

Home Missions: Fergus Church Plant Report May 2015

Introduction

At the last classis meeting, the Classis Huron Home Missions Committee (HMC) asked classis to approve its efforts to plant a church in the town of Fergus. The specific motion read as follows: "That Classis Huron approve the work of the Home Missions Committee and support its plan to plant a church in Fergus."

After much discussion, including some comments from the floor about a perceived "conflict of interest" on the part of John Vanderstoep and his potential interest in serving as the church planter in Fergus, as well as questions about the suitability of Fergus as a site for this potential plant, classis decided not to immediately approve the work of the HMC at the February meeting; rather, classis deferred the motion to the May meeting, and asked the HMC to provide some additional information about the plant and the process leading to this proposal.

The HMC has been working to compile the requested information, and what follows is an outline of our work to date.

Background

For those who are unfamiliar with the HMC's efforts to plant a church in Fergus, we have provided a summary timeline below:

- *September, 2012*: Classis Huron urges the HMC to make use of the church plant funds that have been accumulating over the past number of years.
- *March, 2013*: Fergus is first identified by the HMC as a potential church plant location. Over the next several months, the HMC discusses Fergus and other locations as possible church plant sites.
- *September, 2013*: Classis Huron commissions the HMC to plant a church in Classis Huron and commits funds to the project.
- *January, 2014*: The HMC forms a subcommittee to explore the possibility of planting a church in Fergus.
- *February, 2014*: The HMC informs classis about the subcommittee that has been formed to explore the possibility of planting a church in Fergus.
- *February, 2014 – May, 2014*: The Fergus Subcommittee compiles research about the viability of Fergus as a location for planting. A summary of this information is presented at the May meeting of Classis Huron.
- *May, 2014*: Classis Huron approves the *Five Year Ministry Plan 2014-2018*, which includes a goal of planting two churches in Classis Huron by the year 2018.
- *September, 2014 – March, 2015*: The Fergus Subcommittee approaches various churches in Classis Huron about becoming involved in the plant. By March, five churches have agreed to become partners.
- *January, 2015*: The Fergus Subcommittee begins to research and interview potential candidates for a Fergus church plant.
- *February, 2015*: The HMC asks Classis Huron to support its plan to plant a church in Fergus. Classis defers the decision of whether to give approval until May.

Location

Why Fergus?

Over the last year, as we've shared our vision of planting a church in Fergus, we've often been asked: "Why Fergus? How did you decide on Fergus as a location?"

Initial Reasons

There were a number of reasons why we were initially drawn to the idea of planting in Fergus:

1. *The Growth of Fergus:* John Zwart is the member of the HMC who first suggested to us that we consider planting in Fergus. John worked in real estate in Fergus, and he had first-hand knowledge of the growth that the town was experiencing. As he continued to sell units in condo buildings, John became increasingly convicted about the need for more churches in Fergus, and he shared his convictions with the committee.
2. *The Possibility of a Core Team:* As we discussed various church planting locations, one of the questions that we considered was whether or not there were individuals and families living in those locations who could potentially form part of the core team for the plant. As a committee, we were aware of several different people who lived in Fergus but who commuted out of town to attend church. It seemed to us that, given the number of CRC members living in Fergus, it was likely that some of these members would be interested in being part of a core team for the plant.
3. *Confirmations:* As we shared the idea of planting a church in Fergus, we heard a lot of encouragement from those we shared with. We consistently heard statements like, "I've always thought that we should plant in Fergus," and, "If you planted a church there, I would be interested in getting involved." These statements confirmed our interest in Fergus as a potential location for a church plant.
4. *The Receptivity of People in Fergus:* After one of our HMC meetings, one of our committee members, John Vanderstoep, spent some time in Fergus asking different people in town about the possibility of planting another church in town. John spoke with the owner of a coffee shop, a local pastor, a pedestrian walking in a developing subdivision, etc. Consistently, these people from Fergus confirmed the need for more churches in the town.
5. *Prayer:* As a HMC, we had been praying for quite some time for God to help us discern a location for a church plant. As we discussed the various options, it seemed to us that the Holy Spirit kept drawing our attention to the town of Fergus. To rephrase Acts 15.28, *it seemed good to the Holy Spirit and to us* to pursue a church plant in Fergus.

