



Centre for  
Ministry and  
Leadership

# **CHURCH PLANTING LEADERSHIP**

Development  
Pathway





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The **Leadership Pathway** in either a start-up or replant is designed to provide flexibility for people's entry into, and development toward, launching a new expression of a gathered community of faith. Throughout the leadership development pathway, the focus will be on discernment as well as competency and character development. The leadership pathway will have significant integration with the approval processes for both congregation replants and start-ups. However, this pathway is focused on the specific requirements of leadership development within personal, spiritual and ministry formation.

The components of the pathway include:

- Discernment
- Formation
- Launch
- Reinvest

## Pathway Progression

The Church Planting Leadership Development Pathway is a linear approach to enhancing personal, spiritual and ministry formation specifically for the context of planting or replanting a gathered community of faith within the UCA. An overview of this pathway is as follows:

**Discernment** - A person/s expresses a discerned calling to develop a start-up or pursue a congregation replant opportunity. This calling might be expressed to relevant people before, during or after attending a church innovation Information Session

The discernment process will be explored further by the person/s pursuing the call through conversation, prayer and other spiritual practices with the Presbytery Minister or Church Innovation Ministry Agent.

**Formation** - After discerning together, it will be at the discretion of the relevant Church Innovation Ministry Agent to recommend that the person/s participate in Church Planting Formation as part of their leadership development.

If the person/s and the church discern that the call is continuing to deepen then the Presbytery Minister or Church Innovation Ministry Agent will engage the person/s in an identification process whereby they undertake interviews and assessments with the task group

The potential leader/s will complete their church planting formation once the required education, interviews and assessments have been completed, as per the formation plan (see below)

**Launch** - Upon relevant approvals, the task group will resource the leader/s and core team to implement the launch plan for the start-up or congregation replant.

**Reinvest** - Following the launch the leader/s and core team involved will be expected to invest in the ongoing approach to church planting and replanting across the presbytery.

The leadership development pathway is designed to be flexible, ensuring that recognition occurs for prior experience and study in ministry and/or church planting.

A detailed look at various components of the pathway outline that the first two components of Discernment and Formation are specific to the potential leader/s of the church plant. The Launch and



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Reinvest elements are more concerned with the core team and the leader/s. These various areas can be considered as follows:

## Development of Leader/s

### Discernment

Two of the key components of the discernment stage of the pathway include:

- Engagement with Presbytery Minister or Church Innovation Ministry Agent.
- Information Session

#### **Engagement with Presbytery Minister or Church Innovation Ministry Agent.**

The starting point for a church plant or replant will always be the initiative of God. The stirring of the Holy Spirit for people to engage in the ongoing ministry of Christ in the specific expression of church plant or replant will ultimately require conversation, prayer and discernment within the wider church. Within the Moreton Rivers Presbytery the initial conversations about church planting or replanting will be undertaken with the Presbytery Minister. The task of the Presbytery Minister will be to talk, pray and discern with the potential church planter/s with the view to encourage them to attend and information session and/or engage in church planting formation.

#### **Information Session**

Information Sessions will be run by the Presbytery Minister or Church Innovation Ministry Agent at least twice a year. These sessions will be aimed at providing people across the life of the Moreton Rivers Presbytery with an outline of areas such as:

- The UCA understanding of congregations and faith communities, with a strong emphasis on the mission of God, the proclamation of the gospel through words and actions and the four marks of the Church as expressed in the Basis of Union
- A broad exploration of diverse models of church planting which can be integrated into a start-up or replants project
- The difference between a start-up and replant project
- What is involved in starting a new faith community or congregation
- Outlining what the church planting formation requirements are
- Hearing from people who have been involved in a start-up or replant in the presbytery and/or beyond
- Describing what church planting opportunities are emerging within the presbytery

The information sessions will be offered in a hybrid mode of face to face and online in order to increase accessibility. The task group will be responsible for overseeing the quality, accessibility and delivery of these sessions.



