

Church Planter Covenant Agreement

Pastor Justin Noseworthy
All Things New Covenant Church
Monterey, CA
Start date: October 1, 2017



**COVENANT
CHURCH
PLANTING**

Pacific Southwest
Conference

A. Purpose

Being convinced of both the biblical mandate and demonstrated wisdom of effective evangelism and discipleship through the planting of new congregations, the Evangelical Covenant Church (ECC) and its member Conferences are committed to starting healthy, missional churches. As one part of that process, this Covenant Agreement outlines the basic partnership in the initial operational phase of this emerging church's life.

The Pacific Southwest Conference and the Evangelical Covenant Church commit to provide coaching, training, and support for the new church. The congregation commits to advance the ministry of the new church, to care for its pastor and staff, and to take its responsible place in the overall mission of the Evangelical Covenant Church and the Pacific Southwest Conference (PSWC). The pastor commits to lead the congregation in this mission.

With this reciprocal spirit, all parties are strengthened to accomplish God's work together in the local community, larger region, North America, and around the world. With the compelling sense of the leading of God we enter into this Agreement for God's glory.

B. Parties

The Evangelical Covenant Church and Pacific Southwest Conference, call Pastor Justin Noseworthy to be the church planter of All Things New Covenant Church in Monterey, California. This agreement shall include three years of external funding.

C. Financial Partnership

Funding Projections: In order to provide a predictable funding schedule to support budget expenses, including the terms of the call, this project is projected to receive the following external funding for 36 months, including designated start-up and coaching costs, partner churches, and personal fundraising.

The revenue streams for this amount will be:

Evangelical Covenant Church	\$ 73,900	: Appropriations \$60,000 + \$13,900 in start-up and coaching costs per disbursement schedule
The Pacific Southwest Conference	\$ 73,900	: Appropriations \$75,000 + \$13,900 in start-up and coaching costs per disbursement schedule
Church Planter Fundraising	\$100,000	: Church planter's own fundraising goal
Third Stream Revenue	\$30,000	: Church Plant Fund
TOTAL:	\$277,800	



D. Terms of the Call

The following terms shall constitute the initial annualized compensation package for the position:

Considered Cash Compensation	\$77,000	: Encompassing salary, housing and SECA (7.65%)
Covenant Pension	\$9,625	: Pension figured at 12.5% of Considered Cash Compensation
Insurance Benefits	\$19,524	: Bethany Benefits plan, including medical, vision, orthodontics, employee assistance, dental, term life \$276/year, and long-term disability (salary/1,000 x 12.72) www.covchurch.org/benefits/insurance . Comparable insurance may also be approved by the Conference but with recommendation to keep Life and LTD through Bethany Benefit.
TOTAL	\$106,149	

STATUS ?

External Funding Scheduled Appropriations								
TIMEFRAME & PORTIONS			APPROPRIATIONS					
Date Ranges	Months	Total Amount (ECC + PSWC)	Total Third Stream Funding	Planter Fundraising Goal	Monthly PSWC	Monthly ECC	Monthly Third Stream	Total Monthly Check Sent (ECC + PSWC + Third Stream)
a. October 17 - September 18	1 - 12	\$80,000	\$15,000	\$50,000	\$2,500	\$2,500	\$1,250	\$6,250
b. October 18 - September 19	13-24	\$40,000	\$10,000	\$33,333	\$1,666.67	\$1,666.67	\$833.33	\$4,166.67
c. October 19 - September 20	25-36	\$20,000	\$5,000	\$16,667	\$833.33	\$833.33	\$416.67	\$2,083.33
Sub-Total:		\$120,000	\$30,000	\$100,000	\$60,000	\$60,000	\$30,000	Three-year total: \$250,000

Start-Up, Support, & Coaching Costs | Paid or Reimbursed as Needed.

