

CHURCH PLANT PROJECT PLAN

MISSION:

To reflect Christ's character and live out his message of hope and wholeness.

VISION:

To transform our community, especially young adults and young families, through small group fellowship, life-skills development, discipleship studies, and need-oriented evangelism. The plant will become a thriving, self-supported and multiplying church, with members equipped and empowered into leadership. Within 3 years, we will have grown a reputation for service in our community, more than tripled our number of small groups at launch from 2 to 8, with at least 10 members per group, fellowshipping in at least 3 sabbath fellowship groups with at least 60 total members, and started plans to plant our next networked, groups-based church by 2025.

PURPOSE:

With so many unchurched young families seeking connection, meaning and fellowship, a small-group ministry would be an ideal way to engage in the community.

While there is a large Seventh-day Adventist Church in the center of the city, it's ministry does not target, engage, nor appeal to the residents. It's membership demographics do not reflect that of the residents. Conversely, it's the opposite. Church members do not live in the community and are majority people of color who commute to church once per week.

A new ministry should be planted to intentionally create relationships with the young white and black English-speaking families in the city, providing events that address topics they find relevant, fulfilling their felt-need for connection and fellowship, and that would support their desire to meet in a safe space.

With the pandemic, many families have suffered through isolation and distance. Now, as we prepare to emerge from a year-long hibernation, many are looking for opportunities to connect in person, resources to supplement their children's learning, activities that don't revolve around technology and screens, and a local place to exchange ideas—a community center.

Here is a prime opportunity to reach a large, post-modern urban population, in a relatively small area of two square miles, with the good news of salvation and the Adventist message of hope and wholeness.

CORE VALUES:

1. **Genuinely inclusive** – We understand that inclusivity is not just about representing differences, rather it is about being sympathetic to our differences without marginalizing or patronizing people. We welcome and include all.
2. **Unreservedly loving** – We honor relationships and actively seek opportunities to support the emotional and spiritual needs of our community. We are considerate of each other’s feelings, values and points of view.
3. **Extravagantly generous** – We choose to serve first, embracing our roles as servant leaders in our community. We freely give of our time, energy, and resources to meet the felt needs of the community.
4. **Passionate disciple-makers** – We live out our faith for Jesus, are committed to introducing others to Him, and are committed to developing and empowering others for His service.

TARGET AREA & DEMOGRAPHICS: ANY CITY, USA

Located in two square miles, Any City, USA, is an enclave for middle-class working families, who make their living as artists, musicians, creatives and professionals. Census data indicates that in 2019, nearly 18,000 residents made their home in this Washington, D.C., suburb. Most residents (87%) are white-collar leaders, managers and service providers who work in corporate America, education, the media, science, business and finance, etc. According to a profile on Any City, a large number of residents are employed in media, technology and math than 95% of other places in the United States. Compared to the national average of 21.84%, nearly 60 percent of adults in Any City have earned a four-year college degree, master’s degree, medical degree, law degree or PhD. This is evident in the fact that the city’s median income was \$84,591 with a per capita income of \$47,096, and less than 9 percent live below the poverty line.

Any City is proud to be known as a walkable city and many of the working adults walking or biking to take the metro, located near the city center, to work in the nation’s capital, which is just a 20-minute ride away. Enroute, they pass small, family-owned businesses, coffee shops and restaurants, unique to the community, as well as the popular food cooperative and farmer’s market whose locally grown produce is greatly supported.

In the city’s 6,567 households, where homes are valued above half a million dollars on average, 51 percent of the residents are female, half are married and half are single, and the average resident age is 38.7. While the majority of residents are White, followed by Black, and speak English as the main language, there are also Latinos (10%), and people of Irish, German, Ethiopian, English, and Italian descent. Interestingly, almost 30 percent immigrated from another country making the community very ethnically diverse and making for an eclectic array

of events where diversity of culture, experience, religious beliefs and lifestyle are embraced and celebrated.

