

**Policy Guidelines for
Worshipping Fellowships, Pre-NCD Worshipping Fellowships, and New Congregation
Developments of the Presbytery of Chicago
Theology of the Mission of Congregational Development**

- God's mission is to send the church to reach people in every culture (John 17:18), recognizing that every culture reflects some aspect of the many-splendored nature of God.
- All cultures reach their full expression through God's redeeming grace.
- In this latest era of mission, we are seeing new expressions of the work of the Holy Spirit in extending the mission of God. This is happening in at least three broad ways.
- First, there continues to be new initiatives of mission by existing expressions of the church as has been true in every age. These initiatives may be called conventional because they express continuity with the ways new congregations have been started in the past. These new congregational mission initiatives may be initiated by...
 - A group of people moving to a new area of the region without an effective Reformed witness who petition the presbytery to help start a new congregation.
 - The presbytery when it sees emerging groups of people that lack a reformed witness and initiates a new mission to them.
 - A congregation or cluster of congregations who collaborate to start a new congregation.
- Secondly, in this time of rapid change with its accompanying discontinuity with the past, new forms of the church are emerging that do not have continuity with the past. We in the presbytery also want to be open to be partnering with this new work of the Holy Spirit in initiating new forms of the church among our new generations. These new congregational emergent missional initiatives may be initiated by...
 - An evangelist who gathers a congregation from a population segment of the region.
 - A self-formed community that approaches the presbytery asking to affiliate.
 - The presbytery itself.
- And third, in this latest era of mission we in the western world are receiving an increasing number of immigrants who bring their rich heritage to our shores.
 - We celebrate the opportunity to partner with these various immigrant communities, many of which were born through North American mission endeavors.
 - In the increasingly multicultural, global Body of Christ in which we live, we have the opportunity to enrich greatly our lives through partnerships with immigrant communities.
 - Bringing two cultures together in partnership is both a gift (benefiting from the rich gifts of cross-cultural partnership) and a challenge (requiring clear guidelines to minimize conflict and promote mutual understanding and appreciation). In this partnership, when we honor one another's culture, there should be freedom for these immigrant communities to have full expression of culturally appropriate worship and communal life while also seeking the common purpose of the Presbytery of Chicago (hereafter POC) in regard to Reformed polity, theology, and mission.

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- The congregational development process for both immigrant congregations and newly-emerging forms of Christian-centered community which express a desire to partner with the presbytery is organized in four levels:
 - Level 1- Worshipping Fellowship: providing a way to partner in ministry with the Presbytery of Chicago and learn more about becoming a chartered sustainable¹ congregation of the Presbyterian Church (USA) [hereafter PC(USA)]. In this first level, the new immigrant community or newly-emerging form of Christian-centered community is adopted as a worshipping fellowship of the POC. Some worshipping fellowships will indefinitely stay in the status of a worshipping fellowship in relationship to the POC.
 - Level 2 – Pre-New Congregation Development: the POC provides a process for those interested worshipping fellowships who desire to grow to become a chartered congregation.
 - Level 3 – New Congregation Development: the pre-NCD worshipping fellowship meets the readiness requirements of the presbytery and becomes a new congregation development of the presbytery.
 - Level 4 – Chartered Congregation: a new congregation development successfully meets the target goals and becomes by action of the presbytery, a chartered sustainable congregation of the PC(USA).
- In addition to new congregation development or adoption of new faith communities, some existing congregations may envision new future possibilities which may lead them to reinvent themselves in order to reach new populations moving into their immediate context or to relocate to reach yet a different constituency.

Worshipping Fellowships of the Presbytery of Chicago

Congregational Models for Partnering with Immigrant Groups and Newly-Emerging Forms of Christian Community

There are a variety of ways that immigrant communities and newly-emerging forms of Christian community might relate to POC congregations. These models represent a range of possibilities rather than just three exclusive types. Congregations may wish to mix and match elements of these models to form a hybrid model. Some possible relationships include the following:

- The “Host Model” – in this model, a congregation provides a place for a potential worshipping fellowship to worship and meet (with or without rent) while that worshipping community grows to a size where it can support its own home. This relationship would typically follow rental relationship rules established by the Business Affairs Work Group of the presbytery for protection of both parties. The host congregation may invite the group to participate in Sunday School, fellowship events, special worship services, youth and other programs. Members of the young worshipping community may or may not become baptized members of the host congregation.

