

3. The district CG&D representatives in cooperation with the District Superintendents or their designated representative will map the facilities and other assets and develop strategies for revitalization

E. Plan of Ministry- To revitalize and grow Hispanic churches.

1. Utilize the Conference staff in place.
2. Identify and train appropriate pastors.
3. Determine individual facility needs are to be determined.
4. Bring in a national consultant on developing and revitalizing Hispanic churches.
5. Collaborate and support Hispanic Task Force.
6. CG&D Director will work with the Hispanic missionary to develop needs and goals.

F. Timeline

1. A start date of July 1, 2006 for both the director and administrative assistant.
2. January through March, 2006 Percept personnel trains the district trainers. CG&D will choose at least 3 persons from each district.
3. Mother/Daughter timeline will be determined by the new Congregational Growth and Development Director and the CG&D Committee.
4. Beginning January, 2007, the CG&D director and DS's begin a study to assess viability and possibilities for strategic asset mapping of the Conference. This will take at least three years to accomplish
5. Train Hispanic Task Force to be able to use Percept demographics by March, 2006

IV. BUDGET AND FUNDING

A. Establish an office with a full time CG&D director and support staff for the Kansas West and East Conferences.

Director-	Staff person
Year 1- \$40,000	\$15,000
Year 2- 60,000	20,000
Year 3- 62,000	21,000
Year 4- 65,000	22,000

B. Develop a demographic system for study and analysis of demographics through Percept.
\$26,825 cost over a four year contract.

C. Develop new church starts in the Kansas West Conference.

KWC Financial Support- (3 New Church Starts)

Year 1- \$55,000	(1 st new church start begins)
Year 2- \$95,000	(2 nd new church start begins+ 1 st church support)
Year 3- \$120,000	(3 rd new church start begins + 1 st & 2 nd church)
Year 4- \$ 65,000	(2 nd church 3 rd year; 3 rd church 2 nd year support)
<u>Total-</u>	<u>\$335,000</u>

Strategic Land Purchase over a Four Year Period-
Total- \$1,000,000

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D. Assessment of church facilities each district has in these areas: facilities, finances, human resources, land, etc.

- Year 1- \$10,000
- Year 2- \$10,000
- Year 3- \$10,000
- Year 4- \$10,000

Total: \$40,000 over a 4-year period

E. Plan of Ministry- To revitalize and grow Hispanic churches.

- New Hispanic Church Start- \$575,000 over a 4 year period.
- Hispanic Church Revitalization- \$50,000

Summary

Anticipated Funding Needs for the Four Year Strategic Plan-

1.) CG&D Superintendent and Staff-	\$ 1,305,000
2.) Percept Demographics-	26,825
3.) New Church Start Funding-	335,000
4.) Resource Assessment Funding-	40,000
5.) Hispanic New Church and Revitalization-	625,000
Total CG&D Four Year Strategic Funding Needs-	\$2,331,825

1 **Attachment**

2
3 **The “Mother-Daughter” Strategy For New Church Starts**

4
5 The Florida Conference, through experience, has determined that the most effective way for new church starts to
6 be successful is the “Mother-Daughter” approach. Below is a listing of general principles for establishing a new
7 church start through the Mother-Daughter approach.

8 An existing healthy church visions to birth a new church

9 Existing lay staff member develops team and is given primary responsibility to develop and oversee new church
10 start (Mother church can request cabinet to appoint additional pastor to oversee and develop new church start at
11 this point also)

12 Mother church develops a plan of funding for new church starts using the following funding commitment formula
13 as a guide:

14
15 **First Year Funding-**

16 Conference New Church Development fund-	\$55,000
17 Mother Church funding-	\$50,000
18 Daughter Church funding-	\$40,000
19 Founding Pastor funding-	\$25,000

20
21 **Total First Year Funding- \$170,000**

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23 **Second Year Funding-**

24 Conference N. C. Dev. Fund-	40,000
25 Mother Church-	40,000
26 Daughter Church-	85,000
27 Founding Pastor funding-	20,000

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29 **Total Second Year Funding- \$ 185,000**

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31 **Third Year Funding-**

32 Conference N. C. Dev. Fund-	25,000
33 Mother Church-	30,000
34 Daughter Church-	150,000
35 Founding Pastor funding-	15,000

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37 **Total Third Year Funding- \$ 220,000**

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39 **Total Funding for First Three Years of N. C. Start- \$ 575,000**