

# Innovative Multiplication

Policies and Procedures

Evangelical Friends Church  
Eastern Region



**EVERY CHURCH**  
**EVERY PASTOR**  
**EVERY HEART**  
**UNITED IN GOD'S MISSION**

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# 1. About The Multiplication Team

## 1.1 Purpose

**Purpose:** Our highest purpose is to make disciples based on the Great Commission (Matthew 28:18-20) who love God and others according to the Great Commandment (Matthew 22:36-40). Multiplying disciples by starting new churches has been shown to be an effective methodology for accomplishing this task God has put before us.

## 1.2 Mission Statement

**Mission:** To resource churches to make disciples through innovative multiplication.

## 1.3 Our Vision

**Vision:** Every church, every member, and every pastor involved in church planting in EFC-ER.

## 1.4 Organization

### 1.4.1 Multiplication Team Agenda

The agenda of the Multiplication Team is to oversee the development and implementation of an innovative multiplication strategy.

### 1.4.2 Establishment & Revision of Policy

All policies and any changes to this manual will be approved by action of the Multiplication Team of EFC-ER.

### 1.4.3 Policy Review

The will review and revise policies from time to time as it sees fit. As we are a learning organization, our Policy & Procedures Manual is what is known as an "evergreen" document. It will change the

more we learn and the better we get at the different aspects of innovative multiplication. These policies are not meant in any way to restrict the development of any new church in any location. They are only meant to guide and direct our activities so we are the most fruitful and productive that we can be, maximizing the resources God has entrusted to us.

#### **1.4.4 Multiplication Team Funding**

Funding for the will be provided by annual budget appropriations from the Oversight Team as well as from designated funds established for the benefit of church planting and/or missions and "recaptured" investment funds from our church planting projects. These funds include but are not limited to the liquidated assets of closed churches as well as a portion of oil and gas revenues from Camp Gideon.

#### **1.4.5 Multiplication Team Leader**

The Oversight Board of EFC-ER will select this individual. . The Oversight Board will develop a ministry description and be the organizational arm he/she reports to.

#### **1.4.6 Multiplication Team Members**

The Leader will nominate to the Oversight Board team members. The size of the team will be determined by the Team Leader and the work of the team. The term of service will be for three years.

#### **1.4.7 Director of Multiplication**

This person will be selected by the Oversight Board in consultation with the . As a member of the EFC-ER staff, he or she will carry out the vision and plans of the Multiplication Team.

#### **1.4.8 Multiplication Team Meetings**

The Multiplication Team will meet quarterly. The time of meeting will be determined by the Multiplication Team Leader in conversation with the Multiplication Team members. The purpose of the meetings will be to:

1. Monitor and evaluate the progress of multiplication efforts of EFC-ER.
2. Receive and approve Multiplication Action Plans.
3. Make any necessary course corrections in our long-range thinking.
4. Lay out the annual goals and strategies of the coming year.
5. Review and update the Policy and Procedures for the Multiplication Team.

#### **1.4.9 A Shared Vision & Clear Values**

The goal is that every church understands the common vision and shared values of EFC-ER and that every church would be involved in innovative multiplication across EFC-ER.

### **1.5 Role of the Multiplication Team In Church Planting**

#### **1.5.1 Function**

The Multiplication Team oversees the church planting process and the distribution of resources available for church planting. It is primarily an entrepreneurially-minded equipping team that provides assessment, training, coaching, and partners with Lead Teams to oversee church planting projects. It is catalytic in the sense that it helps mobilize Lead Teams and come alongside church planting projects as advocates, recruiters, and visionaries.



### **1.5.2 Partnerships**

As an equipping body rather than a primary sending or funding agency, the Multiplication Team will seek to partner with local churches and Lead Teams to carry out the vision of multiplication in EFC-ER.

### **1.5.3 With Local Churches**

The Multiplication Team will work closely with local EFC-ER churches to implement the vision of multiplication. As the Multiplication Team casts vision for multiplication in EFC-ER as a whole, they do so intending that vision to catch on at the local church level. Healthy congregations reproduce disciples and other congregations, and Lead Teams are likely to come from local church partnerships more than any other avenue.

### **1.5.4 With Local Pastors**

Pastors have the power to alter the DNA of EFC-ER when it comes to multiplication. They are vision casters and culture creators. The Multiplication Team will place a high priority on communication with local church pastors as a recognition that if pastors value multiplication, EFC-ER will value multiplication.

### **1.5.5 With EFC-ER Staff**

The EFC-ER staff must carry the spark and heartbeat for multiplication alongside of the Multiplication Team. The Multiplication Team will work alongside these leaders to ensure multiplication in general and church planting in particular is valued highly in EFC-ER.

### **1.5.6 Communication**

The Multiplication Team is the primary communication arm of EFC-ER for multiplication and church planting. The members of the team will seek to be present at EFC-ER functions, conferences, retreats, and other events for the sake of vision-casting and celebrating church planting successes. They will be passionate advocates and catalysts for the vision they carry, aiming their words and actions at inspiring every church, pastor, and member to get involved in church planting.





## 2. Fully Established Churches

### 2.1 Overview

Congregations are living organisms. Living organisms follow a pattern of birth, growth, maturity, and death. Congregations follow the same pattern, though death can be avoided if there is a renewal process that restarts the life cycle.

Most living organisms receive special nurture beginning at birth and through their early growth. Soon they arrive at a point where they are ready for adulthood. The same is true for congregations. Evangelical Friends historical language for congregational birth and childhood has been "preparatory meetings" and when they reached maturity, being "set-off" as "full meetings". Today when a congregation reaches adulthood we call them fully established churches.

### 2.2 Characteristics of a Fully Established Church

Faith and Practice defines a church holding full church status as “a group of people who are in a covenantal relationship with EFC-ER working together to make the greatest possible Kingdom impact” (303.a).

There are six requirements a developing church must meet in order to apply for full church status. When a developing church believes they are ready to fulfill those requirements, they may apply to the Multiplication Team to be recognized as holding full church status (303.b).