¹ A congregation is sustainable when it has achieved a level of participation (or membership roll) and financial vitality judged to be sufficient to maintain a viable, year-round program of worship and service and to pay its pastoral leadership according to Presbytery’s minimum requirement.

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- The “Nesting Model” – in this model, the congregation goes beyond simply sharing space and instead moves into the mode of “sponsoring” the development of that worshipping community into a recognized congregation. The congregation allows the worshipping community to “nest” in their congregation and adopts it as an outreach mission of the congregation. What sponsorship means regarding mission support, oversight, use of the facilities, and program integration will depend upon the needs of the nesting community and the resources of the congregation. The session would vote to enter into such an arrangement, invite someone from the worshipping community to be appointed as liaison between the session/mission committee and the young worshipping community promoting mutual friendship and mission. The above arrangements can stay in place as long as appropriate or necessary, but if the nesting community grows and develops sufficiently, it can then seek to be recognized by the presbytery as an official worshipping fellowship. For protection of both parties, this relationship would also include legally binding agreements addressing issues typically handled through rental relationship rules established by the Business Affairs Work Group of the presbytery. These agreements might take the form of lessee/lessor arrangements or more partnership/covenantal agreements expressed in something like a “Memorandum of Agreement.”

The “Merger Model” – an immigrant community or newly-emerging form of Christian community officially approaches an existing POC congregation for the purpose of merging their ministries. Initially, the relationship begins as one congregation with two cultures and/or languages living together side by side. When the two groups have enough in common, a plan is developed for merging leadership and staff (or replacing, where required by the Book or Order), and integrating memberships and programs. This process may also happen more informally in which the worshipping community slowly begins to attend and become assimilated into a congregation. The possibility of merging ministries evolves as participants join the congregation and begin to share in the congregation’s ministry. For protection of both parties, this relationship would also include legally binding agreements addressing issues typically handled through rental relationship rules established by the Business Affairs Work Group of the presbytery. These agreements might take the form of lessee/lessor arrangements or more partnership/covenantal agreements expressed in something like a “Memorandum of Agreement.”

Other Models - Some worshipping fellowships or other emerging Christian-centered communities may come into relationship to the presbytery while meeting in congregations of other denominations or in other kinds of space. In such cases, the models listed above will not apply directly but some of their ideas might be utilized to further clarify the relationship with the host and with the presbytery.

Entering into a relationship with a new immigrant community or emerging Christian-centered communities can be an invigorating and challenging journey as both groups grow in their cross-cultural sensitivity. It will be expected that when a congregation agrees to become a host congregation that they also commit to an ongoing process of cross-cultural training and transformation to equip them to minimize or avoid conflicts that are likely to result from unspoken cultural expectations. This is important to both lessen the development impact of both groups and to display the charity of the gospel and the unity of the church.

COM and DCMLPT will be proactive in seeking to identify congregations who both have space and a desire to host/nurture a worshipping fellowship and/or a newly-emerging form of Christian community.

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Definition: A worshipping fellowship is a small group of immigrant Christians or a newly-emerging Christian-centered community gathering for worship, study, and fellowship. To call these communities “Christian-centered” is to acknowledge that individuals in all phases of their spiritual and religious formation are welcome to participate.

There are at least two types of worshipping fellowships:

- The self-formed worshipping fellowship – whether of new immigrants or a group worshipping in a new form of Christian-centered community – which approaches the PC(USA) already formed, asking for a place to meet and inquiring about a deeper connection to the POC.
- The intentionally-formed worshipping fellowship initiated by the local congregation or the Presbytery.

