

Sun Prairie, WI, Area Grant Application

1. Vision: *Describe the vision for the project.*

This new Presbyterian Church will be planted in the fastest growing community in Wisconsin (*Wisconsin State Journal*, July 10, 2003, p.1). In the next 5 years the population of the Sun Prairie area is expected to grow by 13%. New housing developments are springing up in the target area. As news of the potential for a new Presbyterian Church has circulated, a developer has offered to gift John Knox Presbytery with 11 acres for a church site. The land is adjacent to and highly visible from the main traffic route traveling north from Madison. Construction is planned to make the highway limited-access beginning in 2009. The projected church site will be at the only exit for several miles, surrounded by a major regional housing development. The population for this area is younger, more affluent and better educated than the Wisconsin average. There is no Reformed presence in the community. Nearly three quarters of those identifying a church affiliation claim Lutheran or Roman Catholic. Nearly half of the population lists no church affiliation.

With the inspiration of the Holy Spirit, we envision the establishment of a large, regional Presbyterian congregation that begins Sunday morning worship in the fall of 2007 with nearly 400 attendees. We believe that dynamic worship services will be at the core of this congregation's development. This new church is to be located at the highest topographical point of a new, planned community. We envision that the church will serve as a community center, a "light on the hill" for many new residents who will be looking for opportunities to experience community at a variety of levels. The intentional development of small groups along with a myriad of other opportunities to establish relationships must be an early and high priority.

We pray that this community of believers will be marked by spiritual passion; that it will live out its faith with commitment and enthusiasm. We believe this quality to be especially important in light of the economic giftedness which is coupled with a high proportion of unchurched persons in our target community. An emphasis on opportunities to heed Christ's call to serve (*Mark 10:45*) will be a key to individual and community transformation, and will serve as an example of faithfulness inspiring other Presbyterian congregations in this region.

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2. **Staffing Rationale:** *Describe the qualities you seek in an organizing pastor to carry out your proposed ministry plans. Include a position description for each staff member to be funded by this grant.*

Title of Position: NCD Organizing Pastor

Process for Screening Applicants

1. Our NCD Commission will begin to narrow the field by requesting that applicants respond in writing to several questions pertinent to the establishment of our NCD.
2. Remaining candidates will be interviewed by telephone. Sermon tapes will be requested. The NCD Commission will conduct thorough reference checks.
3. Face-to-face interviews will be scheduled with leading candidates. Neutral pulpits may be scheduled.
4. The NCD Commission will retain a consultant to assess finalists for the position.
5. A second interview with final negotiation of the terms of call will be conducted with the finalist(s).

Development Network

To ensure the ongoing development of skills and to encourage the resilience and personal development of the NCD Organizing Pastor, the NCD Commission will work to ensure that the following components of a development network are in place:

1. The NCD Organizing Pastor will receive **training** for the tasks at hand. Comprehensive NCD training (such as that provided by the Church Multiplication Training Center) will be provided as needed. Specialized training (such as technology) will be made available as needed.
2. The NCD Organizing Pastor shall have a professional **coach** to provide direct and immediate feedback to improve job performance. The coach will be selected from a list acceptable to the NCD Commission. The coaching contract shall be approved by the NCD Commission and the coach will report to the Commission.
3. The NCD Pastor shall have (or establish) a spiritually accountable partnership with a **mentor** for encouragement, inspiration and modeling. Though possible mentors may be suggested by the Commission, selection of the mentor is solely at the discretion of the NCD Pastor.
4. The NCD Pastor shall select and establish relationships with professionals whose purpose is to foster the **personal development** of the NCD Pastor, such as: spiritual director, counselor, pastor.

5. Supervision of the NCD Organizing Pastor is provided by the NCD Commission through its liaison and the Executive Presbyter.

NCD Pastor: Characteristics and Qualifications

1. Proven effectiveness in entrepreneurial activity; ability to create and develop new ventures.
2. Ability to gather and focus resources for completion of tasks; able to thrive in spite of resource constraints.
3. Proven effectiveness in networking with people. Ability to recruit people to support new ventures.
4. Able to analyze the culture and develop priorities for ministry.
5. Recognition and ability to match peoples' giftedness with discerned needs; experienced with providing staff oversight.
6. Ability to motivate volunteers and create ownership for ministry; builds teams; develops leaders through modeling and mentoring.
7. Ability to raise money to support new ventures.
8. Relational skills; outgoing and able to build meaningful relationships.
9. Resilience; effective in adapting to fluctuating conditions; can move forward in the face of rejection or conflict.
10. Gifted in communicating biblical truth in public, often unsympathetic settings, blending apologetics and evangelism with discipling.
11. High degree of initiative, energy, persistence and willingness to work hard.
12. Demonstrates mature Christian Faith and knows how to help others deepen spiritually.
13. Has a passion for reaching the unchurched with the Gospel.
14. Visionary.
15. Experienced in building vibrant ministries.

