



5 year Strategic Plan for Planting Disciple Churches

Overview

This document presents the method and means that the Christian Church (Disciples of Christ) of Greater Kansas City region will strategically plant disciples to multiply ministerial presence within the Greater Kansas City area. Lessons from other church planting organizations and denominations that have successfully planted churches impacted parts of this strategy. However, the goal for our church plants is to be anti-racist/pro-reconciling communities that bring about justice and solidarity in neighborhoods through the work of the good news of Jesus Christ. The New and Transforming Church Commission (NTCC) tailored the strategy to fit within the General Church's 2020 Vision and Mission First! initiative.

Vision

To be a faithful, growing church that demonstrates true community, deep Christian spirituality and a passion for justice. – Micah 6:8

Mission

To be and to share the Good News of Jesus Christ, witnessing, loving and serving from our doorsteps “to the ends of the earth.” – Acts 1:8

Strategy

NTCC, in partnership with the Regional Minister of New and Transforming Church, will engage potential planters before they are ready to launch. Through an application process, NTCC will Identify, Coach, and Mentor potential planters. This is how NTCC will support and train the planter prior to them being sent out. There are five priorities for our planting strategy:

1. Be an incubator of pro-reconciling/anti-racist churches that see their potential community in all ethnic and racial backgrounds.
2. Maximize the success of each planting team by providing resources and support to become an effective and diverse missional plant.
3. Have five new missional plants within five years that are focused on reconciliation, justice, and Christian unity.
4. Have multiple interns to a missional plant, which potentially broadens the pool of talent who will also plant and be a learning Region.



5. Mobilize all regional churches to support new missional endeavors.

Steps

There are steps to make the planter successful and to fulfill the priorities of the strategy. The greatest asset to a plant is the planter himself or herself. Therefore, NTCC along with the Greater Kansas City Region of the DOC must structure staff and finances to the long-term development of planters.

Step 1. Identify-The New and Transforming Church Commission and Regional Minister of NTC must intentionally find future planters through colleges, seminaries, assemblies, and other churches and invite them to apply to become a planter in order to continually have successful church plants. (2-6 months)

Step 2. Discern-Planters will go through an assessment to better understand their personal history, leadership skills, call to planting and character of not only themselves but also their spouses/partners (if applicable). This is to ensure their suitability for planting. If calling is affirmed, then they will be assigned a mentor and coach and be put forward to the Regional Board. (2-6 months)

Step 3. Disciple- This is a two-part process. Due to the many stresses in planting a mentor is assigned to have tough one on one conversations to keep accountability to the planter; this is to include but is not limited to having conversations about relationships, finances, self-care, and boundaries.

A Coach will be assigned to help with the development of the plant. They will help the planter to understand the purpose of the plant by identifying the need within the community, developing a strategy to meet that need, gathering a core group to help them launch, and planing how to launch the missional plant. If at all possible this will be done in a cohort setting of other planters.

The planter will observe staff management, leadership structures, worship teams, administration practices, discipleship programs, etc. from both coach and mentor. (1 year)

Step 4. Send- This step is the culmination of mentoring and coaching when the plant officially launches. The New and Transforming Church Commission offers support and continuing education, including grant matching (4 years).

Potential Planting Models

House Church Strategy - House churches are typically small, limited to the number that can fit in a home or a small meeting space.



Partner Church/Multiple “Parent” Strategy- An existing DOC congregation (or, perhaps, several churches) serves as an anchoring, sponsoring, or parenting force in launching a new church.

Intentional/Common Cause Communities- Typically, Intentional Communities remain small in size (3-12 people) and have no plan to “formalize” as chartered churches with land and a church structure.

Missional/Incarnational –Focuses on building relationships and getting people into smaller groups where they can study God word together and serve each other and their community.

Online-Completely starts via the Internet and still holds corporate events either in person in virtual space.

Potential Planting Sites

Downtown KCMO
River Market KCMO
Downtown KCK
Downtown Lee’s Summit MO

Midtown KCMO
Roeland Park KS
South Grandview MO
Leawood KS

Financial Plan

The Greater Kansas City Region has had a long and stellar history in new church development and has established a sizeable endowment and investments that provide income for new church projects. Existing congregations have the opportunity to add support to this ministry through the Pentecost offering and Annual Fund. In efforts to support planting, there would be grants available to the planter that would be agreed upon and dispersed over a five year period. A Memorandum of Understanding would hold in covenant the church plant and the Christian Church (Disciples of Christ) of Greater Kansas City.

It is recommended that a church planter seek more than one source for financial support. This could occur in different ways, such as partnering with a sending church, gathering individual supporters, and directly from the core group itself. The level of support from NTCC depends on the amount of support received. The more a church planter finds ways to become sustainable, the more investment for NTCC of the Greater Kansas City Region.



Outcomes

1. New Pockets of anti-racist/pro-reconciling communities that are zealous for Missio Dei, spiritual practices, children's development, and Christian education.
2. Leaders that are well developed and supported to be the catalyst for deep spiritual communities.
3. Rejuvenation and revitalization of congregations within the CCDOCGKC Region.