Community, family, openness, uniqueness, tolerance and freedom are values of the people who live in Any City. From scientists to artists, policy wonks and financial analysts to nannies and musicians, the city is known for its events, small shops and cafes, trees and open spaces. Myriad businesses line Carroll Avenue, it's main street, where bead shops, barber shops, gift shops, toy shops, pet shops, and consignment shops, serve customers willing to pay the higher prices for one-of-a-kind offerings. Community staples are the food cooperative, library, parks and playgrounds and the town center where a statue of Roscoe the Rooster keeps watch over the popular and sacred year-round Sunday farmer's market. Each year, the city hosts several cultural festivals, must-see Halloween and Independence Day parades, and street festivals here. These are the places where the people of Any City walk, jog, linger or shop, always with kids in strollers, and always stopping to chat with a neighbor or business owner—reusable water bottle or coffee travel mug in hand. The impromptu sing-a-longs, outdoor hoola hoop classes, and library circle time events are always a big draw. What garners the biggest community support and engagement are the frequent family-focused and family-friendly events. Anywhere the children can be learning, growing, participating in hands-on activities, and moving, that's where families can be found.

TARGET AUDIENCE:

For this church plant project, the small-group ministry approach is a good fit. This initiative will target the young 30s and 40s, family-oriented, middle class residents of Any City. They are mostly white and black people with diverse backgrounds and friendships. They care about the environment, about community and about education. They are unchurched and seeking meaningful connections in safe spaces where their children can roam free, learn life skills and play nicely with others. They are looking for opportunity to explore clean, wholesome activities and to try new things, learn new things and enjoy new experiences, in a low-key, free-flowing, unpressured, and largely unstructured, environment. Options need to accommodate parents and children separately and jointly.

METHODOLOGY:

At the heart of our methodology is the purpose to create a self-sustaining, self-replicating, low-resource strategy which creates a quickly multiplying movement of church planting. We believe that church planting is the optimal method for discipleship and kingdom growth, but we also believe that typical planting strategies either require too many resources to multiply quickly or lack the cohesiveness to create an impact in the community beyond small circles. For conferences to achieve their goal of planting hundreds of new churches within the next decade,

we require a method that lowers the barrier of entry to plant a church, drastically reduces typical launch funding (which many do not have), and volunteers (who are difficult to recruit), and is maintained by a minimal ecclesiology that is lay-driven (because there aren't enough pastors to lead such a movement). The typical planting methods currently used are logistically impossible to achieve such goals.

Our proposed methodology will utilize a small groups strategy at its core, which will be expressed through interest-based weekly group meetings, supplemented by Sabbath fellowship house worship groups, that are all networked together into a single, unified community, which will worship, fellowship and serve the community together, both individually (through weekly small groups and house worship) and corporately (through monthly combined worship, fellowship, and community services).

Small groups ministry has proven to be one of the most effective strategies for true discipleship, which is why it is at the core of our strategy. **Small groups increase fellowship, that deepens relationships, which cultivates discipleship.** The specifics of our small groups model will be detailed in the Strategy section of this plan. Below are the key benefits of our “networked groups” church model:

1. **Costs:** Small groups are friendship-evangelism driven, practically eliminating the typical “launch-large” costs of planting, of which most expenses are allocated to worship services (building, support, promotions, etc). In contrast, most small groups are filled through personal invitations and word-of-mouth, and take place in small settings such as homes, coffee shops, and other free and inviting locations.
2. **Volunteers:** By starting small, we don't require the effort of recruiting and training large launch teams. And we are able to invest more intentionally in the discipleship of a few, who are mentored into soon leading their own replicating groups of disciples. Our small groups model offers a natural pipeline for leadership through apprenticeship.
3. **Member-lead:** Members (especially younger generations) are more wary of attempting to be a leader of a typical church plant, because of all the responsibilities such a position usually entails. By simplifying our church model, distributing leadership, and reducing the scope and size of the church into manageable small groups, lay members will be more inclined to accept leadership roles which will be more manageable to incorporate into their existing professional and family life. *This model is based on the concept of the priesthood of believers, and intentionally equips and empowers lay members (rather than professional clergy) for church leadership at the highest levels.*
4. **Missional Budget:** By eliminating most typical church operating costs, this model allows donated offering to be more directly missional in its expenditure by investing directly into the local community for immediate impact for outreach and evangelism.
5. **Networked:** A weakness of a typical house worship model is that house groups can remain small (even when healthy) and their small size limits the impact the group can have on the local community. It also fails to deliver to its members the experience and

benefits of belonging to a larger community of believers. By networking each of our groups together under a corporate umbrella, it allows each group to remain unique and individual, while still providing the sense of belonging to a larger body. Thus, the groups can work together in serving the community (and each other) in a larger way. This corporate connection will also help keep the groups from forming into cliques, by keeping everyone focused on the larger mission together (other strategies to avoid clique formations are also discussed in the Strategy section).