Those requirements are:

1. In theological alignment with EFC-ER doctrine as outlined in the Faith and Practice
2. Financially stable and independent
3. Practicing a system of governance in accordance with the Faith and Practice
4. Intentionally engaged in biblical discipleship
5. Fulfilling the Great Commission by participation in multiplying disciples and churches
6. Participating in the mission, vision, and core values of EFC-ER

### **2.3 Application To Be A Full-Status Congregation**

When a new church believes they are ready for full church status, they will apply to the Multiplication Team. The Multiplication Team will form an ad-hoc team to assess the church according to the criteria above. The Multiplication Team may invite representatives from the Leadership Development Team and the Church Health Team to participate in the assessment.

The assessment team will meet with the pastor(s), congregational leaders, and the congregation to ensure that everyone understands what it means to be fully partnered with EFC-ER. The assessment team will then make its recommendation to the full Multiplication Team for approval.

The Multiplication Team will inform the other EFC-ER Leadership Teams of the new status of these churches and present our new full-status churches to the Yearly Meeting for affirmation and celebration.



## 3. Partnerships

### 3.1 Overview

In the course of innovative multiplication, some fruitful ministries will defy categorization. They may be more than ministries of other churches, but yet never meet the criteria of fully-established churches. Alternatively, they might meet the minimum technical criteria of a fully-established church, but by nature would not be considered a congregation or may not desire full church status.

When those situations occur, the Multiplication Team may recognize those ministries as being in full partnership with EFC-ER.



## 4. International Church Planting

### 4.1 Approach to International Church Planting

The EFC-ER revisioning process led to a refinement of vision and philosophy in how we approach our corporate foreign missions endeavors. At the Revisioning Team's proposal, the Yearly Meeting directed the Multiplication Team to focus our missionary efforts on the outcome of establishing new churches. As the Multiplication Team discussed how this might look, several areas of consensus took shape.

1. Our primary focus is church planting, though there is great freedom in strategic implementation.
2. EFC-ER is not suited to serve as a missions sending agency or to directly oversee foreign missions fields. We identified Evangelical Friends Mission as better suited in these areas, and proposed merging our missions activity fully into EFM. This was formally acted on in 2019.
3. As active participants in EFM we will help develop and will adopt EFM's Philosophy, Policies & Procedures for mission endeavors.
4. We will shift ownership and support for specific mission fields and individual missionaries from the corporate (EFC-ER) level to the local church level. We already see that with the Kibbes in Thailand, and see it developing with the Jamaica Task Force and a similar early initiative with Haiti. We will promote churches participating in EFM's field support teams.
5. We will negotiate the transition of as many of our existing fields and missionaries to EFM's oversight as possible. If an individual field or missionary does not fit our goal of planting churches, and/or EFM's criteria, and if they are unable to be transitioned to do so, we will process how to proceed on an individual basis. That may include realignment with a different sending agency, retirement, independence, or moving oversight completely to individual churches.
6. The long-term goal of each mission field is the establishment of a healthy yearly meeting within Evangelical Friends Church International. This relationship would be neither independent or dependent, but interdependent and cooperative in nature.
7. Officially supported missionaries by EFC-ER and EFM will be EFC members establishing

EFC congregations. Should an EFC member wish to serve outside an EFC work, we are open to EFM developing an endorsed status for such situations. However they will not receive official support.

8. We are committed to having EFM as the official and sole cooperative missions agency of EFC-ER and EFC-NA. We encourage all EFC congregations to adopt EFM accordingly, while recognizing that local congregations retain the freedom to engage in ministry opportunities as the Holy Spirit leads.
9. Our long-term goal is for every EFC-ER church to support one or more fields and/or missionaries sent and supported through EFM. Based on that, we have the long-term goal of transitioning financial support for missions work from generalized giving to EFC-ER's Great Commission Budget to general and directed giving processed directly through EFM. This offers greater simplicity, efficiency, and transparency. At the same time, we realize that need for stability in transition, which will require time and care to ensure adequate and timely funding continues.
10. We recognize that the new approach to missions in EFC-ER will lead to short-term contraction of missionary efforts as some current initiatives come to their natural conclusion, but believe in the long term this will lead to expanded ministry and fruitfulness.





## 5. Cross Cultural Ministries

### 5.1 Purpose of the Cross Cultural Ministry Sub-Team

To equip EFC-ER churches to develop healthy, disciple-making, cross cultural ministries within their local communities.

We view cross-cultural ministry as the efforts of local congregations to reach out across ethnic, racial, socio-economic, linguistic, geographic, moral, and cultural boundaries in missional relationships with others.

### 5.2 Vision of the Cross Cultural Ministry Sub-Team

To see EFC-ER become a truly cross-cultural denomination, made up of multi-ethnic churches, faithfully reflecting the rich diversity of our world, both in our membership and in our leadership.

We envision a movement of churches that partner together to seize this providential moment in history, in which the mass-movements of peoples has brought the nations to our local neighborhoods, by embracing diverse and innovative models of cross-cultural outreach and displaying for the watching world the unity of Christ's Body.

### 5.3 Types of Ethnic Ministry for EFC-ER Churches

One of the clearest expressions of our commitment to cross-cultural ministry will be the ethnic make-up of our churches and leaders. Currently, EFC-ER includes congregations that minister to a variety of ethnicities, including: Haitian, African American, Taiwanese, Chinese, Bhutanese/Nepalese, Central East African, and a variety of Hispanic peoples.

We envision a variety of methods being utilized by our churches to faithfully embrace our commitment to cross-cultural ministry. These methods may include:

- Multi-Ethnic Churches Multi-Ethnic Churches are fully integrated congregations that faithfully reflect the diversity of their local community, both in their membership and in their leadership. Multi-Ethnic Churches do not seek to dilute the various cultures and ethnicities within their

body, but embrace their diversity as an expression of the kingdom of God and the transcultural nature of the gospel.

