leaders that take the risk of declaring publicly this commitment will be **celebrated in the MidSouth Planter Page** and other district communications. Believing that generosity characterizes Christlike believers, **new churches will contribute to Funding the Mission** beginning with the first tithes received.
5. **Discover God's Vision-** What is the Lord's Vision for the MidSouth District in the year 2030? What is a "snapshot" in time of His preferred future? We believe He would be pleased if we increase from 112 to 225 churches; from 11,000 to 16,500 in worship attendance and, from 1,100 to 2,200 conversions per year! As leaders take the *Church Multiplication Challenge* described above, each **existing church will be asked to seek God's vision for their church through a prayer retreat**.
6. **Celebrate Victories/Tell the Stories-** We will celebrate what we want to reproduce. *Through current district communication channels and the new MidSouth Planter Page we will celebrate by communicating how the Lord is at work:* new churches started , vision received, plans and timelines created, leaders trained, prayer retreats taken, lives changed, compassion expressed, *Church Multiplication Challenge* Commitment declared, etc. Every new church is a miracle of God. We will tell those stories and celebrate the faithfulness of our Lord and His courageous leaders.
7. **Turn the Lay People Loose-** 17,000 members of the churches in the MidSouth District represent potential church planters as the Lord of the Harvest calls. Every leader who leads a church was at one time a lay person. The future leaders/pastors of a multiplication movement are in our pews or are in the harvest field, not yet disciples. Our present language specific Hispanic ministries under the leadership of Eduardo Lelli represent the effectiveness of lay-led new expressions of the church. Many of our new church pastors will be bi-vocational. We will **expand our ministerial training** to recognize and equip an expected increase in students by expanding both "in- person" and "on-line" training. We will expand the MidSouth District ministerial credentials preparation training to include a class on church planting. Nazarene Bible College is currently preparing a one-year Lay Pastor certificate.
8. **Remove the Barriers-** We will remove the barriers, real and imaginary, preventing churches from multiplying. Our new churches will reflect the make-up of the communities in which they begin. We will take care to ensure that our methodologies do not intentionally or unintentionally exclude any persons. To be a multiplication

movement means that existing churches must believe they have the responsibility, permission and encouragement to plant a new creative expression of the church.

Permission is granted to each existing church to begin and register *Parent Affiliated Congregations (PACs)*. PAC leaders that come from within the mother church require only the approval of the mother church board and pastor to begin. New church leaders pursuing District licensing and ordination will be mentored through the process and approved by the appropriate district boards and the District Superintendent. Mother churches may discontinue a PAC if deemed ineffective. The DS will be involved prior to discontinuing a PAC to ascertain if the PAC should become a PAC of a different Parent church or become a CTM under the district umbrella.

9. **Develop Appropriate Financial Structures-** Praise the Lord for the *Jones Legacy Group* under the direction of Ron Jones and a \$200,000 grant for church planting! These funds will be used in part to fund the training events on each of the district mission zones over the next two years. Matching start-up grants may **be given to a mother church beginning a PAC** in accord with the policies of the District Advisory Board if needed and requested after the matching funds are raised. *“Subsidy is suicide.”* (Mark Bane, Director of Evangelism and New Church Development, USA/Canada Region) Existing subsidies will be discontinued in a weaning process, with a goal to end all subsidies in less than two years (by District Assembly 2022)
10. **Recognize - We will make a big deal of churches that have started new churches through recognition at District Assembly with “Church Planting Awards” given to both the Mother Church and the new Church. We will utilize the “Total Missional Impact” reporting system at district assembly and will show new churches started as PACs indented beneath the Mother Church. Total Missional Impact statistics will include attendance for each church plus the attendance at any daughter church, granddaughter church, etc. planted in the last 10 years.**

APPENDIX 3

Partners and Resources

- a. DCPI Training www.dcp.org DCPI is the number one supplier of quality church planting training materials, with training available in 57 languages including Spanish, Korean, French, Chinese... In 2019 DCPI CTs reported training 45,935 leaders and have trained in 152 countries. CTs, MTs and SMTs may download the on-line materials free of charge which includes Student Handbooks, Trainer Notes and all Power-Points. More than 3,300 USA/Canada Nazarene Pastors have taken one or more of the DCPI training tracks with 130 qualifying as Master Trainers (MTs). We will utilize a few of these leaders to help lead our events until we have sufficient CTs to be “training self-sufficient” on the MidSouth District. Certified Trainers do not get paid to train and DCPI does not charge for their materials, although a **love offering** is appreciated by the DCPI Global team. We will **pay for the travel expenses** of any trainers we invite to train. DCPI teaches Biblical

Principles of church planting, so methodologies are flexible. Individual Mother Churches may use other organizations' training if they so choose as they plan for starting a new church. We will sponsor some training events in the MidSouth District for some other organizations in addition to DCPI.