The ecclesiology to support our networked-groups model is summarized as follows (from micro to macro):

1. **Group Leader:** Each group has a leader who has been trained and equipped to shepherd and disciple their members. They essentially serve as the role of an Elder/Pastor. The group will care for one another's needs and reach out to the larger body for assistance when needed. Leaders are given required continual education. This is a form of residency for lay pastor training.
2. **Group Assistant Leader:** Each Leader selects an Assistant who they will directly and intentionally mentor, train, equip and release to lead their own group, or take over the existing group.
3. **Church Board:** Each group leader will serve as a representative on a corporate church board, along with select corporate missional leaders (such as Community Services Director), to help guide the future of the church at large.
4. **Church Planter/Pastor:** The church planter/pastor will provide oversight and support to the entire network of groups. The church planter/pastor will identify one or more group leaders that they will intentionally mentor and disciple to eventually replace them as the next oversight leader as part of a succession strategy.

We believe that this methodology will dramatically lower the barriers of entry for planting churches, through the activation of the priesthood of believers, empowering them as disciple-makers, creating a naturally multiplying movement for kingdom growth.

STRATEGY:

HOLISTIC SMALL GROUPS

Small groups are the core of our church planting strategy. We will not be a church *with* small groups, but a church *of* small groups. Our groups will be interest-based and operate on a tri-semester schedule each year. Groups are designed to appeal to the various interests of the local community in an inviting, open, and engaging way. Meeting with the unchurched population in their space through their interests.

The goal is to launch with 1-3 groups (depending on the availability of leaders and locations). Each group will have a unique theme/topic, designed to appeal to the local community. Some

examples may include classes on cooking, art, finances, book clubs, etc. Each group leader will be provided mandatory training on the art of small group dynamics and friendship evangelism. Each class will meet weekly for 10 weeks. During the 10 weeks, there will be a mandatory scheduled community service project as well as a class party. Each group leader is also required to have either a co-leader or an assistant leader in training.

Group leaders will be trained in the 4 F's of our small groups. **Fun, Fellowship, Friendship, Faith.** Our belief is if the group is having *fun*, they will want to continue in *fellowship*, which will lead to *friendships*, which opens the best opportunities to share our *faith*. Part of our leadership strategy is the requirement of each leader to find either a co-leader or an assistant. The co-leader/assistant will be intentionally trained so that they are equipped to lead their own group within 1-2 semesters. This is critical to our leadership development and discipleship strategy. Leaders choose their own course topic, aligning with their personal interests and expertise. Not only will this make them a more effective teacher, but their excitement will naturally incline them to invite others to join. Training is provided before and during the semester. A recap/feedback session is scheduled for leaders at the end of each semester.

Each group is also required to plan a community service project each semester. This gets people connected with the community, through avenues of their own interest, and helps others grow by stepping out of their comfort zone. The last class of each semester is required to be a class party. The purpose of the party is to celebrate a successful semester, strengthen new friendships, and facilitate connection. Time for meet-and-greet is scheduled into the start and end time of each weekly class, with refreshments provided. And the recommended length for each class is 1 hour, long enough to learn and connect, but short enough to make is an easier commitment.

Each weekly class will also incorporate at least a prayer moment at the end, where people can share any prayer requests they might have, and they are prayed for. If the class is not a direct Christian study (ex. Hiking, music, etc.), then a devotional thought related to the class is also given. All prayer requests are emailed to the attendees the day after the class, requesting them to pray for them through the week. These requirements help classes stay Christ-centered, regardless of the topic. And they create space for the Spirit to move, giving non-believers the opportunity to witness the power of answered prayers.