- **Mono-Ethnic Minority Churches** Mono-Ethnic Minority Churches focus on ministry to a distinct ethnic minority community. These churches are faithful representations of the transcultural nature of the gospel in that they serve as missional outposts capable of reaching distinct people groups—such as first-generation immigrants, refugees, international students, and non-English speakers, among others, that may not be reached by a multi-ethnic church.
- **Hosting Churches** Hosting Churches are congregations that pursue cross-cultural ministry by reaching out to diverse ethnic communities in their local context through a partnering relationship with a mono-ethnic minority congregation, providing space for that congregation to worship in the host church’s facility.
- **Multi-Congregational Churches** Multi-Congregational Churches are composed of more than one mono-ethnic or multi-ethnic congregation united together as one church, but worshipping separately according to distinct languages and ethnicities. This will become an increasingly important strategy in urban centers as various first-generation immigrant communities live in close proximity to one another.
- **Partnering Churches** Partnering Churches are congregations that enter into a strategic relationship with another existing EFC-ER church of a different ethnic makeup. These partnerships could be formed over wide geographic distances and may include regular times of shared fellowship with one another, pulpit swaps, shared community outreach, prayer support, and ongoing relationships of listening and mutuality.
- **Engaged Churches** All EFC-ER churches should be engaged in cross-cultural outreach within their own communities and contexts. The Cross-Cultural Ministry sub-team will provide resources and training at our Annual Conference to equip local congregations for various types of outreach, which could include: ESL classes, immigration assistance, job training, sports ministry, cultural assimilation classes, etc. The sub-team will also build a network of ethnic pastors and leaders who can provide insight and direction to EFC-ER churches who desire to increase the level of cross-cultural engagement in their own communities.

#### 5.4 Cross-Cultural Ministry Database

The Cross-Cultural Ministry sub-team will oversee an up-to-date database of EFC-ER churches, which details their current cross-cultural engagement, the ethnic group(s) that they are primarily reaching, any partnering relationships with other congregations that currently exist, and the potential for future ministries among distinct cultural groups in their local context.

#### 5.5 Cross-Cultural Translation

The Cross-Cultural Ministry sub-team will work with the EFC-ER staff to see that, as much as possible, translations of EFC-ER materials, trainings, and business sessions are made available within the languages of our various member churches.

#### 5.6 Cross-Cultural Celebration

The sub-team will make every effort to ensure that the growing ethnic diversity within EFC-ER is appropriately represented and celebrated at our denominational gatherings, and that stories of

successful cross-cultural ministry taking place in EFC-ER churches are regularly communicated to our members.



## 6. Adoptions & Affiliations

### 6.1 Overview

Adoption procedures lay out a process for churches outside EFC-ER but that share our mission, vision, values, doctrine, and practices to enter conversation and eventually gain full church status within EFC-ER.

### 6.2 Objectives

When a church enters into the adoption process with the Multiplication Team, the Multiplication Team will prioritize a number of objectives through conversation with the church:

- Evaluate the leadership of the church to ensure candidates for adoption demonstrate the requisite integrity, spiritual maturity, gifting, and doctrinal alignment with the Faith and Practice.
- Evaluate the leadership of the church to ensure candidates for adoption share our mission, vision, values, and practices.
- Prioritize relational connection with the pastor and spouse, both with the Multiplication Team and other churches in EFC-ER, as we enter into conversation prior to potential adoption.
- Ensure that the congregation shares the commitments of church leadership.
- Assist the church in ensuring completion of the Full Church Checklist and be available to help navigate any issues that arise throughout the adoption process.
- Clarify and ensure that the church can keep the commitments required of EFC-ER full churches, including the giving of Fair Share to the Yearly Meeting.
- Evaluate the business of the church to ensure health and good order.

### 6.3 Requirements

Churches being considered for adoption with the Multiplication Team must:


- Have leadership and a congregation committed to the mission, vision, values, doctrine, and practices of EFC-ER.

- Be committed to meeting the six requirements of an EFC-ER full church as listed in the Faith and Practice.
- Be committed to completing the Full Church Checklist in its entirety.
- Be committed to all commitments required of EFC-ER full churches, including the giving of Fair Share to the Yearly Meeting.

## 6.4 Process

Churches considering adoption within EFC-ER should anticipate the following steps:

- The adoption process is likely to begin informally, through relationships or conversations. Churches desiring to initiate the adoption process should begin by seeking information through conversation with the Multiplication Team Director, EFC-ER staff, or a member of the Multiplication Team.
- The Multiplication Team will form an ad-hoc shepherding team of 2-3 people for the purpose of further conversation, evaluation, and shepherding of the church through the adoption process. If this team feels the church is a good candidate for adoption, they will make a recommendation to the Multiplication Team to accept the adoptee as an affiliate church.
- When the Multiplication Team has determined that the necessary requirements have been met, it will take formal action during its regular meeting to accept the adoptee as an affiliate church. This designation will be acknowledged in writing through a letter sent from the Multiplication Director to the church, and as appropriate, celebrated in a report to the delegates at Yearly Meeting.
- Following formal designation as an affiliate church, the shepherding team and Multiplication Team will continue to work alongside the church to ensure timely completion of the six requirements listed in the Faith and Practice as spelled out within items on the Full Church Checklist. The desire of the Multiplication Team is that the length of time between acceptance as an affiliate church and a full church for an already established church (rather than a new church plant) would be no longer than one year.
- Once the shepherding team is confident the church has completed all necessary requirements listed in the Faith and Practice and Full Church Checklist, they will make a recommendation to the Multiplication Team to accept the adoptee as a full church.
- When the Multiplication Team has determined that all necessary requirements have been met, it will take formal action during its regular meeting to accept the adoptee as a full church. This designation will be acknowledged in writing through a letter sent from the Multiplication Director to the church and celebrated in a report to the delegates at Yearly Meeting.
- The Multiplication Director, EFC-ER staff, and/or member(s) of the Multiplication Team will also be made available to celebrate with the adoptee during its regular worship service(s).



