New Worshiping Communities Manual – rev. Aug 19, 2026
Cascades Presbytery

The New Worshipping Communities Team (NWCT) within Cascades Presbytery serves as regional advocates for the 1001 New Worshipping Communities program and supports the 1001 ministries in our presbytery. We help them come together at the local level for support, sharing, and celebrating their stories. The NWCT also discerns how to encourage future 1001 New Worshipping Communities. Furthermore, we help leaders get paired with coaches through Pathway to Flourishing and navigate the 1001 national grant programs.

The definition of a New Worshipping Community (NWC) is understood as:

<u>New</u>
- Seeking to make and form new disciples of Jesus Christ
- Taking on varied forms of church for our changing culture

<u>Worshiping</u>
- Gathered by the Spirit to meet Jesus Christ in Word and Sacrament
- Sent by the Spirit to join God's mission for the transformation of the world

<u>Community</u>
- Practicing mutual care and accountability
- Developing sustainability in leadership and finances

Why Start New Worshiping Communities?

According to scripture, the people of God are called to participate in God's mission to renew all of creation. The Church is called to proclaim and reflect God's love for this world in Jesus Christ. By the power of the Holy Spirit, the Church is to be a foretaste of God's future by embodying reconciliation, justice, worship, grace, hospitality, and hope. The Church's mission is nothing other than participation in the mission of the triune God (*missio Dei*).

God's purpose is to bring heaven and earth together in a renewed creation. This perspective has significant implications for the Church's mission, including the development of new worshiping communities that become signs of God's new creation. God's ultimate purpose has never been to abandon creation but to redeem it – for thy kingdom to come on earth as it is in heaven.

God's mission is expansive and ongoing

- Genesis 12:1-3 — God's covenant with Abraham is intended to bless "all the families of the earth." New worshiping communities participate in this outward-facing mission.
- Isaiah 65:17–25 – "I am about to create new heavens and a new earth." This describes a world of justice, joy, life, fruitful labor, hope, and peace – for which all people yearn.
- 2 Corinthians 5:14-20 – If anyone is in Christ, there is a new creation. In Christ, God was reconciling the world to himself. The love of Christ urges us on.
- Ephesians 1:4-10 – Just as God chooses us in love through Christ, God has destined us for adoption as his children… as a plan for the fullness of time, to gather up all things in him, things in heaven and on earth.
- Revelation 7:9-10 — A great multitude from every nation, tribe, people, and language is joined together in worship that is centered on the self-giving love of God for this world.

Jesus sends disciples into the world

- Luke 10:1–9 — Jesus sends the seventy in pairs into local communities to proclaim the kingdom, receive hospitality, and build relationships. This is a compelling model for the contextual ministry of reaching new people through new worshipping communities.
- John 20:21–22 — "As the Father has sent me, so I send you." The church's identity is rooted in being sent.
- Mark 2:13–17 — Jesus gathers people in unexpected places and among those often excluded, reminding the church that mission frequently begins outside established religious settings.
- Matthew 28:16-20 – Christ sends the whole church into the world to make disciples among all peoples, forming communities of love through baptism, worship, learning, and service. The Great Commission is not only a call to individual Christians but also a mandate for the wider Church *(ie., Presbytery)* to participate together in God's mission.

The early Church builds its life on Christ as it adapts creatively to cross-cultural contexts

- Acts 2:42–47 — The first Christian communities form around worship, fellowship, generosity, and shared life. New worshipping communities are built on this foundation.
- Acts 8:26–40 — The encounter between Philip the Evangelist and the Ethiopian official illustrates the importance of crossing cultural and geographic boundaries.
- Acts 11:19–26 and Acts 13:1–3 — The church emerges as a multicultural, mission-centered community. The church commissions and sends leaders for new mission fields, modeling discernment and partnership.
- 1 Corinthians 3:5–9 — "I planted, Apollos watered, but God gave the growth." This is particularly meaningful for presbyteries that invest in long-term ministry rather than expecting immediate results.
- John 15:1–8 — Fruitfulness comes through abiding in Christ, emphasizing spiritual vitality over institutional success.

