

Church Planting Proposal

Trinity Church Mount Barker

1) Summary

1) Introduction

The Bible tells us the fields are ready for harvest, but the workers are few (Matthew 9:37). As Christians, we have a burning desire to see God's kingdom grow as people are drawn to faith in Jesus.

Timothy Keller, noted church planter and pastor from Redeemer Presbyterian Church, New York, observes that church planting is "the single most crucial strategy for the numerical growth of the Body of Christ in any city and the continual corporate renewal and revival of existing churches. Nothing else ... will have the consistent impact of dynamic, extensive church planting."

Church plants on average gain most of their new members (60 – 80%) from people who aren't attending any church. These new members, in turn, bring more new members, Keller argues, at a rate 5 to 10 times more often than older members.

2) Who's at Mount Barker?

Mount Barker is the fastest growing non-coastal town in Australia and the busiest outside the Gold Coast for development planning. Annual growth has been as high as 2.6% in recent years such that the town has been designated a "Regional Centre" making it a high priority for government services and infrastructure development. The population of the district is expected to grow to over 34,600 by 2021, a 31% increase on 2006 population.

Significant demographic information about the Mount Barker district:

- A larger* percentage of children, 0 to 17 years, than SA average (27.7% compared to 22.0%);
- A larger* percentage of 35 to 49 year olds than SA average (23.9% compared to 22.0%);
- A smaller* percentage of people aged 60 and over than SA average (14.9% compared to 20.2%).
- Nearly half of all households in the area are made up of couples with children (47.7%).
- Staggering growth of 5 – 17 year olds, having increased by more than 20% since 2001.

It is these families particularly, we hope, under God, to reach with the good news of Jesus through the people of Trinity Mount Barker. These "Family Creators" are in the process of establishing their families and their homes, and they are newly sensitized to issues of community, safety and belonging. A large proportion of the Core Team and Starter Group for the church fit within this particular group, although all age groups will be represented.

There are only 3 churches in the area with a Sunday attendance of over 100 adults and children. Many of the other churches in the area have less than 20 people attending on a Sunday and most have no youth or children's programs, two areas where Trinity Hills is strong.

3) Gatherings and Ministries

This proposal calls, under God, for the sending out of a Starter Group from Trinity Hills to commence a Sunday morning public gathering on February 28th 2010. This new community of people will be pastored by Clayton Fopp. While the Sunday gathering will be the corporate face of Trinity Mount Barker, the church's public face in

the community will be its members, who are already relationally connected in various ways in different contexts. The challenge for the church plant will be to ensure members' time is not consumed with "doing church" at the expense of relationships with non-Christian friends. We expect that the Starter Group will be in the order of 50 adults which is the recommended size for a church plant to enable significant external relationships and high ownership of the ministry.

Along with the Sunday gathering, we also expect a number of other ministries will commence (or existing ministries switch from operating within Trinity Hills to Trinity Mount Barker) in 2010, such as Bible Study Groups, Ladies' Bible Study and a high school aged Youth Group.

One other possibility is a "flagship" public ministry that might even precede the launch of public Sunday gatherings. This would be a deliberately evangelistic and highly attractational ministry aimed at our target group of families, something like a pre-school kids' play group, or after school kids' club.

4) Structure & Trinity Network

A suitable operating structure will need to be determined by the Holy Trinity leadership. Since the church will be operating within the geographic area of the diocese of The Murray, the question of whether to operate under the Trinity Trust Deed or some alternate structure will need to be answered before a public announcement of the intended plant. One possibility is to investigate affiliation under Sydney Diocese' Affiliated Churches Ordinance, 2005.

Trinity Hills, especially the 5 PM Congregation will keenly feel the loss of members as they are sent to Mount Barker. Careful consolidation of 5 PM Church will need to be undertaken over the next 18 months to ensure, under God, a continued, vibrant ministry there.

5) People

A core team will start meeting regularly from February 2009. This group of 14 – 18 adults will

- Pray for the church plant, for those involved and for those who will join.

- Prepare to set "norms" for the gathering by spending time examining Biblical principles of love, faith, discipleship and obedience.

- Model a life of Christian witness and promotion of the gospel.

- Plan and oversee ministries in the church plant.

- Communicate to the Trinity Network and the wider community the plans, progress and needs of the church plant.

- Consider who from Trinity Hills and beyond could be invited to join the Starter Group.