## 7. Restarting A Church

### 7.1 Church Restart Philosophy

EFC-ER and the Multiplication Team recognize that not all individual churches will last forever and that some churches may need to allow themselves to shut down with dignity and humility. That being said, some churches may still have great potential to reach their surrounding community with the gospel. However, the health of the church might be diminished enough that, in its current state, it is unable to pursue revitalization and/or evangelistic outreach and discipleship.

When such a situation arises that a local body is unhealthy and unable to effectively operate relevantly within the culture and context of the gospel, a restart may prove to be a viable option.

According to *Dying to Restart* by Greg Wiens and Dan Turner, “A restart combines all of the approaches of church planting with the pastoral work of helping a congregation die with dignity. A restart is different from all other forms of church revitalization in that the existing church chooses a definitive ending characterized by a radical yielding of power and control to new guiding leadership. Churches in need of a restart would not be able to withstand the time and effort required for a drastic revitalization.”

In other words, time is of the essence and the potential for spreading the gospel is more important than waiting for the inevitable and slow death of that local body. It’s geographical location, potential for gospel impact, willingness of staff and pastors to step aside, installment of new leadership and new vision, along with the full cooperation of the congregation all have to be in alignment for a restart to have the best chance at being successful.

“The goal of the restart is not to replace the old version with an updated newer version of the previous church. Rather, the goal of a restart is to create a wholly different body with wholly different DNA. The church in longtime decline chooses a strategic death through giving up its resources to launch a new church in its place.” *Dying to Restart*, Wien and Turner, p. 11

Restarts can look as different and innovative as the new leadership team deems necessary, but it should not look just like what it is replacing. In order to give each restart the best chance possible to work, it is strongly suggested that all office staff, administration, elders, pastors, and even the name of the church be changed. Wholly different DNA means totally different and, if a restart is to truly

work, it needs a whole new vision and leadership from every perspective.

### 7.1.1 Things to Keep in Mind:

- A restart must operate in light of cultural relevancy and demographic metrics, not personal preferences. It is imperative that the restart researches exactly what caused the church to go into decline and what kept it from making necessary changes to keep it relevant and significant in impact. It is also the desire of the Multiplication Team that all restarts begin with multiplication as part of their new DNA. New churches do not start based solely on the needs of church people or the already saved. They start for the sake of the gospel, to develop disciples, to send disciples out into the world to make more disciples.
- Restarts will work under the encouragement, prayers, and accountability of the Multiplication Team as they develop each of their own unique and strategic plans for their church.
- Not all restarts will or should look alike. It is the desire of the Multiplication Team to give guidance and set some basic standards for restart situations, not stifle creativity, calling or anointing.
- We desire to give restart teams all the freedom we can to work as they are led of the Holy Spirit. It is not our desire to hover over you or to dictate everything you need to do. There are some basic things, as stated above, that you need to keep in mind and work towards, but we desire to see restarts operate in much the same fashion as church plants.

## 7.2 Definition & Process

Refocus. Revision. Revitalize. Relaunch. Restart. Replant. Head spinning with all the “re-s”? We don’t blame you. Frankly it makes our heads hurt!

When we use these words, here is what we mean:

## 7.3 Revitalization is Church Health

Revitalization is the process of an existing church making changes for greater health and Kingdom impact. Some of the concepts, methods and strategies will be the same as church planting, however they are applied to an existing, on-going congregation that has the ability to return to healthy ministry. Other terms of revitalization that you may hear include:

- Refocus
- Renew
- Revision
- Reimagine

**Revitalization efforts are serviced by the Church Health Team.**

## 7.4 Restart is Multiplication

Restart (or rebirth) goes beyond revitalization. It means to start over. It means there is still a need and opportunity for Kingdom ministry in a place, but the congregation is unable to effectively carry out ministry any longer. A drastic change is required. In a restart, a congregation, or what remains of a previous congregation, will come under the care and authority of the Multiplication Team. This normally is triggered by one of three circumstances:



- A congregation could continue to exist into the foreseeable future, but realizes that to effectively reach their community they need to lay down their ministry and start from scratch. This is the most unusual situation because it is hard for congregations to make such a radical decision.
- A congregation that had been otherwise healthy experiences such a crisis that they can no longer continue their ministry. An example might be a scandal which leaves their reputation so tarnished they can no longer minister with credibility and effectiveness. They need to start over with a new identity.
- A congregation has reached the end of its life cycle. Revitalization may or may not have been tried. If tried, it was not sufficient in turning the congregation around. The existing church must experience the grief of closing.

When this happens, all three situations require the same beginning point: end of life. It is like Jesus's parable where the kernel of wheat falls to the ground and dies so that a new plant can grow and bear much fruit. There we see hope: for in laying down the lives of our hurting and dying congregations we plant the seed of new life and new ministry.

The Multiplication Team has two approaches to restarting churches. Both approaches require the old to pass away. Both approaches are, at their core, starting a new church.

#### 7.4.1 Replant

A replant approach is a clean slate approach. Once a replant project is approved and the existing congregation has closed, the replant is handled by external leadership. An assessed and approved church planter is brought in, and a new core team is developed.

The assets of the former church are held by EFC-ER and overseen by the Multiplication Team. We will invest those assets in the replant project according to the approved plan that is developed by the church planter and core team. Again, this is a clean slate. All assets are available to be used, disposed of, or spent as needed to start a viable, healthy new church.

The new church's leadership will be made up of new people. The former leadership will not be a part of the core team and subsequent leadership teams.

#### 7.4.2 Relaunch

This approach is used infrequently but is available. As Thom Rainer says, it might be considered the most extreme form of revitalization. For all essentials it is just like a replant, excepting one key difference. In a relaunch the Multiplication Team will have assessed the existing congregation and found them capable of forming a healthy core team.

In short, a [re]plant is an external [re]start and a [re]launch to be an internal [re]start.

**Please note: It is rare that a church in need of restarting has healthy enough leadership to successfully relaunch. It is also difficult for them to put everything and anything on the table - building, names, history, traditions, programs, etc. However, if this is requested, and the Multiplication Team's assessment is favorable, it is an incredibly exciting way for a congregation to be [re-]born!**

### 7.5 Process

So how or when does the restart process begin?