Verifying the Suitability of Fergus as a Location

After identifying Fergus as a potential location for a church plant, the HMC set up a subcommittee to explore this possibility in more depth. Among other things, the subcommittee was asked to confirm whether or not Fergus was a suitable location for a plant. In the course of its research, the subcommittee discovered the following:

1. *Fergus Is Indeed Growing*: Between 2006 and 2011, the population of the town of Fergus grew by 4.2%. While this was actually lower than the average growth rate of Ontario, which was 5.7%, much of the growth in Ontario occurred in the GTA, outside of Classis Huron (for example, between 2006 and 2011, Durham Region grew by 8.4%, York Region grew by 15.7%, and the Region of Peel grew by 11.8%). Within Classis Huron, Fergus was not the fastest growing location (the Kitchener-Waterloo area was the fastest growing, with the Region of Waterloo growing at 6.1% and Kitchener itself growing at 7.1%). However, in comparison to most of the rest of Classis Huron, Fergus actually grew quite quickly (in Perth County, the growth rate was 1%, in Huron County it was -0.4%, in Bruce County it was 1.2%, and in Grey County it was 0.2%). Note: all these statistics are available on the Statistics Canada website: www.statcan.gc.ca.
2. *Fergus is Projected to Continue to Grow*: Wellington County, which includes the town of Fergus, has been identified by the Province of Ontario in its *Places to Grow: A Growth Plan for the Greater Golden Horseshoe* as an area that is expected to grow over the next fifteen years. The Township of Centre Wellington (which includes Fergus, Elora-Salem, and Belwood) is expected to grow from a population of 26,693 in 2011 to 41,350 in 2031 (an increase of 54.9%, or 2.2% annually). The Township of Centre Wellington is actively making plans to accommodate this future growth.

Note: these population projections are available here:

<http://www.centrewellington.ca/dobusiness/Documents/Fast%20Facts%20-%202014%20-%20web.pdf>

3. *The Average Age in Fergus is Consistent with the Rest of Ontario*: As of 2011, the median age in Fergus was 41.2 while the median age for Ontario as a whole was 40.4. In Fergus, the percentage of the population that was aged 15 and over was 81.4%, while the percentage for Ontario was 83.0%.
4. *Churches in Fergus Recognize the Need for More Churches*: As part of its research, the Fergus Subcommittee spent some time talking to local pastors in town. These pastors were interested in the idea of a church plant in Fergus, and they identified a need for more people in town to know and to follow Jesus. One pastor even urged us to plant in Fergus, "Please come! We need the gospel to spread in this town!" The only concern that was raised by local pastors had to do with "sheep-stealing"; these pastors asked that a potential church plant not attempt to steal away members from existing churches.

Summary

The research of the subcommittee confirmed that Fergus is indeed a suitable location for a church plant.

Planter

The Search for a Planter

When the HMC set up a subcommittee to explore the possibility of planting a church in Fergus, one of the things that it asked the subcommittee to do was to identify a suitable church planter. However, while the subcommittee has begun the process of researching and interviewing candidates, it has not, at this time, come with a recommendation concerning a potential candidate to serve as the church planter for this project.

The subcommittee will continue to search for a suitable candidate and will come with a recommendation to the HMC when it is ready to do so. The HMC will then work closely with and through the designated "Parent Church" to issue a call to the candidate.

John Vanderstoep

One of the questions that was raised at the February classis meeting concerns the potential "conflict of interest" of John Vanderstoep in the Fergus church plant. John was, until recently, the pastor of Maranatha CRC, Cambridge, and he is currently serving for one year as a missionary in Haiti.

Since it is known that John had expressed interest in planting in Fergus, it was asked in February whether the HMC considers John to be the *de facto* planter. Further, given John's recent position as chair of the HMC, it was asked whether John used his position on the HMC to arrange a calling for himself as a church planter in Fergus.

These are very significant questions and, as a HMC, we would like to address them at length.

