



*Well, here I am.
I am out there,
pastor of a
“circle on the map.”*

Am I all alone?

“When I first started, few resources existed. New church developers were expected to find their own way through trial and error. I was no exception. In the midst of my own pain, fear of failure, and frustration, I cried out to God for help...

I longed to have someone come alongside me as a Barnabas... someone who would listen to my dreams and visions... encourage and cheer me on... someone who would ask probing and powerful questions to sharpen my thinking... help me turn obstacles into opportunities... believe in me when it seemed like nobody else did... care about my family relationships... pray for me strategically and personally.

What I needed — but did not have the vocabulary for at the time — was a coach to help me discover what God wanted me to do so I could cooperate with the Holy Spirit and others to see my vision become a reality. I am convinced that my fruitfulness as a church planter would have doubled through a consistent, quality coaching relationship.”

Bob Logan



*Churches growing new churches..
who grow new churches...*

RESOURCING OUR NEWEST CHURCHES

EACH ANNUAL CONFERENCE PROVIDES UNIQUE SUPPORT FOR NEW CHURCH STARTS
SOME OF THE RESOURCES AVAILABLE INCLUDE...

- ***Basic Training Boot Camp for Church Planters, by Jim Griffith***
Offered in several locations each year, designed for pastors to attend before they actually arrive in the new mission field, or during the first year after arriving in the new church mission field.
- ***Church Planter Tune-Up, by Jim Griffith***
For teams from new churches who have been holding public worship for at least 12 months.
- ***Coach for New Church Pastors***
Your conference may have a contract with a new church coach to work with each church planter during their first two years, or until the new church has reached a level of stability.
- ***Fitzgerald Pastors***
Your conference may apply for you to be enrolled in the national Fitzgerald program during their first and second year appointment to a new church setting.
- ***School of Congregational Development***
This is a nationwide event jointly sponsored by the General Board of Discipleship and the General Board of Global Ministries. Normally held in August of each year, it offers several tracks, two of which have particular interest for the new church planter:
Track 1: New Church Development, Year 1 for church planters starting new churches or in year one of that appointment. Learn the key steps for starting a new church.
Track 2: New Church Development, Years 2-7 for churches that have completed year one. Now that you have started your church, take the next critical steps for developing your congregation.
- ***New Church Leadership Institute***
As a graduate you are welcome to attend future sessions of the New Church Institute to refocus and sharpen your the connection with other new church planters and potential new church planters.
- ***District Superintendent & Conference Staff***
Your District Superintendent, Conference staff person for new church starts, and fellow church planting pastors are also available as a resource to support your ministry in a new church setting.

• for pastors starting new churches • for churches starting new churches • for resourcing our newest churches •

**“What you need
to survive...
and succeed...
in the first year.”**

This “Basic Training” is specifically designed for pastors who are planting new churches in 2010 or for those who have recently planted a new church.

Jim is the Founder of Griffith Coaching Network. A veteran of 6 church plants, Jim focuses on assessing, training, and coaching new church starts. Since 1996 he’s assessed over 1900 church planting candidates, trained over 7,000 planters, and coached over 1500 projects in their efforts to reach the mission field around them. Though not a United Methodist, Jim works in over 45 Annual Conferences. Additionally, he works with over 30 denominations & associations.

Having conducted over 100 “autopsies” on failed new starts, led Jim to put together “The 10 Most Common Mistakes New Starts Make.”

His vast experiences and intuitive skills have contributed to Jim becoming the church leader’s “paraclete;” a mantle he wears with infectious enthusiasm.

A graduate of The University of Florida and Trinity Evangelical Divinity School, Jim resides in Centennial (Denver), Colorado.

TOPICS

10 Most Common Mistakes New Starts Make
How To Raise Money
How To Network With & Recruit People
How To Build A Launch Team
How To Connect People To The Faith Community
Creating First Impressions
How To Calculate Your Public Launch Date
Creating Ministry Alignment
10 Reasons You Need A Coach

TRAVEL SCHEDULE

Please arrange your flight or driving plans so that you will be able to attend the opening session at 8:00 a.m. on day one, and stay through the closing at 12:30 on day three.

CONTINUING EDUCATION: 2 CEU Certificate Available

REGISTRATION FEE - Registration fee does not include food and lodging.

\$495 for the church planter; registration is FREE for the planter’s spouse.

\$195 each for additional persons from the new church accompanying the church planter.

\$195 each for District Superintendents or Annual Conference Staff.

\$195 each for returning “Alumni” - *New offer for church planters to repeat this training.*

LATE REGISTRATION: (within 30 days of event) add \$100 per person

ARKANSAS LOCATION CONTACT

Rose Kuonen, (Bob Crossman’s assistant) 501-324-8033 rkuonen@arumc.org

Housing: Mt. Sequoyah Retreat Center, 479-443-4531, www.mountsequoyah.org

Transportation: Fly into Northwest Arkansas Airport NXA, Jim’s Shuttle 866-535-0127

DALLAS LOCATION CONTACT

Deniece Mason, N. Texas Conference, 972-526-5016, deniece@ntcumc.org

Hotel: Staybridge Suites, 301 Silverglen Dr, Plano, TX 75075 (972) 612-8180

Transportation: Dallas-Ft. Worth Airport (DFW) -22 miles or Dallas Love Field (DAL) -19 miles

VIRGINIA LOCATION CONTACT

Pat Hickman, (Anna Gail Workman’s assistant) 804-521-1155 pathickman@vaumc.org

Housing: A list of local hotels will be provided.

Transportation: Fly into the Richmond International Airport.

2010

**BASIC TRAINING
“BOOT CAMP”
FOR
CHURCH PLANTERS
WITH JIM GRIFFITH**



ARKANSAS LOCATION

MAY 4-6, 2010

Mt. Sequoyah Conference Center
Fayetteville, Arkansas
Rose Kuonen, 501-324-8033
rkuonen@arumc.org

TEXAS LOCATION

AUGUST 17-19, 2010

N. Texas Conference Center
Plano, Texas (N. Dallas)
Deniece Mason, 972-526-5016
deniece@ntcumc.org

VIRGINIA LOCATION

AUGUST 24-26, 2010

Conference Center
Glen Allen, Virginia
Pat Hickman, 804-521-1155
pathickman@vaumc.org

★ PRE-DAY LOCATIONS

FOR SR PASTORS ALONG WITH THE PLANTER

**MAY 3-4, 2010 - ARKANSAS
AUGUST 16-17, 2010 - TEXAS**

This pre-day is designed to strengthen “mother-daughter” and “second campus” starts.

• for pastors starting new churches • for churches starting new churches • for resourcing our newest churches •

NEW CHURCH BOOT CAMP 2.0

with Jim Griffith

For new church starts in years two to five

Sponsored by Griffith Coaching Network www.GriffithCoaching.com

Jim has been coaching new start pastors and their teams since 1995.

Before then, he spent twenty-two years
as the planter of five new churches.

PARTICIPANTS WILL DISCUSS:

- **I've made mistakes... now what?**
- **What about membership?**
- **How to select the first official board members**
- **How to move beyond a single cell structure**
- **How to develop tippers into titthers**
- **Small group development**
- **How to hire & fire staff**

Travel Schedule:

Please arrange your flight or driving plans
to arrive the evening of Jan. 19, and stay through the closing at 1pm on Jan. 21.
The opening session will be at 8:30a.m. on Thursday, Jan. 20. We will adjourn at 1pm on Friday, Jan. 21.
Fly into the Little Rock National Airport: LIT • Hotel shuttle runs every 30 minutes.