Who Can Become a Worshipping Fellowship of the POC? All immigrant communities and/or any self-formed group worshipping in newly-emerging forms of Christian-centered community within the boundaries of the Presbytery of Chicago are welcome to explore affiliation with the presbytery as a worshipping fellowship. The status of Worshipping Fellowship offers time for nascent Christian communities to explore the Reformed tradition in general and the PC(USA) in particular to see if such affiliation is a good way for them to affiliate with the broader Body of Christ. Some of these new immigrant communities may be renewing their historic ties with the Presbyterian Church (USA). Some new forms of Christian community may seek the stability that a historic tradition of the Christian faith provides. The status of Worshipping Fellowship provides both these immigrant communities and new communities of faith an environment to explore a closer partnership with the PC(USA). Some Worshipping Fellowships, once constituted, may also continue to stay in the status of a Worshipping Fellowship indefinitely while others will choose to pursue the process to become new congregations of the presbytery.

Becoming a Worshipping Fellowship of the POC: In order to achieve official recognition the worshipping community that aspires to become a Worshipping Fellowship must enter into a covenant with the presbytery through the Develop Congregation Mission Priority Leadership Team (DCMPLT) and the Commission on Ministry (COM). An initial conversation with representatives of DCMPLT and COM will be arranged to hear the community’s reasons for joining and to communicate the presbytery’s ethos and theology to determine if this relationship is the right match. Providing this initial conversation is satisfactory, an application shall be completed and working with its DCMPLT and COM representative the Worshipping Fellowship shall demonstrate that it has met the requirements listed below. At that point the community will be accepted as a Worshipping Fellowship of the Presbytery of Chicago and their inclusion celebrated at a presbytery assembly.

Worshipping Fellowships shall:

- Have a leader and a “steering committee.” The leader need not yet be a member of the Presbyterian Church (USA) but would be a leader recognized by these new communities as their spiritual leader(s). The leader may be a ruling elder or otherwise recognized lay leader, an ordained member of another denomination, a Commissioned Ruling Elder,² or in the specific cases of immigrant communities, an ordained minister from the fellowship’s home

² A Policy for Commissioned Ruling Elders in the Presbytery of Chicago was adopted at the 6/21/11 Assembly meeting.

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country. A steering committee is a representative group of spiritual leaders from the community that steers or governs the affairs of the community.

- If an immigrant congregation, the group must present evidence that the proposed leader has legal status to perform this ministry in the United States.³
- The presbytery will have a criminal and ecclesiastical background check performed on the fellowship's leader to assure that the leader does not have pending charges brought against him or her from another denomination.
- Show a basic understanding of Presbyterian belief and polity (or commits to take a class in Reformed theology and polity) and indicate that the group intends to accept the ethos and authority of the Presbytery of Chicago. Leaders of a worshipping fellowship are eligible to apply for financial support to attend leadership development and training events sponsored by the PC(USA) or related organizations. The leaders of a worshipping fellowship are welcome to attend presbytery assemblies as observers to learn about the practice of the Presbyterian governance and will be recognized and welcomed if they attend.
- Support its leader both spiritually and financially.
- Agree to keep records of the steering committee meetings, worship attendance and membership numbers, etc.
- Agree to keep financial records of income and expenditures.
- Covenant to give an agreed amount monthly to the host congregation towards expenses if appropriate.
- Be organized as a nonprofit organization with the State of Illinois and under the Illinois General Not For Profit Corporation Act of 1986 according to the guidelines in Appendix A.
- Provide proof of Insurance/Indemnity/Waiver: For the protection of the worshipping fellowship and for those congregations where the worshipping fellowship might meet, they shall establish proof of insurance in the terms noted in Appendix A.
- If meeting in a congregation's building, agree to comply with that congregation's child protection policy.
- In the case of immigrant congregations and in order to aide good communication about the project's goals and needs, we ask that worshipping fellowship leaders who will be communicating with the presbytery include bi-lingual worshipping fellowship members and/or be open to including translators from outside the fellowship in meetings between the fellowship and the presbytery.
- Contribute financially toward the support of the Presbytery, as able, expressing the growing partnership they have with the presbytery.