God's plan for new life brings new expressions, and God's love for creation includes everyone

- 1 Corinthians 15:20-22 – The resurrection of Christ is the beginning of the new creation. Jesus is the first fruits of the promise. As all die in Adam, so all will be made alive in Christ. New worshipping communities are built on this resurrection hope.
- 1 Corinthians 12:4–27 — Diversity of people reflects the wideness of God's love. And the diversity of gifts strengthens the one body of Christ. New worshiping communities often reach people whose demographics and gifts are less represented in established congregations. We are called to incorporate the new reality of God's love for the entire world into the life of the Church today.
- Isaiah 43:18–19 — "I am about to do a new thing." This passage invites openness to new expressions of God's work rather than relying only on familiar structures.
- Isaiah 61:1–4 / Luke 4:16-21 — The Spirit empowers God's people to bring good news, healing, and restoration, particularly among those on the margins.
- Revelation 21:1-5; 22:2 — God's promise to "make all things new" encourages faithful participation in God's renewing work with this world.

Vision

The vision of the New Worshiping Communities Team (NWCT) is that the churches of Cascades Presbytery will unite in their dedication to living out the Great Commission and participate in God's plan for the healing of the cosmos. At the core of that commitment is a passion to share the good news of Jesus in word and deed and to gather together in new worshiping communities shaped by the love of Christ. These new communities will engage people in the saving love of Jesus, encourage them to trust Jesus as Savior and Lord, and stimulate their growth as disciples who love one another and are encouraged to participate in God's work for justice, peace, and reconciliation in the world.

The NWCT intends to lead Cascades Presbytery to dedicate itself to the work of starting New Worshiping Communities (NWC) by:

- Cultivating among the churches of the presbytery a missional climate which values growth in discipleship, dependency on the Spirit, and risk-taking for God in this world
- Advocating in the presbytery for the dedication of financial resources to assist new worshiping communities during their start-up period
- Seeking the Holy Spirit in discovering new immigrant groups and other groups not currently being served by our congregations to discern potential opportunities for starting new worshiping communities
- Working with new worshiping communities to become sustainable in leadership and finance
- Helping congregations gain a desire to participate in the denominational commitment to start 1001 new worshiping communities by initiating new worshiping communities or partnering with others to support new worshiping communities
- Recruiting congregational partners for each new worshiping community
- Identifying leaders who have a vision for starting new worshiping communities and nurturing their growth

Discernment of Person & Place

Each New Worshipping Community (NWC) will emerge in a unique way. Some will come from a move of the Spirit in a particular individual with a sense of call to a particular place or people group. Others may come from the need to put a NWC in a particular location that is discerned by the NWCT. Some will come from a decision of an established congregation to expand or rebirth its ministry. Whatever the case, special care and attention will be taken to assist the leaders to discern the genuine nature of the call and the reasoning behind the desire to initiate a particular NWC.

- **Person** - Upon coming to the NWCT of Cascades Presbytery, a prospective NWC leader will begin to engage in a discernment process that will include a Discerning Missional Leadership assessment (DML). They will also be connected with a liaison from the team to help discern the nature of the call. The NWCT may also help them to engage a coach to guide the discernment process.

- **Place** - The sense of call to a particular place is an important consideration in starting a NWC. When identifying a place, special consideration will be taken in discerning why that place has emerged as a possible landing place for the NWC. This will include taking time to get to know the community, its people, its businesses, its community organizations, and its existing churches.

Core Values

In order to carry out its vision, each new worshiping community will hold the following core values:

- New worshiping communities have as their chief purpose the development of new disciples of Christ (disciple-making)
- Shared leadership is crucial for developing a new worshipping community. The leadership of an NWC should not fall on just a single individual (collaborative).
- A new worshiping community offers a ministry that is shaped to reach a particular community (contextual)
- A new worshiping community offers vibrant, culturally relevant worship experiences (worshiping)
- The celebration of word and sacrament is part of the goal of 1001, but not necessarily the starting point for each NWC. Word and sacrament can be defined generously – but NWC's need to see some sort of engagement with Jesus and scriptures and some sort of benediction to join God's mission in the world. (sacramental)
- The participants in a new worshiping community continue to grow spiritually and numerically each year (propagating)
- Both the leader and the new worshiping community participants are actively engaged in ministry within the community (engaged)
- The new worshiping community provides a variety of opportunities for discipleship and leadership development (formational)
- New worshiping communities will develop strategies for sustainability and propagation (sustainable)
- New worshiping communities are connected with the wider church through a congregation or presbytery in a relationship that includes care and accountability (connectional)
- New Worshiping communities will be passionate about justice in their communities and in the world (just)