Description	Conference	Covenant	Totals
MissionInsite.com yearly membership	PAID	PAID	PAID
Church Planter Assessment Center	\$1,600	\$1,600	\$3,200
Church Planter Training Intensive	\$1,600	\$1,600	\$3,200
Coaching Costs over Five Years	\$4,200	\$4,200	\$8,400
ECC Gather plus partial funds for other PSWC and ECC events	\$2,500	\$2,500	\$5,000
Computer Equipment (Laptop)	\$750	\$750	\$1,500
Marketing	\$2,500	\$2,500	\$5,000



~ 10 months
2013

Bookkeeping Services and Software		\$750	\$750	\$1,500
Sub-Total:		\$13,900	\$13,900	Grand Sub-Total \$27,800
Commitment for ECC – (ECC+PSWC+Third Stream+ Start Up Costs)	THREE-YEAR PROJECT TOTAL:			\$177,800
<p>This constitutes the external funding for this project, including both scheduled appropriations and planned fundraising goals. Other revenue streams will include local giving through tithes and offerings. Monthly appropriations checks will be sent upon receipt of both the 10% Missions Giving and the Monthly Church Planter Report, as long as other ongoing project requirements and expectations are met.</p>				

Any changes in these items shall be in concurrence with the project leadership, the Conference Director of Church Planting, and the Start & Strengthen Churches Group for the duration of the Covenant Agreement.

E. Collegial Partnership & Covenant Identity

- **Covenant Affiliation:** The church will be affiliated with the ECC, with Incorporation requirements and Certified Fellowship Group status in place before the start date of this Covenant Agreement
- **Credentialing Process:** Before the start date of this Covenant Agreement, Pastor Justin Noseworthy agrees to apply for a Ministerial License with the ECC and remain in good standing.

Application process started prior to the implementation of this Covenant Agreement and funding, with submission of related materials due by 12/31/17

COMS Interviews: Participation in the Committee on Ministerial Standing, with regular 3-yr check-in and Ordination finalization interviews in subsequent years.

1. **Ordination to Word and Sacrament:** Pastor Justin Noseworthy agrees to pursue Ordination to Word & Sacrament in the Evangelical Covenant Church.
2. **Additional Ministerial Staff:** All ministerial staff shall only be called and hired with the advance approval of the DCP, and must qualify for and receive an ECC ministerial license during their first year, and from thereon must remain in good standing was stipulation of employment.
3. **Attendance & Budgeting:** Participation is expected and funding will be included in the church's yearly budget for Midwinter Conference, the Conference Annual Meeting, Annual Church Planters Retreat and the Conference Pastor's Retreat.

DATES ↑ ?



F. Provisions, Protections, & Safeguards

- **Ongoing Commitment & Payment Protection:** All Things New Covenant Church will continue to be responsible for management of its Benefits, Pension, and Insurance expenses, as agreed upon in this Covenant Agreement. Should the church fail to make timely payments at any time during the appropriations period, the Conference may elect to withhold from the monthly appropriations sufficient funds to pay these expenses directly on the church's behalf.
- • **Benefits Enrollment:** Before the start date of this Covenant Agreement, the church will pay the first quarter of Bethany Benefits Insurances or provide for an approved equivalent plan. This is to insure timely enrollment and ongoing protection for the church planter, church, Pacific Southwest Conference, and the ECC. The church will continue to pay the Covenant Pension contributions and will be responsible for management of these expenses.
- **Covenant Pension:** Pastor Justin Noseworthy agrees to enroll and participate in the Covenant Pension Plan. The church will pay the Covenant Pension contributions and will continue to be responsible for management of these expenses.
- * { • **Proof of Insurance:** Pastor Justin Noseworthy agrees to secure, retain, and provide proof of corporate liability and workman's compensation insurance that meets the minimum standards set by the Pacific Southwest Conference, before the start of this Covenant Agreement.

G. Project Goals

A delineated philosophy of ministry with detailed target goals will be developed with the local leadership team, the Conference Director of Church Planting, the Covenant Church Planting Director, and any other Coach assigned to the project. For the first five years the Conference will conduct an annual ministry review during the fall or early winter. Using a format provided, a project presentation will be made in person by the church planter and at least three lay leaders, communicating progress on previous goals and challenges for the upcoming year. The project goal will be 250 in worship attendance by the end of 3 years.