To begin, we want to confirm that, while serving on the HMC, John did express an interest in church planting in general and in Fergus in particular. Furthermore, as a committee, we were very excited about the possibility of John planting in Fergus. We saw that John had gifts for church planting, and we were excited and encouraged about his enthusiasm for Fergus. At first, we did think that we had potentially found "our guy" for Fergus.

However, the more we considered the situation, the more it became apparent that it might not be wise to assume that John is "our guy" without going through a thorough search process. Furthermore, we recognized that, given our relationship with John, we as a HMC might not be able to make an objective decision about whether or not he is really suited for church planting. As a result, we decided to take a few steps backward and to put some safeguards in place to ensure that the process had integrity.

Here are some of the steps that we took to ensure that the search for a church planter for Fergus has integrity and objectivity:

1. *John Vanderstoep Resigned from the Home Missions Committee:* We think it is important to emphasize that, immediately after sharing his interest in potential church planting in Fergus, John asked to resign from the HMC. John recognized that, for the sake of integrity, he could no longer serve on the committee. Initially, the HMC did not think that it was necessary for John to resign, and it asked him to continue to serve. A few months later, however, upon further reflection, John insisted that he resign. At the same time, the HMC, recognizing the conflict of interest, agreed that it was necessary for John to resign.
2. *Discussion with AdCom:* As the HMC wrestled with John's involvement on the committee, it sought the advice of AdCom. The HMC contacted Ralph Wigboldus, the chair of CMC/AdCom, and informed him of the situation. It was, in part, as a result of the conversation with Ralph, as well as on the recommendation of CRHM Regional Leader Adrian Van Giessen, that John resigned and a subcommittee was formed to take the lead on researching Fergus and interviewing potential candidates.
3. *The Formation of a Fergus Subcommittee:* Given John's prior involvement on the HMC, it was decided that it would not be wise for the committee itself to lead the search for a church planter for Fergus. What the HMC decided to do instead was to form a subcommittee of external members, including: Gary Mohle (from The Journey), Marguerite Ridder (from First CRC, Guelph), Jack Tacoma (from New Life, Guelph), Adrian Van Giessen (from Denominational Home Missions), and Andrew Vis (on behalf of the HMC). This subcommittee was asked to explore the possibility of planting in Fergus and to identify a suitable church planter. Because John Vanderstoep had expressed interest in Fergus, the subcommittee was asked to consider John as a candidate; however, it was made clear that the subcommittee should not restrict itself to John, but should identify the best possible candidate for the church plant, whoever that might be.
4. *Classis Huron Was Informed of These Steps:* At the February, 2014 meeting of classis, the HMC informed classis of the steps that it had taken. First of all, the HMC noted that John Vanderstoep had resigned from the committee: "One of the people who has expressed interest in being involved in church planting in Classis Huron is our committee chairperson, Rev. John Vanderstoep of Maranatha CRC, Cambridge. To avoid a conflict of interest, John asked to resign from the committee." Second, the HMC informed classis that a subcommittee of largely external members had been formed to explore the possibility of planting in Fergus: "To help explore this possibility [of planting in Fergus], Home Missions has formed a subcommittee responsible for conducting background research, getting feedback from area churches, identifying a possible partner church, etc. The subcommittee will be composed of one member of the Classis Huron Home Missions Committee, one member of denominational Home Missions, and three others."

Therefore, while it is true that John Vanderstoep has expressed interest in planting in Fergus, he is not the *de facto* planter. Furthermore, the HMC has tried to take the steps necessary to ensure that the process of finding a candidate has integrity and objectivity. Our goal continues to be that of finding the best possible candidate for a church plant in Fergus, whoever that might be.

Church Planting Model: What's It Going to Look Like?

The Process of Discerning a Model of Ministry

Part of the work of planting a church involves finding a model of ministry that fits both the location of the church plant and the personality, experience, and gifts of the church planter and the initial core team. While we realize and want to emphasize that there is a strong “spiritual” dimension to the growth of anything like a church plant, we are also aware that missional strategy plays an important part in church growth.

