

APPROVED APRIL 17, 2012

NEW CHURCH DEVELOPMENT

The New Church Development Task Force proposes that the Presbytery adopt the following as its new church development policy. This constitutes the first reading of the proposal and the Presbytery will act on it at its April 17, 2012, Stated Meeting.

**PRESBYTERY OF LONG ISLAND
NEW CHURCH AND FELLOWSHIP DEVELOPMENT COMMITTEE**

PRINCIPLES FOR DEVELOPING NEW / IMMIGRANT FAITH COMMUNITIES

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

Matthew 28:18-20 (NASB)

We are challenged by the Biblical commission to proclaim the Good News of the Gospel to all people, especially mindful of the reality of increasing racial/ethnic, cultural, and international diversity in the Presbytery of Long Island. The following principles will guide Presbytery policy and practice as we work in partnership with any new church plants and any immigrant groups seeking affiliation with the Presbytery of Long Island.

"Then he said to his disciples, "The harvest is plentiful but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field." Matt. 9:37-38

The Presbytery will be open to creating new ways of doing ministry and new options for church development based on the specific needs of persons in the context of their communities.

We will:

- Develop intentional strategies for supporting communities of faith in different cultural contexts
- Listen to the needs of the people and their circumstances
- Support designs for ministry that will be an effective response to those needs
- Identify and overcome the barriers within our Presbytery to ministry in different cultures.

"For where two or three have gathered together in my name, I am there in their midst."

Matthew 18:20 (NASB)

The Presbytery will provide flexibility as well as mutual exchange and support among the partners in ministry.

We will:

- Make adequate resource commitments including funding as able and support from Presbytery staff and volunteers
- Explore new criteria for measuring success
- Make mutually agreed upon commitments based on realistic expectations

“Therefore encourage one another and build up one another, just as you also are doing.” Thessalonians 5:11 (NASB)

The Presbytery will support pastoral and lay leadership development appropriate to the needs of new and immigrant groups.

We will:

- Develop new models of pastoral calls with flexibility in the area of compensation
- Engage in pro-active preparation, recruitment, and continuing training of leaders who demonstrate a commitment to the Reformed faith
- Affirm a sense of vocation and different styles of leadership for different contexts.

PART I - POLICY

A. In keeping with the great ends of the Church, the mandate to share the good news of God's love (Matthew 9:37-38), along with the biblical call to "love the alien as yourself" (Leviticus 19:34), it is the policy of the Presbytery of Long Island to seek opportunities to reach out to both existing and new immigrant populations and encourage the development of new congregations.

B. Under the current structure of the Presbytery, this responsibility is spread between Presbytery staff and two relevant committees: New Church and Fellowship Development and Committee on Ministry. Upon adoption of this policy by the Presbytery, the Shepherding Council shall appoint the initial community. For the purposes of this document, New Church Development and Fellowship will be referred to as NCFD. The Committee on Ministry (COM), with its oversight of pastors and established congregations, has a vested interest in the whole process.

C. It is understood that the number of new church development projects the Presbytery can undertake is limited. Any application for financial aid by a new / immigrant faith community will be considered sympathetically.

D. The Committees and staff of the Presbytery shall make themselves available to consult with new / immigrant faith communities, to assist with problems, to advise on procedures and policy, and to encourage them in the process.

E. The NCFD shall remain current with and help groups take advantage of possible sources of funding (presbytery, Synod, General Assembly) available for use in support of approved projects. All parties should recognize that resources are limited.

F. Each new / immigrant faith community shall have a liaison to the NCFD, to report on the status of the group and receive direction, as well as to foster a growing relationship between the group and the Presbytery.