H. The Role of Church Planting in the Mission and Culture of the Covenant

The Covenant works because it is indeed a culture of covenant, or mutual commitment. The exceptionally strong spirit of partnership and collaboration in the Covenant is the source of its missional vitality. For example, our connectional spirit is what generates a strong resource pool that funds all dimensions of church planting, from assessing, training, and coaching to direct financial support, and even strategic assistance with building and property. That spirit of partnership is what gave birth to your ministry and provides it with the resources.

It is critical that new churches reinforce that spirit of partnership by fully engaging in the life of the Covenant. To do otherwise would contribute to the erosion of the very dynamic that allows aggressive mission and would undermine support for church planting as a whole. Existing churches may appropriately ask why new churches should be started if they do not in turn reinforce the chemistry of the Covenant in ways that further contribute to vitality and even more accelerated mission. In other words, if the expansion of the Covenant weakens the cohesion of the Covenant, it is counterproductive for the long term.



New churches have been solid pacesetters on feeding back into the cohesion of the Covenant. Certain strategies and expectations in the life of a new church keep a collaborative, mutually supportive dynamic in place. This document seeks to clearly communicate what can be expected from the Covenant in support of church planting and to review key expectations, policies, and procedures as they relate to pastors and new churches engaging in and strengthening the life of the Covenant.

I. Responsibilities of the Evangelical Covenant Church and the Pacific Southwest Conference

The ECC and Pacific Southwest Conference shall provide the following over the span of this agreement:

1. **Initial Training for Church Planting.** The ECC and Pacific Southwest Conference will provide for all costs associated with the required training process for church planting established by the ECC.
2. **On-going Training for Church Planting.** The ECC and Pacific Southwest Conference will provide for all costs associated with additional required training events that are a normal part of the training sequence for church planting established by the ECC.
3. **Coaching.** A primary Coach shall be provided to the project for the first 3 years. *- who?*
4. **Coaching & Resourcing in Land and Facility Acquisition.** The ECC will provide professional staff assistance through National Covenant Properties in site identification and negotiation in the leasing, purchase and construction on all land and facility matters. Use of this staff assistance is required.
 - **Land and Facility Preparation.** The ECC will provide for all of the costs associated with the preparing of church leaders in preparation for securing permanent land and facilities. This preparation is mandatory and must be completed prior to land and facility options being investigated.
 - **Kingdom Builders Grant.** At the point of either the purchase of property or the construction of a permanent facility, The ECC will arrange the eligibility of the church for a one-time grant (generally in the range of \$15,000-20,000) to assist with associated purchase or construction costs through the Kingdom Builders program.
 - **Purchase and Construction Loan.** At the point of purchasing property and/or construction, the Conference will work with the congregation to establish eligibility to secure a loan through National Covenant Properties. All loans must meet loan qualifications and protocols prior to approval.
 - **Mortgage Loan Guarantee.** The ECC and Pacific Southwest Conference provide a loan guarantee to National Covenant Properties for a qualified land or facility loan originated with National Covenant Properties provided that the church meets the following pre-requisites:
 - Sr. Pastor has completed Covenant Orientation and is actively pursuing Ordination
 - Minimum average attendance of 150, measured by Covenant's November attendance survey
 - Multi-year trend of overall growth, especially the previous two years, with projected increases
 - Minimum annual church income of \$175,000 (tithes & offerings)