In addition to the Core Team, a Starter Group of Trinity Hills members and others will begin the public gatherings and other ministries in 2010. We expect that Sunday gatherings will start with a little over 50 adults and approximately 30 children.

The following proposal considers these areas and others as we, under God, seek to plant a new gathering of his people in Mount Barker.

1) Summary

2) Introduction:

- 1) Beliefs
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- 3) Goals

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4) What Should We Plant?

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 - i) Bible Study Groups
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- 1) Lessons learned from previous church plants
 - a) Succession planning & long term planning (2nd generation, etc)
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- 2) Structure

- a) Implications from Lambeth, Adelaide Synod, etc
 - b) Operate Under Trust deed?
 - i) IF YES:
 - Relationship to Trinity & Trinity Hills
 - Leadership Structure
 - = Division of responsibilities; wardens, trustees, local leadership
 - = Support & accountability for pastor
 - Amendments to Trust Deed?
 - ii) IF NO:
 - Relationship to Trinity & Trinity Hills
 - Constitutional issues
 - = Leadership Structure:
 - = Division of responsibilities; wardens, trustees, local leadership
 - = Support & accountability for pastor
 - = Affiliated Churches Ordinance
 - Legal issues
 - = FTT, etc
 - = Individual minister's liability
 - Financial accountability
- 3) External Relationships
 - a) Relationship with dioceses
 - b) Relationship with local churches
 - c) Relationship with local community

6) What Do We Need?

- 1) People
 - a) Prayer groups
 - b) Staffing
 - i) Planting Pastor
 - Pre-plant (2 days at start of 2009 – sliding to full time 2010)
 - Ongoing
 - ii) Other staff
 - c) Core team
 - i) Ministry area leaders
 - Ministry Teams
 - d) Congregation
 - i) Trinity Hills Starter group
 - ii) Initial response
 - Potential invitees, friends, etc.
 - General Public

e) Training

2) Facilities

a) Location

i) Sunday Gatherings

- Facilities wish list
- Consideration for location

ii) Office facilities

iii) Other

- Bible study groups
- Youth Ministry
- Storage?

b) Equipment

i) Sunday Gatherings

ii) Office

3) Business necessities

a) Insurance

b) Professional standards

c) Administrative support

i) Payroll & accounting

ii) Printing

iii) Publicity

d) Legal advice, leases, etc

4) Finances

a) Budget

7) When?

1) Timeline

2) Pre-Plant Resources

a) Pastor's time (2 days?)

b) Resources

i) Finance

ii) Equipment

7) Summary

8) Follow Up Actions/Next Steps

2) Introduction:

1) Beliefs

We believe that:

God, who is Father, Son & Spirit, created us for relationship, but we are all stained by sin, estranged from God and deserving of his wrath.

Jesus, the Son of God, died as a substitute for us, providing atonement for sin and reconciliation to God and each other.

God binds people to himself in covenant and draws them into his church.

The church is built up and gifted by Jesus Christ, its head, through his Spirit.

The church is called by God to be about his work of reconciliation.

We work for God's glory and wait for the glorious return of his Son.

2) Values

We value:

The preaching, teaching and exposition of the Bible in corporate gatherings, small groups and one to one.

The gifts Christ gives all his people for the benefit of the church, and opportunities for people to use these gifts.

Public gatherings that demonstrate a considered balance between high quality ministry and an opportunity for people to learn, serve and develop their gifts.

Meaningful relationships with people inside and outside the local church, within which Jesus Christ can be honoured.

The planting of new congregations as an effective method of making and growing disciples.

3) Goals

To see the Mount Barker area transformed by the Word and Spirit of God through Christian witness and personal evangelism.

To start a new Bible-based Trinity congregation.

To fulfil our biblical mandate of making disciples, serving God & his people.

To create opportunities for people to grow and serve.

To be involved in planting more congregations and churches.

One of the tasks of the Trinity Mount Barker Core Team will be to develop specific, measurable goals for the church plant.

3) Why Church Plant?

1) Biblical rationale

The Bible tells us the fields are ready for harvest, but the workers are few (Matthew 9:37). As Christians, we have a burning desire to see God's kingdom grow as people are drawn to faith in Jesus. Christ has promised to build his church (Matthew 16:18) and we must ensure that we are in partnership with his mission! When the gospel is preached in new settings and within new relationship networks, the church will grow. Timothy Keller, noted church planter and pastor from Redeemer Presbyterian Church, New York, observes that church planting is "the single most crucial strategy for the numerical growth of the Body of Christ in any city and the continual corporate renewal and revival of existing churches. Nothing else ... will have the consistent impact of dynamic, extensive church planting."