Event Registration Fee (these rates apply until Dec. 20th):

\$295 for the new start pastor
\$99 for spouse, staff, each additional team member and coach
\$99 for District Superintendents and Conference Staff

Late Event Registration (after Dec. 20th):

\$369 for the new start pastor
\$149 for spouse, staff, each additional team member and coach
\$149 for District Superintendents and Conference Staff

Event Hotel: LaQuinta Inn & Suites, 617 Broadway St., Little Rock, Arkansas

Special Reduced Group Rate for the two night stay: \$62 (plus tax)/night
Features: airport shuttle, free breakfast, free wireless in room, heated outdoor pool, fitness center
Lunch and dinner available at several nearby restaurants.

For room reservations call: 501.374.9000 ext. 1406 -mention "UMC-New Church Planters"

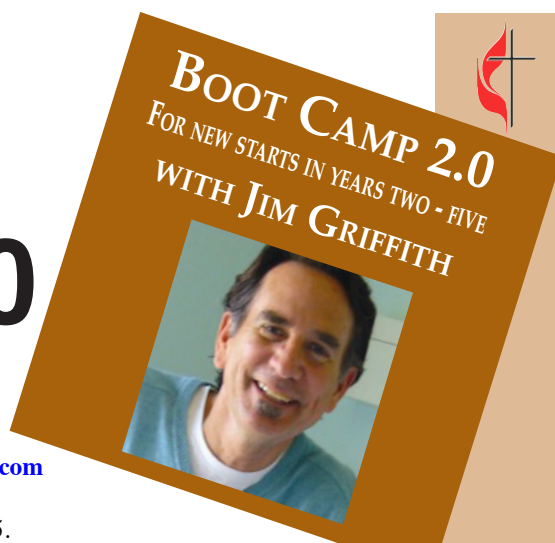
For event reservations contact: Rose Kuonen rkuonen@arumc.org or 501.324.8033

www.umnewchurch.org

revised 08/17/10

• for pastors starting new churches • for churches starting new churches • for resourcing our newest churches •

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JANUARY 20-21, 2011

Little Rock, Arkansas
LaQuinta Inn & Suites

Host:

Bob Crossman

Arkansas Conference

www.umnewchurch.org

Who should attend?

- New Church Planting Pastor
- Spouse
- Team Members (Laity)
- Staff
- Coach
- District Superintendent
- Conference Staff

C.E.U.
certificates
will be
provided.



Churches growing new churches...
who grow more new churches...
who grow more new churches...
who grow more new churches...
who grow more new churches...



*Churches growing new churches..
who grow new churches...*

RESOURCING OUR NEWEST CHURCHES

- *Coaching - the best support of all*

We don't send the new pastor out simply hoping they don't drown. Instead, we provide several layers of support including ongoing support through a Coach. After the pastor is appointed to the new church start, a coach is assigned to the new pastor.

TEN REASONS TO SECURE A COACH

by Jim Griffith
griffithcoaching.com

1. To get an opinion from someone (coach) who has no vested interest in the situation's outcome.
2. To point out what the planter can't, won't, or doesn't see.
3. To have a compassionate, secure and confidential outlet to vent problems and frustrations.
4. To provide a clear line of communication between the planter and the sponsoring agency.
5. To conduct reality checks on the planter's vision, values, and strategies.
6. To walk with the planter through conflict when it arises.
7. To implement the master plan in proper sequence.
8. To ask the questions no one else is asking.
9. To develop strategies for recruiting, launching and fund-raising.
10. To help the planter balance the demands and stresses of a church plant while maintaining a healthy family life.



*Churches growing new churches..
who grow new churches...*

Coaches and Mentors: Two People Every Church Planter Needs

By Jim Griffith and Don Nations, The Griffith Coaching Network

Planting a church can be a wonderful, exciting experience; it can also be a lonely, discouraging journey. Because of this, it is important that every church planter have two special people in his/her life – a mentor and a coach. The two roles are very different and each addresses particular elements in the life and ministry of the planter.

Mentors are spiritual friends and gentle guides. They are wise people with years of ministry experience. Their focus is on the spiritual life of the planter and the well being on the planter's family. Mentors do not need to have been planters nor do they need to be knowledgeable about all aspects of church planting. Their role is not to teach or give advice about how to plant the church but to care and give advice on how to live. Mentors are usually either sought out or discovered – they are almost never assigned. Mentors may be part of the denominational system but this is not a requirement. A mentor is rarely also the supervisor of the church-planting project. The two roles are different; in fact, they can even be contradictory. It is best to keep these two roles separate. Denominations can assist planters by (1) encouraging pastors to make themselves available to meet with planters and, thus, facilitate the process through which planters often discover mentors and (2) clearly define the role (expectations and obligations) of a mentor.

Coaches are teachers and skill builders. They are people with the ability to help others perform at a higher level. Their focus is on the day-to-day activity of the planter and the development of the church-planting project. Coaches do not necessarily need to have been planters but they need to be familiar with all aspects of church planting and they need to understand human behavior and personality.

The role and value of a coach is that he or she:

1. Asks questions which help guide the planter to think more deeply and with greater clarity about the church planting project.
2. Helps the planter see what he/she would not otherwise see serves the vision of the planter and assists in clarifying it.
3. Provides an "outside" ear and voice for both the planter and the church-planting system
4. Adds expertise and information to the church-planting process.
5. Assists the planter and the church-planting system to reach their goals.
6. Serves as a compassionate, secure and confidential outlet to vent frustrations and problems.
7. Provides a clear line of communication between the planter and the sponsoring agency.
8. Conducts reality checks on the planter's vision, values and strategy.
9. Walks with the planter through conflict when it arises.
10. Helps the planter implement the master plan in proper sequence.
11. Works with the planter to develop strategies for recruiting, launching and fund-raising.

A coaching relationship is fostered by some sense of affinity between the planter and the coach. For this reason, assigning coaches can be problematic. Providing planters with some form of input into the selection process can prove helpful.

Coaches may be part of the denominational system but this is not a requirement. Coaches are rarely also the supervisor of the church-planting project. The two roles are different; in fact, they can even be contradictory. It is best to keep these two roles separate. Denominations can assist planters by:

1. Identify an approved cadre of coaches from which the planter may choose.
2. Clearly define the role (expectations and obligations) of a coach.

Some people may question the need for coaches for church planters or other pastors. The answer to this question is straightforward. Natural talent and acquired knowledge are great tools for leaders who desire

to plant a church or lead a church towards growth, vitality and faithfulness. These tools alone, however, may not be sufficient. The missing element is often the presence of a coach. Just as great athletes with multi-million dollar contracts need great coaches for maximum performance, so do great leaders of reflective congregations. Retaining the services of a coach is a sign of strength, not a sign of weakness. It is recognizing both that each person is unique and that no person knows everything. While spiritual friends help us develop our spiritual lives and mentors help us develop our personal and professional lives, coaches help us perform better. Coaches are part trainer, part behavior analyst, part motivator, part accountability partner, part reality detector and part resource provider. Coaches help leaders clarify their goals, better define the context in which their decisions are made, explore possible options for reaching their desired outcomes and provide support and resources once strategic decisions are made. A coach can assist with defining reality and contemplating possible action plans but leaves the responsibility for decision-making with the person being coached. Coaching may be formal or informal, paid or free, involving a contract or just a verbal agreement.