The yearly schedule for classes is a 2.5 months semester, followed by a 1 month break, then 2.5 months new semester, followed by a 1 month break again. The 10 week semester is short enough to not be a long commitment to attendees and leaders, but long enough to engage, grow, and build friendships. The 1-month break intervals are a time for rest and recuperation for all. Groups are designed on a semester basis to fight the natural inclination for long-term groups to form into cliques. The small groups director will be in a constant cycle of recruiting, training, and supporting group leaders. Recruitment of next semester's leaders begins before the current semester ends. Leaders may only teach 2 semesters per year. This is a built-in

safety to fight leader fatigue and burnout, and it also emphasizes the need to train co-leaders/assistants to reduce reliance on a select few individuals perpetually leading.

Classes are promoted primarily via word of mouth. But they are also constantly highlighted during worship services, with members encouraged to attend and bring a friend. Small marketing invitations may also be provided for members to personally share. Any community event is also used as an opportunity to invite new attendees.

Home-based sabbath fellowship groups also operate as a small group, but the format of each home service will be different to the interest-based weekly small group semesters. The home sabbath fellowship groups will follow the same values, but they are an ongoing meeting, offering an intimate worship experience for attendees.

Based on context and circumstances, a joint groups community service project or end-of-semester party may be planned. One reason is to make a larger impact in the community with the combined resources of the classes. Another reason is so that attendees can see that they are part of a bigger body, that is just expressed individually through each group.

We believe this strategy provides the opportunity to connect with the community in their own space with their own interests, while lowering the barrier of entry for a prospective student to register based on carefully calculated time commitments. With leaders developing leaders, who are trained to cultivate *fun* environments where *fellowship* happens, it is only a matter of time before *friendships* grow, leading to opportunities to ignite *faith*.

NEED-ORIENTED EVANGELISM

How could we realistically reach unchurched families in a demographic like Any City? One strategy would be to create an urban center of evangelism that would be known to the community as a family resource center. It could be housed in a vacant storefront or on the ground floor of one of the new high-rise apartment buildings going up near the Any City metro area. It could have a large central room with plenty of seating, an information desk, a piano, a large viewing screen, a kitchenette for snacks, a fireplace and small play area. It could have four or five rooms where small groups could convene in circles for conversation. This center could be the meeting place where our first goal would be engagement for children with small group play, circle time, reading time, music time, craft time, and other hands-on activities. At the same time, parents would be busy with book clubs, cooking demos, support groups for various topics like: “sandwich generation parenting,” parenting special needs children, finances, saving for your kids college, switching careers, or small business launches. The second goal would be to add small group Bible studies, prayer groups, music singalongs and deeper dive discussion groups. This could then lead to launching a nucleus group that meets at a house church, etc.

DISIPLESHIP

The goal of our discipleship strategy is to grow disciple-making disciples who reflect Christ, and our vision is that every current and future member will become a disciple who makes disciples.

Our definition of a disciple is found in the words of Jesus in Matthew 4:19:

“And He said to them, “Follow Me, and I will make you fishers of men.”

1. **Follow Me:** A disciple is someone who gives up all to follow Christ.
2. **And I will make you:** A disciple is someone Christ transforms into His likeness
3. **Fishers of men:** A disciple is committed to the mission of Christ, to make more disciples.

Our strategy is to use Christ's methods of discipleship by implementing our **5 Steps of Discipleship:**

1. Connect: Christ invested his life into the disciples' lives, and they into His. Every new disciple will be partnered with a disciple-maker, someone experienced in faith, and in leading others to Christ (a buddy system). This relationship is not short-term, or simply study-focused, but a long-term relationship, to live life as friends (visits, calls, text, hanging out, etc), and specifically to:

- a. *ASSIST* the disciple to grow in their faith
- b. *TEACH* them how to share their faith
- c. *EMPOWER* and release them to become a disciple-maker

2. Study: *In the beginning was the Word. And the Word was with God. And the Word was God (John 1:1).*

Every new disciple will be taken on a journey with Jesus through the study of the Bible. This study will be lead or facilitated by the disciple-maker. The following studies will be provided in some form based on the context of each disciple:

A. Basic Bible Study: You may use any church-approved study guides. If the disciple is a new convert, then the studies should lead to baptism. If the prospective member is already baptized in the faith, still do a quick review of subjects to see where they are and encourage studies to fill in foundational gaps.