Organizing Pastor: Major Responsibilities. Initially we envision the role of the Organizing Pastor to be that of networker, leader identifier and developer, and vision caster. Ultimately we see the pastor providing a style of leadership that helps to maintain an outward focus for the congregation which implies the development of resources (other than the Pastor) to meet the internal needs of the community.

Pre “Launch” First 12 – 18 months

1. Establish the “Development Network” as described above.
2. Gain a thorough knowledge of the mission field so that the priority ministries of the new church are responsive to the needs and context of the community. Continually hone and articulate the mission and vision of the NCD.
3. Build relationships with other Presbyterian Churches and Pastors in the area.
4. Establish an intercessory prayer team that commits to praying daily for this new church.
5. Develop a plan to gather and build the new faith community. Highest priority is **networking** (estimated 50 – 70% of time) with the goal of building relationships with 20 new people each week prior to the “launch” (first Sunday morning worship) of the new church.
6. Develop a strategic timeline for developing the infrastructure needed for an effective launch of the NCD, including “preview services” and “exhibition services.” Tentative launch date is fall of 2007 with a goal of 400 present for the first Sunday morning celebration worship service.
7. Build the ministry infrastructure of the NCD prior to launch with an emphasis on small-group ministries and not governance. Identify and develop leaders (“ministry directors”) for the essential ministries of the NCD. Assimilate new people into the small-group ministries.

After Launch

1. Continue networking with the goal of reaching out to 12 new people each week post launch.
2. Provide spiritual leadership through preaching and teaching.
3. Continue to articulate the vision/mission of the NCD which includes a commitment to launch a new church within 10 years or when average attendance reaches 450.
4. Continue to identify, recruit and develop leaders, both paid and volunteer, who will help to manage the essential ministries of the NCD.
5. Develop governance structures as required by Presbyterian polity.

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3. **Demographic Study:** *Include a summary of the demographic study, not to exceed one page, which provides relevant findings such as ecumenical and mission opportunities, racial ethnic population, age distribution, and economic strength.*

Two demographers in the last eight years have identified the Sun Prairie/DeForest/Windsor, WI, areas as prime locations for new church development within The John Knox Presbytery.

In 1998 Church Planning Consultants Group completed a Presbytery-wide study to identify “New Church Development and Redevelopment Options in the 21st Century.” In that study, Consultant Jim Earhart listed a Sun Prairie area NCD as a HIGH PRIORITY for the short range (1998 – 2005). The same study listed a DeForest/Windsor NCD as a HIGH PRIORITY for mid-range (2003 – 2010). The site proposed for what we identify as the Sun Prairie Area NCD is located at a highly visible spot, near an exit from a soon to be limited-access highway, at the juncture of all three towns: DeForest, Sun Prairie and Windsor. These are the fastest growing communities in the largest and most rapidly growing county within the bounds of the Presbytery.

The Presbytery contracted with Visions-Decisions in 2004 to complete a “Comprehensive Local Study” and in 2005 a “Site Assessment” on land being offered by a donor. Consultant Tony Healy commented that a new church in this locale has “...good potential to be viable and to do important ministry. The locale has few impediments to a new church.” Mr. Healy’s study makes three main points about the locale:

1. The demographic factors are good. Population growth is good; the proportion of married couples with children in the home is high and growing; educational and occupational levels indicate a religious subculture that would be well-served by a “mainline” church, based on the Visions-Decisions Religious Preference Index.
2. The possibility for future population growth in this locale is strong. Schools are good; employment levels are high and the number of new housing permits has been growing steadily. In his “Site Assessment,” Mr. Healy notes that “...the area is undergoing a surge of new subdivisions.”
3. The feasibility for ministry, mission, and program of a new church in this locale is good. There are four Catholic and three Lutheran Churches in the area, but only one Reformed congregation. Only about half of the population belongs to a church or attends worship regularly. Mr. Healy concludes that there is “room” for a Presbyterian Church here.