Benchmarks

Getting started: The Leadership Task Form Team uses *Starting New Worshiping Communities,* a discernment process of the PCUSA, to develop an identity statement, identify a target community, and establish a mission plan. The NWC will work to meet the definition of a new worshiping community in this manual. By the end of its first full year of gathering, a new worshiping community will show:

1. Oversight

- Monthly meetings of the Leadership Task Force of each New Worshipping Community for prayer, discernment, and planning.
- Regular meetings of a financial team, accountable to the Leadership Task Force
- Quarterly progress reports submitted to NWCT and monthly reports to their congregational sponsor.
- New benchmarks for year two

2. Sustainability *(making progress towards most of these as applicable to their context)*

- A disciple-making strategy which includes Bible study, prayer, community-building, worship, and stewardship, with target dates for implementation
- Most of their participants are involved in sharing their gifts with the ministry.
- Active engagement in the local community
- A stewardship program which emphasizes generous giving and financial sustainability
- A projected 2-year budget with a plan for participants supporting 25% of the community's budget by the end of the second year.
- Introduction / Presentation to presbytery with the help of NWCT.
- Moving forward in the grant process

3. Outreach

- A visibility and outreach strategy developed and implemented by the Leadership Task Force, which includes a strategy of maximum exposure through such things as email, social media, mail, and advertising, but most importantly, through direct personal connection and invites to at least 10 people per month.
- The number of people participating in the life of the community is adequate to sustain the ministry, and the number of participants continues to grow
- Create appropriate opportunities and events in the community to bring about visibility of the NWC to the wider community.
- Be able to articulate how your NWC is having a positive missional impact on the community.

Resources

Exploring Missional Leadership (EML) is a free event led by the denomination's 1001 New Worshiping Communities initiative that can be brought to our presbytery. It features presentations, active learning, and group discussions that introduce participants to entrepreneurial ministries and the necessary competencies. Learn how to identify and cultivate potential new leaders and innovators within your congregation, and discern if that new leader may even be you! A daylong introduction to the skills and competencies necessary to start a new worshiping community. Attending an EML can serve as a training opportunity for NWC leadership teams, mid-council leaders and commissions, and individuals in the early stages of discerning a call to start a new worshiping community.

Discerning Missional Leadership (DML)
This is a three- to four-day, in-person opportunity offered around the country several times each year for current or potential NWC leaders. DML assessments give leaders a chance to get to know others as they work in teams and reflect on their gifts and goals. They come away with insight and a plan for next steps. The individual leader, NWCT, and partner congregation share in the cost of the assessment. Seed Grants may be used to contribute toward the expense of the assessment.

Seed Grant - $10,000, plus possible match
All new congregations begin as new worshiping communities, but not all new worshiping communities will become congregations. However, the seed grant should be given to a ministry that at least has the potential of becoming a viable, sustainable, Christ-centered, and PC(USA)-related community. This grant is designed to encourage the birth of NWCs rather than to fund the expansion or support of existing congregations or programs. In all cases, applicants for a Seed Grant will have a sponsoring congregation and have spent time in prayer, discernment and fact-finding regarding their call to address spiritual and/or physical needs in your communities and the resources necessary for your outreach. If the Holy Spirit is prompting your team to plant seeds, a Seed Grant may help with initial steps toward that vision. While coaching is not required at the Seed Grant Level for NWC leaders, it is encouraged. Applications are submitted to Cascades Presbytery's New Worshiping Communities Team (NWCT). Next, their recommendations are submitted to the Cascades Presbytery Leadership Commission (PLC) for local approval and then to the 1001 New Worshiping Communities office of the PCUSA for final determination. Our presbytery may match this grant with help from the sponsoring congregation.

The 1001 Apprenticeship Program
1:1 Coaching - All apprentices are matched with a 1001 NWC coach, who meets regularly with the NWC leader to navigate roadblocks and take next steps.
Weekly Cohort - The apprenticeship provides consistent support to the NWC leader, who can look forward to seeing others navigating the same call, every Thursday for nine months on Zoom. Focus rotates between spiritual direction, interviews with NWC leaders, and dialogical training. Applications are due March 15. Contact Sara Hayden to apply at sara.hayden@pcusa.org. Apprentices receive a stipend for five hours per week of study totaling $3600 over the nine-month program.