With hard work and some natural talent, most leaders can be above average. With the assistance of a coach, leaders can become outstanding!

Professional coaching in a church-planting situation is usually provided on a contract-basis. The contract will usually specify the terms and extent of the coaching relationship. Typical elements of a coaching contract include the following:

- the length of the contract (usually 6-18 months)
- the method of contact between the planter, the sponsoring agency and the coach (usually via email and/or phone with in-person meetings arranged as needed)
- the frequency of contact between the planter and the coach (often one or two phone calls or meetings per month with email as-needed)
- the fee schedule for the contract (this varies greatly but is often between \$100 - \$300 per month with on-site visits at an additional fee)
- any reporting requirements of the sponsoring agency
- a clear delineation of the role of the coach
- a statement of sponsoring organization's expectations, their anticipated time-line and their definition of "success"
- any other items which the planter, coach, sponsoring agency and/or launch team members feel need to be added and to which all are in agreement

Identifying potential coaches and selecting one or more is not as difficult for the church leader as it was ten years ago. A number of companies, organizations and individuals now offer coaching for church leaders. These include Easum, Bandy and Associates, the Griffith Coaching Group, Inquest Christian Ministries and INJOY among others. In addition, several consultants and consulting groups offer training in coaching to assist sponsoring organizations in the development of an in-house cadre of coaches.

The presence of a good coach does not guarantee the success of a church plant nor does the absence of such a coach guarantee the failure of a church plant. The presence of a coach does, however, increase the likelihood of success. Additionally, a coach can help the church-planting system to refine its efforts and improve its process. A coach can, and probably will, save a church planter and the sponsoring organization many times their investment in the coaching contract.

Jim Griffith is the President of The Griffith Coaching Network and serves as the Director for Church Planting Services for Easum, Bandy and Associates. He sits on the Advisory Board for Church Planting at Denver Seminary and is the primary presenter and trainer for Church Multiplication Center's "BootCamp for Church Planters." He has planted five churches during his ministry. Jim is available to coach planters, work with denominations and judicatories, train coaches, assess potential planters and conduct on-site consultations.

Dr. Don Nations is an associate of The Griffith Coaching Network and has trained as a consultant with Bill Easum. He is a Certified Human Behavior Consultant and is a nationally certified coach for church planters. He has both planted a church and served as a turn-around pastor for several churches during his ministry. He currently serves as the Director of a teaching parish (church ministry) and has published several articles. Don is available to coach planters, work with denominations and judicatories, train coaches, assess potential planters and conduct on-site consultations.

FROM: *Christian Management Report*, January/February 2000, p. 31-33
BY: David T. Yerry, a human resources manager at the Billy Graham Evangelistic Association, Minneapolis, Minnesota. djerry@bgea.org

“Every Leader Needs A Timothy: How To Be An Effective Mentor-Coach”

by David T. Yerry

“I have felt every leader needs to have a Timothy (or Timothys). The Apostle Paul had his son in the faith to whom he wrote two magnificent letters of guidance and instruction. I’m certain that Paul and Timothy learned from each other - it was a beautiful relationship.” Dr. Ted W. Engstrom in Reflections on a Pilgrimage

The recent film ‘October Sky’ depicts the rule-to-life story of a young man with a burning passion for rocketry. As the story develops, we find Homer and his friends struggling to build their first rockets, often facing the criticism and disapproval of his father, school officials, peers and the police. All of this conflict is coupled with their continual failures in the design stages of their rockets.

The movie reveals that Homer does not begin to succeed in accomplishing his dream until he is willing to go outside his personal knowledge of the subject to gain insights and counsel from others. These individuals become the “coaches” or “mentors” in Homer’s life. They include another young man with a knack for science and mathematics, a lathe operator and a school teacher who believed in his dream.

Based on the things he learned from these individuals, Homer and his friends went onto win college scholarships and Homer eventually went on to work for NASA on Apollo projects!

History includes many similar achievements that capture our imagination and attention. **More often than not, individuals who have attained success against the odds have done so with the involvement of others who have coached them through their particular circumstances.** In situations where an actual ‘physical’ mentoring relationship is not evident, we often learn that the individual drew strength from others whom they had either heard or read about. This phenomenon occurs not only in society as a whole, but also within the organizational structures in which we find ourselves.

A great deal has been written over the last several years about the need to create coaching relationships to develop leaders within organizations. We can certainly understand the necessity from a ‘business’ vantage-point, when we recognize that growing people ultimately grows our organization’s abilities. This is true from both the *corporate* and *ministry* perspective. However, an even deeper requisite comes from a *biblical* perspective of these types of relationships.

A casual look at the Word reveals an abundance of mentoring relationships, from the Old Testament narratives of Elijah and Elisha, and Moses and Joshua, to the New Testament writings of Paul to his protegee, Timothy.

While we agree with the organizational need for mentoring structures, we’re often hindered by an uncertainty about the actual relationship. We may be unclear as to how the process begins, or uncertain about which elements make the difference between a great coaching relationship and a mediocre one.

While an in-depth approach to these issues can not be considered in one short article, the following points provide a brief overview of an effective coaching relationship.

1. Be available and accessible. The primary responsibility of the coach is to be *available* and *accessible*. He or she should be an active listener and provide advice in the form of questions – ones that enable participants to solve their own developmental needs. Basically: the goal is to teach them ‘how to think’ through an issue.

2. Hard and soft skills. Leadership development typically falls into one of two categories: hard skills and soft skills. Examples of hard skills would be the ability to analyze information, use of a computer program, or to create a budget. Soft skills are people skills – such as good communication, the ability to motivate and lead, or how to be effective in confrontation. It is important for coaches to understand their own strengths and limitations with regard to both sets of skills.

3. Know and understand the person being coached. Initially, adequate time should be given to knowing and understanding the participants. You may wish to discuss their background, personal testimony, family and other insights in order to get a clearer picture of the whole person. You should also spend time talking about yourself. Try to find areas that are of interest to both of you, in an effort to establish a connection.

4. Clarify expectations. You’ll need to discuss your individual expectations for the relationship. The time commitment, your role as coach, and the participant’s role should be part of the discussion. You may also wish to include such parameters as whether or not he or she may contact you by phone or email outside the scheduled coaching sessions. You should also come to an understanding of how long the coaching relationship will last and in which areas you believe you can be of the most help.

5. Determine goals and strategy. The next step should involve a review of the participant’s specific goals and consideration of strategies that would be helpful in reaching those goals. Be sure the goals meet the “SMART” criteria; that is, they are Specific, Measurable, Attainable, Realistic and Trackable. If they’re ambiguous, or don’t meet the SMART criteria, you should spend time in helping your pupil think through the goals more clearly.

6. Focus on one goal at a time. In establishing strategies, you may wish to take one goal at a time and explore ways of accomplishing it. For example, if the goal is to become a more effective speaker, have your pupil start by proposing a list of books, tapes, internal training sessions and other resources that will provide information on how to become more effective. It’s important that you not *do* the work for your participants, but rather, fulfill your role by coaching them toward the goals.

Involvement in a coaching relationship is one of the most fulfilling means of allowing others to benefit from what God is doing in your own life. This is especially true when the council grows from a passionate heart that simple desires to see God’s highest accomplished in another’s life. As we unselfishly give these things away, it provides room for the Lord to fill us with fresh insights – from his purposes to supercede our own.