It can begin in one of two ways.

### 7.5.1 Notification

The Multiplication Team is notified that a church has closed. In this situation a church has normally been working with the Church Health Team. The Multiplication Team may or may not have been briefed on the situation, but we have not participated in the discussion.

Alternately, on rare occasions a church may close unexpectedly and take us by surprise, or a church may choose to leave the denomination but some or all of the assets remain. At that point the assets would then be available for starting a new congregation.

### 7.5.2 Invitation

The existing church in question, and/or the Church Health Team, invites us into the process where we present the restart option, and discuss replant vs relaunch. If the congregation desires to explore a restart, the Multiplication Team would assess the situation and inform the church which of the two approaches we would use with them.

### 7.5.3 Important Caveats

**In a restart situation the Multiplication Team has sole discretion in determining which approach will be used based upon the outcome of the assessment.**

It is important to note that in restart situations the Multiplication Team's hope and priority is to attempt to replant a congregation in the same community. However, we do not guarantee that will always be the case. There are multiple factors informing our decision. Those factors include but are not limited to:

- assessment of the community for viable ministry opportunity,
- the availability of a suitable church planter,
- the necessary resources and support for a restart in a specific location and so forth.

In those unfortunate situations where insurmountable obstacles to replanting are present, the Multiplication Team may choose to wait for a future opportunity, or we may redirect the assets of the former church to other church planting efforts.

## 8. Policies

### 8.1 Relationship of Policies & Procedures to EFC-ER's Faith & Practices

While the Faith and Practice of EFC-ER serves as a guide to the establishing of policy, we recognize that it does not fully address the issues of the healthy multiplication of churches. This Policy and Procedures Manual attempts to come alongside the Faith and Practice to speak to the issues specific to innovative multiplication.

### 8.2 Recruitment

#### 8.2.1 Recruitment Coordinator

Recruiting Coordinator: One member of the Multiplication Team will be designated as the recruiting coordinator for the purpose of building relationships with potential church planters and planting teams, forming connections with potential partner churches, pastors, and Lead Team members, and responding to planting inquiries. This person will not fulfill this role to the exclusion of the rest of the team; each Multiplication Team member will be actively engaged in recruiting. The recruiting coordinator will provide regular updates on his/her efforts to the Multiplication Team.

#### 8.2.2 Farming Lists

The future of any multiplication movement is directly related to developing a group of potential church planter candidates. The Multiplication Team will be responsible for maintaining farming lists of these candidates, but will work closely with the Leadership Development Team in the development of these lists. The Multiplication Team will work closely with the Leadership Development Team in the selection process of church planters.

#### 8.2.3 Church Planter List

The Multiplication Team will be responsible for creating and maintaining a list of potential church planters.

### **8.2.4 Church Planter Support List**

The Multiplication Team will be responsible for creating and maintaining a list of potential core team members for church plants.

### **8.2.5 Local Churches**

The Multiplication Team will be active in pursuing points of contact with EFC-ER churches for the purpose of vision-casting, providing updates, and seeking information on potential planters and core team members from local congregations.

## **8.3 Assessment**

We believe that knowing and understanding one's self - personality, gifts, strengths, weaknesses, and so on - are key to improving the chances of success in life and ministry. To that end, church planters (and their spouses, if applicable) will be assessed ministry aptitude and fitness.

If a candidate / couple have been previously assessed through a comparable process we may accept the results of that assessment in full or part.

### **8.3.1 Purpose**

Assessment is the primary tool used by the Multiplication Team to gauge giftedness and aptitude for church planting.

### **8.3.2 Process**

Potential church planters are required undergo an approved ministry assessment process. This may be waived by consent of the Multiplication Team if planters can provide documentation showing they have been previously assessed successfully.

### **8.3.3 Schedule**

Regularly scheduled assessment centers will be offered (or identified) by the Multiplication Team at least once a year.

### **8.3.4 Role of Multiplication Team**

The Multiplication Team will lean on outside organizations in the short term to provide assessment. In the long term, the Multiplication Team's desire is to be equipped to offer assessment independently.

## **8.4 Training**

### **8.4.1 Purpose**

Training, like assessment, dramatically improves successful outcomes. To that end, each church planter (and if applicable, spouse, and/or church planting team), will attend training in the form of a church planting boot camp, or a comparable training experience. The church planting project proposal will be developed out of this experience and training.

### **8.4.2 Process**

Church planters will sign up to be trained after the assessment process is satisfactorily completed, the core prayer team is in place, and the planter has been approved. The Multiplication Team's desire is that most church planters would receive training in the form of a "standard boot camp" model. This is a 3-4 day training center offered (or identified) by the Multiplication Team and performed by experienced church planting trainers. The church planter will receive an assessment score at the end of the boot camp. A report will also be submitted to the Multiplication Team for evaluation.

### **8.4.3 Other Training Opportunities**

The Multiplication Team encourages planters to take advantage of other opportunities for training such as conferences, mentoring opportunities, and online curriculum. Funding for these opportunities may be proposed to and considered by the LT.

### **8.4.4 Role of Multiplication Team**

The Multiplication Team will lean on outside organizations in the short term to provide training. In the long term, the Multiplication Team's desire is to be equipped to offer training independently.

## **8.5 Coaching**

### **8.5.1 Purpose**

A key factor in the success of establishing a new church is coaching. To that end those planting new churches will be work with an approved coach. The Multiplication Team will identify and maintain a list of equipped coaches, and will match available coaches to church planters.

### **8.5.2 Process**

Church planters (and, if applicable, their core team) will be matched with coaches following completion of their training boot camp. The planter's coach will not be the same person as their Lead Team chairperson. They will meet monthly.

### **8.5.3 Coaching List**

The Multiplication Team will seek to recruit coaches along with planters. A coaching list will be maintained by the Multiplication Team. Coaches may be from inside or outside of EFC-ER but will all be qualified. This means they will be trained, experienced, gifted for church planting, and certified for use by the Multiplication Team. The Multiplication Team will provide recommendations (and possibly funding) for those interested in being trained as coaches.