- Minimum 3% average annual growth of general fund income over prior 3 year period
 - Mission Giving to the ECC and Pacific Southwest Conference meets or exceed 10% in perpetuity
 - Successful Capital Fund Drive required
 - Congregational Investment Generation Requirement in NCP of 15% of mortgage
1. **World Mission Vision Trip.** Pastor Justin Noseworthy may request to participate in a mission awareness trip to a Covenant world mission field within the first five years of this agreement. A portion of this trip will be covered by "Serve Globally" with the balance covered by the local church. It is the church's responsibility to inquire with the administration of "Serve Globally" to ascertain costs and timing.
 2. **Missionary Connection.** The congregation will be given the opportunity to designate a portion (up to 50%) of Covenant Mission Giving to particular Covenant missionaries to establish an on-going relationship so the congregation from the beginning can see its direct mission contributions at work.
 3. **Website.** The congregation will be listed on the Covenant and Conference website directories of churches. A link will be made directly to the congregation's home page.
 4. **Covenant Companion.** A subscription for 10 copies of the Covenant Companion, the official magazine of the ECC, will be entered by the Conference for the first year for distribution as determined by the church. By request of the church, this may be raised to a maximum of 25 copies.
 5. **Access to all Covenant and Conference Resources.** In addition to the above items that are specifically tailored to new congregations, as a Covenant congregation the church will have access to the entirety of expertise and resources across all departments and institutions of the ECC and the Pacific Southwest Conference. This includes a wide range of seminars, consulting, assistance in times of ministerial staff search, assistance in times of conflict, camping and retreat opportunities, national events for pastors (Midwinter), youth (CHIC), women (Triennial), and families, access to participation in mission projects around the world, various curricula, print and video materials, and more.

J. The Responsibilities of the Congregation.

The congregation shall pursue and provide the following:

- **Adequate Compensation for Staff.** The congregation shall annually set and review compensation for its staff, taking into consideration ECC compensation guidelines. The budget shall contain funding to provide for participation in Church Planter Training, Conference Pastors Retreat, Midwinter Conference, Conference Annual Meeting, and ECC Annual Meeting.
- **Vacation & Sabbatical.** The congregation shall provide three weeks of vacation for full-time pastors each year. After the 3rd year, this can move to four weeks of vacation per year. These weeks are to be used each year. A sabbatical policy will also be established by the congregation by its 5th year in consultation with the Central Conference that provides for a sabbatical within the first 7 years and in subsequent cycles as determined by the church's policy (other variations may also be approved).



Pacific Southwest
Conference
of The Evangelical Covenant Church

- **Pension Agreement.** The congregation shall become a member of the Covenant pension plan and make full contributions for its Covenant credentialed staff members.
- **Mission Giving.** 10% of local tithes and offerings will be contributed to our shared mission in the Covenant (excluding appropriations, fundraising, special gifts, and designated giving). This commitment is a requirement to receive monthly appropriations and shall continue for the life of the church, and must be fulfilled prior to the church adopting additional mission commitments:
 - 6.5% to the Evangelical Covenant Church
 - 3.5% to the Pacific Southwest Conference
- **Stewardship Campaign.** Pastor Justin Noseworthy will be responsible for raising a total of \$100,000 in external fundraising. The goals for each year, which shall be divided over the three-year period, are specified in the previous pages of this Covenant Agreement.
- **Church Planting.** The congregation shall actively pursue and accomplish its own local, regional, and global church planting efforts through parenting, partnering, residencies, or other related activities (approved by the Conference DCP during the first 3 years).
- **Polity.** The congregation shall incorporate and operate under church governance patterned after a Covenant model of articles of incorporation, constitution, and by-laws. The initial and subsequent governance documents must be approved by the Conference Superintendent and the Executive Minister of Start and Strengthen Churches prior to their adoption by the congregation in order to become a full member congregation of the Evangelical Covenant Church.
- **Name & Branding.** The proposed name of the church is subject to the approval of the Director of Church Planting. The name "Covenant" or "Evangelical Covenant" shall appear in the name of the church and in public usages including signage and website.
- **Identification with the Evangelical Covenant Church.** The church shall be identified as an Evangelical Covenant Church member congregation on its website and other appropriate public usages. A link from the website to the ECC and the Pacific Southwest Conference websites shall be established.
- **Reporting.** The congregation through its pastor shall ensure that ECC and Pacific Southwest Conference reporting requirements are met.
- **Annual Ministry Review.** The congregation shall participate in the annual ministry review process of the ECC and the Pacific Southwest Conference for new churches. For the first five years, this entails written materials and the in-person attendance of at least the lead pastor and three lay leaders. Beginning in year six, this shall be through written materials unless any of the parties requests an in-person review.
- **Engagement in the Life of the ECC and Conference.** Prior to ECC membership the church will send attendees to the Pacific Southwest Conference and ECC Annual Meetings. After being received as a member congregation, the church shall regularly send delegates to the Pacific Southwest Conference Annual Meeting, ECC Annual Meeting, and find additional ways of engaging the common life of the ECC and their Conference.