- b. <https://dotacademy.org> _In 2021 DCPI added Quality web-based training in Church Planting Essentials and House Church Planting.
- c. Exponential www.exponential.org
- d. B.L.E.S.S. EVERY Home <https://blesseveryhome.com>
- e. Church in Action. <https://churchinaction.com/>
- f. Church Multiplication Challenge www.ReproducingChurches.org
- g. Association of Related Churches (ARC) www.arcchurches.com
- h. New Thing www.newthing.org
- i. Ignite www.ignitechurchplanting.com
- j. Pathway to Planting www.usacanadaregion.org/ministry/church-planting/pathway-planting
- k. Church Planter on-line Assessment <http://churchplanter.lifeway.com/organization/186/>
- l. Becoming A Level Five Church <https://exponential.org/resource-ebooks/becomingfive/>
- m. Charles Brock, "The Principles and Practice of Indigenous Church Planting", Revised, 1995
- n. David Garrison, Church Planting Movements. Available in electronic format, click here.

APPENDIX 4

VISION, MISSION, CORE VALUES, THEOLOGY, DEFINITIONS

Vision – A Snapshot in Time of God's Preferred Future (10 Years, 2020-2030)

In the church year ended February 2020, through the power of the Holy Spirit operating in the 112 Churches of the Nazarene in the MidSouth District, 1,132 people came to faith in Christ. Why wouldn't it be possible to see both of these numbers double? What keeps us from seeing 225 churches enjoying the beautiful fruit of more than 2,200 souls coming to Christ each year? God wants this to happen. He waits for us to dream it and believe it is possible. Over the next two years, the churches of the MidSouth District will put systems and people in place to see the church move toward this goal. Our evangelism efforts of church multiplication, church renewal, discipleship and personal evangelism will exhibit fruit.

What is the Lord's Vision for the MidSouth District in the year 2030? What is a "snapshot" in time of His preferred future? We believe He would be pleased if we increase from 112 to 225

churches; from 12,000 to 18,000 in worship attendance and, from 1,000 to 2,000 conversions per year!

Vision Snapshot – Year 2030

Year	2020	2030
Churches	112	225
Worship	11,121	16,500
Members	16,994	25,000
Conversions	1,132	2,200

Mission (What we do to express who we are)

The Church of our Lord Jesus is a church on mission...to make Christlike disciples in the nations. Matthew 28:18-20. Dr. Dwight Gunter's 2019 Report to the District Assembly: "we created a new mission statement to guide our efforts and to direct our resources: ***Resourcing local churches for effective participation in the Great Commission.***" ***"The local church is the focal point of the district's mission."***

MidSouth District Core Values: (Who we are and what we believe)

Christian

Holiness

Missional

Connectional

Theology: (Any strategic plan must flow out of solid biblical theology)

A Biblical theology of making disciples can be developed utilizing statements of Jesus as a framework. Three of these statements are: 1) "I will build my church" (Mt 16:18), 2) "Look at the fields" (Jn 4:35), and 3) "Go make disciples" (Mt 28:19)..

1. Jesus said: I Will Build My Church (Mt 16:18)

God's Plan and Initiative

The church for which Christ died is God's sovereign plan. He has no plan "B." What happened on that Jewish festival day of Pentecost 2000 years ago originated in the mind of God before the beginning of recorded time. When Jesus proclaimed "I will build my church," He clearly proclaimed God's plan and initiative to reconcile a lost world to Himself.

Numbers and Compassion

The building of the church of Jesus Christ cannot be less but it is certainly more than merely increased numbers of members and churches. Ephesians 4:10-12 clearly points out the maturing, growing process necessary for all believers. This too is disciple making. It is growing

in Christlikeness, a maturing in character that goes beyond the destiny changing new-birth experience and the purifying, empowering experience of entire sanctification. It is the privilege and responsibility of every believer to grow in grace, to experience qualitative growth in his/her relational experience with Christ. This growth in grace is a maturing process as God's grace that leads to acts of compassion, social concern, offering the cup of cold water and concern for the hurting and oppressed.