2) Practical rationale

a) Why church planting?

i) Growth, etc

Multiplying congregations is an effective way to reach people with the good news of Jesus and to give all our members opportunities for service, training and evangelism. Church plants on average gain most of their new members (60 – 80%) from people who aren't attending any church.¹ These new members, in turn, bring more new members, Keller argues, at a rate 5 to 10 times more often than older members. A Mount Barker church plant will also require many people at Trinity Hills to step into new leadership and ministry roles as people are sent out, thus more people will be serving in more ministry areas across the network.

ii) Trinity Hills space issues

The Trinity Hills 10 AM gathering exceeded the 80% capacity required for continued growth over three years ago. Due to various circumstances since that time we have not been in a position to take any significant steps to address this until now. A full meeting space alone is not sufficient reason to plant a church. However, people moving to Trinity Mount Barker will create some space at Aldgate, allowing for growth in the short term.

b) Why church plant here?

i) Current Trinity Hills people

Martin Robinson, church planter and Director of *Together in Mission*, recommends that a church plant shouldn't start with less than around 50 people. The energy required to plan and maintain public meetings, Bible studies, youth groups, etc. is such that a smaller number of people than this can quickly become tired and frustrated and have little time to invest in relationships with their non-Christian friends. Trinity Hills currently has over 50 adults travelling from the Mount Barker area to Aldgate each Sunday, along with over 30 children. If most of these people form the Starter Group for the church plant, there will be a strong community from day one.

This large existing group of people, with their existing networks of friends who need to hear about Jesus, is one of the strongest reasons for Trinity to plant a church in Mount Barker. Ministries can be shared

¹ McGavran, D & Hunter G. *Church Growth*. (Nashville; Abingdon) 1980, p 100.

among a larger group of people to make sure that regulars are still able to place a priority on investing in relationships with non-Christian friends.

ii) Demographics

• Overall

Mount Barker is a slightly more prosperous and slightly more educated community than the South Australian average.

Analysis of household income levels in Mount Barker District Council in 2006 compared to South Australia shows that there was a larger proportion of high income households (those earning \$1,700 per week or more) but a smaller proportion of low income households (those earning less than \$500 per week).

Overall, 18.8% of the households earned a high income, and 17.0% were low income households, compared with 17.0% and 22.9% respectively for South Australia.

Analysis of the qualifications of the population in Mount Barker District Council in 2006 compared to South Australia shows that there was a larger proportion of people holding formal qualifications (Bachelor or higher degree; Advanced Diploma or Diploma; or Vocational qualifications) and a smaller proportion of people with no formal qualifications. Overall, 40.8% of the population held educational qualifications, and 49.1% had no qualifications, compared with 36.7% and 51.8% respectively for South Australia

• Target Group

Some age categories in Mount Barker represent similar proportions to the SA average; 18 – 24 year olds 8.1%; 25 – 34 year olds 11.8%; 50 – 59 year olds 13.5%.

The significant differences between the age structure of the Mount Barker District and the rest of the SA population which make it an ideal location for a plant from Trinity Hills may be summed up as:

- A larger* percentage of children, 0 to 17 years, (27.7% compared to 22.0%);
- A larger* percentage of 35 to 49 year olds (23.9% compared to 22.0%);
- A smaller* percentage of people aged 60 and over (14.9% compared to 20.2%).

Equally significant is the nearly half of all households in the area which are made up of couples with children (47.7%). The population growth among children 0 – 4 years is South Australia's highest, excluding regional areas with very small populations (ie APY Lands & Roxby Downs). Similarly, and also ideal for a Trinity church plant, the number of 5 – 17 year olds is growing at a staggering rate, having increased by more than 20% since 2001.

While anyone will be welcome at Trinity Mount Barker, we would specifically target what we do in order to be accessible to families with children who are school-aged and younger. The adults in these families, aged 25 – 45, are the "Family Creators" identified in the 2003 research by FutureBrand for the *Jesus, All About Life* campaign. Their priorities are the processes of establishing their families and their homes, and they are newly sensitized to issues of community, safety and belonging.²

² *Christian Media Project: Qualitative Research*, FutureBrand, West Melbourne, p8.

This target group will shape what activities we offer, ie weeknight children's and youth ministry, as well as the flavour of our Sunday gatherings, Kids Church, crèche, facilities for children, etc.