- **Membership.** The congregation shall begin the administrative process for becoming a full member congregation in the ECC and Pacific Southwest Conference one year after the conclusion of the appropriations period, if not sooner. During this time, the missional viability of the church shall be determined jointly by the Pacific Southwest Conference and ECC as a prerequisite for membership.

K. The Responsibilities of the Pastor

The pastor shall provide the following:

- **Missional Leadership.** The pastor will lead and serve in reaching and discipling many for Christ in the church plant's city and surrounding region.
- **Ministry Stewardship.** The pastor will attend to the overall faithfulness and fruitfulness of the ministry in both qualitative and quantitative measures. Through required monthly reports and sharing with Coaches, and the DCP, the pastor will celebrate, assess, and seek accountability in this pursuit.
- **Work Ethic.** The Pastor Justin Noseworthy shall work full time (a 50-hour week) and lead in ways consistent with all of the items contained in this Covenant Agreement.
- **Collegiality.** Pastor Justin Noseworthy shall engage the collegial life of the ECC and Pacific Southwest Conference through regular event participation. This shall include regular attendance at the regional pastor cluster meetings, church planter gatherings, Conference Ministerial Retreat, Conference Annual Meeting, ECC Annual Meeting, and Midwinter Conference. Participation is mandatory at each for the first three years of this agreement.
- **ECC Credentialing.** In a timely manner, Pastor Justin Noseworthy shall fulfill all of the requirements necessary to receive and maintain appropriate Covenant credentialing. This shall include the timely completion of Covenant Orientation if it is necessary for credentialing.

6. Well-Being. Pastor Justin Noseworthy shall exercise personal spiritual, emotional, physical, relational, and ethical self-care by adhering to the Covenant Rules for the Ordered Ministry, the Ethical Guidelines for Covenant Ministers, and other sound practices to protect heart, soul, mind, strength, family, and congregation. The Covenant believes that what God wants to do *in* your life through this ministry is as important as what God will do *through* your life. In particular, we believe that no amount of work for the Kingdom can make up for neglecting the King. We expect you to be taking good care of your inner life, growing in devotion to Christ, strength of character, and depth of marital and family relationships.

I am committed to the personal priority of intimacy with God.

Initialed: *M*

I am committed to live a life of personal, family, and ministry integrity.

Initialed: *M*

I will develop a personal prayer team that will undergird this ministry and me.

Initialed: *M*



I will take a weekly day off for rest and worship.

Initialed: M

I will take a one-day personal spiritual retreat each month.

Initialed: M

I affirm in both personal belief and pastoral practice the
ECC position on human sexuality

Initialed: M

I affirm in both personal belief and pastoral practice the
ECC position on women in ministry

Initialed: M

L. Amendments and Termination of the Agreement

I understand that any amendments or the decision for termination will be made jointly by the Conference Director of Church Planting, Conference Superintendent, Covenant Church Planting Team Leader, and Executive Minister of Start & Strengthen Churches.

- **Amendments.** Amendments to this agreement must be agreed to by all parties, documented in writing, and on file with the Pacific Southwest Conference office for the duration of the agreement
- **Termination of Agreement.** This agreement may be terminated by Pastor Justin Noseworthy or the ECC and the Pacific Southwest Conference with or without reason. Specifically, this agreement is subject to termination in the following circumstances:
 - Failure of pastor or congregation to remain in harmony with the ECC and Pacific Southwest Conference.
 - Failure of project to maintain progress against goals as determined by the ECC and Pacific Southwest Conference.
 - Failure of congregation or pastor to adhere to Agreement as determined by ECC and Pacific Southwest Conference.
 - Moral Failure.
- **Protections around Termination of Agreement by Church Planter or Church Plant**
 - If the church chooses to leave the ECC unilaterally for any reason all appropriations and grants received to date must be repaid to the ECC and Pacific Southwest Conference.
 - If the church chooses to close, all assets become property of the ECC and Pacific Southwest Conference, including equipment, and any remaining cash after expenses are paid.
- **Protections around Termination of Agreement by the ECC & Pacific Southwest Conference**
 - If termination is solely for failure to reach or maintain missional benchmarks, then the ECC and Pacific Southwest Conference may elect, at their discretion, to assist transition of Pastor Justin Noseworthy.
 - If the Pacific Southwest Conference and the ECC elect to terminate a project for any of the reasons listed in #2 above, the project leadership and incorporators agree and are obligated to cooperate with the Pacific Southwest Conference in the dissolution of the corporation, the reversion of all assets to the Pacific Southwest Conference and the ECC, and the resolution of all corporate liabilities and expenses.