There are a number of factors that are taken into consideration when identifying a model of ministry, including:

1. The number of Christians committed to helping form the initial core of the plant.
2. The strengths and gifts of the planter (*eg.*, evangelism gifts, networking ability, preaching gifts, *etc.*). An important part of the interview process is allowing space for candidates to be clear about their gifts and their natural bias toward a certain model of ministry.
3. The receptivity of the community to the gospel (some places are more spiritually open to the gospel than others).
4. The social dynamics and the “feel” of a community (*ie.*, does the model of ministry provide a good match for the way that the people in a community connect, interact and grow?).
5. The expected length of time that it will take to spiritually grow a network of folks to the point that will allow the congregation to become self-supporting (for example, it will likely take significantly longer to grow a network of missional communities built on discipleship relationships with new Christians to a stage of self-support than it will be to use a more classic ‘launch’ model with a larger number of gathered Christians and a strong focus on Sunday morning gatherings).

The Model of Ministry for Fergus

Because we do not yet have a church planter in place, we have not identified a model of ministry for the church plant. The model of ministry will be identified and confirmed after a church planter has been called.

Budget

How Are We Going to Pay for It?

Whenever we launch projects in classis, one of the questions that we ask is: “How are we going to pay for it?” In what follows, we outline the various funding streams for the church plant and summarize some of the projected expenses.

Funding Streams

In order to fund a church plant in Fergus, we need various partners to be involved:

- *Denominational Home Missions*: Home Missions can contribute up to \$75,000 to the church plant.
- *Classis Huron*: Classis Huron has a designated church plant fund with a current balance of \$137,447.26. Classis Huron has already committed \$105,000 to a church plant in Classis Huron (see the minutes of the September 2013 meeting of classis).
- *Partner Churches*: The Home Missions Committee has approached a number of CRCs in Classis Huron about becoming partners in the Fergus Church Plant, and to date, five churches have committed to getting involved: First CRC, Guelph; New Life CRC, Guelph; The Journey, Kitchener; Palmerston CRC, Palmerston; and Maitland River Community Church, Wingham. Each church has committed to giving \$5000 per year for three years.
- *Local Offerings*: Members who join the church plant will be asked to give financially to the church. As the church grows, it is expected that local offerings will also grow.
- *Support Raising*: Ongoing support raising for the project will be a major role of the church planter – there is not enough money to fully fund the church plant without this important funding stream. There are various ways that the church planter might raise these funds: through support raising efforts; by serving bivocationally; or, through a combination of personal support raising and bivocational service.

A Funding Gap?

As noted above, the church plant is not fully funded – that is, there is not enough money available from the various partners to fully fund the plant for the first five years.

We recognize that this “funding gap” might raise some alarm among members of classis. However, there is simply not as much funding available in the CRC as there used to be. In fact, while it may appear that this proposed church plant is underfunded, it is actually one of the better-funded proposals in Canada at the moment.

The reality is that it is becoming increasingly common to expect church planters, as a part of their work, to raise support and/or serve bivocationally as the church plant gets off the ground. And this is not necessarily a bad thing. Raising funds for a church plant

and gathering ongoing support from folks eager to get behind such a project is a natural part of a church planter's role in casting a vision for this emerging work. Serving bivocationally, particularly when it allows a planter to network well in the earliest stages of the church plant, can be a wonderful way to allow the plant to grow at an organic, realistic pace.

Projected Expenses

There are too many expenses to list here, but we have highlighted some of the main items:

- *Staff Costs:* The single biggest expense for the church plant will be compensation given to the church planter. We have used the average compensation of a Classis Huron minister as a guide in determining compensation for the church planter.
- *Moving:* The church plant will pay the cost of moving the church planter to Fergus.
- *Facilities:* We expect that, by year two, the church plant will begin looking for a facility to rent for worship services, meetings, office space, etc.
- *Ministry Shares:* From the start, we expect the church plant to contribute 10% of its local offerings to CRC ministries that reach beyond itself.
- *Additional Expenses:* There are many additional expenses that the church plant will incur - too many to list here. We have tried to estimate these expenses as best as we can, but they are subject to change.

Self-Sustainability

The goal is for the church plant to be financially self-sustainable after five years – that is, the church plant no longer depends on funding from Classis Huron or partner churches, but it relies solely upon local offerings and limited support-raising.