Typically, people in this stage of life value high quality public events (presentation and preparation on par with what would be acceptable in their workplace), safe and fun environments for their children, the availability of peers of a similar age and stage and the possibility of being anonymous until they decide to 'invest.'

A significant proportion of Trinity Hills members from the Mount Barker area are families with children and many have experience in the kinds of ministry that would make up such a church plant; children's and youth ministry, kids church, ministry to mums, hospitality, etc. Church planting and mission experience shows that "like attracts like." The best people to connect to a particular target group are people from within that group. These people find least resistance in matters such as cultural issues and expectations.

iii) Future growth of area

Mount Barker is the fastest growing non-coastal town in Australia and the busiest outside the Gold Coast for development planning.³ Annual growth has been as high as 2.6% in recent years such that the town has been designated a "Regional Centre" making it a high priority for government services and infrastructure development. The total population of the Mount Barker, Littlehampton & Nairne townships (immediately adjacent to the Freeway) is expected to grow to 20,000 by 2013 while the Local Government Area is expected to grow to over 34,600 by 2021, a 31% increase on 2006 population. 550 new homes are expected to be constructed each year.

A Trinity church plant that connects through a network of meaningful relationships to the large number of families with children will, under God, continue to grow as more and more families move into the area in the next decade and beyond.

iv) Existing Churches

There is great potential for more churches in the Mount Barker area. There are three churches with average Sunday attendance over 100 adults and children.

Trinity is uniquely placed to offer something that doesn't exist in the area; specifically a church that is:

- Evangelical in belief and practice
- Strong on biblical teaching
- Regional
- Strengthened by a network of Trinity churches.

v) Potential for further church plants/congregations

Considering the rapid growth of Mount Barker and its status as Regional Centre, a Trinity church in the area could, under God, plant a second congregation in approximately 3 years and a subsequent plant in an area such as Murray Bridge in approximately 6 years.

³ *The Advertiser*, February 23.

4) What Should We Plant?

1) Core services to be offered

a) Sundays

i) Main Gathering

Under this proposal Trinity will plant a Sunday morning congregation in the Mount Barker area. In line with the needs (felt and otherwise) of the target group, this gathering would include key elements such as:

Preaching and explanation of the Scriptures. Expository preaching would make up the bulk of the preaching program, supplemented with topical and systematic sermons.

A family-friendly environment. Opportunities for children to be engaged in the gathering, ie Kids Talk, music, etc. Room for prams, crèche available, etc.

While school and club sport is increasingly played on Sundays, this doesn't appear to affect many families in the hills region in comparison to other parts of Adelaide. When the Trinity Hills leadership was inviting families to move from 10 AM Church to 5 PM Church, morning sport was a factor for only one family and this family no longer has sport on Sunday mornings.

ii) Kids' program

A significant attractational aspect of the church will be a high quality kids' program run in parallel with the gathering. Knowing children will be well looked after and enjoying themselves means newcomer parents are more likely to come, to stay longer on Sundays and to invest in the church community.

b) Other activities

Other key activities of the church which will be underway from the launch day or earlier include:

i) Bible Study Groups

Four Bible study groups are already meeting in the area.

ii) Ladies' Bible Study

A ladies Bible study group commenced in Littlehampton in 2008 with a view to becoming the first such group for the church plant.

iii) Youth Group

We aim to have a high school aged youth group meeting weekly during school term in 2010.

iv) "Flagship" Ministry – Children's Ministry

One of the possibilities currently being considered is for a "flagship" ministry, a high profile, public evangelistic ministry, designed to connect specifically with the target group. Possibilities under consideration include playgroup, pre-school kids' music group, after school kids' club, etc.

5) Other Considerations?

1) Lessons learned from previous church plants

a) Succession planning & long term planning (2nd generation, etc)

Particularly if some constitutional option other than the Trinity Trust Deed is pursued, special attention will need to be given to areas of governance such as succession planning, replacement of pastor, etc. Even if Trinity Mount Barker operates under the Trinity Trust Deed these issues will need to be carefully considered to ensure, under God, the best possible long term health for the church. The relationship to Holy Trinity, the Trinity Network and the Rector of Holy Trinity will need to be clearly explained and understood from the very beginning to minimise confusion and concern in budgeting, appointment and replacement of staff, etc.

b) Division of responsibility: wardens, trustees, leadership team, etc.