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## Formation

The formation requirements for church planting will involve study and interviews. These will be captured within a formation plan (see appendix 1) that will need to be finalised before a person is approved to commence in a placement or ministry location. The study requirements are outlined below:



<b>Learning Opportunity</b>	<b>Assessment Requirements</b>	<b>Course Options</b>
<b>Uniting Church Studies</b>	Full participation Compulsory pre-reading for the course Submit required assessment	Participate in CML Short Course
<b>Old Testament Introduction</b>	Complete the course including assessment	Participate in CML Short Course
<b>Biblical Interpretation - OT</b>	Complete the Course including assessment	
<b>New Testament Introduction</b>	Complete the Course including assessment	Participate in CML Short Course
<b>Biblical Interpretation - NT</b>	Complete the Course including assessment	
<b>The Mission of God in Scripture</b>	Complete the Course including assessment	
<b>The Mission of God through the Church</b>	Complete the Course including assessment	
<b>Discipleship 1 – Identity and Practice</b>	Complete the Course	Participate in CML Short Course
<b>Discipleship 2 – Going/Sharing</b>	Complete the Course including assessment	
<b>Discipleship 3 – Growing a Culture of Discipleship</b>	Complete the Course including assessment	
<b>Foundations of a Healthy Church</b>	Complete the Course including assessment	Participate in CML Short Course
<b>Code of Ethics Foundations</b>	Full Participation Submit a 500 word written reflection (or equivalent)	Read the UCA Code of Ethics.  Participate in CML Short Course
<b>Safeguarding Training</b>	All prescribed training	Online and face to face training as directed by the Qld Synod
<b>Worship Planning and Leading</b>	Complete the Course and assessment including: <ul style="list-style-type: none"> <li>• Conduct 2 worship services using different liturgical styles and approaches on each occasion</li> <li>• Submit the 2 Liturgy outlines that reflect different styles and approaches to a Worship Service. A 500 word written reflection (or equivalent) will accompany each Liturgy outline picking up on learnings from conducting the relevant worship services.</li> </ul>	Participate in CML Short Course
<b>Theology of Worship</b>	Complete the Course including assessment	Participate in CML Short Course
<b>Sacramental Practices</b>	Complete the Course including assessment	Participate in CML Short Course
<b>Preaching 1</b>	Complete the Course and assessments	Participate in CML Short Course
<b>Preaching 2</b>	Complete the Course and assessments including: <ul style="list-style-type: none"> <li>• Write, preach and record 4 sermons</li> <li>• Submit recordings and transcripts</li> </ul>	Participate in CML Short Course



<b>Church Planting: Core Elements</b>	Complete the Course including assessment	Participate in CML Short Course
<b>Church Planting: Missional Leadership</b>	Complete the Course including assessment	Participate in CML Short Course
<b>Church Planting: Planning and Activation</b>	Complete the Course including assessment	Participate in CML Short Course
<b>Walking on Country</b>		Participate in the ministry experience
<b>Church Plant Coaching</b>		Undertake coaching sessions with a designated coach, especially in the development of the launch plan
<b>Church Plant Network</b>		Attend regular church planting network events

Potential Church Planters will be required to undertake a number of interviews with the Presbytery Minister and/or Church Planting Innovation Ministry Agent. As part of these interviews a specific assessment tool will be completed, with the content informing the conversation.

The Presbytery Minister or Church Innovation Ministry Agent will work with the potential church planter/s to develop a brief leadership profile document that will include:

- articulated sense of call
- their faith story
- theology of ministry
- understanding of discipleship
- personal qualities
- experience in ministry

## Development of Core Team

### Launch

The leader/s of a church plant or replant will be required to establish a core team who will be committed to the establishment of a launch plan that gives shape and substance to the proposed church plant. The launch plan will be central to providing potential church plant or replant members with an understanding of the vision, mission and direction of the gathered community of faith. It will also be a pivotal document for informing the necessary approval processes within the presbytery. Once the launch plan is endorsed, a faith community or congregation is established and relevant staffing approved the new gathered community of faith can launch becoming public and present in the community.