2. Jesus said: Look at the Fields (Jn 4:35)

One of the most important tenets of making disciples is the doctrine of the harvest as given by Jesus in John 4:35, Luke 10:2 and Matthew 9:37-38.

Focus

Jesus commands His disciples to open their eyes and look at the fields. This implies that the disciples had their eyes closed or were focused in the wrong direction. The church continually runs the risk of becoming inward focused. The church exists to be the means through whose members Jesus makes His appeal in the power of the Holy Spirit to all people to be reconciled with the Father (2Co 5:18-20).

The Harvest Fields

Are Ripe. If we will open our eyes and focus intently on the fields then the Holy Spirit will enable us to see people as Jesus does. Jesus tells us that the fields "are ripe for harvest" (Jn 4:35) and that "the harvest is plentiful" (Lk 10:2). God's prevenient grace is already at work drawing all people to Himself. According to the "Lord of the Harvest" there is a large number of receptive persons that He likens to a ready harvest field. They have not been harvested but they could be – if harvesters would go into the fields to harvest.

Are Lost. Jesus had compassion on the crowds "because they were harassed and helpless, like sheep without a shepherd" (Mt 9:36). People without Jesus really are lost. "Salvation is found in no one else, for there is no other name under heaven given to men by which we must be saved" (Ac 4:12). There are thousands of persons alive today who would make life changing responses to the freely offered grace of God or a "cup of cold water" offered in His name.

Are Multi-Cultural. At the birth of the church on Pentecost, at least 15 nationalities were present. 3,000 were saved and added to the church on that one day (Acts 2:9-11, 41).

A Labor Shortage

Jesus said: "The harvest is plentiful, but the workers are few" (Lk 10:2). According to Jesus the only reason for not harvesting is a labor shortage.

Pray

Jesus gives us the solution to the labor shortage when he declares: "Ask the Lord of the Harvest, therefore, to send out workers into His harvest field" (Lk 10:2).

3. Jesus said: "Go ...Make Disciples..." (Mt 28:19-20)

The Great Commission

The “great commission” is not the “great option.” It is given to us as an imperative. Those who profess to being “lovers of God” and to being filled with His Spirit, cannot help but be compelled (2Co 5:14) to respond to the command of Jesus to “go ...make disciples.”

Church Planting in the Great Commission

Matthew 28 includes two aspects of strategy. The first is “to go to every person and evangelize them personally.” The second aspect is to go to all peoples by the planting of churches where they may be baptized, discipled and taught to obey all things.

Virgil Gerber helps to clarify how “evangelism in the New Testament does not stop with reaching people with the Gospel, nor with the proclamation of the Gospel, nor even with relating them to the church through baptism and teaching.” Gerber goes on to affirm that “the ultimate evangelistic goal in the New Testament is two-fold: 1) to make responsible, reproducing Christians, and 2) responsible reproducing churches.”

God Wants the Lost Found

Jesus said: “Go ...make disciples” He did not say: “Go ...try to make disciples and that will be sufficient.” Strategies developed and the methods utilized based upon a theology of finding, of going and making disciples should produce measurable results. Deep within the heart of our Heavenly Father is the desire for the lost to be found.

Definitions- (Helping us communicate more effectively with a common language)

Church – a group of disciples of Jesus with a designated leader(s) who meet together on a regular basis for; 1) Biblical worship, 2) learning and 3) mission.

Local Church: The only expression of the church. A group of disciples of Jesus with a designated leader(s) who meet together on a regular basis for; 1) Biblical worship, 2) learning and 3) mission.

Board of General Superintendents Definition of a Church: Any group that meets regularly for spiritual nurture, worship, and instruction at a communicated time and place, with an identified leader, and aligned with the message and mission of the Church of the Nazarene may be registered as a local church.

Registered Church: A new church or congregation that has registered as a Church of the Nazarene at <https://www.usacanadaregion.org/form/register-a-church-form>. We will register new creative expressions of the church including Traditional, PACs, CTMs, Organic House Churches, Multi-sites, Satellites, etc. Registered churches receive a unique church number and can be any of the creative expressions of church in the following definitions list. Registration may occur very early in the life of a new creative expression and may be completed before the first offerings are received and first meeting is held. Registration may be completed by either the Parent Church or the new church.