Detailed Planning Budgets

For detailed planning budgets, please see Appendix B and C.

Note that, because we have not yet identified a model of ministry for the church plant, we have drafted *two* planning budgets.

Appendix B is a budget based on the church plant receiving its primary funding during the first three years of the plant. This budget would match a more traditional church plant model with an early public launch along with the expectation of a relatively high number of Christians becoming a part of the core.

Appendix C is a budget based on the church plant receiving its primary funding over the course of five years. This budget would match a slower-growth model, perhaps one developed around incarnational living in missional communities. Included in this second

budget is an option for the planter to serve bivocationally (thereby reducing his/her support raising expectations). If the planter were to choose this bivocational option, the church plant would provide 75% of the planter's compensation, and the church planter would earn the rest through a second vocation.

Accountability

The Partnership Agreement

To lay out the responsibilities of the various partners involved in the plant, and to clarify the accountability structure, we have drafted a *Partnership Agreement* (see Appendix D).

The Goals of the Partnership Agreement

The *Partnership Agreement* seeks to accomplish two things:

On the one hand, it seeks to prevent the various partners from trying to micromanage the church plant and the church planter. Thus, the *Partnership Agreement* makes it clear that the church plant "exercises primary responsibility for its own spiritual vitality, self-expression, self-support, and ministry effectiveness."

However, on the other hand, the *Partnership Agreement* also provides clarity on issues of accountability as the new church goes through stages of maturity. Thus, it lays out the various ways in which the partners will support the church plant and provide accountability. For example, the *Partnership Agreement* specifies that the designated "Parent Church" will oversee the doctrine and life of the church planter and provide ongoing pastoral care in the same way as any associate pastor in the church; the HMC will receive and review the ministry and financial plans of the emerging church and meet regularly with the church planter for encouragement and support; Christian Reformed Home Missions will receive annual, quarterly and other required reports and materials from the church plant and will share them with the ministry partners. The various partners will work together to ensure that the church plant(er) has a healthy level of support and accountability.

Clarifications

It is important to note that the *Partnership Agreement* has yet to be reviewed by the church planter or the partner churches. As part of the orientation process that will take place after a church planter has been called, the various partners will review the agreement together. Therefore, the *Partnership Agreement* is subject to minor revision.

It is also important to note that the *Partnership Agreement* lays out the responsibility of the various partners for the first three years of the church plant. After three years, it will be necessary to re-evaluate and revise the responsibilities of those involved.

Conclusion

The motion that the Home Missions Committee made in February – and that we will make again in May – reads as follows:

Motion: That Classis Huron approve the work of the Home Missions Committee and support its plan to plant a church in Fergus.

If you have any questions for the Home Missions Committee, it would be helpful if you could contact us *before* the May meeting of Classis Huron so that we have an opportunity to consider your question.

Appendices

- A. Why Plant Churches?
- B. Planning Budget: Based on Three Years of Primary Funding
- C. Planning Budget: Based on Five Years of Primary Funding
- D. Partnership Agreement

Appendix A: Why Plant Churches?

As we've shared our vision of planting a church in Fergus, we've often been asked why Classis Huron should get involved in church planting in the first place, especially since many of our congregations are in decline.

Because we've addressed this question on prior occasions, we will not deal with it in this report. However, for those who are interested in reading further on this topic, we invite you to read a white paper that Tim Keller wrote titled, *Why Plant Churches?* It is available as a free download at www.gospelinlife.com.

