
Nashville Center for Church Multiplication

January 2024

OVERVIEW

Nashville Presbytery & the broader Church in Middle Tennessee has a distinct need for a central entity to unify, direct, & resource church multiplication efforts in the region. As the need & potential for church multiplication has continued to increase, the absence of best practices & neglect of collaboration has hampered the few efforts in play. It is our hope to create a center that introduces planters & churches to the resources necessary to catalyze & establish healthy & vibrant churches.

CURRENT MOMENTUM

Several “streams” have come together in the recent years that demand decisive action:

A. Need:

- Over the pandemic church multiplication ground to a halt. The pause in planting enabled Nashville Presbytery members to identify and discuss unhealthy methodologies and consider best practices moving forward.
- The specific challenge of church multiplication in Nashville has always been the lack of proactive collaboration. What’s needed is a “central station” or “command center” for eager churches, planters, & support teams to mutually benefit from healthy partnerships & strategically move out together.

B. Opportunities:

- Several key areas in Middle Tennessee have been identified as places that need a “Gospel of Grace” presence. This includes, but is much broader than the metro Nashville area. Nashville & surrounding communities continue to see a population boom with an overwhelming majority not claiming Jesus as King or connecting with a local church.
- There has been an uptick in current qualified candidates to plant who are seeking Nashville as an exciting option. There are also several men beginning to enter a “pipeline” for seminary training who have a desire to plant.
- There has been an uptick in churches who desire to plant but want help walking through the process in order to do so in a healthy, fruitful way. This includes urban Nashville, sub-urban and rural areas. It’s no exaggeration to say that if the support structures were in place we could easily see 10+ churches in process over the next 5 years.
- The Nashville Presbytery needs a mechanism that enables member churches to collaborate on church multiplication, but that remains outside of Presbytery governance so as not to get lost in or bog down the already heavy burden of work.

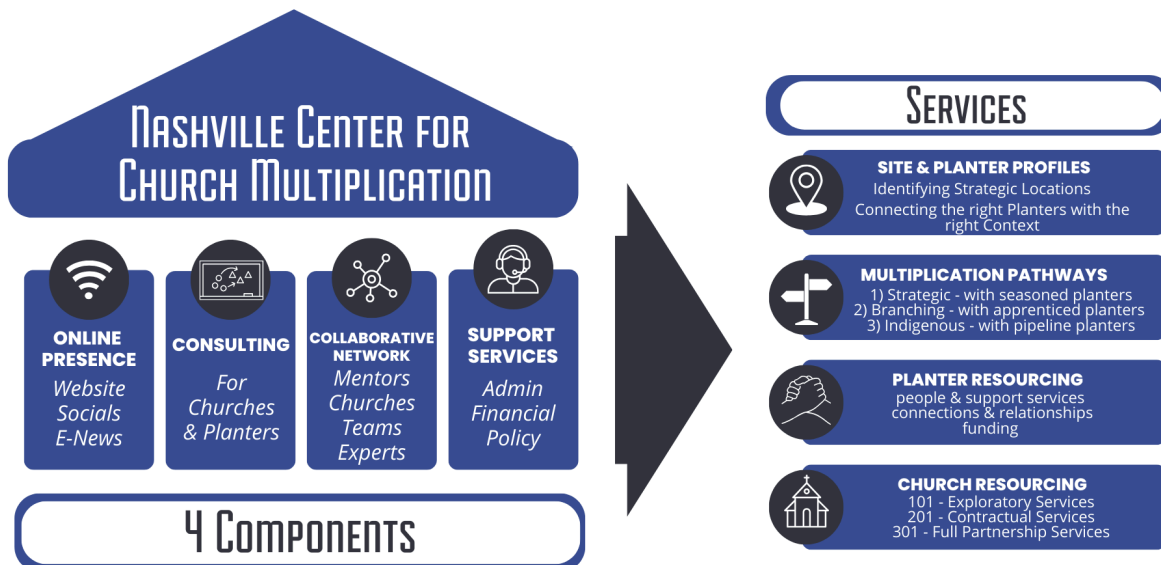
GOALS OF THIS PROPOSAL

1. To define the components, services, & metrics of a center for church multiplication.
2. To lay out the steps towards launching & implementing such a center.

SPECIFICATIONS

Components: What key areas make up the center?

- I. Online Presence - Website, Social Media, E-Newsletter
- II. Church & Planter Consultants
- III. A Collaborative Network
- IV. Support Services - Administrative/Financial



Services: What main services will the center provide?