B. Art of Neighboring: *Love your neighbor as yourself (Mark 12:31).*

Biblical study on how to effectively reach our closest community by loving our neighbors.

C. Workplace Ministry: Biblical study on how to effectively serve as a missionary witness in your workplace.

While some disciples may already be familiar or well-versed in our faith, and they may not need basic studies, they may still learn from our neighboring and workplace classes. Or in discussion you may discover they would appreciate topical studies such as parenting, marriage, anxiety, etc. The above are guidelines, but each individual is served in their own personal context and need.

3. Worship: *And let us not neglect our meeting together, as some people do, but encourage one another, especially now that the day of his return is drawing near (Hebrews 10:25).*

The disciple will be encouraged by their mentor to join our weekly worship or small groups. The key is that they will experience the fellowship of strengthening and being strengthened as they join our family of believers.

4. Serve: As soon as possible in the discipling process, the mentor should look for opportunities to encourage the disciple to service and serve alongside them. Ideally, it will be an outward, community-focused service, allowing them to experiencing helping those in need with their hands in the harvest. But it can also be serving within the worship experience in a position such as a greeter (a position they will receive immediate and positive value and impact). The mentor will intentionally help the disciple to identify their passion, and how it can be used for ministry, whether in supporting an existing ministry, or possibly even help launch a new one.

5. Disciple: *Go therefore and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit, teaching them to observe all that I commanded you; and lo, I am with you always, even to the end of the age (Matt 28:19-20).*

Finally, the mentor will work alongside the disciple, as the disciple becomes a disciple-maker while training a new disciple. The graduated disciple-maker will lead in starting a new relationship with a prospective disciple, and the mentor will be available for support and assistance, as needed, until the new disciple-maker is comfortable and confident on their own.

We believe that the 5 Steps of Discipleship stated above are Biblically-based on the example and methods of Jesus. Any future prospective member of the church will be personally guided through these steps, so it will be very clear to them what becoming a member of our church means. It means, you desire to become a disciple-making disciple for our Lord and Savior, Jesus Christ.

EMPOWERING LEADERSHIP

Our leadership strategy is to develop disciple-making disciples, who are mentored into the highest levels of church leadership, as lay members. This is detailed in both the discipleship and small groups strategies outlined above. Interested individuals are mentored through our discipleship path. They are engaged in our small groups, and encouraged to become an assistant group leader, and then primary group leader, who then mentors a new individual as an assistant leader. From this pool of group leaders, certain faithful individuals will be selected to participate on the church board and other church ministry positions. An exceptional individual from the board will be mentored by the church planter/pastor on how to provide oversight and support to the existing networked church, as well as how to launch their own network of groups-based churches, and mentor someone else in turn.

EFFECTIVE STRUCTURES

One of the key elements of our methodology is creating a flexible church structure to promote member support and church growth. The small groups model creates a relational intimacy which will provide personal support and encouragement for members. It is an effective method to keep members engaged and noticed, so they are not lost through the cracks. The

model also offers a high-level of flexibility for growth. The strategy focuses on training leaders who cultivate their own groups, bringing in new members, in new spaces, without the overhead costs and burdens of an expanding occupancy of a physical building and lot which has defined limits. And the networked groups model can be replicated for launch in any area as the church expands its reach beyond the initial community.

PASSIONATE SPIRITUALITY

Passionate spirituality can be defined as the extent to which faith is lived out with commitment, passion, and enthusiasm. It is the outward expression of how excited we are about Jesus and it permeates each aspect of our lives. As a church, it is the public expression of our commitment toward establishing a Spirit-filled community.

Passionate spirituality starts with the group leaders. Each group leader will have a coach who will provide personal feedback and support to help the leader who will pray for them and will offer encouragement and direction in their spiritual journey. The group leader may also request feedback in the form of an assessment from their group members to help him/her grow. A bi-annual spiritual retreat will be held for all group leaders for prayer and reflection on where the group leaders stand on their spiritual journey. It will also serve as a spiritual bonding experience for all participants as they will be able to encourage each other and deepen their passion for serving and growing other disciples.

Through the established small groups, members will have ample opportunities to build bonds with each other and form lasting spiritual relationships. The home-based Sabbath fellowship will encourage an intimate worship experience for all attendees through prayer, praise, sharing of testimonies, and hearing the word.