Helpful Tips for The Coach

- **Realize you’re not expected to have all the answers.** Simple let the participant know the areas where you can assist and what kind of support you can provide.
- **Discuss expectations** of time and the level of commitment you are able to provide.
- **Give honest and direct feedback** on areas where the participants can grow.
- **Encourage participants** in areas where they are progressing.
- **Invite them to join you** in professional development meetings, luncheons and other events.
- **Seek to apply your areas of strength** to their areas of weak-

ness – we can often be the most helpful to individuals who are different than we are.

- **Be a sounding board.** Often, simply listening opens avenues for them to resolve their own issues.
- **Choose a specific book or resource to work through** that addresses the particular area in which they desire to develop.
- **Keep the sessions on track** progressing toward the individual’s desired outcome.
- **Recognize when you can no longer provide assistance.** That’s the time to encourage your trainees to more beyond the relationship.



The Fitzgerald Pastors program is being reorganized during 2009.



RESOURCING OUR NEWEST CHURCHES

Fitzgerald Pastors

www.fitzgeraldpastors.org

Fitzgerald Pastors: Advanced training & support for newly appointed new church pastors.

The Fitzgerald Program is a ministry of the Center for Evangelism through New Congregational Development at the General Board of Discipleship and is funded through the Fitzgerald Institute Fund of The Foundation for Evangelism.

Annually, twenty nominated pastors of new church starts will be chosen by a selection committee to participate in the program. The goal of the Fitzgerald Program is to develop leaders who will create regional churches with the potential to grow beyond 500 attendees in worship. The churches will be representative of the racial ethnic and geographic diversity of the United Methodist Church.

The Fitzgerald Program will provide training and support for pastors in the first year of their appointment to a new church start.

Online Community activities include:

Live Chats	Threaded Discussion	Links	Mail List
Member Information	Resources	Community Calendar	

Participants in the Fitzgerald Program will be guided through a process to develop a strategic plan for their new church during the course of four sessions.

Their plan will include:

- The Core values and beliefs of a United Methodist Church
- A vision for their new congregation
- A Healthy Core Group
- A Marketing Plan
- A Discipleship System & Leadership Development Process for laity
- Creating experience based worship
- A stewardship plan and process
- The launch of the Public Worship experience
- Leadership Development, Self-Care, and spiritual disciplines of the pastor and staff
- Putting in place an intentional plan to move through growth barriers

Two basic models or a combination of both will be supported through the Fitzgerald Program:

- **Small Groups Model:** In this model the first six months to a year is spent developing a core group and forming small groups. When the new church has formed eight to twelve small groups of eight to twelve adults each, they move to the launch of public worship with the goal of having a least 150 adults in the first worship experience.
- **Worship Model:** In this model the first seven to nine months is focused on developing a core group which in turn launches its first public worship service with a goal of having over 150 adults in the first worship service. At the end of the first year a worship service and small group system is in place.

The Need for the Fitzgerald Program:

The first year is the most critical time for the success of new church starts. The leader sets the DNA of what the church will become. While some Annual Conferences give support for new church pastors, this program would offer ongoing support and training for the first year. From 2001 to 2005 Annual Conferences are projecting 121 new church starts per year

The Plan:

Participants will attend four courses during the first year.

The Participants:

Twenty new church pastors would be identified through an application process to be participants in the Fitzgerald Program each year.

1. Have to be nominated by their Bishop and the District Superintendent
2. Applications will be accepted in November of the prior year
3. Pastors will be appointed during the summer of the program
4. District Superintendent has to attend the School of Congregational
5. Development either in prior years or the year of the appointment

The Results:

1. One hundred new church starts in five years
2. Trained leaders who are given significant support in the first year
3. A new process for supporting new church starts
4. Long range learning from participants as to what is working
5. New methods and new models of new church starts
6. Ongoing research of how to reach different people groups
7. A developing body of Knowledge to be shared through the connection

Session One: Basics of New Church Starts

Led by new church pastors and staff from the Center, leaders will be taught critical principals from NextChurch. Now about how to start a new church. Demographics, time management, developing personal spiritual disciplines, and learnings from start-ups in the business world will be the key focus.

Five days in April in Nashville at the Learning Center (Note: takes place before the pastor arrives at the new appointment)

Session Two: School of Congregational Development

Participants will attend the School of Congregational Development with breakout times to focus on developing their plan of action with an emphasis on developing a discipleship system and building a core group. Five day in August

Session Three: Creating Experience Based Worship

Participants will focus on launching the new worship service. Through experiential opportunities they will learn critical tools for developing the worship life of the new congregation. They will be asked to bring their worship leader or a key lay leader from their core group. Five days in November in Nashville at the Learning Center

Session Four: Spiritual Renewal and Refocusing

Participants will engage in a time of spiritual renewal and recreations to refocus their energies and time. This is a critical time for pastors to reconnect with their family and with God. This will take place in a resort setting in Florida or California. Participants will be invited to bring a spouse or family member with them. Four days in January over a weekend in a resort setting.

†††



*Churches growing new churches..
who grow new churches...*

HOW DO YOU SUPPORT NEW CHURCH PASTORS?

by Clay Jacobs
North Georgia Conference

Let me emphasize again how difficult, demanding, and challenging it is to be the founding pastor of a new church, a new mission or a new community of faith. I have witnessed persons whom I felt possessed all the gifts and graces they needed to start a new work, who had a passion to reach the unchurched, who were creative, confident, and self-assured but within the first three months found themselves depressed, discouraged and ready for another appointment. That is not an unusual response. It happens to the best-equipped, best-trained pastors.

I insist our new church pastors do two things as soon as the Cabinet affirms their appointment to a new work:

1. Find as many prayer partners as possible among their friends, family, former church members, colleagues. Ask these persons to pray specifically every day
 - For you (your faithfulness to God's vision for your ministry)
 - For your family (if appropriate)
 - For your new work
 - For the people you encounter
 - For financial support

Communicate with these people on a regular basis.

2. Find a person who will be your personal mentor/coach. My preference is that it be a person who has had experience in starting a new church. I insist that it be a person they can meet with on a regular schedule (not "someone I met in seminary who is doing a similar work in another state and we talk on the phone occasionally"). I mean a formal mentoring relationship.

Once they are on the field, there are five specific areas of support we offer:

1. As Director of Church Development, I stay in regular contact with the pastor for encouragement, support and accountability.
2. I encourage the District Superintendent to meet regularly with the new pastor, to find ways the District can support the new ministry as a "mission of the District," to invite the new pastor into District churches, to offer financial support, etc.
3. At our monthly Executive Committee meeting, we invite one of our new church pastors to share how the work is going and we, in turn, have the opportunity to pray with them and encourage them.
4. At least once a year, we have a two-day Seminar for all New Church Pastor's dealing with a specific topic.

Perhaps the best support is that which the Pastors themselves plan. We have one group of five new church pastors who meet all day once a month to discuss an assigned book or discuss an agreed upon topic. They hold one another accountable to the spiritual disciplines and pray for each other daily.