- I. Site & Planter Profiles / Demographics
- II. Multiplication Pathways
 - A. Strategic - seasoned & specially suited planter for a challenging area
 - B. Apprenticeship/Development - 2-3 yr resident in a local church & then sent out
 - C. Indigenous/Formation - 4yr distance-ed hybrid while training to plant locally
- III. Planter Resourcing
 - A. People & Support Resources:
 1. Contacts with potential Coaches / Mentor Pastors
 2. Documents, Policies, Best Practices
 3. Support Services: Organizational (501C3, state entity, EIN, etc); Real Estate;

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- 4. Worship, Children's, Officer, & Admin Partnerships
 - B. Connections/Relationships:
 - 1. Peer & Mentored Cohorts - Know, Support, & Learn from one another
 - 2. Collaborative Church Network for Funding, People, 1-2 yr "SWAT" teams
 - C. Funding: Church, Presbytery, and Center Funding opportunities
 - IV. Church Resourcing
 - A. Church Consulting:
 - 1. 101: Exploratory Services - For no charge, NCCM will meet with local churches for 3-5 sessions to communicate expectations, commitment, fruit of best-practice church multiplication & chart a potential path forward.
 - 2. 201: Contractual Services - On a case by case situation, NCCM will draw up nuanced contracts to help particular churches or communities think, plan, & move towards multiplication &/or speak into specific stages of the multiplication process.
 - 3. 301: Full Partnership Services - Pulling from best practices, access to experienced planters, & a network of powerful resources, NCCM will walk churches from start to an agreed upon finish for a yearly commitment of approximately 2-3% of a church's annual budget.

OGSMs: How will we know if the center is accomplishing its goals?

Initial objectives/indicators of this gospel-powered movement will include:

- ☐ Extraordinary Prayer -
 - ☐ Obj: 100% of Planters/Teams engage at least weekly in corporate Kingdom prayer.
 - ☐ Obj: 33% increase in regular prayer for church multiplication in sending churches.
- ☐ Missional Member Churches -
 - ☐ Obj: Plants have 50% or more member/attender growth by conversion.
 - ☐ Obj: Sending Churches see a 33% increase in missional engagement.
- ☐ Incarnational -
 - ☐ Obj: 75% of planters actually living in their communities v/s commuting to them
 - ☐ Obj: 100% of planters are working themselves into meaningful roles in their neighborhoods.
- ☐ Collaboration & Resourcing-
 - ☐ Obj: At least 75% of movement churches are engaged relationally with one another in intentional and meaningful ways.
 - ☐ Obj: Growing teams that cover the spectrum of needs - at minimum in the areas of worship, children's ministry, discipleship, and Real Estate/Income Generation
 - ☐ Obj: Steady addition of all church sizes in the movement each year.
 - ☐ Obj: Clear resources can be identified from the sending/partner churches involved
- ☐ Team Health: Planter/Family/Officer/Launch Team
 - ☐ Obj:Planned and executed rhythms of rest, training, counseling, & encouragement.

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- ☐ Obj: Support cohorts for all who desire them: ministry positions, spouses, etc
 - ☐ Branching -
 - ☐ Obj: The sending churches are engaged in relational and resource support beyond the financial.
 - ☐ Obj: Each mother/daughter work has an agreed upon, mutually encouraging contract of expectations.
 - ☐ Reproducing/Pipeline -
 - ☐ Obj: Men in each stage of Multiplication Pipeline Cohorts (Formation, Development, Renewal). In particular:
 - ☐ At least 8 men in “Renewal” (i.e. lead pastors) by year 1
 - ☐ At least 3 men in “Formation” (i.e. pre & current seminary) by year 1
 - ☐ At least 5 men in “Development” (i.e. currently planting) by year 3
 - ☐ Obj: Minimum of 5 new works, “branches” started by year 3 and continuing each year thereafter. (The hope is to have at least 5 works in process at any given time after year 3.)

MILESTONES

Website/Social Media “Front Door”

We need a place for churches, planters, prayer partners, financial partners, and those with other skills and resources to all find us and one another online. A vibrant website and social media presence will be key.

Staff / Volunteers - People Resources

We need dedicated full and part time staff and volunteers. As the center grows, we will need:

- Executive Director
- Church Consultants
- Church Planting Coaches
- Cohort Mentors or Facilitators
- Resource Advisory Volunteers for:
 - Worship / Music
 - Children’s Ministry
 - Real Estate / Income Generation

All of these do not have to “work for” the center. Many would be collaborative partners, paid or engaged on a volunteer basis directly by the “mother church” or church plant. Regular gatherings for the spectrum of church planting roles will be key...gatherings that allow for deep relational engagement and encouragement.