Appendix B: Planning Budget: Based on Three Years of Primary Funding

	2015 -2016	2016 -2017	2017-2018	2018-2019	2019-2020
Projected Income					
1. Local Offerings					
a.) General Fund	7,500.00	25,000.00	35,000.00	85,000.00	105,000.00
b.) Benevolence	500.00	2,000.00	3,000.00	4,000.00	5,000.00
c.) Other					
2. Support Raising	30,000.00	35,000.00	35,000.00	45,000.00	45,650.00
3. Partner Churches (projected 5 churches)	25,000.00	25,000.00	25,000.00		
4. Classis Funding*	35,000.00	35,000.00	35,000.00		
5. CRHM Funding**	25,000.00	25,000.00	25,000.00		
6. Other					
a.) Church Offerings				5,000.00	5,000.00
b.)					
Total Income	123,000.00	147,000.00	158,000.00	139,000.00	160,650.00
Projected Expenses					
1. Staff Costs					
Salaries/Housing	75,000.00	76,000.00	77,000.00	78,000.00	80,000.00
Pension/Retirement	9,840.00	10,000.00	10,000.00	10,500.00	11,000.00
Insurance	3,960.00	4,000.00	4,000.00	4,100.00	4,200.00
Continuing Ed	1,500.00	1,500.00	1,600.00	1,600.00	1,700.00
Auto Allowance	3,000.00	3,100.00	3,100.00	3,200.00	3,200.00
Telephone/Cell	1,000.00	1,000.00	1,100.00	1,100.00	1,200.00
Moving Costs	5,000.00				
Coaching	1,200.00	1,200.00	1,300.00	1,300.00	1,400.00
2. Program Costs					
Administration	1,000.00	2,500.00	3,000.00	3,500.00	4,000.00
Train/Disciple	1,000.00	2,500.00	3,000.00	3,000.00	3,500.00
Witness/Outreach	2,000.00	3,000.00	3,500.00	4,000.00	4,500.00
Worship/Prayer	1,000.00	2,500.00	3,000.00	3,500.00	4,000.00
Welcome/Enfold	500.00	1,000.00	1,500.00	2,000.00	2,500.00
Equipment	2,000.00	15,000.00	2,000.00	2,000.00	2,000.00
3. Facilities		15,000.00	30,000.00	35,000.00	40,000.00
Rent, Maintenance Utilities					
4. Ministry Shares****	750.00	2,500.00	3,500.00	8,500.00	10,500.00
5. Total Expenses	108,750.00	138,300.00	147,600.00	159,300.00	173,700.00
Surplus/Deficit for Year	+14250	+8,700	+10400	-20,300	-13,050
Total Projected Surplus	+ 14250	+22950	+33350	+13050	0

*Based on Projected Five Partner Churches committing to each committing \$5000 for three years to the church planting project.

**Based on Classis Huron committing a total of \$105,000 to the church planting project

***Based on CRHM committing a total of \$75,000 to the church planting project

****Based on the expectation that the church plant contributes 10% of their local offerings to CRC ministries that reach beyond themselves.