³ These policies will apply every time a new leader is received.

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- Agree to work with a liaison assigned from the DCMPLT. The liaison may attend the meetings of the steering committee with voice, but without vote, and accompany the progress of the group.
- Present an annual report of its activities to DCMPLT and COM. Using this report and/or an annual visit, DCMPLT and COM will recognize the status of worshipping fellowship for another year.

DCMPLT Responsibilities to Worshipping Fellowships

- Maintain a list of “non-chartered worshipping fellowships” which is reviewed annually.
- May annually ask that the presbytery grant the worshipping fellowship permission to celebrate of the Sacraments, administered in accordance with the Constitution of the PC(USA) and administered by either a teaching elder or by a commissioned ruling elder, if written into their call. Provide training and enrichment opportunities for the worshipping fellowship.
- Jointly with a COM representative in whose region the worshipping fellowship is located, meet with the steering committee of the Worshipping Fellowship annually in order to review the worshipping fellowship’s spiritual health and to renew the annual covenant relationship.
- Review and receive the annual report about the spiritual health of the worshipping fellowship prepared by the joint DCMPLT and COM team conducting the annual visit.

COM’s Responsibilities to Worshipping Fellowships

- In consultation with DCMPLT, COM will review the credentials of the leader of the worshipping fellowship.
 - If the leader of the worshipping fellowship is an ordained member of the PC(USA) or a denomination in correspondence with it, normal protocol will be followed.
 - If the leader of the worshipping fellowship is a commissioned ruling elder in the PC(USA) or in the process of becoming one, the protocol being established in 2011 by COM will be followed once adopted.
 - If the leader of the worshipping fellowship is not ordained in the PC(USA) or is a lay leader, COM in consultation with DCMPLT will determine a strategy for leadership recognition through consulting Book of Order, wisdom from other presbyteries, and the needs of the context on a case-by-case basis.
- Help educate the leaders of the worshipping fellowship about the vision of leadership in the Reformed tradition. This training could be part of training for Commissioned Ruling Elder licensure once such certification is recognized by the presbytery.*

** NOTE: Who will be responsible for providing the CRE training is still an open question to be resolved when this policy was adopted*

- Review and receive the annual report about the spiritual health of the worshipping fellowship prepared by the joint DCMPLT and COM team conducting the annual visit.

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Immigrant Pastors Moving into the Boundaries of the Presbytery of Chicago Seeking to Start a New Congregation

- Qualified clergy, commissioned ruling elders, lay missionaries, or evangelists shall be encouraged to work within the bounds of the Presbytery with the recognition of COM and DCMPLT. These leaders will
 - Assess the potential for forming a worshipping fellowship.
 - Gather a group where no governing body has yet issued a call for leadership.
 - Nurture groups toward becoming a worshipping fellowship.
- The gifts and sense of divine call of these leaders shall be celebrated by Presbytery.
- Leaders (whether clergy or lay) are encouraged to have adequate medical and liability insurance, which may be obtained through the Presbytery and eventually paid for by the project itself.
- To be qualified within the boundaries of the presbytery to gather a worshipping fellowship, the clergy, commissioned ruling elders, lay missionaries, or evangelists will show a basic understanding of Reformed theology and polity (or take a class in Reformed theology and polity) and indicate that the group intends to accept the ethos and authority of the Presbytery of Chicago. Leaders of a worshipping fellowship are eligible to apply for financial support to attend leadership development and training events sponsored by the PC(USA) or related organizations.

Pre-New Congregation Development Worshipping Fellowships

Definition: A Pre-New Congregation Development Worshipping Fellowship is a worshipping fellowship that is preparing itself to become a new congregation development of the Presbytery of Chicago. In this process of preparation, the presbytery will arrive at an acceptable credentialing of the worshipping fellowship's pastoral leader and in partnership with the presbytery the worshipping fellowship will develop a mission plan that includes leadership training goals for evangelism and growth, opportunities for Christian education for everyone and a viable budget.