Affiliation

If the planting team and community are not affiliated, there will be two processes that run parallel with each other. First, there must be a credentialing process for the ministerial team. Secondly, the congregation must start the affiliation process. (See Affiliation Document)

Document clarifying what needs to be presented prior to MOU?



DRAFT

Memorandum of Understanding

[Church Plant Name]

And

Christian Churches (Disciples of Christ) of Greater Kansas City

New Church and Transforming Church representative:

[Church Plant Name] – Contact Information

Contact Name:

Name on Checks/Mailings:

Mailing Address:

City, State, Zip:

Phone 1:

Phone 2:

Email 1:

Email 2:

Web Address:

Twitter Handle:

Facebook-Organization Page:

Facebook-Individual Page:

Other social media sites/handles:

W-9 on file (y/n):

* * *

This Memorandum of Understanding (the “MOU”) is made and entered into by and between the New and Transforming Church Commission of the Christian Church (Disciples of Christ) of Greater Kansas City Region a Missouri nonprofit corporation (CCDOCGKC) and a [STATE] nonprofit corporation [Church Plant Name]

- A. As a church planting service of the Christian Church (Disciples of Christ) of Greater Kansas City Region the New and Transforming Church Commission seeks to i) identify new and innovative Disciple church plants throughout the CCDOCGKC Region by creating pro-reconciling and anti-racist communities of compassion and care related to the mission of God, ii) provide financial and other support and guidance to those New Churches as they seek to develop and establish their ministry and iii) help connect those New Ministries with other Disciples and Disciples related organizations throughout the Church that provides care each day through child welfare



programs, affordable housing, elder care and other areas of missional outreach.

- B. As [TYPE OF MINISTRY], [ORG NAME] exists as a [LONG ORG DESCRIPTION].
- C. CCDOCGKC is willing to provide [ORG NAME] with financial and other support as it undertakes to develop and grow its ministry and to designate it as an “Affiliated Ministry” of the CCDOCGKC Region.
- D. [ORG Name] is willing to identify itself as an “Affiliated Ministry” of the CCDOCGKC, share its journey of growth and development with the CCDOCGKC, and participate in combined learning and development activities through the term of this MOU.

IN ORDER TO ACCOMPLISH THEIR MUTUAL GOALS CCDOCGKC AND [ORG NAME] AGREE AS FOLLOWS:

- 1. Agreements of [ORG NAME]:
 - a. In cooperation with the Christian Church (Disciples of Christ), as well as other denominations, faith communities, neighborhoods, community organizations, and public/government entities whenever possible in [GEOGRAPHIC AREA OF SERVICE], actively seek out and develop opportunities for its intended ministry. This includes but is not limited to: [MISSION DESCRIPTION].
 - b. Connect, Support, and Celebrate as possible with others around key issues affecting those served by the ministry.
 - c. Actively work to educate the communities it engages as well as the Christian Church (Disciples of Christ) about its goals, values, and commitments.
 - d. Serve, as appropriate, as a mentor/encourager to other ministries and individuals within or considering the CCDOCGKC Church Planting Initiative who may be interested in developing similar organizations.
 - e. In order to assist the growth of other similar ministries and to help foster the growth of new ministries, prepare a semi-annual report by June 30 and December 30 (or the nearest weekday) of each reporting year about the ministry and Programs of [ORG NAME], its activities, successes and



failures and what it has learned from its work that could benefit other ministries throughout the country. The reports will include providing financial reports evidencing the use of the grant received from the CCDOCGKC.

- f. Share the story of [ORG NAME] and its development and activities in writing and through speaking engagements with Disciples and others in local and broader contexts. This includes [ORG'S] Director (or her/his designee) writing two blog stories March 30 and September 30 (dates are rough ideas and can be modified) of each year in the MOU. [ORG NAME] grants [CCDOCGKC] the right to share the story of their ministry in a variety of media formats including written and electronic as well as through the use of images. In doing so, CCDOCGKC will seek the editorial input of [ORGS NAME]. This also includes an expectation that [ORG NAME] will be represented at Regional Assembly and Regional events whenever possible.
- g. Maintain its status as a nonprofit corporation in good standing in the State of [LOCATION]. (This expectation applies to the parent ministry/church with which [ORG NAME] is affiliated, where applicable.)
- h. Maintain its status as an organization exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code Obtain and maintain its status as an organization exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code.
- i. Operate and conduct [ORG NAME] Programs and all related activities ethically, morally and in compliance with all applicable federal, state and local laws and regulations.
- j. Maintain an active relationship with the Disciples congregations/communities in Kansas City and the Christian Church (Disciples of Christ) of Greater Kansas City.
- k. Maintain commercial general liability insurance, which includes coverage for contractual indemnity, with limits of \$1,000,000 per occurrence and \$2,000,000 annual aggregate and provides coverage to CCDOCGKC as additional insured. Such insurance must afford coverage on an "occurrence" basis and not a "claims made" basis. [ORG NAME] will provide immediate written notice to CCDOCGKC of any material changes, restrictions or termination of such coverage. [ORG NAME] will provide the CCDOCGKC with evidence of such insurance coverage on or prior to



the date of this Agreement and assure that CCDOCGKC always has evidence of such coverage and of any changes or modifications to such coverage.