GIFT-BASED MINISTRY

Spiritual gifts are one of the 28 fundamental beliefs of the Seventh-day Adventist Church. They provide a way for every member to participate in mission and ministry using their natural talents and skills. The goal is not about giving everyone a job, it's about helping each disciple-making disciple find personal fulfillment as they seek to participate in helping to accomplish the mission. In the process of building the core team, each leader will be encouraged to complete a spiritual gifts assessment to determine what areas of leadership align with their natural skillset. Every new member will be invited to complete an assessment and become engaged in areas that will allow them to use their gifts.

LOVING RELATIONSHIPS

We are the body of Christ, Jesus is our leader, and we are his disciples. At the heart of His church is a community that exudes a love for God, compassionate service, genuine care for others, and reflects the character of Christ to the world. The goal of our small groups is to create a culture that intentionally promotes, nurtures, and fosters loving relationships. The

events that we plan will provide an atmosphere of love and trust to build lasting spiritual relationships and bonds that will endure.

INSPIRING WORSHIP

Developing inspiring worship services is an essential plan that will be used to strengthen the unity of the members and keep them attentive in all services. As the worship services become inspiring they will develop in the hearts of the people a hunger and thirst for a deeper knowledge of God. This is a powerful method to create a longing desire in the members to urge them to come on time and participate in the services. All have the privilege and opportunity to participate in different activities of worship. Each member, being mentored by the small group leaders, is encouraged to get involved in what he/she is capable of contributing during worship services. For example, those who know how to play musical instruments are able to play sacred music and contribute to the worship service. Personal testimonies of people are another special part of the worship service and sometimes will be inserted in the sermon hour. In addition, teaching activities that involve interesting questions and discussion topics will support the worship services to be more attractive and inviting. As more people contribute by participating, they will stay close to God and to each other. And this will have a positive result and preparedness in reaching out to other communities.

Our sabbath worship model is also based on a small group paradigm, but includes a corporate worship component. Each Sabbath a small group of 20-30 members will meet at someone's home (or other gathering space), to fellowship, worship, study, and encourage one another. We call these our Sabbath Fellowship Groups. Each Sabbath Fellowship Group is lead by a long-term group leader and their assistant. These leaders are trained to intentionally encourage involvement of all members to participate. The style and program of each meeting will be unique within the context of each group's members and leaders, but will always incorporate a component of praise (ex. Songs, testimonies), study (teaching), and fellowship (meals). So each Sabbath Fellowship Group may have a unique feel, with more opportunities to attract difference audiences, but they will all still be focused on worship at their core.

One of the weaknesses of a typical "home church" model is that the small groups often are too small to make a significant impact on the local community, and even if there are multiple home churches, they often feel disparate and disconnected. To address this issue, once a month, all our Sabbath Fellowship Groups will combine in a single location for a corporate worship experience. A larger hall will be rented for a combined congregation, with a spirited and full program planned. A fellowship lunch will immediately follow worship. And a community service event will be planned to follow after lunch. This will allow the entire membership, across all groups, to join each month to worship, fellowship, and serve together as one body.

We believe this monthly corporate worship experience will impress upon each member that they are part of a larger church body, beyond their small weekly groups. And it will also allow the church as a whole to pool the resources of all the individual groups together to make a

greater impact through community services and beyond. And keeping the corporate worship service to a monthly event (rather than weekly) significantly reduces the cost needed in terms of both funding (rental and production) and volunteer resources (staff recruitment and burnout).

PROJECT PLAN SAMPLE:

1. MAJOR OBJECTIVE 1: PREPARATION

a. Goal 1: Build Core Team

- i. Task 1: Identify list of candidates
- ii. Task 2: Interview each candidate
- iii. Task 3: Invite selected candidates to join the team
- iv. Task 4: Introductory meeting with new Core Team
- v. Task 5: Create annual groups calendar for recruitment, training, and classes
- vi. Task 6: Host a spiritual retreat that focuses on team building, worship, prayer, and nurturing passionate spirituality

b. Goal 2: Core Team Training

- i. Task 1: Train Core Team on methodology and strategy
- ii. Task 2: Delegate key roles for Core Team members