Accelerator Training
The 1001 NWC accelerator program is the training for leaders in the initial stages of starting a new worshiping community. Accelerators help leaders begin to think about the important questions of the whys and hows and the ongoing sustainability of a new worshiping community and its leaders. An in-person program is offered in September. An online program is offered in October. It is free except for cost of travel. Contact Sara Hayden to apply at sara.hayden@pcusa.org.

Investment Grant Level 2 – $30,000, plus possible match
The Investment Grant supports and encourages NWCs whose process of faithful discernment has led them to establish a new ministry, responsive to the needs of a new group of people with the ultimate goal of growing a viable, sustainable, Christ-centered, and PC(USA)-related community that is mission-oriented towards making disciples. At least one year after receiving a Seed Grant, NWCs may apply for a one-time Investment Grant of up to $30,000 that will provide for the next eighteen months. Following that period, the NWC becomes eligible for consideration for a Growth Grant. Approval of Investment Grants is conditioned upon real progress being made toward completing the tasks set forth in Starting New Worshiping Communities. A dollar-for-dollar match provided through the partner congregation, presbytery and/or synod is ordinarily required. Recipients of the Investment Grant must be trained through either the accelerator or the apprenticeship program. *Also, to be eligible for a second-level (Investment) and third-level (Growth) grant with 1001 NWC, you will be asked to verify your coach, which may include DML.* Applications are submitted to Cascades Presbytery's New Worshiping Communities Team (NWCT). Next, their recommendations are submitted to the Cascades Presbytery Leadership Commission (PLC) for local approval and then to the 1001 New Worshiping Communities office of the PCUSA for final determination.

Growth Grant – Level 3 - $30,000, plus possible match
The Growth Grant supports and encourages NWCs whose process of faithful discernment has led them to establish a new ministry, responsive to the needs of a new group of people with the ultimate goal of growing a viable, sustainable, Christ-centered, and PC(USA)-related congregation or an organized disciple-making mission within our presbytery. At least eighteen months after receiving an Investment Grant, a one-time Growth Grant of up to $30,000 is possible. Approval of a Growth Grant is conditioned upon significant progress being made toward meeting the goals and objectives as outlined in the Investment Grant proposal. A dollar-for-dollar match provided through the sponsoring congregation, presbytery and/or synod is ordinarily required. Also, to be eligible for a second-level (Investment) and third-level (Growth) grant with 1001 NWC, you will be asked to verify your coach. Applications are submitted to Cascades Presbytery's New Worshiping Communities Team (NWCT). Next, their recommendations are submitted to the Cascades Presbytery Leadership Commission (PLC) for local approval and then to the 1001 New Worshiping Communities office of the PCUSA for final determination.

Coaching - The nature of ministry and work is often filled with the chaos of constant decision-making and transition. During coaching sessions, the client (the NWC leader) receives the attention of an individual trained to evoke the type of questions and hold space that allow the NWC leader to discover, clarify and align with God's mission in a particular context. In our network, we recommend a base rate of $1500 per 12-month contract for new worshipping community leaders. This includes, typically, one, 60-minute coaching session per month. Coaching contracts can be for a shorter duration, or more intensive. Coaching fees can be covered by the NWC, presbytery, leader, or through other grants or general funds.

Pathways to Flourishing (P2F) - Presbyteries, mid-councils and supporters can create ecosystems of innovation that allow new ministries to find their footing and thrive.
+ Regular support and training through a cohort of leaders led by 1001 coaches
+ P2F Monthly Coaching for NWC Committee or Staff at 50% rate
+ A signature event planned and supported by 1001 tailored to your needs
+ Ongoing focused support of a 1001 regional associate
+ Targeted 1001 resources pushed at timely intervals

Grant Approval Methodologies, Priorities, and Process

1. Applications are submitted according to published deadlines.
2. The New Worshiping Communities Team (NWCT) of Cascades Presbytery will review each application, meet with applicants, and may request additional information when appropriate.
3. The NWCT prayerfully discerns each proposal's readiness and alignment with:
    a. the core values and vision listed in this manual,
    b. the priorities and policies of our denomination's 1001 initiative,
    c. and its potential for faithful participation in God's mission within Cascades Presbytery.
4. Recommendations from the NWCT are submitted to the Cascades Presbytery Leadership Commission (PLC) for local approval and then to the 1001 New Worshiping Communities office of the PCUSA for final determination.

Note: *While the missional vision, leadership, and ministry potential of each proposal remain the primary considerations, recommendations are also made in light of the Presbytery of Cascade's approved budget and our capacity to provide matching grant funds. Because available funding may vary from year to year, the approval of a grant request is contingent upon the availability of Presbytery resources. As a Pathway to Flourishing presbytery, we have to match some percentage of the 1001 Grant. Normally, it is 100%, but there is some flexibility. One option is for the sponsoring congregation to do a 50/50 match with the presbytery. Seed grants have some flexibility in meeting 1001 criteria, but the idea needs to at least potentially meet the idea of a new worshipping community. It cannot just be an alternative worship service or fellowship group for an existing congregation. Investment and growth grants are intended for those on the pathway of becoming new chartered congregations within the PCUSA.*

Principles for Discernment

In reviewing grant requests, the NWCT of Cascades Presbytery seeks evidence that a proposed ministry:

- Responds to a clearly discerned call of the Holy Spirit and demonstrates participation in God's mission (*missio Dei*).
- Intentionally engages people who are not presently connected to an existing congregation and seeks to form new disciples of Jesus Christ.
- Develops authentic Christian community through worship, prayer, Scripture, discipleship, hospitality, and service.
- Reaches communities currently underserved by existing congregations.
- Reflects the diversity of God's people and seeks meaningful engagement across cultural, racial, ethnic, linguistic, generational, economic, and social boundaries.
- Equips and develops indigenous, collaborative, and spiritually mature leadership.
- Demonstrates contextual awareness by listening carefully to the community it seeks to serve and adapting ministry accordingly.
- Encourages partnership with congregations, ministries, and community organizations that strengthen the witness of the gospel.
- Demonstrates responsible stewardship of financial resources with a realistic plan for growth, sustainability, and ongoing evaluation.
- Embodies the theology, polity, and constitutional standards of the Presbyterian Church (U.S.A.).
- Demonstrates significant potential for disciple-making and leadership development.
- Addresses emerging mission opportunities within the Presbytery.

Partnership and Accountability - The NWCT understands grant funding as one expression of an ongoing covenant partnership rather than a one-time financial transaction. New worshiping community leaders are expected to participate in coaching, leadership development, and regular communication.

Covenant of Roles and Responsibilities

Cascades Presbytery, through the New Worshiping Communities Team (NWCT), will:

- Provide orientation and training with the NWC Manual of Cascades Presbytery
- Support the NWC in requesting funds from the synod and 1001 Mission Development Resource Committee of the Presbyterian Church (USA) https://resources.newchurchnewway.org/grants
- Help with some start-up funding for the New Worshipping Community (NWC) through matching grants with the PCUSA's 1001 resources.
- Act as session for the NWC until such time as the NWC is ready to become an organized congregation
- Provide training opportunities, including ethical training, for leaders.
- Hold the NWC Leader(s) to the same ethical standards as minister members of the presbytery, regardless of ordination status.
- Assign liaisons to reach out to the leaders 4x a year;
- Participate in the development of a task force for each NWC, providing at least one NWCT member to serve as a member of the Task Force
- Host a gathering 1 or 2 times a year for all the new worshipping community leaders for fellowship and support through "Pathways to Flourishing";
- Help leaders get paired with coaches and/or DML (Discerning Missional Leadership).
- Encourage congregations of Cascades Presbytery to develop partnerships with the NWC
- Ensure proper payroll services for the staff of the NWC until the congregation is organized or until such time as the new worshiping community is prepared to assume that responsibility
- Hold appropriate liability insurance for the NWC
- Authorize and supply leadership if necessary for the administration of sacraments
- Make decisions regarding geographical area and schedule for NWC starts
- Appoint NWC pastors and evangelists
- Approve hiring of non-ordained staff
- Approve NWC budgets
- Provide general oversight for all NWCs and task forces
- Provide financial training on how to develop a budget and create budget reports
- Pray for the NWC
- Develop a presbytery-wide culture of support and welcome for new worshiping communities

The Leadership Task Force of each New Worshipping Community (NWC) will:

- Consist of 5-9 members of which at least one is a representative of Cascades Presbytery's NWCT and the others are members of the worshiping community. The organizing leader will also serve as a member.
- Operate under the authority of the NWCT

- Meet on a regular schedule
- Provide leadership until the NWC becomes organized as a congregation
- Participate in the *Starting New Worshiping Communities* discernment process https://resources.newchurchnewway.org/resource/discerning
- Work with a coach approved by the NWCT
- Develop an identity statement and a strategy for the new worshiping community using *Starting New Worshiping Communities* as the guide
- Develop an evangelism plan to be conducted by the NWC which includes a strategy of maximum exposure through such things as email, social media, mail, and advertising, but most importantly, through direct personal connection and invites to at least 10 people per month.
- Provide monthly reports of attendance, finances, and mission to the NWCT
- Initiate grant applications
- Provide prayer support and spiritual leadership for the NWC
- Work with the NWC leader(s) to recommend hiring of non-ordained staff
- Work with the NWC leader(s) to provide for the evaluation of the staff
- Recommend observances of sacraments to the NWCT
- Submit an annual budget proposal and progress report to the NWCT
- With the NWC leader(s), administer the budget approved by the NWCT
- Recommend an appropriate time and strategy for organizing as a congregation
- Develop and implement a plan for outreach
- Offer leadership development opportunities for the NWC
- Participate in 1001 New Worshiping Communities Core Team Training (https://resources.newchurchnewway.org/classes/core-leadership-team-training)
- Disband when the NWC becomes an organized congregation or transitions to something that is no longer financially supported by the NWCT. *(Note: the hope is that each NWC becomes a chartered congregation. But, there are multiple healthy offramps so that their initiative is still recognized as a way in which God is moving in this world.)* The various landing places include:
    - New chartered congregation
    - Unincorporated mission of the presbytery
    - Unincorporated mission of a congregation
    - Independent 501(c)
    - An experiment in ministry that has run its course, yet we are thankful for its work, and we learned something together as Christians engaged in ministry.

The New Worshiping Community (NWC) will:

- Work toward becoming sustainable in leadership and finance
- Engage the community through evangelism and service
- Reach out to un-churched and de-churched people, inviting them into relationship with Jesus Christ and to be a part of God's mission of healing and reconciliation

- Participate in an outreach program which includes a strategy of maximum exposure through such things as email, social media, mail, and advertising, but most importantly, through direct personal connection and invites to at least 10 people per month.
- Appoint a treasurer
- Submit an annual budget proposal, quarterly progress reports to the NWCT, and monthly reports to their congregational sponsor.
- Provide vibrant, contextual worship experiences
- Offer a disciple-making process that includes Bible study, prayer, Christian community, service, and stewardship
- Offer discipleship opportunities for adults, children, and youth
- Move toward contributing at least 10% of its budget to mission, including the Presbytery Partnership Giving fund of Cascades Presbytery
- Participate in a stewardship program emphasizing generous giving
- Evaluate and revise the community's mission every three years
- Consist of participants who are actively involved in ministry
- Consist of participants who develop transformative relationships with Jesus Christ
- Consist of participants who are passionate about God's justice

The NWC Leader(s) will:

- Work with NWCT to develop the NWC
- Attend the Discerning Missional Leadership Assessment (DML) within the first year
- Attend at least one training event per year, including the 1001 Accelerator Training, within 12 months of the NWC receiving a Seed Grant.
- Attend ethics seminars at Cascades Presbytery
- Agree to be held to the same ethical standards as minister members of the presbytery, regardless of ordination status.
- Administer sacraments or find another pastor in our presbytery to help with the sacraments as authorized by the NWCT
- Meet with the task force
- Provide pastoral oversight as prescribed by the Book of Order (PCUSA)
- Cultivate excellence in leadership of worship, stewardship, discipleship, outreach, and mission
- Be accountable to the NWCT
- Meet monthly with a coach

Strategy for Starting New Worshiping Communities

Each New Worshiping Community is different. The order in which the activities are carried out may vary. These are guidelines rather than a recipe for starting new worshiping communities. This strategy assumes that groups will be using the *Starting New Worshiping Communities* resource from PCUSA. https://resources.newchurchnewway.org/resource/discerning

Phase 1: Discerning

Who will do it?

- Potential NWC leader, discernment group, partner congregation or NWCT

Resource:

- Starting New Worshiping Communities (pp. 4-24)

Outcomes:

- A decision to move forward
- A discernment group (a group of people willing to pray and explore possibilities for a potential NWC, who may not plan to be part of the new community on a long term basis)
- An understanding of the expectations of the presbytery and denomination
- A covenant with Cascades Presbytery

Process:

- Gather a discernment group that will commit to meeting regularly for Bible study, prayer, and discernment using *Starting New Worshiping Communities*, pp. 4-24
- Consult with the NWCT as early as possible in the process
- Covenant with a NWC coach (coordinated by NWCT)
- Identify a discernment team
- Explore the definition of “new worshiping community”
- Complete the DML process
- Review the NWCT manual with your liaison
- Develop and sign a covenant with Cascades Presbytery

Phase 2: Gathering a Team

Who will do it?

- NWC leader and discernment group with support from NWCT

Resource:

- Starting New Worshiping Communities (pp. 25-35)

Outcomes:

- Leadership Task Force Team
- Covenant
- Seed grant application

Process:

- Meet weekly for prayer and discernment
- Consult with the NWCT
- Walk prayerfully around the community with the discernment team
- Use the guide to discern the leadership needs of your proposed community
- Develop a leadership covenant to form the initial Leadership Task Force Team (see p. 34 of *Starting New Worshiping Communities*)
- Apply for a Seed Grant

Phase 3: Values

Who will do it?

- Leadership Task Force Team with support from NWCT

Resource:

- Starting New Worshiping Communities (pp. 36-42)

Outcomes:

- Statement of core values of your community

Process:

- Study theology of mission
- Identify the core values of the Leadership Task Force Team

Phase 4: Vision

Who will do it?

- Leadership Task Force Team with support from NWCT

Resource:

- Starting New Worshiping Communities (pp. 43-63)

Outcomes:

- Vision statement for the NWC

Process:

- Design and carry out neighborhood exegesis visits using the Starting New Worshiping Communities guide.
- Identify the "who" (people God is calling you to engage)
- Develop a statement that clearly articulates the overall vision for the NWC

Phase 5: Embedding, Experimenting, Evaluating

Who will do it?

- Leadership Task Force Team with support from NWCT

Resource:

- Starting New Worshiping Communities (pp. 64-76)

Outcomes:

- Activities designed with the intended constituency in mind
- Investment grant application

Process:

- Meet with NWCT
- Spend time in the community
- Design and carry out experiments in engaging the community
- Evaluate the activities
- Review year 1 Benchmarks
- Apply for an Investment Grant if appropriate

Phase 6: Mission Plan

Who will do it?

- Leadership Task Force Team with assistance from NWCT

Resource:

- Starting New Worshiping Communities (pp. 77-94)

Outcomes:

- Growth grant application if applicable
- Mission plan for the NWC which includes:
    - Leadership and decision-making structures
    - Worship
    - Finances
    - Benchmarks
    - Accountability
    - Outreach
    - Community gathering

Process:

- Meet with NWCT and COM
- Brainstorm ideas for putting the values into practice
- Draft a mission plan
- Set benchmarks
- Apply for Growth Grant if appropriate

Guidelines for Organizing as a Congregation

1. NWC has been worshiping regularly for at least 1 year.
2. The number of people participating in the life of the community is adequate to sustain 75% of the budget. This number has been sustained for a year.
3. Organizing pastor (or other spiritual leader) has been in place for at least 1 year.
4. Potential elders have been trained in leadership and church governance, including Reformed Theology and Presbyterian Polity, and will affirm and be guided by our ordination vows in the PCUSA Book of Order.
5. Leadership Task Force Team meets regularly and, with the pastor, effectively provides spiritual, financial, and strategic leadership for the community.
6. Vision has been effectively communicated to the community.
7. Community membership qualifications and processes have been developed.
8. Community holds appropriate liability insurance.
9. Financial procedures are in place and operating effectively with appropriate accountability and ownership.
10. Pastor/leader has received ethical training by the presbytery.
11. Background checks for all leaders have been completed.
12. Creates a budget that reflects their calling within God's mission to this world and the connectional nature of the Church, with at least 10% of its budget towards a wider mission, including the Presbytery Partnership Giving fund of Cascades Presbytery.
13. Community is incorporated as a non-profit organization under the PCUSA group ruling.
14. NWC shows evidence of consistently setting and reaching benchmarks.
15. Bylaws have been approved by the Task Force.
16. PIN number has been obtained from PCUSA.
17. If applicable, plan of union (for union congregations) has been approved by governing bodies.
18. Congregation has elected officers.
19. Congregation has obtained EIN# from IRS using form SS-4, Application for Employer Identification Number.
20. Pastor has been called by the congregation (if appropriate); call forms are signed; the pastoral call has been approved by presbytery.