Appendix C: Planning Budget: Based on Five Years of Primary Funding

Projected Income	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
1. Local Offerings					
a.) General Fund	8,500.00	18,000.00	31,100.00	51,000.00	60,000.00
b.) Benevolence	500.00	2,000.00	3,000.00	4,000.00	5,000.00
c.) Other					
2. Support Raising					
a. Without bivocation option (Fulltime)	38,750.00	44,000.00	54,250.00	54,500.000	45,650.00
b. With bivocation option (.25 of fulltime)	20,000.00	25,000.00	35,000.00	35,000.00	25,650.00
3. Partner Churches* (projected 5 churches)	25,000.00	25,000.00	25,000.00		
4. Classis Funding**	21,000.00	21,000.00	21,000.00	21,000.00	21,000.00
5. CRHM Funding***	15,000.00	15,000.00	15,000.00	15,000.00	15,000.00
6. Other					
a.) Church Offerings				5,000.00	5,000.00
b.) Project Grants				10,000.00	10,000.00
Total Income					
a. Without bivocation option	108,750.00	125,000.00	149,350.00	160,500.00	161650.00
b. With bivocation option	90,000.00	106,000.00	130,100.00	141,000.00	141,650.00
Projected Expenses				9,840.00	
1. Staff Costs					
Salaries/Housing					
a. Fulltime Option	75,000.00	76,000.00	77,000.00	78,000.00	80,000.00
b. BiVocational Option (.75 of fulltime)	56,250.00	57,000.00	57,750.00	58,550.00	60,000.00
Pension/Retirement	9,840.00	10,000.00	10,000.00	10,500.00	11,000.00
Insurance	3,960.00	4,000.00	4,000.00	4,100.00	4,200.00
Continuing Ed	1,500.00	1,500.00	1,600.00	1,600.00	1,700.00
Auto Allowance	3,000.00	3,100.00	3,100.00	3,200.00	3,200.00
Telephone/Cell	1,000.00	1,000.00	1,100.00	1,100.00	1,200.00
Moving Costs	5,000.00				
Coaching	1,200.00	1,200.00	1,250.00	1,300.00	1,400.00
2. Program Costs					
Administration	1,000.00	2,500.00	3,000.00	3,500.00	4,000.00
Train/Disciple	1,000.00	2,500.00	3,000.00	3,000.00	3,500.00
Witness/Outreach	2,000.00	3,000.00	3,500.00	4,000.00	4,500.00
Worship/Prayer	1,000.00	2,500.00	3,000.00	3,500.00	4,000.00
Welcome/Enfold	500.00	1,000.00	1,500.00	2,000.00	2,500.00
Equipment	2,000.00	2,000.00	15,000.00	2,000.00	2,000.00
3. Facilities		15,000.00	20,000.00	35,000.00	40,000.00
Rent, Maintenance Utilities					
4. Ministry Shares****	750.00	1,800.00	2,500.00	5,100.00	10,500.00
5. Total Expenses (fulltime)	108,750.00	124,600.00	149,350.00	157,900.00	169,200.00
(bivocation)	90,000.00	105,600.00	130,150.00	138,450.00	149,200.00
Surplus/Deficit for Year	0	+400	+0	+2600	+1450
Total Projected Surplus	0	+400	+400	+3000	+4450

*Based on Projected Five Partner Churches committing to each committing \$5000 for three years to the church planting project.

**Based on Classis Huron committing a total of \$105,000 to the church planting project

***Based on CRHM committing a total of \$75,000 to the church planting project

****Based on the expectation that the church plant contributes 10% of their local offerings to CRC ministries that reach beyond themselves.

Appendix D: Partnership Agreement

This Partnership Agreement lays out the responsibilities of the various partners involved in the Fergus Church Plant:

A. THE FERGUS CHURCH exercises primary responsibility for its own spiritual vitality, self-expression, self-governance, self-support, and ministry effectiveness. It does so in consultation with its ministry partners, and takes the lead in the following:

1. Fosters and maintains prayer-support relationships with the partner churches (and other supporting churches), Classis Huron through the CHHMC, CRHM, and other interested supporters.
2. Keeps open lines of communication between itself and its partners in ways that honor the relationships and that allows the partners to be supportive and encouraging to the project.
3. Identifies and recruits a treasurer to work with the treasurer of the designated parent church. The treasurer is to assume financial bookkeeping responsibilities for Fergus church once charity status is achieved.
4. Submits annual ministry and financial plans to the ministry partners as laid out in CRHM Guidelines.
5. Ministers in keeping with its own vision and plans, and within the framework of CRHM Guidelines.
6. Exercises primary responsibility for the financial support of the Church Planter.
7. As an emerging ministry with the CRCNA family of churches, covenants to contribute 10% of its annual local offerings to designated CRC ministries outside of itself.
8. *Emerging Status:* The church leaders support and assist the Church Planter "as the duly appointed office-bearer of the (calling) church he represents" (Acts of Synod, 1959, pp. 77, 207) in making appropriate provision for the preparation, reception and pastoral care of new members.
9. *Organized Status:* The church establishes a church council which (a) assumes the responsibilities of the calling church toward the Church Planter, and (b) with the Church Planter increasingly accepts and exercises spiritual leadership, administrative responsibility, and full stewardship of the new ministry.

B. The PARTNER CHURCHES, Guelph New Life CRC, Guelph First CRC, Palmerston CRC, Maitland River Community Church and The Journey Church, work together to maintain a positive, accountable and mutually supportive relationship with the Church Planter and the emerging Fergus church in ways that contribute to its spiritual vitality, self-expression, self-governance, self-support, and ministry effectiveness. The supporting churches take the lead in the following:

1. Provide Regular Prayer Support within their congregations for the new ministry and Church Planter.
2. Appoints a person to serve as a member of the Church Plant Advisory Team until such time as the emerging church is able to organize its own leadership team.
3. Each Partner Church commits to contributing financially to the new ministry for the first three years at a minimum of \$5000 per year, with the invitation of considering a longer term financial commitment after year three.