2. MAJOR OBJECTIVE 2: PRELAUNCH

a. Goal 1: Small Groups Formation

- i. Task 1: Identify list of small group leader candidates
- ii. Task 2: Interview each candidate to discover spirituality and natural interests. Each will be asked to complete a spiritual-gifts inventory.
- iii. Task 3: Invite selected candidates to lead a small group based on individual's interests and spiritual gifts.
- iv. Task 4: Train leaders on effectively leading a small group
- v. Task 5: Identify location and time for each group. Contract space if needed.
- vi. Task 6: Create online registration for groups
- vii. Task 7: Promote launch of small groups locally and online via word-of-mouth, invitations, and online space.
- viii. Task 8: Recruit voluntary musicians and participants for sabbath fellowship groups (including children's music and ministries)

3. MAJOR OBJECTIVE 3: LAUNCH

a. Goal 1: Small Groups Launch

- i. Task 1: Monitor and assist all group leaders with launch

- ii. Task 2: Help leaders identify and train a student as an assistant (prepared to lead a group next semester)
 - iii. Task 3: Invite all new members to take a spiritual gifts inventory and become engaged in some aspect of the ministry
 - iv. Task 3: Help leaders plan a community service event and class party
 - v. Task 4: Monitor and assist Sabbath fellowship group(s)
4. MAJOR OBJECTIVE 4: POST-LAUNCH
- a. Goal 1: Create semester cycle of groups
 - i. Task 1: Recruit new group leaders from current semester’s assistants
 - ii. Task 2: Assist new leaders to identify new groups they are interested to lead that align with their spiritual gifts.
 - iii. Task 3: Feedback and wrap-up meeting with current semester leaders.
 - iv. Task 4: Cycle of training new leaders, locating space/time, and promoting classes on a tri-annual basis

ASSESSMENT:

1. **Number of Small Groups:** Add no less than 1 new group each semester (ex. Semester 1: 3 groups, Semester 2: 4 groups, Semester 3: 5 groups)
2. **Small Groups Attendance:** Average at least 10 attendees per group
3. **Sabbath Fellowship Group:** Average at least 2 non-Adventist attendees per group to attend weekly Sabbath fellowship group.
4. **Discipleship:** Average at least 1 student per semester to start discipleship plan.
5. **Community:** Partner with at least 1 existing community service by end of year 1. Provide at least 3 impact community service outreaches per year.
6. **Relationships:** Conduct quarterly interviews and surveys to assess how members are experiencing the small groups.
7. **Worship Participation:** At least 80% of sabbath fellowship group members will have participated in service at least once per year.

BUDGET:

CHURCH PLANT BUDGET DETAIL

DESCRIPTION	COST/MO	COST/YR	NOTES
OPERATIONAL EXPENSES			
<i>Facilities</i>			
Small Group Location Rental	\$ 217	\$ 2,600	\$50/week (if free space unavailable)
PO Box rental	\$ 31	\$ 366	Post Office Box annual rental (for mailing address)

FACILITIES SUBTOTAL	\$ 247	\$ 2,966	
<i>Small Groups</i>			
Miscellaneous Supplies	\$ 50	\$ 600	Misc group resources (\$200/semester)
GROWTH GROUPS SUBTOTAL	\$ 50	\$ 600	
<i>Sabbath School</i>			
Sabbath School Quarterly Materials	\$ 20	\$ 240	
SABBATH SCHOOL SUBTOTAL	\$ 20	\$ 240	
<i>Hospitality</i>			
1st-time Guest's Gift	\$ 22	\$ 260	\$5/week
Refreshments	\$ 72	\$ 860	\$20/week
HOSPITALITY SUBTOTAL	\$ 93	\$ 1,120	
<i>Marketing</i>			
Promotional Flyers	\$ 6	\$ 70	1000 handouts
Email Service	\$ 9	\$ 108	Email service
Website Hosting	\$ 25	\$ 300	website, domain, privacy, SSL
MARKETING SUBTOTAL	\$ 40	\$ 478	
TOTAL EXPENSES	\$ 450	\$ 5,404	
ESTIMATED INCOME	\$ 500	\$ 6,000	
TOTAL REVENUE/LOSS	\$ 50	\$ 596	

SAMPLE IMAGES OF LOCATION:

