

In the interest of establishing more standardized and clear expectations for those preparing to church plant in the Northern California Presbytery, the Mission to North America committee (MNA NorCal) has established the following application expectations in the areas of:

- **Regional Leadership Engagement**
- **Target Location Assessment**
- **Church Planter Assessment**
- **Church Plant Structure**
- **Core Group Assessment**
- **Call Package Preparation**
- **Funding Plan**

Regional Leadership Engagement

MNA NorCal will ask for a statement of regional engagement signed by the regional captain and enough TE's and RE's to form a temporary session.

This is an effort to assess for an appropriate level of engagement and support from the Presbytery's regional church planting leadership (Grace Partnership Hawaii, BAM, Mission Utah, SMF). Is there bandwidth to provide temporary session oversight, approval and excitement about the potential ministry site? Does the ministry vision align with regional vision?

Potential church planters will also be asked to present a plan for a Coaching/Mentor relationship with someone in the local PCA network for no less than the first 12 months of their planting process. A formal coach hired through [MNA coaching and mentoring](#), or an equivalent formal mentoring program are also encouraged.

Target Location Assessment

NorCal MNA requests that every potential church plant provide the committee with a [Ministry Site Profile](#). It will be each regional church planting network's goal to have 3 potential ministry site profiles available upon request at any given time.

Church Planter Assessment

NorCal MNA Committee will require every church planting candidate to receive a favorable Church Planter assessment from the [MNA Church Planter Assessment Center](#) or an assessment center deemed equivalent. NorCal MNA committee anticipates both receiving potential church planting candidates looking for ministry sites within our presbytery and ministry sites looking for church planter candidates. NorCal MNA may require an assessment for pastors replanting a particular church or changes of call from pastor to church planter.

Church Plant Structure

NorCal MNA specifically encourages and sponsors Mission Churches that can be Mother/Daughter Plants or Presbytery Plants which will include temporary sessions approved by the presbytery. Use models like those provided in "*Pieces of the Church Planting Puzzle*" to determine the proposed structure for the potential church plant. Scratch Plant or

other variation/hybrid structure require oversight that will be considered on a case by case basis.

Core Group

MNA NorCal will ask that a potential church plant to assess the existing or potential core group who will be a part of the planting team identifying if it will be a [Scratch Start or Core Group](#) . Utilize [17 Questions for a Core Group](#) or similar tools to provide a core group personality profile and prepare a plan for the group to regularly engage w/ presbytery.

Call Package

MNA NorCal will ask for a potential call package in standard PCA Call Package format. Church Planting Candidates will be asked to present a call package to the presbytery for approval. Potential ministry sites will be asked to prepare a potential call package to present to church planting candidates communicating a general picture of the size salary required to live in the ministry target area and what portion of that package will need to be fundraised by the church planter from outside sources. Tools like [Church Planter Compensation Package Guidelines](#) may be useful.

An overall budget for the first 3 years of the church plant should be available including minister salary, program expenses and funding targets (how much will be self supported and outside funded in each of the first three years). [Overall Project Budget Template](#)(Excel)

Funding

MNA NorCal will require every potential church plant to provide a funding plan. **Funding plans will be** based on the provided budget identifying the amount of funding that will need to come from 1) the mother church or presbytery, 2) outside support coming from the church planter's personal support raising efforts, 3) tithes and offerings of the core group and those who begin attending along with a potential plan to taper towards self sufficiency (or an explanation of why self sufficiency may not be feasible). MNA NorCAL will work with the church planter and core group to determine the % of funding that will be required to be in place before it is feasible for the planter to move full time onto the field.