



Diocese of the

MID-ATLANTIC

Anglican Church in North America

Vision for 50

A Business Plan for Church Multiplication

And Jesus came and said to them, "All authority in heaven and on earth has been given to me. Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age."

The Great Commission: Matthew 28:18-20

Executive Summary

Vision for Church Multiplication in the Diocese of the Mid-Atlantic

The Diocese of the Mid-Atlantic of the Anglican Church in North America¹ (DOMA) seeks to saturate the entire Mid-Atlantic region with a thriving network of Anglican churches living out the Great Commission, so that our communities will be reached with the transforming love of Jesus Christ.

This vision has two components:

- to strengthen and expand the ministry capacity of the diocese's existing congregations to reach every generation of every racial and ethnic group living here; and
- to build a thriving network of new Anglican churches that are carrying out the Great Commission and transforming their communities in the power of the Holy Spirit.

To fulfill this vision, the diocese has established church planting as its primary mission strategy and is pursuing it with all available resources. Essential systems and processes are being developed to plant these new churches and a strong initial track record has been established. Under the leadership of Bishop John Guernsey, the diocese now seeks to build on this foundation and greatly expand our efforts. This plan will explain the vision in detail, how we intend to pursue it, and the outcomes we prayerfully expect to see, by God's grace.

The Mission

To bring about this vision, we will establish a church multiplication culture and plant 50 new churches by the end of 2027. This *Vision for 50* will be accomplished by assisting at least 12 congregations to become "Incubator Churches." These Incubator Churches will partner with the diocese to plant, every fourth year, daughter churches which will have a DNA of multiplication from the outset. These new plants will be committed to prayer, sacramental worship, reaching the lost, making disciples who make disciples, and planting a daughter church by their fifth year. Those not able to plant on their own by year five will join with other congregations to form partnerships to sponsor a church plant.

The following table shows how this mission can be accomplished.

¹ The Anglican Church in North America's local congregations are members of 30 dioceses, one of which is the Diocese of the Mid-Atlantic (DOMA), which consists of 41 member churches and missions in Virginia, Maryland, Delaware, Washington, D.C., the panhandle of West Virginia, and northeastern North Carolina.

Ten-year Timetable for DOMA Church Planting 2017 - 2026

Year	Plants by Incubator Churches	Total	Cumulative
2017	Incubator Churches 1, 2, 3	3	3
2018	Incubator Churches 4, 5, 6	3	6
2019	Incubator Churches 7, 8, 9, 10	4	10
2020	Incubator Churches 11, 12, 1, 2	4	14
2021	Incubator Churches 3, 4, 5, 6 + One 2017 Daughter Church	5	19
2022	Incubator Churches 7, 8, 9, 10 + One 2018 Daughter Church	5	24
2023	Incubators 11, 12, 1, 2 + One 2019 Daughter Church + One Regional Partnership Church	6	30
2024	Incubators 3, 4, 5, 6 + One 2020 Daughter Church + One Regional Partnership Church	6	36
2025	Incubator Churches 7, 8, 9, 10 + One 2018 Daughter Church + One Regional Partnership Church	7	43
2026	Incubators 11, 12, 1, 2 + One 2019 Daughter Church + One Regional Partnership Church	7	50

Oversight

To support this vision, we will establish the *Vision for 50* Church Multiplication Fund under the authority of and accountable to the Bishop and Standing Committee of the diocese. All church planting initiatives described in this plan will be supervised by the Canon for Church Planting and administered by the Great Commission Committee of the diocese.

The Strategy and Necessary Structures

This initiative will catalyze a multiplication movement of Anglican churches throughout the Mid-Atlantic region. We believe this movement will, in turn, be a replicable model for other dioceses throughout North America. Since its inception in 2011, the diocese has carefully worked to establish the foundation and infrastructure for church planting, comprised of four essential components and seven core systems. These are:

1. **Conviction:** the non-negotiable certainty that church planting is a biblical mandate for the diocese.
2. **Culture:** the unwritten values, assumptions, expectations, tolerances and practices that create an environment for the flourishing of church planting.
3. **Collaboration:** working together ecumenically and within the Anglican Church in North America for the work of church planting.
4. **Constructs:** the seven core systems and structures needed for the support of a church planting movement are:
 - i. **Strategic Oversight:** the people and teams specifically tasked with overseeing and advancing church planting;
 - ii. **Funding:** a strategy to assist the planter in obtaining the funds needed for church planting;
 - iii. **Leadership Pipeline:** providing a clearly defined path for the raising up of new church planting leaders from Internships for high school and college ministries, to Residencies for seminary students and graduates, to Planters for the launching of new churches;

- iv. **Assessment:** a process to discern the presence of the proper gifts and graces within a potential church planter;
- v. **Training:** a process for equipping planters with the needed skills and knowledge;
- vi. **Coaching:** a system by which a planter meets regularly with a coach for wisdom, encouragement, guidance, and direction; and,
- vii. **Planter Care & Support:** an intentional focus on caring for planters relationally, emotionally, physically and spiritually in their work.