MidSouth District Church: The local Nazarene churches collectively within the geographical boundaries of the western half of Tennessee and all of Mississippi. The local church is the focal point of the district's ministry. The mission statement of the MidSouth District is: ***Resourcing local churches for effective participation in the Great Commission.***

Expressions of Church – We serve a creative God. It is impossible to describe every expression of His body, the church. These are suggested to help us with common language.

Traditional Expression: Believers that meet on a regular basis (typically on Saturday or Sunday) for worship, for Bible study, and, with outreach/assimilation whereby seekers are assimilated and become disciples (mission). This expression of church may be small or large.

Multiple Worship Services: A church with two or more worship services. A multiple worship service in itself would not qualify as a church.

Multi-site: One church in more than one location, each with worship, learning and mission. To multiple worship services, the leadership structure of a multi-site adds learning and mission in each location. Multi-sites and Satellites would qualify as multiple churches.

Satellite: See Multi-site

Multi-congregational: One church with two or more congregations. These congregations may have separate meeting locations or may share facilities. Each congregation has a leadership structure. These congregations may be PACs, CTMs or even organized churches. There may or may not be a “joint” steering committee or board. The Multi-congregational expression qualifies as multiple churches.

Congregation: An expression of the church with a leadership structure. These congregations may be PACs, CTMs, organized or “not-yet organized” churches. Congregations are churches according to our definition of church.

Organized Church: A local church which has met the organizational requirements of the Manual of the Church of the Nazarene may be organized by the District Superintendent. Requirements for organization are: self-governing, self-supporting and self propagating.

Parent Affiliated Congregation (PAC): A PAC is a congregation (organic church, multi-site, multi-congregational, house church, new work, NewStart, etc.) that is reported as *affiliated* with a parent church. A PAC has a leader who is responsible for pastoral care of the group, and is connected with a parent church. PACs are assigned a unique church number. A PAC will appear in the District Journal and at the Nazarene Global Ministry Center indented beneath the parent church. A PAC may become an organized church and remain a PAC, affiliated with a

parent church. Another possibility is when one church is adopted by another church. One becomes the Parent church and the other the PAC.

Parent Church (Mother Church/ Sponsor Church): The primary Missional expression for church reproduction and multiplication is for a Parent Church to send out workers into the harvest field, establishing fresh expressions of the body, making disciples, baptizing and teaching.

Church Type Mission (CTM): CTM is a temporary classification for not-yet-organized churches as they progress to organization. CTMs most often do not have a parent church. In contrast, PACs are affiliated with a parent church and may be classified as a not-yet-organized church or an organized church. CTMs will become an organized church within three years from the date of beginning. If not ready to organize within three years the CTM will become either a PAC under a Parent Church or will be discontinued.

Ethnic Specific Church: A church focused on an ethnic specific people-group for effectiveness in mission. Our ethnic specific churches are open to all people, while recognizing that effective disciple making may require language and ethnic specific methods. Examples would be Spanish speaking, Korean speaking, Haitian and American Black churches.

Adoption- An adoption and a merger are similar yet different. Mergers are covered in Manual Paragraph 105. A merger is usually two churches becoming one church in one location. An adoption is a form of a multi-site church. The *adopted* church may become a *Parent Affiliated Congregation* (PAC) of the *adopting church* which would be the Parent Church.

Generation 1.5 Congregations: Congregations designed to reach the children of ethnic specific churches and usually affiliated with an Ethnic Specific Church. Children of first generation immigrants become assimilated into American culture in various degrees including language. Many leave the church of their parents for English speaking congregations or become “drop-outs.” A Generation 1.5 Congregation helps these “fellow-travelers” between two cultures to have a place where they worship, learn and invite their friends.

Level 1 to 5 Churches (As defined by Exponential): 1. Subtraction; 2. Plateaued (about 80% of the estimated 350,000 churches in the U.S. fall in the 1 and 2 levels.); 3. Addition (16% of U.S. churches are growing by addition); 4. Reproducing (4% to 7% of U.S. churches reproduce); 5. Movement-making churches (<1% of US churches).

APPENDIX 5 Timeline

(To be revised after District Assembly 2022)

APPENDIX 6 CONTACT INFORMATION

New Church Development Task Force Members

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