Clear lines of demarcation will need to be established, between Wardens, Trinity Hills Leadership Team and local leadership. Being one further step removed from existing North Terrace leadership will mean “trading on goodwill” between the different groups will be more difficult than in the past.

c) Impact on Trinity Hills especially 5 PM Church

There is no doubt that Trinity Hills will feel the cost of planting a new church. This will be apparent in relationships that get stretched, ministry areas that require more people to become involved and the financial implications of the new church. The relational and ministry cost will be particularly felt at 5 PM Church. It is expected that a few significant leaders from 5 PM will be part of the Core Team or Starter Group for Trinity Mount Barker.

Steps (some of which are already under way) to minimise the negative effects of planting on 5 PM Church include:

- Recruit a new Associate Pastor with oversight of 5 PM Church.
- Consolidate 5 PM congregation, helping “fringe” people develop regular habits of attendance.
- Connect “fringe” people into Bible Study groups with other 5 PM regulars.
- Invite families or Bible Study Groups currently attending 10 AM Church to move to 5 PM.
- Strengthen connections between Basement and 18 – 20 Somethings.
- Invest significant staff time into 5 PM relationships during the overlap of staff in 2010.
- Strengthen the already significant invitational culture at 5 PM Church.

2) Structure

A suitable operating structure will need to be determined by the Holy Trinity leadership. Some possible considerations are outlined below.

a) Implications from Lambeth, Adelaide Synod, etc

Do we want to continue having our church plants operating within the Adelaide Diocese? Options exist for other operating structures if diocesan leadership and synod embrace a pro-homosexual practice, anti-Scripture agenda.

b) Operate Under Trust deed?

i) IF YES:

Relationship to Trinity & Trinity Hills

Leadership Structure

- Division of responsibilities; wardens, trustees, local leadership
- Support & accountability for pastor

Amendments to Trust Deed?

ii) IF NO:

Relationship to Trinity & Trinity Hills

Constitutional issues

- Leadership Structure:
- Division of responsibilities; wardens, trustees, local leadership
- Support & accountability for pastor
- Affiliated Churches Ordinance

Legal issues

- FTT, etc
- Individual minister's liability

Financial accountability

3) External Relationships

a) Relationship with dioceses

It is possible that either The Murray Diocese or the Adelaide Diocese may try and prevent this church planting venture from going ahead. Due to current difficulties in The Murray and a lack of strong leadership it seems unlikely that opposition from there will have significant bearing on our plans.

b) Relationship with local churches

Church planting often causes some concern in the existing local churches as leaders and members feel that someone is trying to steal their sheep. Obviously our intention is not to take people from other faithful, Bible-teaching, Christ-honouring ministries, so good communication and honest discussion should be able to allay these fears. As has happened in the Hills and the Bay, we expect that excellent relationships with other churches and ministers will develop such that we can be an encouragement to them in their ministries and see gospel work flourish in the area.

c) Relationship with local community

As we've experienced with our two recent church plants, a local church can have a significant presence in the community and a great deal of goodwill. We expect that through relationships that Trinity Mount Barker members have in the community and with other groups, the church will become known as a gracious, generous and accessible part of the community.

6) What Do We Need?

1) People

a) Prayer groups

One of the very first steps towards the plant will be to establish a group of prayer partners who will commit to praying for Clayton Fopp, the Core Team, Starter Group, Trinity Hills, etc throughout the duration of the process. This will probably consist of about 20 people in the initial stages of the process.

b) Staffing

i) Planting Pastor

Pre-plant (2 days at start of 2009 – sliding to full time)

Ongoing

ii) Other staff

We are currently investigating the possibility of a MAP trainee or MiT joining the church plant in its first year to be involved in ministry and to experience church planting first-hand.

c) Core team

The Core Team will consist of 14 – 18 people from Trinity Hills (potentially one couple from the City). With the pastor, this team will set the tone and direction for the church and model the vision and values of the new church to the rest of the community.

The Core Team will meet regularly in the 12 months prior to the launch. For most of 2009 the team will meet fortnightly to pray, study God's Word, plan for evangelism, prepare for the launch and beyond and to share the vision for the church plant.

One of the team's roles is to identify the various ministry areas required in the new church. Some members of the team will oversee these ministry areas, at least in the start up phase. Other people, from within the starter group may be asked to oversee particular ministry areas, in the lead up to the launch.

In brief, the Core Team will:

Pray for the church plant, for those involved and for those who will join.

Prepare to set "norms" for the gathering by spending time examining Biblical principles of love, faith, discipleship and obedience.

Model a life of Christian witness and promotion of the gospel.