### **8.5.4 Planting Incubator**

As part of the ongoing coaching process, planters will participate in a planting incubator in which they can meet with other planters on a regular basis, share fellowship, and discuss frustrations and celebrations.

### **8.5.5 Role of Multiplication Team**

The Multiplication Team will lean on outside organizations in the short term to provide assessment. In the long term, the Multiplication Team's desire is to be equipped to offer assessment independently.

## 8.6 Ordination

Church Planters with EFC-ER are expected to enter into the recording of ordination process no later than the approval of the proposed church planting project.

The Multiplication Team will invite the Healthy Leadership Team to participate in our assessment process when and where mutually beneficially, including the verification that a candidate for church planting is also a viable candidate for ordination with EFC-ER.

## 8.7 Accountability

### 8.7.1 Purpose

Each church planter will willingly place themselves under the accountability of the Multiplication Team, EFC-ER and its leadership. This relationship will be beneficial to the church planter in that it will ensure an open line of communication with the Multiplication Team as well as aid them in understanding all expectations laid out from the Multiplication Team and EFC-ER. It will be beneficial to the Multiplication Team and EFC-ER in that it will ensure that all church planters and projects are held to the same level of standards for excellence both practically and spiritually.

### 8.7.2 Connectionalism

Additionally, it is our desire to see every new church plant fully committed to the vision and community that is EFC-ER. We believe that our movement needs more unity and community, therefore, accountability is vitally important to this new vision for church planting. We desire new churches that value interdependence and cooperative ministry as Evangelical Friends. We seek to create thriving, healthy and innovative churches that believe God is using this movement as a part of His plan to spread the gospel throughout the earth.

### 8.7.3 Planter Contract

Each approved church planter will sign a contract with the Multiplication Team/EFC-ER that will be unique to the vision and strategy of their specific project. Contracts will be drawn up with general and detailed requirements specified for the church planter and their relationship with the Multiplication Team/EFC-ER. While certain things such as ethical, financial, and spiritual health requirements and guidelines will be the same across the board, benchmarks, goals, strategies and outcomes will be different from one church planter to another based on the vision of each unique project. It is our desire to give each planter and project as much creative freedom as possible within the reasonable and biblical guidelines we deem as fair for everyone to place themselves under.

### 8.7.4 Project Contract

There will be a separate contract for the project itself in which requirements and contingencies will be laid out for the sake of the health and long-term success of the project should unforeseen issues arise. Issues such as physical health prohibiting a pastor from continuing as the lead planter, spiritual crisis or sin of the planter or church leadership (e.g. elders, deacons or core team members), or an overall unhealthy culture could be indicators that the Multiplication Team/EFC-ER would need to step in and assist in helping to regain health or provide new leadership as agreed upon so the plant can continue.

## 8.8 EFC Connection & Identity

### 8.8.1 Name

While each church within EFC-ER is part of the denominational movement of EFC-ER, in signage and literature each church is given creative freedom to reach the community for Christ. It is important that people who attend EFC-ER churches embrace the mission, vision and values of the Yearly Meeting. New churches are expected to acknowledge their connection to EFC-ER in some way (e.g., through their website).

## 8.9 Funding

### 8.9.1 Multiplication Team as Equipping Body

The Multiplication Team exists to catalyze, encourage, and equip churches and leaders to plant churches (e.g. Lead Teams). It is not our intention to act as a Lead Team for individual church planting projects. Rather, we see our role as equipping Lead Teams by providing infrastructure and experience, as well as start up capital when available.

### 8.9.2 Project Funding

The Multiplication Team understands that each church planting context will provide unique challenges and opportunities. To that end, we will assess each situation and consider how to best support them. There is no universal equity in church planting.

Any funds provided will be returned to the church planting fund once a new church project launches services and receives offerings. This will be funded from their fair share received by EFC-ER.

### 8.9.3 Development of Sustainable Funding Sources

- A new church project's initial fair share to EFC-ER will be designated to the church planting endowment fund up to the amount originally invested in their start-up.
- The Multiplication Team will establish and promote an endowment fund, the interest of which will be used for church planting activities over and above our annual budget. Donor and team designated funds will be deposited to this fund. The fund will be managed with a mix of conservative, intermediate, and high growth potential investments designed to bring a competitive return that supplies the team's rolling fund, off-sets the impact of inflation, and grows the overall balance of the fund.
- The Multiplication Team will establish and promote a sinking fund for church planting that will be over and above our annual budget. Interest from the endowment will be deposited to this fund, along with other team and donor designated funds.

## 8.10 Lead Teams

Lead Teams will be at the core of each church planting project's support infrastructures. A Lead Team can be composed of churches and individuals who are invested in seeing a church planting project succeed. They will act as the board of elders until a project achieves its own viable board of elders, will be responsible for raising funds, holding the church planter and project accountable to the purpose, mission, vision, and values of being an EFC-ER church, and for making progress towards full church status.

### 8.11 Project Tenure

We believe a five year window is more than adequate for a typical church planting project to prove itself viable and sustainable. To that end, we allow no more than five years from the time a church planting proposal is approved until it meets the definition of a full status church.

There may be innovative multiplication projects that never meet the criteria of a self-sustaining congregation. These are wonderful ministries, and the Multiplication Team intends to support and encourage these projects, but we believe these situations are best supported using a process different than the church planting infrastructure.

### 8.12 Methodology

#### Many Models

While there are many models that can produce successful church plants, EFC-ER is committed to church plants that are innovative, contextual, and incarnational.

#### 8.12.1 Innovative

New EFC-ER churches will embrace fresh movement of the Holy Spirit to reach people in new ways. This will be a natural outpouring of a firm belief in the living and active God, just as alive and at work now as at any time in the past. This is not an indictment or argument against any particular method, including those that have been successful in the past. It is a recognition that our desire is to find the ways Christ has made himself relevant to our culture and to join him in that work. We won't be content to settle for less.