Thankful for God's grace through Jesus Christ, and depending on the strength and wisdom of the Holy Spirit, we enter into this agreement as a sign of our commitment to one another to work together in God's mission for His glory.



Justin Noseworthy, Planting Pastor, All Things New Covenant Church 10/16/17
Date



Dave Olson, Director of Church Planting, The Pacific Southwest Conference Date



Paul Wilson, Superintendent - The Pacific Southwest Conference of the Evangelical Covenant Church Date

Alex Rahill, Director of Church Planting - The Evangelical Covenant Church Date



Addendum 1 – Church Planter Information

Name of Member:	Justin Noseworthy
Spouse's name:	Maddie Noseworthy
Date of Covenant Agreement:	October 1, 2017
Home Address:	PO Box 222661 Caramel, CA, 93922
Cell Phone:	805-570-8685
Email:	justingnoseworthy@gmail.com
Name of Church:	All Things New Covenant Church
Meeting Location	Trinity Christian High School, 680 Belden St., Monterey, CA 93940
Church Mailing Address	479 Pacific Street Suite 5C, Monterey, CA 93940
Website:	Allthingsnew.church

Information

Please answer

the following questions:

- Fulfilled Covenant Orientation? No
If "no", will enroll by: **December 1, 2017**
- Current Covenant License or Credential? No
If "yes", type of license: (n/a)
- Using Bethany Benefits for health insurance? Yes
- Have you attended an Assessment Center? Yes
- Have you attended a Training Center? Yes

Addendum 2 | Covenant for Self-Care

For the stewardship of the life I've been given and the ministry to which I've been called in Christ Jesus...

1. I will develop the weekly habit of observing the following spiritual disciplines (beyond sermon prep and teaching opportunities). *List at least 3:*

Prayer

Sabbath

Solitude/Silence

1. I will regularly set aside time to be present with my family for meals and family activities.
2. I will schedule and use all of my vacation time, and any other holidays and days off I am given each year, as approved by my Covenant Agreement or Letter of Call.



3. I will attend retreats and continuing education opportunities each year as outlined by the Department of Ordered Ministry and my Conference coach.
4. I will strive to maintain a healthy lifestyle. This will include regular check-ups with my Dr. and maintaining a healthy weight (unless such conformity is deemed to be risky by my physician).
5. I will engage in some form of exercise regularly (at least 3 times a week), at a level approved by my physician. *List your intended exercise plan:*

Surf/swimming

Soccer

Basketball

P.8

1. I commit to a healthy nutrition plan that will allow me to maintain the proper weight.
2. I will strive to get at least 7 hours of sleep each night.
3. I will order my personal affairs regarding the proper documents (insurance, wills, power of attorney and guardianship for my minor children). I will make known the location of these documents to the following individuals. *List at least two:*

Maddie Noseworthy

Michelle Noseworthy

1. I commit to a regular accountability relationship and/or spiritual direction. *List those individuals:*

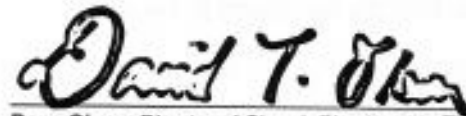
Greg Ogden, Brian Bajari, Seth Perkins, Brian Foster, Jeremiah Fair, Dave Olson

I covenant all of the above with my Director of Church Planting and my Coach, with whom I will share a mutual accountability relationship for our self-care as clergy.