Plan and oversee ministries in the church plant.

Communicate to the Trinity Network and the wider community the plans, progress and needs of the church plant..

Consider who from Trinity Hills and beyond could be invited to join the starter group.

i) Ministry area leaders

Ministry Teams

As noted above members of the Core Team will take on responsibility for overseeing most of the key ministry areas. Each of these leaders will build a team of people who can conduct that ministry in the new church. By the end of the first 100 days, each ministry leader will have identified someone who could potentially oversee that ministry area and be in the process of training and discipling them for that task.

- d) Congregation
 - i) Trinity Hills Starter group
 - ii) Initial response
 - Potential invitees, friends, etc.
 - General Public

e) Training

People who are intending to be part of the Core Team or Starter Group will be encouraged to continue to be involved in their current gathering, becoming as well equipped and trained for various ministries as possible. This will also help alleviate the feeling in the sending gatherings of people “checking out” long before the church is actually planted.

We would also like to investigate the possibility of an Equip course on “Being Part of a Church Plant” to help people get some different ideas about how to be fruitful in the new church.

2) Facilities

- a) Location
 - i) Sunday Gatherings
 - Facilities wish list

The location for the Sunday gatherings would have the following characteristics and facilities.

- Main meeting space to seat 150 - 200.
- Meeting space to have good acoustics and ability for a sound system to readily utilised.
- Meeting space suitable for data projection to a screen or wall.
- Kitchen facilities suitable for at least serving tea and coffee.
- 2 - 3 meeting rooms in close proximity to main auditorium suitable for Kids’ Church.
- Suitable area adjacent to auditorium for crèche.
- Car parking and ease of access

Desirable but not essential characteristics and facilities:

- Separate area near meeting space for tea & coffee, gathering area before and after the service.
- Secure storage areas for equipment.

Consideration for location

We expect that the Sunday gathering location will be in the Mount Barker township area. This is the area where a wide range of shops, schools and service providers are located, including the major supermarkets, TAFE, library, hospital, several schools and cinemas.

A number of potential Sunday gathering locations exist which will require careful consideration to determine the most appropriate and ministry-facilitating venue.

- ii) Office facilities
- iii) Other
 - Bible study groups
 - Youth Ministry
 - Storage

In the short term, people's homes will serve as most of the locations for various ministries. Day time children's ministry will need a public, easily accessible venue in the area.

- b) Equipment
 - i) Sunday Gatherings
 - ii) Office

A proposed budget has been drafted and includes some items for Sunday services and admin. While admin is based in the Trinity Hills office, much additional office equipment will not be required.

3) Business necessities

- a) Insurance
- b) Professional standards

How these are provided and managed will depend on the structure under which the church is established. Whatever the structure, these will almost certainly be provided through that, rather than arranged specifically for Trinity Mount Barker.

- c) Administrative support
 - i) Payroll & accounting
 - ii) Printing
 - iii) Publicity

At least for the first 2 years, it is expected that most of the administrative support for Trinity Mount Barker will be supplied from the Trinity Hills office in Stirling. A figure representing the financial implications of this is included in the proposed 2010 Trinity Mount Barker budget.

- d) Legal advice, leases, etc

4) Finances

- a) Budget

Proposed budgets for 2009 and 2010 have been drafted.

7) When?

1) Timeline

The proposed public launch date for Trinity Mount Barker is Sunday February 28 2010. This is the week after the Trinity Hills 9th birthday. The Starter Group can be “sent out” on the anniversary and commence public gatherings the following week.

The proposed public announcement for the church is during the Trinity Hills Vision & Budget Presentation, Sunday October 26th 2008.

See Gantt chart for proposed timelines and significant dates.

2) Pre-Plant Resources

a) Pastor's time

It is anticipated that from the beginning of 2009 approximately 2 days per week of Clayton Fopp's time will be put towards the church plant. As the year progresses, it is expected that this will increase until, by the end of the year, Clayton is focussed primarily on the people in the new gathering.

b) Resources

- i) Finance
- ii) Equipment

As the budget draft demonstrates, most major equipment costs for the launch are proposed to be incurred in 2009. This leaves, staffing, rent and general ministry expenses as the significant costs for the first year of operation.

In NSW some church planters have accepted reduced salary (90% of recommended stipend) for the first years of their church plant. This is one way we could reduce the cost of planting in Mount Barker, although this should not be applied to staff such as Trainees and MiTs.

8) Follow Up Actions/Next Steps