#### 8.12.2 Contextual

New EFC-ER churches will carry meaning in their particular geographical location and to their particular demographic. Fruitfulness will result from a recognition that urban churches look different than rural churches, churches planted to reach young professionals look different than churches planted to reach refugee communities, etc. Contextualization must be kept in proper balance. While undercontextualization could result in a lack of fruitfulness, overcontextualization could weaken a commitment to orthodoxy.

#### 8.12.3 Incarnational

With "God with us" as our guide, new EFC-ER churches will do everything in their power to be with the people to whom they are ministering. Their greatest desire will be to be the hands and feet of Jesus to people in desperate need of a Savior. They will be holistic, not settling for being concerned with gaining conversions or commitments alone, or bringing justice or serving others alone. They will have a Kingdom mindset, desiring to bring about God's will "on earth as it is in heaven."

#### 8.12.4 Multiplication DNA

New EFC-ER churches will believe in and embody the vision of the Multiplication Team and EFC-ER when it comes to church planting. They will highly value the multiplication of disciples and church planting as a methodology. In everything they do, they will consider the impact on their disciple-making process, and will move toward being a partner church of a new church plant themselves from the very beginning of their process.





## 9. Laying the Groundwork

### 9.1 Prayer Team

**Purpose:** To cover every part of the church plant, from the vision, the planter and their family, to the core team of planters/participants/families, as well as the sponsoring churches in prayer as early on in the process as possible. To make sure that the heart of God is sought in every decision and to stay focused on the “deeper” meaning of church planting – reaching the lost with the gospel of Jesus Christ.

#### 9.1.1 Prayer Team

Each church planter will be responsible for gathering 3-5 personal prayer partners that will commit to praying regularly for the planter specifically. These prayer partners will hold the planter up in prayer for very specific and individually based prayer needs (e.g., family related, personal spiritual health, physical health, finances, church planting needs, goals, vision, and whatever else may need attention).

#### 9.1.2 Prayer Support Network

In addition, every church planter will need to gather 100 prayer partners who will commit to praying regularly for the church plant itself. These people will cover everything in prayer, but will primarily focus their prayers on the “bigger picture” of the plant itself, the entire process and development, as well as impact for the sake of the gospel.

### 9.2 Church Planter

#### 9.2.1 Pre-assessment

##### **Purpose**

The purpose of pre-assessment is to conduct an initial screen for doctrinal alignment; alignment with our mission, vision, and values; and giftedness of the planter.

**Process**

Potential church planters are required to undergo pre-assessment. Planters will submit an intake form to the Multiplication Team for the purpose of determining doctrinal alignment and giftedness. A pre-assessment interview conducted by the Multiplication Team in conjunction with the Leadership Development team will follow.

**9.2.2 Assessment****Purpose**

Assessment is the primary tool used by the Multiplication Team to gauge giftedness and aptitude for church planting.

**Process**

Potential church planters are required to undergo assessment. Assessment centers will be approved by the Multiplication Team and offered in a four-day group format or, in special circumstances, a full day individual format. This may be waived by consent of the Multiplication Team if planters can provide documentation showing they have been previously assessed successfully.

**Schedule**

Regularly scheduled assessment centers will be offered (or identified) by the Multiplication Team at least once a year.

**Role of Multiplication Team**

The Multiplication Team will lean on outside organizations in the short term to provide assessment. In the long term, the Multiplication Team's desire is to be equipped to offer assessment independently.

**9.2.3 Boot Camp**

Church planters will sign up to be trained after the assessment process is satisfactorily completed, the core prayer team is in place, and the planter has been approved. The Multiplication Team's desire is that most church planters would receive training in the form of a "standard boot camp" model. This is a 3-4 day training center offered (or identified) by the Multiplication Team and performed by experienced church planting assessors. The church planter will receive an assessment score at the end of the boot camp. A report will also be submitted to the Multiplication Team for evaluation.

**9.3 Lead Team****9.3.1 Definition**

At the heart of the Multiplication Team's strategy is a commitment for local churches to multiply ministries and new churches. Lead Teams, made up by passionate and invested leaders, serve as the primary oversight and decision-making apparatus at the head of a church planting project.

**9.3.2 Team Construction**

The Lead Team consists of the following:

- Multiplication Team or EFC-ER staff representative
- Church planter
- Representatives of partner churches (usually a pastor and 1-2 others from each partner church)

- Up to 3 approved leaders from the church planting project (the number of Lead Team representatives from the church planting project may not exceed the number of Lead Team members from outside the project)

### 9.3.3 Function

The Lead Team oversees and partners with a church planting project in the following areas:

#### **Prayer**

The Lead Team will commit to pray for a church planting project on a regular basis. The members of the team will individually pray for the plant at least once a week and will continue to support the new church in prayer at least until it is fully self-supporting.

#### **People**

Serving on a Lead Team is a commitment of time, energy, and manpower. Partnering church members or pastors may find that there is a need for them to “give up” some of its members to help with the church planting project. The partner church could contribute to a new church by sending people who can sing, play musical instruments, canvas neighborhoods, do secretarial work, help with VBS or other children’s ministries, or exercise any spiritual gift that is needed.

#### **Finances**

The Lead Team will oversee financial relationships with partner churches for the purpose of providing financial support to the church planting project. Partnering church members and pastors serving on a Lead Team should also seriously consider their own church’s financial contribution to the new church.

#### **Decision Making**

The Lead Team serves as the administrative board for the new church until an official administrative board has been approved by the new church and the Lead Team. The Lead Team assists and holds the planting project accountable for hitting benchmarks along the Journey to Maturity. The Lead Team uses the project’s Church Planting Proposal to help guide the strategic efforts of the project. Usually, it will make the following decisions:

- Approval of the Church Planting Proposal
- Approval and addition of paid staff
- Approval of budgets
- Approval of initial membership
- Approval of church leadership team
- Approval of pastor’s vacation and leave time
- Approval of capital expenditures
- Approval of new meeting sites and facilities
- Approval of proposed Articles of Incorporation
- Approval of Constitution and By-laws
- Determination of readiness for autonomy
- Recommendation for full-church membership status in EFC-ER

#### **Accountability & Communication**

The Lead Team is accountable to the Multiplication Team. Minutes of Lead Team meetings will be sent to the EFC-ER office and the Multiplication Team.