The most critical element of this strategy is the discovery and development of the catalytic, evangelistic leaders who will plant the new churches. To address this need, the diocese has been developing a Leadership Pipeline to begin identifying potential leaders and offering them opportunities for ministry as Interns, Residents, and Planters.

Internships are 3 to 9-month positions for young adults to help them explore the possibility of a ministry calling and discern God’s leading. Recruiting is essential at this phase, as young people are typically wrestling with such questions as: “What is a biblical vision for my life?” “What are my character strengths and deficits?” “How does God want to change me?” and “How might I cooperate with his plan for my life?” By offering them paid positions in which they can explore these questions, we begin the process of discerning a call to vocational ministry, possibly as church planters.

The next phase of development leads to a Residency, which is a 12 to 24-month position to provide general ministry and leadership training in a congregational setting. This phase provides the practical training in ministry skills that is typically lacking in theological education. An essential component of the residency is a formal assessment to focus specifically on a potential call to plant.

The final stage in the Leadership Pipeline is as a Planter, which is a 12 to 24-month position in an Incubator Church. This is an advanced form of Residency Program with a heavy emphasis on leadership and developing the essential skills for planting a new church. During this phase, individual coaching is begun, the candidate is ordained (if this has not already taken place), Boot Camp is completed, and Launch Team gathering is begun.

The fundamental assumption of the Leadership Pipeline is that the diocese is providing opportunities for ministry and, through mutual discernment, vetting the candidates to select those who are the most likely to survive and thrive in the challenging atmosphere of church planting.

The *Vision for 50 Church Multiplication Fund*

The diocese, through its budget supported by the member churches, spends \$251,549 per year on church planting. Now, the diocese seeks an additional investment of \$883,265 over the next two years to launch the *Vision for 50 Church Multiplication Fund*. Upon receipt of the first \$500,000, DOMA anticipates funding the first six church planters (recruiting, assessing, and training those planters), with a goal of starting at least three churches in 2017 and three more in 2018. The table below describes how these funds will be utilized.

- providing support for six church planters, (three in 2017 and three more in 2018);
- providing support for two residents and four interns to develop the leadership pipeline for potential church planters;

- expanding the diocese’s efforts in the recruitment, assessment, training, and development of future church planters; and,
- bringing the current Canon for Church Planting and his Executive Assistant to full-time status.

Vision for 50 Church Multiplication Fund, 2017 - 2018

Description	2017	2018	2-Year Totals
Planter Support (3 starting in 2017 and 3 more starting in 2018)	\$139,650	\$415,800	\$555,450
Internships and Residencies	14,500	\$48,000	\$62,500
Recruiting and Coaching Supervision	\$5,400	\$7,800	\$13,200
Full-time Canon for Church Planting and Executive Assistant	\$126,058	\$126,058	\$252,115
Total	\$285,608	\$597,658	\$883,266

The following table describes the costs that are necessary to plant a single church, with assistance usually provided over three years. These costs include:

- providing matching funds for salaries, as well as funds for health insurance and moving costs for church planters; and,
- providing assessments, training, coaching and spiritual direction.

Three-year Diocesan Subsidy for a New Church Plant

Description	Year One	Year Two	Year Three	3-Year Totals
Assessment	\$2,500	\$0	\$0	\$2,500
Training	\$2,500	\$0	\$0	\$2,500
Church Planting Coach	\$3,000	\$3,000	\$3,000	\$9,000
Preaching Coach	\$1,500	\$0	\$0	\$1,500
Spiritual Director	\$1,800	\$1,800	\$1,800	\$5,400
Moving Expenses	\$7,500	\$0	\$0	\$7,500
Medical Insurance	\$26,750	\$26,750	\$26,750	\$80,250
Salary Matching Funds	\$30,000	\$30,000	\$30,000	\$90,000
Totals	\$75,550	\$61,550	\$61,550	\$198,650

The timeline shown in this summary is aspirational. Many pieces of the puzzle are in place and others are in formation. We will walk before we run and adjust the plan to reflect actual results. However, the call of God and vision emerging from it are secure. Based in our confidence of this call and vision, the diocese will seek an additional \$ 11,100,000 in the subsequent eight years to fully underwrite the *Vision for 50 Church Multiplication Fund*, enabling the diocese to develop the necessary church planting structures and launch all the new churches.

After this the Lord appointed seventy-two others and sent them on ahead of him, two by two, into every town and place where he himself was about to go. And he said to them, “The harvest is plentiful, but the laborers are few. Therefore pray earnestly to the Lord of the harvest to send out laborers into his harvest.” Luke 10:1-2

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