G. NCFD provides a four step process for new / immigrant faith communities to become new church developments (and potentially organized congregations) within the PC(USA). This process is designed to give the group a chance to "try on" the PC(USA) before committing totally to it. It is also designed to provide a gradual immersion into the requirements and privileges of a fully organized church. For a variety of reasons, some new / immigrant faith communities may find it best for their missional effectiveness and ministry to simply remain at a particular developmental step. The general steps, outlined below, are as follows:

- 1) Self-Forming Community
- 2) Fellowship
- 3) Mission (or New Church Development)
- 4) Organized Church

PART II - PROCEDURES

A. STEP ONE: SELF-FORMING COMMUNITY/CHURCH PROBE

Groups approaching the Presbytery with an interest in exploring what it means to become a formal fellowship shall first register as a Self-Forming Community and be encouraged and nurtured by both the personnel and policy of the Presbytery at the request of NCFD. The purpose of this step is to provide support and encouragement for the group and its leaders and to give the group guidance on how to prepare to make the move to Step Two. Such groups will be accepted through a vote of the Presbytery, and recognized as a "Self-Forming Community or Church Probe.

1. Qualified clergy shall be encouraged to labor within the bounds of the Presbytery, after Presbytery approval through COM. Qualified commissioned lay pastors, lay missionaries, or evangelists shall be encouraged to work within the bounds of the Presbytery with the recognition of the NCFD and COM. These people will
 - a. Assess the potential for forming a Fellowship/New Church Development
 - b. Gather a group where no governing body has yet issued a call for leadership
 - c. Nurture groups toward becoming Fellowships
2. The gifts and sense of divine call of these leaders shall be celebrated by Presbytery.
3. Leaders (whether clergy or lay) are encouraged to have adequate medical and liability insurance.
4. The probe will have insurance or provide other proof of insurance.

B. STEP TWO: FELLOWSHIP

A new or immigrant faith community that desires to become a church of the Presbyterian Church (USA) shall follow the procedures outlined below. First, the group approaches the Presbytery through NCFD and requests status as a "Fellowship." Subject always to the review of and control by the Presbytery, through a shepherding commission selected by the NCFD and elected by the Presbytery, the Fellowship may elect its own officers, adopt its own by-laws, and be self-determined in its actions. The Fellowship, in doing its work, shall follow the Constitution of the Presbyterian Church (USA). It shall keep minutes of its meetings, records of members, baptisms, funerals, weddings, and communion, and accounts of all monies received and disbursed. The group will be encouraged to contribute to Presbyterian general mission even though it will not be required to pay per capita at this time. All records shall be submitted annually to the presbytery through its assigned commission for review and inclusion in the records of the Presbytery.

1. A group becomes designated as a Fellowship when it:
 - a. Requests the Presbytery to make it a Fellowship through the NCFD.
 - b. Indicates the leader and congregation intend to join the Presbyterian Church (USA)
 - c. Shows an understanding of Presbyterian polity and belief, and indicates the group's full cooperation with the supervision of the Presbytery.
 - d. Agrees with the Presbytery on a plan to implement the requirements of the Presbyterian Church especially in the following areas:
 - i. Including women as officers in the Fellowship and as ordained officers in active service when the new church is chartered.
 - ii. Instituting a two or three year rotation of church officers.
 - iii. Adjusting the size of the body of church officers to the Presbyterian Church recommendation for sessions.
 - iv. Agreeing to women as pastoral candidates.
 - v. Having a place located and secured to gather and worship regularly.
 - vi. Demonstrating through a budget and budget projections the group's ability to pay its pastoral leadership according to Presbytery guidelines.
Sensitivity should be shown to immigrant faith communities which might experience conflict if a pastor receives a full professional salary.
 - vii. The fellowship will have insurance or provide other proof of insurance.

2. If the new / immigrant faith community does not already have a pastor, or commissioned lay pastor, one of its first responsibilities is to find one and form a covenant with them through a contract or a call. She or he shall be selected on the basis of having the necessary vision and skills, both in new church gathering and organization and the capacity to identify with and relate to people in the target / immigrant population. This person shall exercise pastoral care of the group, preach and administer the sacraments and conduct regular worship, as well as organize the group to be of service in the community and participate in the Presbytery. Presbytery's COM

oversees the contract or calling of pastors already ordained and oversees commissioned lay pastors and others.