Year 1 – \$5000

Year 2 – \$5000

Year 3 – \$5000

Year 4 –

Year 5 –

4. In consultation with the planter, develop clear expectations about those members who might be interested in joining the new church.

5. One church is designated as the Parent Church and takes the lead in fulfilling certain additional responsibilities:

a. Facilitates the calling and ordination or installation of the Church planter

b. Oversees the doctrine and life of the Church Planter and provides ongoing pastoral care in the same way as any associate pastor in the church.

c. Administers the finances of the church plant during the early stages and serves as the employer until such time as the church plant achieves charitable status, has established a Leadership Team, and is able to administer these responsibilities on its own.

d. Works with the church planter to determine a clear and mutually agreed to way to transfer and hold the memberships of baptized and confessing members of those who want to join the emerging church plant.

e. Works with the emerging church's leadership team to determine readiness to move from emerging to 'organized status' as the ministry demonstrates the criteria as laid out in Article 39 of the CRC Church Order.

C. CLASSIS HURON, WORKING THROUGH ITS HOME MISSIONS COMMITTEE develops and maintains a positive, accountable, and mutually supportive relationship between the church planter, the new church, the partner churches of Classis Huron, and CRHM, in keeping with the specific vision, plans and strategies of the new ministry, and in ways that contribute to its spiritual vitality, self-expression, self-governance, self-support, and ministry effectiveness, including the following commitments:

1. Promotes prayer support among the churches of Classis Huron for the ministry.
2. Facilitates the new church proposal as needed and feasible.
3. Provides a member of CHHMC to serve on the Church Plant’s Advisory Team until such time that the emerging church is able to organize its own Leadership Team.
4. Receives and reviews Ministry and Financial Plans of the emerging church and meets regularly with the church planter for encouragement and support. Includes regular written updates about the developing ministry in the agenda of Classis Huron and facilitates regular oral updates for the church planter.
5. Works together with CRHM (Regional Leader) to conduct a comprehensive ministry review every two years until such time as the ministry moves from emerging to organized status.
6. Contributes financially to the support of the new ministry as described below:

Option 1:

Year 1: \$35,000
Year 2: \$35,000
Year 3: \$35,000
Year 4:
Year 5:

Option 2:

Year 1: \$21,000
Year 2: \$21,000
Year 3: \$21,000
Year 4: \$21,000
Year 5: \$21,000

D. CHRISTIAN REFORMED HOME MISSIONS provides directed guidance to the Church Planter and leaders in the early development and maturing stages, in keeping with Home Missions guidelines for Church Planting and Development and in relation to the specific vision, plans and strategies of the new ministry, including the following commitments:

1. Participates in the proposal process for the new ministry, especially by way of the HMRL.
2. Participates and concurs in the recruiting and selecting of the Church Planter, especially by way of the HMRL.
3. Contributes to the orientation and training of Church Planters in keeping with CRHM policy and as agreed upon with the new church and its partners.
4. Provides guidance and consultation to the Church Planter and leaders and ministry partners, especially by way of the HMRL.
5. Names a regionally approved coach for the Church Planter, with the help of the HMRL, and in consultation with the church planter.
6. Works together with the Classis Huron Home Missions Committee to conduct a comprehensive ministry review every two years until such time as the ministry moves from emerging to organized status.
7. Receives annual, quarterly and other required reports and materials and shares them with the ministry partners.
8. Provides financial assistance for the new church as approved by the CRHM Board or Executive Committee, pending available funds and as otherwise governed by CRHM policy.

Option 1:

Year 1: \$25,000
Year 2: \$25,000
Year 3: \$25,000
Year 4:
Year 5:

Option 2:

Year 1: \$15,000
Year 2: \$15,000
Year 3: \$15,000
Year 4: \$15,000
Year 5: \$15,000