Why a Worshipping Fellowship Would Seek the Status of Pre-NCD of the POC:

The status of worshipping fellowship gives an immigrant community opportunity or a congregation with new forms of faith to explore a deeper relationship with the POC. During this period of exploration, the leadership of a worshipping fellowship may discover the blessings and responsibilities of becoming a chartered sustainable congregation of the PC(USA). If the worshipping fellowship can demonstrate numerical potential (generally between 50 and 100 at worship) and financial potential to move toward financial sustainability with appropriate full-time or part-time leadership, it may petition the DCMPLT to become a Pre-NCD Worshipping Fellowship of the presbytery. The DCMPLT will make a decision in consultation with COM. During this stage, the worshipping fellowship readies itself to meet the qualifications to become a new congregation development of the presbytery.

How Quickly can a Worshipping Fellowship Transition into the Pre-NCD Stage of the Process?

It is expected that an immigrant congregation or newly-emerging form of the church will be a

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worshipping fellowship for at least six months as the relationship with the POC begins. After six months to a year, if all others signs of readiness are evident (enough size, resources, and momentum), application can be made jointly to the DCMPLT and COM.

Expectations of the Worshipping Fellowship During the Stage of Pre-NCD

- Under the supervision of the Commission on Ministry (COM) the pastor prepares to meet the expectations of an NCD pastor.
 - Verify compatibility with PC(USA) ordination standards by working with the Specialized Ministries Sub-Committee of the Commission on Ministry to move toward compliance. In the future, once Commissioned Ruling Elder (CRE) training is established by the responsible party and validated by COM, there may also be the possibility to train an indigenous leader to become a CLP if that is more appropriate for the particular worshipping fellowship.
 - Note: exceptions can be made to this rule as deemed appropriate by DCMPLT and COM (e.g. such as a lay leader moving toward becoming a CLP under supervision of another pastor of the presbytery or a recognition of the status of the immigrant pastor's ordination by their home country's denomination).
 - A mentor is assigned to the pastor by COM.
- The worshipping fellowship undertakes preparations to ready themselves to become an NCD of the POC by...
 - Participating in training of leaders and members in the meaning of Reformed theology and polity.
 - Agreeing to pay its organizing pastor fairly by striving to meet the presbytery minimum guidelines. This will be negotiated on a case-by-case basis with DCMPLT and COM.
 - Note: Sensitivity should be shown to Christian immigrant communities which might experience conflict if a pastor receives a full professional salary.
 - Opening the discussion of both women and men being eligible for serving in the offices of the church [a core value and requirement of all PC(USA) congregations] if this is not yet the practice of the worshipping fellowship.
 - Agreeing to a financial arrangement that will be legally binding which clarifies how assets will be distributed in the event of the failure or split of the project.
 - Maintaining the covenantal disciplines of its Worshipping Fellowship Covenant.
 - Developing a mission plan which includes leadership training goals for evangelism and growth, opportunities for Christian education for everyone, and a viable budget.
- Funding agreements will be discussed
 - Note: it is not ensured that an NCD of the presbytery will receive automatic funding.

DCMPLT Responsibilities to Pre-NCD Worshipping Fellowships

- In cooperation with COM, counsel with worshipping fellowships that would like to enter into the stage of Pre-NCD Worshipping Fellowship.
- Help connect the Director of Business Affairs with the worshipping fellowship so that the financial agreement can be reviewed and signed.
- Review the mission plan and the viability of the budget plan.

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- With COM, agree as to the readiness of a Pre-NCD Worshipping Fellowship to become an NCD.
- The change of status from worshipping fellowship to pre-NCD does not necessarily guarantee funding by the presbytery or other governing bodies of the PC(USA).

COM and Commission on the Preparation for Ministry (CPM)'s Responsibilities to Pre-NCD Worshipping Fellowships

- COM verifies compatibility with PC(USA) ordination standards.
- CPM verifies readiness of a leader who is training to be a commissioned ruling elder (CRE) to begin serving in that capacity.
- With DCMPLT, agree as to the readiness of a Pre-NCD Worshipping Fellowship to become an NCD.