The COM will oversee the authority to administer the sacraments on behalf of Presbytery or help find an existing congregation with which to partner with regard to administration of the sacraments.

3. The Presbytery shall recognize formally both the role of ordained or lay leader and the existence and ministry of the fellowship.

4. The Presbytery recognizes that a Fellowship, may be a viable, vibrant and sustaining witness to Jesus Christ as a “Fellowship” but one that does not currently meet the criteria described above. The Presbytery does not believe that there is only one linear process with a “graduation” to Chartered Church as the only goal. It wishes to empower the NCFD to organize such groups as fellowships without the immediate expectation of chartering. When acting in this capacity, the NCFD shall appoint a team with access to the NCFD and other entities of the Presbytery. That team has the responsibility to appoint and introduce new liaisons to Fellowship Leaders and to assist the members of the fellowship in interacting with the Presbytery.

C. STEP THREE: NEW CHURCH DEVELOPMENT

A fellowship becomes a NCD when it:

1. Applies to Presbytery, through the NCFD, for such status.
2. Has agreed with its shepherding commission on membership goals judged to be sufficient to maintain a viable, year-round program of worship and service.
3. Is or has demonstrated the ability to become financially self-supporting in keeping with its stated goals and time-line.

D. STEP FOUR: CHARTERED CHURCH

To move from NCD to organized congregation, the NCD and shepherding commission concur that:

1. The group is financially self-sustaining or has demonstrated a feasible time-line for financial self-support within three years.
2. It is expected that each NCD will have either/both 50 members and/or sufficient budget to support appropriate worship leadership. The NCFD shall have the option of bringing NCD who not meet either of these criteria to the Presbytery, which may permit the chartering by a three quarter vote.
3. Leadership has been identified and trained for the session.
4. A service of celebration for the chartering and installation of elders is planned with the Presbytery.

5. The shepherding commission is dismissed and oversight of the chartered church is transferred to COM.

6. The NCD will have insurance.

PART III- FINANCIAL AID

When the Presbytery receives a probe, fellowship, or NCD, the Presbytery will make a determination as to how such group will be funded.

During the initial stages of beginning a new church, there is often a shortfall of operating funds. Recognizing this, the Presbytery, Synod and General Assembly (GA) may have available mission funds to help make up the difference between what monies are estimated to be needed and the monies estimated to be made available through the new / immigrant faith community itself. Other kinds of help in the way of grants or loans may be available through the Presbytery, or through partnerships with other congregations in the presbytery. It is the practice of the NCFD to recommend time-limited and decreasing grants to churches (both new and existing). The terms of grants (including period of time and amount of money) will be decided upon by the group, its shepherding commission and the NCFD together.

Part IV Time

It is expected that all probes, fellowships and NCDs will become an established church within 10 years.

*It is understood that this time line will not apply for fellowship organized under **B 4** in that there is not a present expectation that the fellowship will necessarily become a church.

FOR VOTE 1/28/12

In recognition that former members of the Korean Presbyterian Church of Long Island have been working toward being organized as a new church since shortly after the Presbytery dissolved the congregation.

In recognition that the New Church and Fellowship Task Force has been in conversation with that group since the Task Force's creation.

As it last action, the New Church and Fellowship Development Task Force proposes that:

1. Former members of the Korean Presbyterian Church of Long Island, dissolved in 2010, be organized as the first fellowship organized under the New Church and Fellowship Committee Policy.
2. That the Shepherding Council appoint a team to supervise and organize this new fellowship under II. B of the policy.
3. That the Rev. Chenong-Mo Yang be appointed the Organizing Pastor of that fellowship (G-2.0404b)
4. That the team appointed to supervise and organize the fellowship report its progress to the April 2012 Presbytery meeting.