*Churches growing new churches..
who grow new churches...*

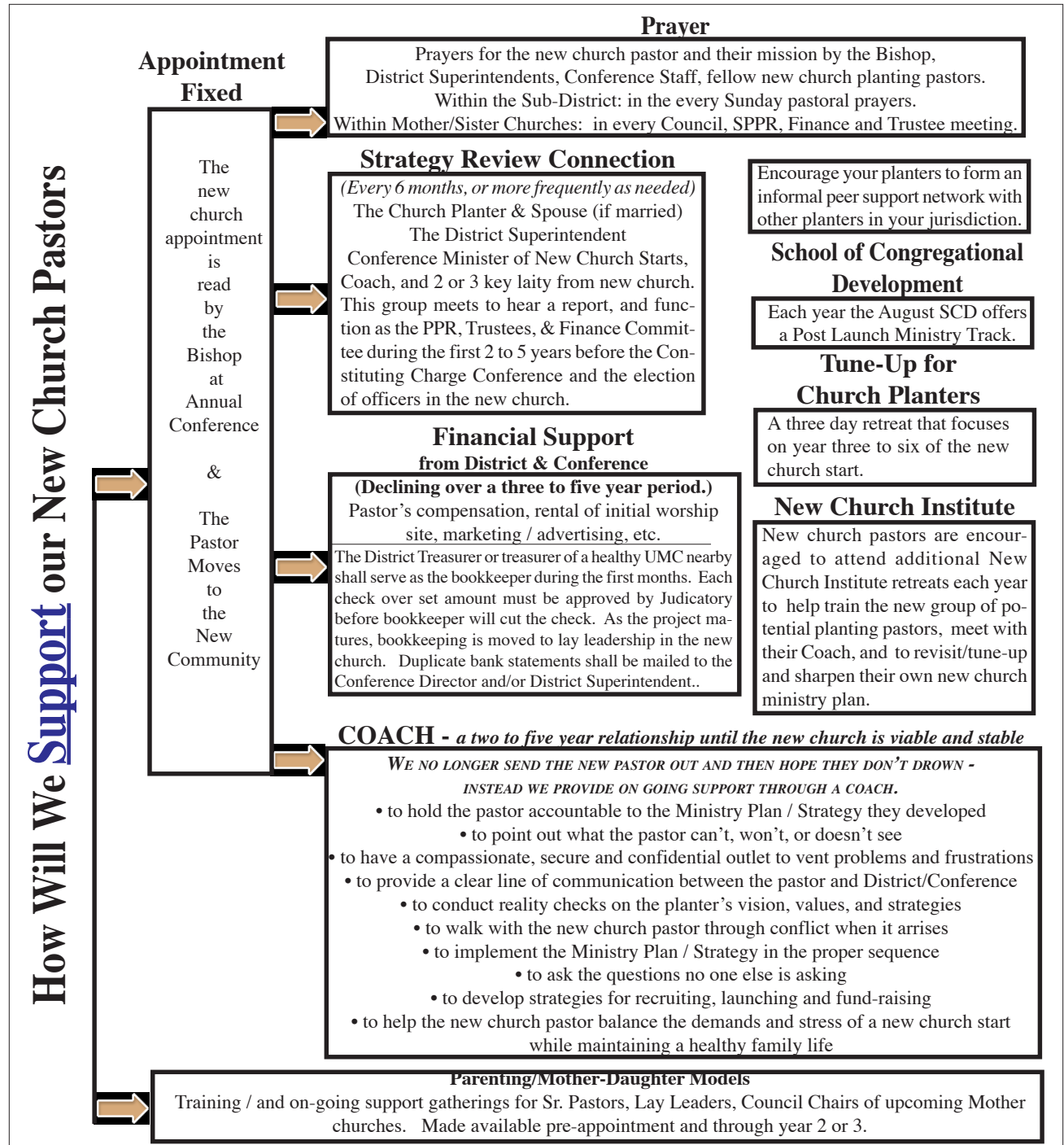
ACCOUNTABILITY IS ALSO A PART OF SUPPORT TOO

by Bob Crossman, Arkansas Conference

Each Annual Conference establishes its own unique process for supporting new church pastors and holding them accountable.

In the Arkansas Conference we attempt to offer several levels of support and accountability.

Equipping leaders with both knowledge and skills to move toward successful church starts.



First of all, in the Arkansas Conference we attempt to appointment graduates of the New Church Leadership Institute, who are trained and assessed, to a mission field that matches their particular set of affinities (*economic, cultural, religious background, and geographic*).

Secondly, before moving to the new community, the planting pastor and spouse (*if married*) attend a “Church Planter’s Basic Training Boot Camp” to help the planter focus on what behaviors / activities / tasks must take place during the first 18 months in the new appointment. This Basic Training Boot Camp functions as a summary of all the planter was exposed to in the New Church Institute, and helps the planter to design a unique time line and to set benchmarks that match the unique mission field they have been appointed to reach.

Third, after the Boot Camp and before moving day, we hold a “**Post Boot Camp Strategy Setting**” event (*designed by Don Smith*). The planting pastor, coach, district superintendent, and Conference New Church Staff person all meet together to hear and ‘sign off’ on the planting pastor’s plan, strategy, and financial projections. If this is a “mother-daughter” start, this gathering also includes the Senior Pastor, Lay Leader and SPPR chair from the mother church(es).

Fourth, in the two to four years before the organizing charge conference, or chartering of the new church, the planter does NOT have a Finance Committee, Church Council, Trustees, or a Staff Parish Committee. These official functions are fulfilled by the Pastor, District Superintendent and Conference Minister of New Church Starts.

Fifth, to insure clear lines of communication, a “**Quarterly Connection**” is held quarterly (or more frequently as needed) at the new church site involving the Church Planter & Spouse (if married), the District Superintendent, the Conference Minister of New Church Starts, and Coach. Any business reports or decisions related to #4 above also occur at this quarterly connection.

Sixth, the planting pastor is enrolled in a formal 24 month support system. The Arkansas Conference participates in two different systems. One is the **Fitzgerald Pastor** program through the Foundation for Evangelism and the General Board of Discipleship. The other option is “**P3: Pilot Project for Planters**” that is offered through the Texas Methodist Foundation.

Seventh, a **new church coach** is assigned to each planting pastor. We no longer send the new pastor out and then hope they don’t drown - instead we provide on going support through a coach. This is a two to five year relationship until the new church is viable and stable

- to hold the pastor accountable to the Ministry Plan / Strategy / Benchmarks they developed
- to point out what the pastor can’t, won’t, or doesn’t see
- to have a compassionate, secure and confidential outlet to vent problems and frustrations
- to provide a clear line of communication between the pastor and District/Conference
- to conduct reality checks on the planter’s vision, values, and strategies
- to walk with the new church pastor through conflict when it arises
- to implement the planter’s Ministry Plan / Strategy in the proper sequence
- to ask the questions no one else is asking
- to develop strategies for recruiting, launching and fund-raising
- to help the new church pastor balance the demands and stress of a new church start while maintaining a healthy family life

Eighth, in the months after arriving in the new mission field, new church pastors are encouraged to attend any or all of the **New Church Institute** retreats each year to revisit / tune-up and sharpen their new church ministry plan, to meet with their Coach, and to become a resource for the next wave of potential new church pastors who are attending the New Church Institute for the first time.

Ninth, financial Support is provided from the District and Conference, declining over a three to five year period. Basically this financial support covers the pastor’s compensation package, and partial support of renting an initial worship site, marketing and advertizing.

Tenth, about 12 to 18 months after launching regular weekly worship services, the church planter attends a three day retreat, “**Tune-Up for Church Planters**” to revisit/tune-up and sharpen their new church ministry plan for years two through four.



WHAT ABOUT APPORTIONMENTS?