- l. Adhere to mutually agreed upon guidelines that may from time to time be reasonably established by CCDOCGKC for Affiliated Ministries (the “Affiliated Ministry Guidelines”).
2. Agreements of Christian Church (Disciple of Christ) of Greater Kansas City Region:
- a. Provide a grant to [ORG NAME] in the amount of [\$XX-TOTAL OF SCHEDULED GRANTS LISTED BELOW] to support its work to develop and operate the Programs and the sharing out of the Programs to others. This grant will be made available to [ORG NAME] as follows:
 - i. **January 15, 20xx: [\$XX]** Grant from the Bacon Fund
 - ii. **July 15, 20xx: [\$XX]** Grant from the Bacon Fund
 - iii. **January 15, 20xx: [\$XX]** Grant from the Bacon Fund
 - iv. **July 15, 20xx: [\$XX]** Grant from the Bacon Fund
 - v. **January 15, 20xx: [\$XX]** Grant from the Bacon Fund
 - vi. **July 15, 20xx: [\$XX]** Grant from the Bacon Fund
 - b. Based on the Semi-Annual Reports and other information provided by [ORG NAME], offer perspective and advice within one month of receipt of the report where possible. Offer access to NTCC historical experience and learning in [RELEVANT SKILLS] and nonprofit development.
 - c. In conversation with [ORG NAME], make available resources in the areas of [SAMPLE: organizational development, fundraising and communication strategies]
 - d. [IF APPLICABLE:] Facilitate a mentor/coach for [ORG DIRECTOR], particularly in the area of [RELEVANT SKILLS]
 - e. [IF APPLICABLE:] Assist in {SAMPLE OF IMMEDIATE NEED:} board development.



- f. Provide opportunities for contact and engagement with other Disciples and Disciples related organizations as well as others that the CCDOCGKC may engage who are working in similar areas [LIST IN DETAIL].
 - g. Help to focus attention in the broader Church (including within [ORG NAME]'s own geographical area) on the development of [ORG NAME] and its mission.
 - h. Working with [ORG NAME], discover and create ways to share the learning from [ORG NAME] with Disciples and broader communities in other geographic locations.
3. Understanding of Affiliated Ministry relationship: As long as [ORG NAME] remains in accordance with its responsibilities under this MOU, it is authorized to identify itself publicly as a ministry affiliated with the CCDOCGKC. However, in all contracts and agreements (including loans and other debt instruments) it must make clear that the CCDOCGKC is not responsible for and does not guaranty the debts, liabilities or obligations of [ORG NAME] and that acknowledgment of [ORG NAME] as an Affiliated Ministry does not constitute a representation of the financial strength or solvency of [ORG NAME].
4. Term and Termination: This MOU shall be effective on the date the last party has executed this MOU and shall continue in force and effect until December 31, 20xx unless earlier terminated by either party. At the end of the term, the CCDOCGKC and [ORG NAME] may consider extending this MOU for additional one-year periods. If as a result of the failure of [ORG NAME] to meet its obligations under this MOU the CCDOCGKC may, in its sole discretion, terminate this MOU. Additionally, if the CEO of [ORG NAME] is a Disciple Minister with standing and should fail to comply with the Disciples of Christ Code of Ethics for Ministers, the CCDOCGKC may, in its sole discretion, terminate this MOU.
5. Independent Status of Parties: [ORG NAME] acknowledges that the CCDOCGKC's agreement to designate [ORG NAME] as an affiliated ministry is only an acknowledgement that the ministry of [ORG NAME] is consistent with the ministries of the CCDOCGKC and of the Church and that [ORG NAME] and CCDOCGKC are and will remain wholly independent organizations and that, except for the grant provided herein, CCDOCGKC has no financial responsibility for [ORG NAME] or any obligations of [ORG NAME].



6. Indemnification: CCDOCGKC and [ORG NAME] (each an “Indemnifying Party”) will indemnify, defend and hold harmless the other, its affiliates, directors, officers, agents and employees from and against any and all claims, demands, losses, costs, expenses, obligations, fines, penalties, liabilities, damages or judgments (including without limitation attorneys, accountants and consultants fees and court costs), caused or contributed to, directly or indirectly, by, or otherwise resulting from the negligence or wrongful act of the indemnifying party or its willful misconduct. This obligation to indemnify shall survive the termination of the MOU. The party seeking indemnification shall notify the Indemnifying Party promptly of any claim, action or suit for which indemnification is sought and shall cooperate with the Indemnifying Party in every reasonable way to facilitate the defense of such claim, action or suit. In no event shall either Indemnifying Party be liable for any indirect, special, incidental, punitive or consequential damages of any kind or nature whatsoever, suffered by the other party.

**Christian Church (Disciple of Christ)
Greater Kansas City Region**

[LEGAL NAME]

By: _____

By: _____

[NAME], President and Regional Minister

[PASTOR NAME, TITLE]

Date: _____

Date: _____

By: _____

By: _____

[NAME], Chair New and Transforming Church

[ELDER/BOARD MEMBER, TITLE]

Commission

Date: _____

Date: _____