“Best Practices” Bank - Process & Policy Resources

We need a bank of specialists and easily accessible resources for planters, teams, and sending churches that cover the spectrum of needs. (best practices, policies, etc)

Funding Partners - for Church Plants & Central Services

We need funding partners to both support the staff and operations of the NCCM, and also those that want to partner directly to fund church plants.

- 1) Central Services: The NCCM will need growing funding to accompany expanding full and part time positions that enable the ongoing work and mission. Some of this will come from contractual agreements with member churches, but there will be another element of fundraising required by the executive director to fund the center.
- 2) Church Plants: we plan to follow a model used by [the UK Partnership](#) and others who simply act as a platform/connection point for eager/interested churches and church plants to know one another and consider funding partnerships. To clarify, these funds will not “flow through” the NCCM but directly from funding church to plant.

ROAD MAP / TIMELINE

Now / Right Away

- ☐ Meet with, cast vision for & train key mentors & facilitators to launch 4-5 pastoral cohorts for formation, development, & renewal.
 - ☒ ~~Potential Mentor/Facilitator Meeting set for Dec 6th.~~
 - ☐ Meeting with Potential Formation and Renewal Cohort members in February.
 - ☐ Map out a pathway for launch in January for each cohort and leader.
 - ☐ At least one cohort for several men who are currently considering or have begun seminary studies and are open to church planting
 - ☐ At least 3 renewal cohorts for current churches to deepen relational ties and begin to dream together about how to be involved in church multiplication
- ☒ ~~Continue & increase regular prayer gatherings online and in-person~~
- ☒ ~~Complete “hidden” website for promotional purposes & ready to launch in new year~~
- ☐ Identify & meet with potential mentors, coaches, worship leaders, children’s ministry leaders, pastors, Presbytery credentials liaison, & any other key players for the Center’s network

In Early 2024

- ☐ Finalize Proposal for January 22-24 Summit in Charlotte
- ☐ Revise Proposal and present to:
 - ☐ Presbytery CMC committee - January mtg
 - ☐ Broader Group of Potential Catalyst Churches - February ____
- ☐ Secure seed funding from CMC for part-time Staff to continue work in short-term

By July 2024

- ☐ Hire an Executive Director (Full-Time or Part-Time depending on evidence-based need)
- ☐ Soft Launch of NCCM online & with Catalyst Churches, Community Partners, & Key Individuals
- ☐ Work with Catalyst Churches to Execute Fall “Campaigns” for Church Multiplication

Fall 2024

- ☐ Formal Program Launch and Campaign Launch with Catalyst Churches

PROJECTED BUDGET

Start Up and Annual Projected Budget

Start-Up/Launch			ANNUAL INCOME	
Income			Partner Church Support*	135,000.00
CMC Investigative Funding	\$30,000.00		Presbytery / CMC	25,000.00
CMC Launch Funding	\$15,000.00		Individual Donors	25,000.00
Church Launch Funding	\$15,000.00		Total Support	185,000.00
Total Start-Up/Launch Income	\$60,000.00			
			ANNUAL EXPENSES	
Start-Up / Launch			Executive Director	
Expenses			Salary & Housing	100,000.00
			Health Insurance -	25,000.00
Investigative Phase July2023-Jan2024			Life/Disability Insurance -	2,000.00
Consulting Fees (J & Eric)	\$24,000.00		Retirement -	13,000.00
Investigative Travel/Conf	\$3,000.00		Total Executive Director	140,000.00
Website Design / Admin Set-Up	\$3,000.00			
Total Investigative Phase	\$30,000.00		Services	
			Co-hort Mentoring	\$12,000.00
Start-Up/Launch Phase Feb-July 2024			Total Services	\$12,000.00
Interim Executive Director	\$12,000.00			
Travel, Mileage, Meals	\$2,000.00		Administrative	
Website Launch	\$2,000.00		Administrative Assistant	3,000.00
Vision/ Fundraising Gatherings	\$4,000.00		Advertising	500.00
Admin/Bookkeeping SetUp	\$2,000.00		Bookkeeping	3,000.00
Marketing - Print & Online	\$3,000.00		Conferences / Gatherings	10,000.00
Candidate Search	\$3,000.00		General Assembly	1,500.00
Total StartUp/Launch Phase	\$28,000.00		Postage / Printing	700.00
			Supplies	500.00
			Computer / Software	2,000.00
			Telephone	1,200.00
			Travel, Mileage, & Meals	7,000.00
			Website	1000.00
			Total Administrative	\$30,400
			Total Expenses	\$182,400