

Guidelines for New and Emerging Ministries

The 2014 Synod (Resolution #18) recognized the role and value of new and emerging ministries that do not otherwise fit into the existing models and categories, and tasked the Provincial Elders' Conference with developing guidelines for exploring, developing and recognizing such ministries.

Here is an outline of key ideas and guidelines for new and emerging ministries:

New means:

- a) Purposefully missional: Reaching a new group of people (either under-represented, or not represented within the current membership, affinity groups, or sphere of the church); and
- b) Significantly different from ministries that currently exists.

Existing models and categories of ministry are: fellowship, congregation, BCM-affiliated ministry, PEC-recognized ministry, and agency (for example, Sunnyside Ministry).

Emerging means:

- a) In development such that the eventual form or shape may not be certain and
- b) Emerging from within, or in partnership with, or connection to an existing part of the church.

The primary places for exploring an initiating new and emerging ministries will be in congregations or Regional Conferences of Churches. Exploration and development of these ministries will follow PEC-established guidelines. The New and Emerging Ministries Team (NEMT) and the Board of Cooperative Ministries will work with the PEC and potential emerging ministries to support this process. Individuals or small groups with visions for such ministries will be invited to find and develop leadership and/or partners among members of congregations and/or RCCs. Provincial boards and agencies will generally support rather than initiate new and emerging ministries, unless such ministries are an outgrowth of their particular mission, are under the oversight of the respective board or agency, and are funded through the normal budgeting process.

Guiding Principles¹

All new and emerging **ministries** will demonstrate the following guiding principles. Each ministry is:

- **Missional** – Joining God's mission by going to those not currently served by any church
- **Contextual** – Grounded in the language and culture of the people in and for their particular context
- **Formational** – Focused on discipling people in the way of Jesus

¹ These principles are borrowed from the Church of England model for Fresh Expressions of church in Great Britain.

The degree of emphasis upon each of these may vary, based on the scope and purpose of any given ministry.

A new and emerging ministry may also be a fresh expression of **church** when it embodies these three guiding principles, as well as a fourth, by being:

- **Ecclesial** – Forming a local, tangible Christian community able to step out as church in its own right.

The Aim

The aim is to foster three distinct kinds of developments under the banner of “new and emerging ministries”:

1. **Congregation or RCC-based.** New ministries that grow out of, are supported by, and will remain connected in some way to existing expressions of church (congregations, RCCs, etc.). Participants in, or those served by such ministries would be expected to become involved in, or to become members of the already-existing expression of church which is sponsoring or conducting these ministries.
2. **Transitional.** New ministries that start out as described in Item #1, but then -- with PEC approval -- intentionally take on a more free-standing character. (as did Sunnyside Ministry, for example). If this included moving in an “ecclesial” direction it would be also be with the approval of the PEC.
3. **Fresh expressions of church.** New and emerging ministries that intend to be or become **ecclesial communities** (of word and sacrament, and formal membership), and which therefore will need ordained or appointed pastoral leadership. These communities will be specifically approved in advance for those purposes by the Provincial Elders’ Conference. Exploration and development of these communities will generally follow what is known as the “fresh expressions” model and processes for development as adapted for use in our Province. (Previously such efforts would have been labeled “new church development”.)

Development

Development of all new and emerging ministries will normally include an exploration phase in which a general outline of a ministry is created, ideas and activities may be tested, and initial results evaluated. This would be followed by a more formal implementation phase. The exploration and development process will include creating a detailed, written **ministry plan** which addresses **leadership, sustainability, accountability, collaboration and discernment.**

For **Congregation or RCC-based ministries**, the Board of Cooperative Ministries will assist congregations and RCCs in the exploration and development process, in consultation with the New and Emerging Ministries Team (NEMT) using PEC-approved processes.

For **fresh expressions of church**, exploration, creating a ministry plan, and development will be guided and directed by the New and Emerging Ministries Team (NEMT). Ministry plans will be presented for review and approval prior to official designation by the PEC, which is the primary oversight group and has final authority regarding these fresh expressions.

Transitional ministries which move from being congregation or RCC-based to more free standing ministries within the Province will do so by working with the New and Emerging Ministries Team (NEMT) which will make recommendations to PEC about this transition and the designation of these ministries.

Key Parts of Ministry Plans (for all new and emerging ministries)d

Whether for a congregation or RCC-based ministry, or a fresh expression of church, the **ministry plan** will address the following:

Leadership means that a new and emerging ministry has followed a PEC-approved process, through which the character, capabilities and competencies of key leaders have been assessed and affirmed, to help ensure the success of the venture.

Sustainability means that a ministry has an adequate plan to support ongoing development and missional activity over time which includes becoming:

Financially self-supporting, and where possible contributing financially to the wider mission and ministry of the Province.

Self-governing, with a defined leadership and organization to support its activities within the overall governance of the Southern Province.

Self-reproducing, with plans for growth in itself (addition), but also the potential for launching and supporting other, new and emerging ministries (replication or multiplication).

Accountability means that a new and emerging ministry has decision-making structures and processes, an identified leadership team, and a reporting mechanism to its various stakeholders (participants, church partners, oversight groups etc.) that provide feedback and guidance in achieving its mission.

Collaboration means that new and emerging ministries are team efforts, not solo or stand-alone efforts, and that such ministries are in a collaborative relationship with identified church partners and oversight groups about their mission, development, decisions and direction.

Discernment is understood to be a shared process to seek God's will, direction and priorities for a ministry which includes: participants, ministry leadership, partners, and oversight groups.

Funding

Following directives of the 2014 Synod, the “New and Emerging Ministries Fund” (under the management of the PEC) may provide “*general financial support for new congregations and emerging ministries, including: compensation for church planters and ministry leaders; and grants to support start-up, operating, and specific ministry costs.*” The PEC will determine whether and to what extent these funds are used to support any new and emerging ministry which may need outside financial support.

The New and Emerging Ministries Team (NEMT) will manage funding for all three kinds of new and emerging ministries (described above, “The Aim”), including three kinds of grants:

Encouragement grants: one-time grants given to congregations and RCCs to support developing what are essentially new mission projects primarily aimed at serving others (not necessarily expecting those served to join the congregation or community of faith.)

Exploration grants: one time grants provided to congregations, RCCs, or teams developing what might be labeled “missional communities” (connected to a congregation or RCC), or a “fresh expression” of church (free-standing communities of word and sacrament as described above, “The Aim”)

Start-up grants: ongoing grants to missional communities or fresh expressions of church for their start up and development. These grants are paid over a four-year period, subject to review and an renewal decision by the NEMT on an annual basis.

Funding priority for congregation or RCC-based ministries will generally be given for the exploration phase, or for start-up support for the missional aspects of a ministry, rather than compensation and benefits for ministry leaders, support staff, or ongoing operating budget needs.



2014 Synod Resolution #18 [excerpts]

RESOLVED, that the Southern Province recognize the role and value of “Manna Ministries,” new and emerging ministries that do not otherwise fit into the existing models and categories of ministry; and be it further

RESOLVED, that the Provincial Elders Conference designate an existing entity or new task force to:

- 1) develop, during the upcoming intersynodal period, guidelines for Manna Ministries that:
 - a. promote sustainability,
 - b. offer accountability, and
 - c. foster collaboration and discernment during periods of transition and for the future, and
- (2) To explore and facilitate the development of Manna Ministries, under the oversight of the PEC or its designee; and be it further

RESOLVED, that the Provincial Elders Conference determine how best to affirm Manna Ministries as recognized, legitimate ministries of the Southern Province.