WHEN DOES A NEW CHURCH BEGIN TO PARTICIPATE IN SUPPORTING THE APPORTIONMENT?

In Arkansas, it begins immediately.

The New Church Leadership Institute proposes a model to the pastors that faithful stewardship and generosity is an essential facet of healthy new church DNA. We recommend that the offering basket be passed at every gathering of the initial Launch Team. At times, that basket is passed with the knowledge that this week the offering is going to support our ‘sister’ new church in Cabot, or support our Campus Minister at the Univer-

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sity, or pension for our retired pastors, etc. These early gifts are sent to the Conference Treasurer on the official apportionment form. New church pastors are also encouraged to contact the Conference Treasurer in the early months of worship and ask, *"If we were a chartered congregation, based on our current offering receipts and attendance, what would our apportionments be?"*

In the Arkansas Conference, while officially the Conference Treasurer is not able to accurately determine the apportionment until two years of statistics have been turned in at the end of the year, we anticipate that the new church will already be in the holy habit of generously supporting missions and ministries.

In a "Mission Congregation" (§260.1.a), while they might not officially come into the apportionment formula, generosity is still an essential facet of a healthy congregation, and they are encouraged to generously support mission and ministries beyond themselves by sending gifts to the Conference Treasurer on the official apportionment form.



DO WE PROVIDE FUNDS AND GRANTS UNTIL THE MAXIMUM IS REACHED?

No. Benchmarks will be established so that the New Start Pastor, District Superintendent and the local Launch Team clearly understand the expectations of the Conference.

In the New Church Leadership Institute, all participants will write their own Ministry Plan for the first two years in a New Church Start. In May, before moving to their new appointment, the new pastor will work with the Conference Minister of New Church Starts and the District Superintendent (and Parent Church) to revise their Ministry Plan in a "Post Boot Camp Strategy Setting" process. The new pastor will be held accountable to that plan, with the agreed on benchmarks written in it.

It will be clear to the pastor, the Launch Team, the District Superintendent, the Parent Church, the Coach and the Minister of New Church Starts if the benchmarks are not being met, and that the appointment needs to end. In the formal Consultation Process in January (month 7 and month 18) between the New Church Pastor and the District Superintendent, in consultation with the Parent Church and Conference Minister of New Church Starts - a decision will be made if the appointment and funding should continue past June.

Although formal consultation occurs every January, there are a number of benchmarks that would cause funding to stop and the "plug to be pulled" at any point. Criteria for ending the new church start might include: pastor's inability to build on the initial group of people. *For example, if a New Start Pastor begins an appointment in July in a Birthing/Parent Model with a Launch Team of twenty people - a reasonable benchmark would be for that group to reach 60 by Christmas, and to reach 100 by Easter.*

Other criteria for "pulling the plug" at any point would include loss of morale; loss of hope; limited financial ownership creating a 'welfare culture'; little or no stewardship program; lack of an accounting system; inability to put essential ministries in place; permanently stalled - loss of momentum; loss of trust in pastor; or pervasive sin on the part of the planter or launch team members.

The funds will be released in pieces through the year. At the January consultations, if the benchmarks are not met, the next piece of funding will not be released to the new church start.

These are precious funds entrusted to us from the offering plates in 710 churches across the Arkansas Conference. We must be careful to use the funds as efficiently as possible for making Disciples for Jesus Christ, and moving this Conference toward being *"A church alive in the grace of God, offering Christ, transforming lives, and changing our world through the power of the Holy Spirit."*



WHO APPROVES THE DISTRIBUTION OF FUNDS FROM THE "NEW CHURCH" CONFERENCE APPORTIONMENT LINE ITEM?

Once the Conference Vision Team has approved the guidelines for this fund's distribution (policies and maximum amount for any start), the Conference Minister of New Church Starts in consultation with the District Superintendent, will make a recommendation to the Cabinet for the maximum amount to be set for each new church project. Often this decision will be closely tied to the appointment process time and the salary the new church pastor has in her current appointment.

Once the appointment is made, requests for draws will be made using the conference "Requisition for a Check" form.



AT THE NEW CHURCH, WHO APPROVES EXPENDITURES AND WHO WRITES THE CHECKS?

Until a new church is three or four years old and has "chartered" at a Constituting Conference, there are no official Trustees or Committees in the new church. The District Superintendent and the Conference Minister of New Church Starts will function as the Council, Trustees, Finance Committee, and Pastor Parish Relations Committee for the new church.

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The new church pastor, in cooperation with the District Superintendent and the Conference Minister of New Church Starts will prepare an annual operating budget.

The new church pastor, in cooperation with the District Superintendent and the Conference Minister of New Church Starts will select someone to function as financial secretary for the new church - this needs to be either the District Office Administrative Assistant or the financial secretary of a strong UM Church nearby.

The new church pastor may send a check requisition to the Financial Secretary to cover items within the approved budget (up to a previously agreed upon limit of \$500 or \$1,000). When the new church pastor is requesting a check to be cut that is larger, that requisition along with a description of the suggested expenditure, is first sent to the District Superintendent and the Conference Minister of New Church Starts. After comparing the request to the annual budget line items, a return email is sent approving the request. That approval email must be attached to the requisition before the Financial Secretary will cut any check over the agreed upon limit of \$500 or \$1,000.



ACCOUNTABILITY?

THE SUBJECT OF BENCHMARKS BRINGS UP THE QUESTION OF ACCOUNTABILITY -

The oversight of the new church start pastor (church planter) will be seen as a team, including the District Superintendent, Conference Minister of New Church Starts, Senior Pastor of the local church (if using a Birthing/Mother Church Model), SPRC of local church (if using a Birthing/Mother Church Model), and a Coach. Following are the responsibilities of each participant:

District Superintendent

The District Superintendent will fulfill the duties assigned in *The Book of Discipline*. The superintendent is responsible for supervision of the church planter.

- ¶421.1 "To work with elders... and charge conferences in formulating statements of purpose for congregations in fulfilling their mission and with committees on pastor-parish relations to clarify the priorities for the ministry of clergy and diaconal ministers."
- ¶421.2 "To establish a clearly understood process of supervision for clergy of the district, including observation of all aspects of ministry, direct evaluation, and feedback to the clergy involved."

Concerning the superintendents responsibility with new church starts, the Discipline states:

- ¶259.1 "The district superintendent of that district... shall be the agent in charge of the project."

Conference Minister of New Church Starts

The Minister of New Church Starts will serve as the primary trainer, providing leadership and support in new church start methods. She/he will also work with the church planter and the superintendent in establishing a detailed launch plan with specific benchmarks and goals for ministry and oversee that the plan is adhered to in a timely fashion.

Senior Pastor (if using the Birthing/Mother Church Model)

The Senior Pastor will provide mentoring support for the church planter. She/he will encourage the planter, making ministry suggestions as observed. The Senior Pastor will officially continue in conversation with the district superintendent and the Conference Minister of New Church Starts through the "Quarterly Connection" meetings.

Coach

A coach will be assigned to the church planter. The coach's primary responsibility is to provide mentoring, support and encouragement to help the church planter remain on task. All coaching e-mails and conversations will include the following people: Church Planter, Church Planter's spouse, Coach, District Superintendent, Conference Minister of New Church Starts, and Senior Pastor (if using a Birthing/Mother Church Model).