## 9.4 Church Planting Project

### 9.4.1 Project Proposal

The church planter and Lead Team will present a project proposal to the Multiplication Team for review, refinement and approval. Our goal is to help position the proposed project for success. The project proposal should include:

- Location & Demographics
- Planting Model to be used
- Funding Model to be used
- Lead Team members
- Biography of Church Planter / Couple
- Biography of any identified core team members

### 9.4.2 Core Team

The church planter must build a healthy core team as soon as possible.. Church planting is more successful when a healthy and equipped core team is in place.

## 10. Appendix - Journey to Maturity

### 10.1 Church Plant Journey to Maturity

This list, with measurable objectives for each stages, is used in the following ways:

1. As a tool for the church planter to use for planning and prayer.
2. As a tool for the church planter to use with his/her leadership team and coach to track progress.
3. As a tool for reporting progress to the LT and Multiplication Team on a regular basis and whenever the LT meets. (NOTE: This is required.)
4. As a reminder to celebrate the achievement of objectives.

#### Candidate Assessment

- Candidate resume submitted to Multiplication Team
- Candidate completed consent form and background check completed by EFC-ER
- Candidate submitted references with contact info to Multiplication Team
- Self-assessments completed
- Spousal support essay submitted to EFC-ER
- “What It Means to be a Friends Church in EFC-ER” agreed, signed, and submitted to Multiplication Team
- Planter interviewed by Multiplication Team and signed Church Plant Commitment Covenant
- Planter signed Financial Agreement
- Multiplication Team sanctioned planter for assessment

#### Planter Preparation

- Multiplication Team appointed coach in conjunction with planter
- Planter and coach signed Coaching Covenant
- Assessment center attended by planter and spouse (and core team, if possible)
- Personal Growth Plan completed
- Coaching Growth Plan completed
- At least 3-5 personal prayer partners identified
- At least 100 plant prayer partners identified

- Planter entered EFC-ER ordination process
- Planter completed Minister's Information Guide and submitted to Multiplication Team
- Multiplication Team approved planter

### **Conception**

- LT is formed and operational
- Demographic study on ministry focus area completed
- Rough draft of mission and core values completed
- First budget drafted and approved by LT
- Pre-evangelism and outreach evangelism begun
- Small group/core group meetings begun
- Church plant website published
- Church Planting Proposal completed and submitted to LT and Multiplication Team
- Multiplication Team approved Church Planting Proposal

### **Prenatal Development**

- First year of ministry planned
- Legal documents filed
- Working draft of mission, vision, and values statements written
- Gathering strategy developed
- Small group ministry multiplied
- Request for first preview service made to LT
- Adequate meeting facility secured
- LT secures liability insurance policy
- Preview service strategy developed
- Preview service held

### **Birth**

- Weekly worship services begun
- Project tithing back to EFC-ER
- Spiritual formation and discipleship begun for all ages
- Assimilation plan prepared and published
- Ministry "fit" identified and believers deployed in service

### **Growth Toward Maturity**

- Membership applicants interviewed and approved
- Final draft of constitution and bylaws developed and submitted to Multiplication Team
- Initial missions strategy developed
- Full church membership status requested in writing
- Annual church health survey conducted

### **Maturity & Reproduction**

- Plans in place to become a partner church
- Full church membership approved by Multiplication Team and EFC-ER

## 10.2 Benchmarks Along The Way

### 10.2.1 Stage 1: Preparation and Training

- Complete a self-assessment available through the EFC-ER web site
- Contact the
- Read and gather info about planting
- Schedule a pre-assessment interview with the Multiplication Team
- Attend church planter Assessment
- Recruit an Intercessor Team
- Pray and find God's location for you
- Attend church planter training provided by the Multiplication Team
- Do a demographic study of target area
- Complete a community needs assessment of the target area
- Review 2-3 good Action Plans from other planters

### 10.2.2 Stage 2: Evangelism and Launch Team Formation

- Secure a qualified coach
- Beginning recruiting a Lead Team
- Develop your prayer support, schedule prayer walks
- Insure agenda harmony issues
- Church name selection
- Provide training for the Lead Team
- Finish your Action Plan and gather feedback from coach and LT.
- Complete comprehensive budget
- Give formal presentation of your Action Plan for approval by the Multiplication Team
- Begin building prospect and church database
- Get church logo created
- Create letterhead and business cards
- Continue regular recruiting and inviting to develop a core team
- Secure Fed ID; non-profit status (if needed) and incorporate (if needed)
- Open church bank acct.
- Plan and schedule bridging events in the community
- Build your prospect list
- Begin private worship with LT and Core Team

### 10.2.3 Stage 3: Planning

- Select and secure advertising materials and develop a marketing strategy
- Developing your plan to communicate with your prospect list
- Select and secure your meeting location
- Secure liability insurance
- Plan for guests — Signs, Signs, Signs
- Schedule sneak preview, exhibition season, and grand opening services
- Buy equipment and needed supplies
- Continue to connect with new people
- Train set-up teams for launch
- Prepare plan to funnel first-time guests into entry-level ministries

- Prepare ministry descriptions for all launch team and core team positions
- Develop Church Chat materials
- Prepare Welcome Class materials
- Develop discipleship tracking tool
- Implement church financial polices
- Implement nursery procedures
- Recruit and train children's workers
- Recruit and train worship team
- Develop sneak preview sermons
- Prepare a first impressions checklist
- Implement your marketing strategy
- Invite community leaders to the launch.
- Take pictures, send in press release to paper(s)

#### **10.2.4 Stage 4: Grand Opening**

- Track the numbers (separate well-wishers from prospects)
- Form a development team
- Adjust your action plan based on reality
- Keep inviting
- Do church WELL, every week!

#### **10.2.5 Stage 5: Church Multiplication**

- Implement plans for sponsoring or parenting a new church