Justin Noseworthy, Planting Pastor, All Things New Covenant Church

Date

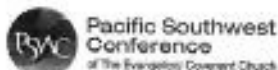


Dave Olson, Director of Church Planting, The Pacific Southwest Conference, Church Planting Coach

Date

Alex Rahill, Director of Church Planting

Date



Addendum 3 | Benchmarks

These benchmarks will serve as helpful guidelines for measuring the healthy, missional vitality of this new church. While primarily for the purpose of focused efforts and tailored coaching, their pursuit will also indicate the viability and sustainability of this church planting project. As the church develops, these benchmarks may be adjusted accordingly with the consent of the Pacific Southwest Conference Director of Church Planting.

- **“Normal & Natural Pathways” Questions:** Draft your approach and discuss with your Coach what the normal and natural pathways in this new church will be for: Making Disciples, Evangelizing People, Reproducing Leaders, Creating a Stewardship Culture, and Multiplying Churches
- **Initial Launch Timeline & Goals:** October 2017 – September 2020

STAGE	Launch Team Development			Soft Launch/ Preview Worship			Pre-Launch Weekly Worship			Hard Launch/ "Grand Opening"			Post-Launch Q1: Depth & Stability			Post-Launch Q2: Outreach & Growth			
	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
DR:	6	8	10	12	14	20	?	?	?	?	?	?	?	?	?	?	?	?	?
LT:	30	35	40	45	50	55	60	65	70	70	70	70	n/a	n/a	n/a	n/a	n/a	n/a	n/a
WA:	n/a	n/a	n/a	80	100	120	90	110	125	150	130	130	130	135	135	160	140	140	140
KM:	C	C+	B-	B	B	B+	B+	B+	B+	A-	A-	A-	A-	A-	A	A	A	A	A

KEY: DR = Discipling Relationships, LT = Launch Team Members, WA = Worship Attendance, KM = Key Ministries Quality Letter Grade

- **Discipling Relationships:** Those who are intentionally receiving discipleship, with the commitment to disciple others when ready, for the ongoing reproduction of disciple-making disciples
- **Launch Team Members:**
 - Prerequisite of 30 Adults for Initial Launch Team before signing Agreement
 - Launch Team Members are those who've personally and officially committed to the full launch of HUG Community Covenant Church.
 - Planter provides initial list of names and contact info to DCP
- **Worship Attendance:** Through prayer, evangelism, invitation, events, marketing, follow-through, *and more*, reach or surpass goals for each stage
- **Key Ministries:** Develop key ministries of Worship, Children, Hospitality, Follow-up & Connection, Small Groups, Evangelism & Outreach. Improve "letter grades" accordingly throughout each stage
- **Worship Facility:** Currently meeting at Trinity Christian High School



- **Personal Church Fund-Raising: \$ 100,000**

- **Prerequisite of raising approximately one-third of Funding** before signing Covenant Agreement
- **Read *Funding Your Ministry and Asking*** (both provided)
- **Develop** a fundraising strategy in consultation with your Coach and Director of Church Planting
- **Pledges:** secure pledges and commitments for at least \$50,000 by 1/31/18
- **Initial Fund-Raising:** Receive at least \$20,000 by 1/31/18
- **Ongoing Fund-Raising:** Based on initial fund-raising, set new goals and strategy for remainder

- **Stewardship & Sustainability:** Congregational & Financial Goals by end of each project year

- **Year 1:** 130 in worship attendance, 33% progress towards Financial Self-sufficiency
- **Year 2:** 160 in worship attendance, 75% progress towards Financial Self-sufficiency
- **Year 3:** 250 in worship attendance 100% financially self-sufficient by time Appropriations end

- **Multiplication & Membership:** Furthering the Shared Mission in **Years 4-5**

- **Church Planting: Parent or Partner** with other churches in the planting of your first church plant
- **Member Church.** Upon meeting the necessary criteria and missional viability requirements, complete process for becoming a full member congregation in the Evangelical Covenant Church