A launch plan template will be provided for the core team to complete. The template is as follows:

<b>Brief Summary of Church Plant Vision (Purpose, Values and Practices)</b>



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<b>Discipleship Strategy</b>	
How will the gospel be proclaimed in words and actions within and through the start up?	
What practices will be implemented to spiritually form people as disciples?	
How will people discover what their spiritual gifts are?	
How will opportunities be developed for people to exercise their spiritual gifts?	
Who will be responsible for providing leadership of the discipleship strategy?	
What learning opportunities will be provided for people to grow in their spiritual formation as disciples?	
<b>Leadership Approach</b>	
Who is leading the Church Plant?	
What experience and qualifications do they have?	
What Leadership model will be utilised and why?	
Who are the members of the Launch Team?	
<b>Model and Type of Church Plant</b>	
Will the Church Plant commence as a Faith Community or Congregation?	
What Governance requirements does the model of Church Plant involve and who will be responsible for meeting the governance needs?	
Describe the Model of Church Plant (eg. Missional, House Church, Monastic)	
<b>Requirements of the Church Plant</b>	
Will the Church Plant require a Ministry Agent to be in a Placement? If so, what are the details (eg. Part time, full time, stipended, voluntary)?	
Will other Staff be required to launch the Church Plant? If so, what Position Descriptions exist to define the roles and responsibilities of staff?	
What logistical requirements need to be met (eg. Location, name, venue)?	
What is the timeline required to launch the Church Plant?	
Has a strategic plan been developed for launching the Church Plant, including a timeline with key benchmarks?	



<b>Funding</b>	
What Funding currently exists for the Church Plant?	
Are there any UCA grants available to assist with funding the Church Plant?	
Is self-funding an option? If so, how will this occur	
<b>Relationships</b>	
How will people be provided with an opportunity to belong or become a member of the Church Plant?	
Who are the neighbouring UCA Congregations that need to be contacted about the Church Plant?	
What relationship has already commenced with the Presbytery in relation to the Church Plant?	
Who are the neighbouring Churches that need to be contacted about the emergence of a Church Plant in the designated context?	
<b>Approvals</b>	
Has the Pastoral Relations Committee of the Presbytery approved the commencement of the Faith Community of Congregation?	
Have the relevant Placement details been approved and finalised?	

## Reinvest

Following the launch of the church plant or replant the leader/s and core team will emerge with a narrative regarding how God had led them to a point of starting something new. The experience and learnings of this leadership development pathway are crucial in providing insights for others who will also be considering planting or replanting a gathered community of faith.

Therefore, leaders and members of the core team will be important voices in shaping future church planters and core teams through the possible provision of:

- Coaching
- Mentoring
- Praying with and for new church planters
- Involvement in various CML learning opportunities relating to church planting
- Sharing stories at information sessions
- Participating in the Church Planting Network



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# Appendix 1

## Church Planting Formation Form



<b>Church Planting Formation Plan</b>		
<b>Name:</b>		<b>Proposed Church Plant or Replant:</b>
<b>Email:</b>		<b>Presbytery:</b>
<b>Phone:</b>		<b>Proposed Launch Date</b>
<b>Formation element</b>	<b>Participation required Y/N</b>	<b>Details</b>
<b>Study Requirements</b>		
<b>Uniting Church Studies</b>		
<b>Old Testament Introduction</b>		
<b>Biblical Interpretation - OT</b>		
<b>New Testament Introduction</b>		
<b>Biblical Interpretation - NT</b>		
<b>The Mission of God in Scripture</b>		
<b>The Mission of God through the Church</b>		
<b>Discipleship 1 – Identity and Practice</b>		
<b>Discipleship 2 – Going/Sharing</b>		
<b>Discipleship 3 – Growing a Culture of Discipleship</b>		
<b>Foundations of a Healthy Church</b>		
<b>Code of Ethics Foundations</b>		
<b>Safeguarding Training</b>		



<b>Worship Planning and Leading</b>		
<b>Theology of Worship</b>		
<b>Sacramental Practices</b>		
<b>Preaching 1</b>		
<b>Preaching 2</b>		
<b>Church Planting: Core Elements</b>		
<b>Church Planting: Missional Leadership</b>		
<b>Church Planting: Planning and Activation</b>		
<b>Walking on Country</b>		
<b>Church Plant Coaching</b>		
<b>Church Plant Network</b>		
<b>Interviews</b>		
<b>Assessment tool completion</b>		
<b>Leadership Profile</b>		
<b>Interview 1</b>		
<b>Interview 2</b>		
<b>Agreed actions:</b>		