Other findings of our demographic studies:

1. The population of the area is projected to grow by 13% over the next 5 years. By 2020, the greater Sun Prairie area is projected to be home to 65,000 people.
2. Young adults (25 – 44) are twice as numerous as older adults (65 and over).
3. The bulk of the population is European American. Ethnic minorities comprise 8% of the population. Dane County’s burgeoning number of immigrant, minority, and economically disadvantaged families – present an opportunity for outreach by the new congregation.

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4. **Ministry Plan:** *Describe the ministry plan or the project, listing the measurable goals and objectives for the first year and the method for establishing, building up, and maintaining the new congregation. Areas may include, but are not limited to, evangelism and outreach, worship, education, lay leader training, pastor/staff professional development, mission, finances, stewardship and plans for location.*

Introduction

The future Sun Prairie Area Presbyterian Church will exist to invite people to make a life-changing connection with Jesus Christ; help them grow in that relationship; demonstrate Christ's way of love in service to the world; build the Kingdom of God by multiplying its ministries.

We envision the establishment of a large congregation as indicated by the proposed location and the area's demographics. We have every intention of NOT birthing a new church that plateaus with a worship attendance of 150 or less. We plan to allow a lengthy "gestation" period so that when the "birth" of the NCD occurs, attendance is large (by Upper Midwest standards!) and is supported by a well-functioning infrastructure from day one. While we realize that the Organizing Pastor will hold the NCD together in its early days, our ministry plan seeks to wean the NCD from dependence on the Pastor for ministry as quickly as possible. Ministry will be accomplished by the congregation (the "priesthood of all believers") with the Pastor's ultimate role to lead by teaching and to provide vision for the mission. We believe this church will be an important model for ministry in our Presbytery and in a few years will have the strength to "parent" another congregation in one of Dane County's rapidly growing areas.

After settling in, our plan calls for the Organizing Pastor (O.P.) to be devoted primarily to networking and communicating the vision of the new church as the means to invite people to become part of the new faith community. Early on, the O.P. will be inviting persons to be a part of the "launch team" – anyone willing to help with the "behind the scenes" work needed to accomplish a successful beginning of Sunday morning worship. We believe this launch team will number approximately 200 by the time of the initial Sunday morning worship. Much effort will be required to build this team into a community of faith.

As time passes, the O.P. will identify, recruit and develop the persons who will provide leadership for the essential ministries of the church. These ministries will be functional prior to the launch of Sunday morning worship services. The ministries will form the basis of an infrastructure strong enough to support the operation of a large church. All will be invited to serve in the ministries of the church according to their gifts.

Below are some of our tentative goals and objectives assuming the arrival of an Organizing Pastor in the summer of 2006 with a tentative "launch" of Sunday morning worship in the fall of 2007. We understand the need for flexibility with the outline below.

Timeline

July, August, September, 2006.

Key Tasks for the Organizing Pastor (O.P.):

1. Attend to the personal details of relocation.
2. Attend comprehensive training for new church development pastors.
3. Gain thorough knowledge of the identified mission field.
4. Begin to articulate the vision and mission of the NCD.
5. Make introductory visits with Presbyterian Congregations and Pastors in proximity of the NCD.
6. Establish the “Development Network” (see Staffing Rationale) to ensure the ongoing development of the skills of the O.P.
7. Establish an intercessory prayer team (not prospective church members) that commits to pray daily for this new church.
8. Network to begin the process of gathering the new faith community. Networking occupies 50 – 70% of the O.P. time. O.P. invites persons to become a part of the “launch team” (people who are willing to play a role in the successful start-up of the new church). Launch team members must make a financial commitment to support the NCD.
9. Financial “team” recruited and process for financial management established.

October, November, December, 2006

1. O.P. networks at least 50% of time with a goal of connecting with 20 new people each week.
2. O.P. continues to hone and articulate the vision for the NCD.
3. Launch team continues to expand (at least 30 persons by the end of December). Every launch team member is invited to serve the ministry of the NCD.
4. Multiple “people gathering” events are held (not on Sunday morning!), creating a “culture of inviting.” These events are facilitated by launch team members for the purpose of building morale and community and for recruiting additional members to the launch team. Examples of events include community service and fellowship events. Different types and sizes of events are held.
5. Five “missional” (for the purpose of “inviting, growing, serving, multiplying” – see above) small groups are established.
6. Steering team (3) established: Presbytery rep; O.P.; launch team member.