SPRC / Finance Committee / Board of Trustees / Council

(if using the Birthing/Mother Church Model)

These committees of the Mother Church do not have any direct responsibility for the New Church or the new church pastor. Until the new church has chartered (perhaps in year 3 or 4 of the appointment) the District Superintendent and the Conference Minister of New Church Starts fulfill these functions as they relate to the new church and the new church pastor.



WHAT ABOUT "CHECK OUT" AND REPORTING STATISTICS ANNUALLY?

In the Arkansas Conference, each December 31, the church planting pastor participates in "check out" like all other local church pastors. They are asked to complete Table One.

Equipping leaders with both knowledge and skills to move toward successful church starts.

Conference Church No. _____

Employer Identification No. _____



Table I, Statistical Table

Worksheet for Table I of the Local Church Report to the Annual Conference

The United Methodist Church

State _____ County _____

Pastor _____

Church _____

Reports for the year ended December 31, _____

Charge _____

or for the period _____ to _____

District _____

Important—Read instructions on Worksheet

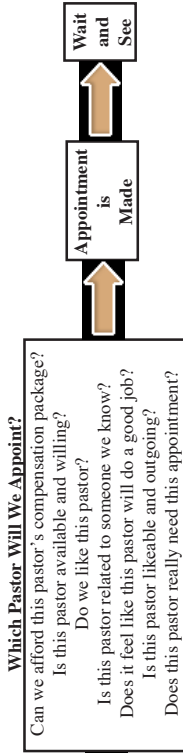
Conference _____

CHURCH MEMBERSHIP	1. Total professing members reported at close of last year (See instructions).....	1	+
	2a. Received this year on Profession of Christian Faith	2a	+
	2b. Restored by affirmation (or correction to previous year's report)	2b	+
	3. Received from other United Methodist churches	3	+
	4. Received from other denominations	4	+
	5a. Removed or corrected by Charge Conference action	5a	-
	5b. Withdrawn	5b	-
	6. Removed by transfer to other United Methodist churches	6	-
	7. Removed by transfer to other denominations	7	-
	8. Removed by death	8	-
	9. Total professing members at close of this year	9	
	9a. Racial/Ethnic identification (should total line 9): A _____, AA/B _____, H _____, N _____, P _____, W _____, MR _____		
	9b. Gender identification (should total line 9). Give number of: Females _____, Males _____		
	10. Average attendance at the principal weekly worship service(s)	10	
11. Number of persons baptized this year (all ages).....	11		
12. Total baptized members who have not become professing members	12		
13. Number of persons on constituency roll (§230.3).....	13		
14. Total enrolled in confirmation preparation classes this year.....	14		
CHRISTIAN FORMATION GROUPS: CHURCH SCHOOL AND OTHER SMALL GROUP MINISTRIES	15a. Number of leaders in all Sunday church school groups	15a	+
	15b. Number of leaders in all other groups	15b	+
	16a. Children (0-6th grade) in all Sunday church school groups.....	16a	+
	16b. Children (0-6th grade) in all other groups	16b	+
	17a. Youth (7-12th grade) in all Sunday church school groups	17a	+
	17b. Youth (7-12th grade) in all other groups.....	17b	+
	18a. Adults (post high school) in all Sunday church school groups.....	18a	+
	18b. Adults (post high school) in all other groups.....	18b	+
	19. Total Christian formation participants (add lines 15a-18b) in Sunday church school groups _____ in all other groups	19	
	20. Average attendance in Sunday church school (all ages).....	20	
21. Average attendance in other ongoing classes and groups for learning	21		
22. Average attendance in other short-term classes and groups for learning.....	22		
23. Number of Christian formation groups, other than Sunday church school for Children _____ Youth _____ Adults _____	23		
24. Number of Christian formation participants (line 19) who became professing members this year	24		
UMVIM	25. Number of UMVIM teams sent from this local church _____ Number of church members participating in any UMVIM team	25	
UMM	26. Membership in United Methodist Men.....	26	
	27. Amount paid for projects	27	.XX
UMW	28. Membership in United Methodist Women	28	
	29. Amount paid for local church and community work.....	29	.XX
UMYF	30. Membership in United Methodist Youth Fellowship.....	30	
	31. Amount paid for projects	31	.XX
WEEKDAY	32. Number of weekday ministry programs _____ Total persons served	32	
PROPERTY AND OTHER ASSETS	33. Market value of church land, buildings and equipment	33	.XX
	34. Market value of church-owned parsonages and furniture	34	.XX
	35. Market value of other assets (cash, securities, other property, etc.).....	35	.XX
	36. Indebtedness on items 33, 34, 35 at end of year	36	.XX
	37. Other indebtedness (current expenses, etc.).....	37	.XX

*See Worksheet Instructions, line 9a, for racial/ethnic identification guidelines:
A = Asian AA/B = African American/Black H = Hispanic N = Native American P = Pacific Islander W = White MR = Multi-Racial

2005-2008 Quadrantum, rev. 12/04

Stereotype of the Old Model:



WHO WILL WE APPOINT TO START NEW U.M. CHURCHES? A Proposed New Model for Discerning, Equipping, and Appointing New Church Pastors

Discover Potential Church Start Pastors

- introductory events at Annual Conference
- District level introductory events
- personal contact by District Superintendents
- personal contact by the Conference New Start Minister
- seminary visits
- Discover who the Prevenient Grace of God is already preparing to start a new U.M. church?



Revised 04/28/08

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Cabinet Invites These Pastors to join a 9 month process.

- **NEW CHURCH LEADERSHIP INSTITUTE**
- Assist pastors to discern if they are called to be a church planting pastor
- Connect potential church planting pastors with successful church planting pastors
- Equip potential church planters with knowledge and skills for successful church starts
- Prepare pastors for a variety of New Start models, and a variety of models for leading an existing church through re-vitalization, relocation, transition, or merger
- Each participant will write a personal ministry plan for their New Church Start

Attend the national new church pastor event: School of Congregational Development - New Church 101 Track

- **CONFERENCE CONGREGATIONAL DEVELOPERS**
- to walk with their own pastors through the process and begin an informal assessment process of each pastor.

INSTITUTE COACH

- to walk with the new church pastor through the process
- to have a compassionate, secure and confidential outlet to vent problems and frustrations
- to conduct reality checks on the planter's vision, values, and strategies

Institute Pastors Who Self-Identify As Seeking New Church Appointment

- **Assessment Process**
- Personal interview by team to assess each pastor's calling
- assess each pastors particular affinities and Ministry Plan in light of potential appointment communities
- DISC profile
- Profile XT
- After the interview, pastor is asked to write a summary which becomes a part of the pastor's profile for the appointive cabinet.

Appointment Named

- Cabinet receives results from New Church Pastor Assessment Team
- appointing the pastor to a mission field that matches the pastor's particular affinities
- economic
- cultural
- church background
- geographic
- recreational

Basic Training "Boot Camp"

This is 'just in time training' focused on the first 18 months in a new church appointment - sharpening their Ministry Plan / Strategy in light of the actual community they are being appointed to start a new church in.

Strategy Setting

The planting pastor, coach, District Superintendent, and Conference New Church Director - all meet to hear and 'sign off' on the planting pastor's plan, strategy, and financial projections.

If this is a "mother-daughter" start - also include the Senior Pastor, Lay Leader, and PPR chair.

Equipping leaders with both knowledge and skills to move toward successful church starts.