January, February, March, 2007

1. O.P. networks at least 50% of time with a goal of connecting with 20 new people each week.
2. “People gathering” events continue. Launch team reaches “critical mass” (150 or more) by the end of March.
3. “Essential” ministries for Sunday morning launch identified: possible list – Outreach, Small Groups, Assimilation/Connecting; Worship; Children’s Ministries.
4. Ministry Directors (M.D.) for essential ministries are identified, recruited and trained. This process may continue for several months.
5. Ministry Directors invite persons to serve on their teams and begin team-building processes.
6. Potential at this point to add first paid staff member: an administrator to track people, groups, plans.

April, May, June, July, August, 2007

1. O.P. continues to network at least 50% of time with a goal of connecting with 20 new people each week.
2. NCD enters “preview phase” whenever launch team reaches critical mass (150 or more). Preview events are scheduled monthly at different rented venues, but not at the place where the first Sunday worship service will occur. These events are intended to attract attention from people living in the mission field and introduce elements of the NCD ministry, in order to give the community a “taste” of what the new church will be. Examples: a concert which previews the NCD music style; a multi-media teaching event; a community Easter egg hunt hosted by the Children’s Ministry; a mission event or trip sponsored by Outreach Ministry.

September, 2007

1. “Exhibition Season” for the church. Sunday morning worship is held at the time and location where the NCD will worship publicly. While open to the public, these “practice” services are for the purpose of training the launch team and making sure that all is functional prior to the series of “Celebration Sundays”/ “Grand Openings” to occur in October.
2. Infrastructure fully developed: ministry directors; ministry team members recruited and trained.
3. O.P. continues to network.

October, 2007

1. Organizing pastor continues to network with the goal of connecting with 12 new persons each week.
2. Series of “Celebration Sundays” held this month. Attendance goal for first public worship service is 400 with infrastructure established to assimilate as many as are interested.

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5. **Attendance:** *List the realistic attendance estimates of worship, church school and other regularly scheduled activities, respectively, for each year of the grant. Give data to support your estimates.*

Our ministry plan is to focus initial energies on the establishment of an infrastructure suitable for a large church before the first “public” worship service (“launch”) occurs. If approved, we plan to budget the use of the grant proceeds in the first three years of this faith community’s life.

Before launch, we believe the most important measure of vitality for the new faith community is the growing number of persons who have committed themselves to be part of the “launch team.” The “launch team” is composed of everyone who has committed to assume an active role and provide financial support for the new church. Especially important is a willingness to help with the behind the scenes preparation and support needed to accomplish the successful beginning of public Sunday morning worship. We believe this launch team will number approximately 200 by the time of the initial Sunday morning worship service and thus have set an attendance goal of 400 for our first public service.

Assuming the arrival of the Organizing Pastor in the summer of 2006, we anticipate that the launch team will number approximately 30 by the end of 2006. Early on, the launch team will begin to facilitate “people gathering” events, for the purpose of building morale and recruiting additional members to the launch team. Different types and sizes of events are anticipated and will raise the awareness of the new community that a new church is beginning.

By the summer of 2007, (approximately a year after the arrival of the organizing pastor) we project that the launch team will be approaching a “critical mass” of 150 persons. The attainment of critical mass triggers a series of events leading to the first public worship service in the fall of 2007.

Our goal for average worship attendance in the first full calendar year of the new church’s life (2008) is 250. We believe this figure to be attainable given the demographic projections for rapid growth in the area; the recruitment of an organizing pastor with strong networking skills; and careful attention to the establishment, prior to launch, of an infrastructure capable of meeting the program and ministry needs of the new church from its very first “public” Sunday.

Our goal for average worship attendance in 2009 is 300, with grant funding complete by the summer of 2009, or slightly less than two years after the “launch” date.

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7. Oversight of Project: *Describe your presbytery's plan to provide oversight, encouragement and regular contact with the leadership of this project.*

The Presbytery's Sun Prairie Area New Church Development Commission will have oversight responsibilities for this project. Members of the Commission include Elders and Ministers from area congregations who have sensed a call to support new church development in the Sun Prairie area. Most have invested significant time during the last two years studying and discussing the dynamics of new church development; learning about the target area; interpreting this project to sessions and congregations and meeting with potential new church members. Several members have experienced new church development in other presbyteries. Some members have attended training/continuing education events on new church development. The Commission is staffed by Executive Presbyter Hal Murry, whose job description includes new church development as a primary focus.

Normally the Commission will receive a monthly written and verbal report from the Organizing Pastor. Monthly reporting will continue until the church "launches." After launch, the new church will submit quarterly reports to the Sun Prairie Area New Church Development Commission until the church is chartered and self-supporting.