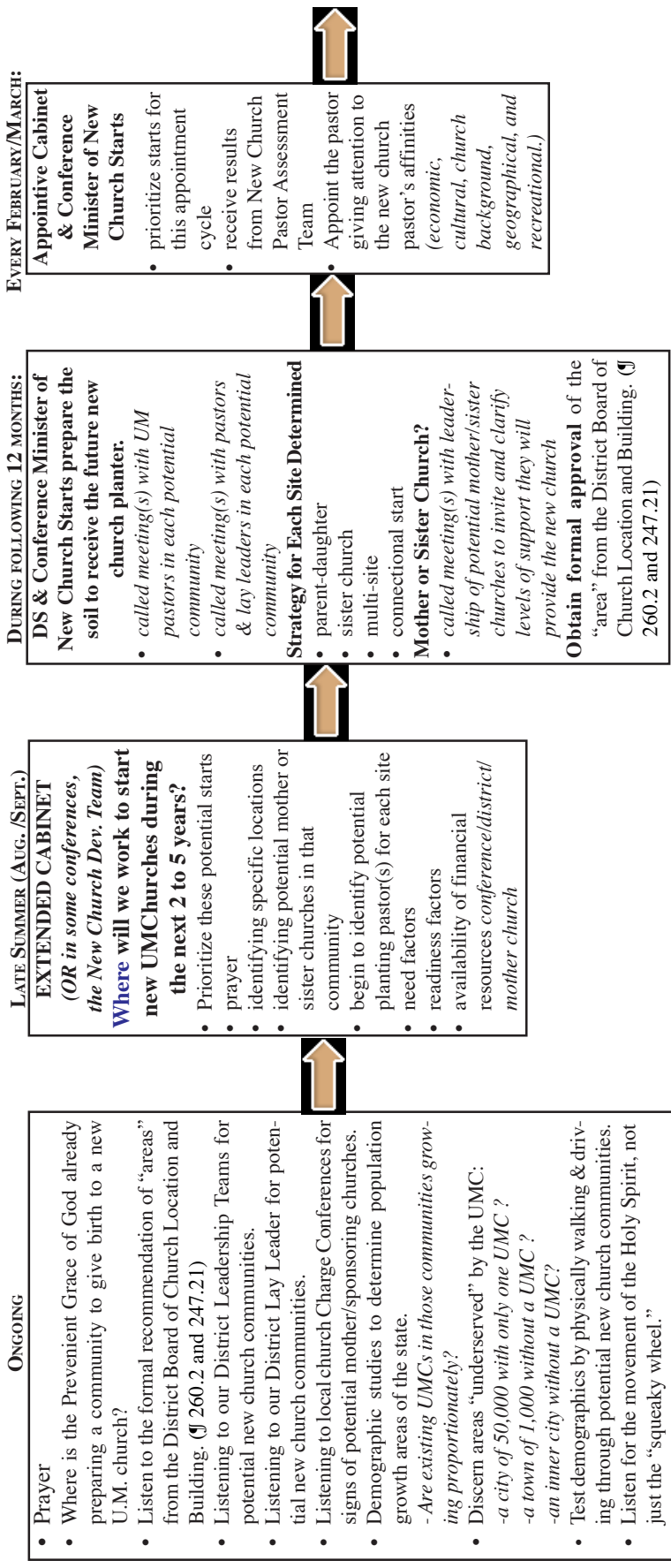


In Arkansas we do not have all these pieces in place yet, but this is the direction we are headed.

Revised 10/30/07
 Bob Crossman
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WHERE WILL WE START NEW U.M. CHURCHES?

A Proposed New Model for Discerning, Selecting & Prioritizing Potential Starts



• for pastors starting new churches • for churches starting new churches • for resourcing our newest churches •



*Churches growing new churches..
who grow new churches...
who grow new churches...
who grow new churches...*



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Strategy Review Meeting for New Church Starts by Don Smith

Having been sent into a high stress ministry environment where the best laid plans often need to be modified, church planters need periodic “face time” with their respective support teams to celebrate victories, share disappointments and modify benchmarks and ministry strategies along the way.

The strategy review meeting provides a forum where this vital communication and collaboration can happen. Early on, I suggest that these gatherings take place at least every six months for the first two years of the appointment (every three to four months if the project is struggling) and annually thereafter.

Who participates:

- Planter
- Planter’s spouse (if applicable)
- Superintendent
- Church Development Director or representative
- Coach
- Mother Church pastor (if applicable)
- layperson from the Mother church (if applicable)
- Key layperson involved in the project

Other details:

- allow for one hour
- meet in the planter’s mission field, if possible

Please see the sample agendas below.

Proposed Agenda Strategy Review Meeting for New Church Starts by Don Smith

- Welcome and Opening Prayer
- Purpose of the Meeting
- Report from the Planter
 - o What ministry milestone most accurately captures the essence of the new church that God is birthing through your leadership?
 - o Review of Benchmarks Presented by Planter Three Months Ago:
 - Launch Team Size projected for this month - _____ (adults)
 - Actual Launch Team Size this month - _____ (adults)
 - Projected contributions for the first twelve months - _____
 - Actual contributions received first five months - _____
 - Number of relational groups projected to be formed by this month - _____
 - Actual number of relational groups presently in existence - _____
 - Number of adults presently involved in relational groups - _____
 - o What two ways have you most felt the support of the annual conference since the commencement of this appointment?

- o What are two ways that the Annual Conference can be of greater support in the next six months?
- o Based on your experience thus far, what benchmark modifications (dates, numbers, events, strategies) do you recommend, if any, for the next six months and beyond?
- Group Discussion
 - o What specific ways can the planter and launch team be affirmed?
 - o What specific areas of concern can be identified?
 - o What benchmark modifications are to be affirmed and which will need further discussion?
 - o Is a follow-up meeting needed in three months? If so, when and where will it take place?
- Other Issues to be Addressed
- Dismissal

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Proposed Agenda for the Church Plant in Years Two to Four

Strategy Review Meeting

by Don Smith

- Opening Prayer
- Report from the Planter
 - What are two things that we can celebrate with you?
 - What two pieces of this ministry best measure fruitfulness in this new church start?
 - What two things are presenting the greatest challenges to your ministry?
 - What two ways can this team be of support to you in the next six months?
- Group Discussion
 - In what ways can the Planter be affirmed in her or his work?
 - What concerns about the project are evident, given the ministry description that has been presented?
 - Other items for discussion?
- Date for Next Meeting
- Closing Prayer (by Superintendent)

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[Additional suggested topics from Bob Crossman]

- Who is praying for you, your family, and your new church ministry?
 - How are you staying in contact with your prayer supporters?
- What are your benchmarks for the next six months? (*Launch Team size, contributions, number of relational groups, events, attendance, professions of faith, etc.*)
- Are there any Council / SPPR / Finance Committee / Trustees decisions that need to be made today?
 - (*Second campus or multi-site starts relate to the main campus, but in all other new church starts, the D.S. and Conference Staff person fulfill these functions until the new church has its Constituting Charge Conference in year three or four.*)
- You brought a detailed, year to date, income and expense report with you today. Please walk us through the highlights of that report.
 - Has the income from your Launch Team met your benchmarks?
 - Has the income from your Family, Friends and Relatives Network met your benchmarks?
 - Have you received any special offerings or gifts for connectional ministries (apportionments)?
- You have authority to request reimbursement for items up to \$500. Are there any larger purchases coming up that we need to approve today?
- We have your original budget, with projected income and expenses. Are there any changes we need to make in your budget for this year or next year? Are there any changes in staff or pastoral salaries we need to approve?

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