New Congregation Developments

Definition: A New Congregation Development is a community of people who are developing a congregation by making Jesus known in worship, word, and deed, with the goal of becoming a sustainable chartered congregation consistent with the theology and polity of the Presbyterian Church (USA).

Types of New Congregation Developments and Re-Developments

The DCMPLT supports and encourages many diverse and authentic expressions of church, and it has discerned that successful new congregation developments and re-developments may be any or all of the following:

- Emerging Ministry: Groups that self-identify as emergent or nontraditional faith communities who are innovating to create new, faithful, timely, and authentically Presbyterian practices exhibiting the kingdom of God as Christian community for the 21st century.
- Immigrant Ministry: Congregations that include and engage people of various cultures and identities. Some of these are immigrant communities which minister to people of a specific cultural background. These congregations often serve in a bi-lingual or multi-lingual context, using language(s) other than English.
- Conventional Congregational New Congregation Development: Congregations that are typically regional in nature and result from population growth either in developing suburban areas or urban areas in the process of renewal.
- A Satellite of an Existing Congregation: Here larger congregations may establish some form of a multi-site campus.
- Mother Congregation Starts a Daughter Congregation: A large congregation or cluster of congregations start a new church with members, leadership, and support from the mother congregation(s).
- The Merging of Two or More Existing Congregations: Two or more congregations may choose to come together in a way that a new entity emerges which exhibits new life and

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vision that is different than either of its predecessor congregations though honoring elements of their prior identities and culture.

- The replanting of an old congregation: Strategies of closing and later reopening an older transformed congregation with a renewed leadership team is also a viable model of new Congregation development/re-development.

Initiating and Oversight Roles in Developing New Faith Communities Congregation Based

A partnering congregation, in cooperation with the Presbytery, provides oversight to a new ministry by proactively focusing leadership and funding resources for a congregation development initiative. This can also apply to congregations helping initiate an intentional immigrant community.

Presbytery Based

The Presbytery, through its DCMPLT and COM, and in cooperation with nearby congregations, provides oversight to the new ministry by proactively focusing leadership and funding resources for a congregation development initiative.

Funding: NCD's may develop funding partnerships with the POC, the Synod of Lincoln Trails, and/or the General Assembly of the PC(USA) or other independent entities in addition to the funds generated by its core group. To become a new congregation development of the presbytery, however, does not necessarily guarantee funding by the presbytery or other governing bodies of the PC(USA).

Covenant of a New Congregation Development:

- Develop a Foundation Statement, a Vision Statement (who we want to reach and why), a Mission Statement (how we will reach those in our vision), and a Missionary Plan (how required leadership roles will be filled and by what people) This might be achieved by using the *Starting New Churches Manual* of the Evangelism and Church Growth Office of the General Assembly or another suitable resource.⁴ Satisfactory completion of this discernment process is also required to receive consideration for a grant by any of these governing bodies.
- Over time as the NCD matures, develop a more detailed mission plan that includes leadership training goals for evangelism and growth, opportunities for Christian education for everyone and a viable budget.
- Seeks to grow a large enough and vital enough congregation to become financially sustainable in the mission God has called it to do.
- If evolving from an immigrant worshipping fellowship, continue maintaining the covenantal disciplines of its Worshipping Fellowship Covenant.
- Demonstrate through a budget and budget projections the group's ability to pay its pastoral leadership according to Presbytery Guidelines.
- Receives the regular supervision of the DCMPLT and should it receive grant monies, reports annually to the Synod of Lincoln Trails Congregational Development Sub-Committee and the Mission Development and Resource Commission (MDRC) of the

⁴ Congregations applying for NCD funds from General Assembly may be required to use the *Starting New Churches Manual*. Congregations should check the current requirements.

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General Assembly of the Presbyterian Church (USA) through its annual review process for grant recipients.

- Receives the guidance of a New Church Development Coach.

DCMPLT Responsibilities to New Congregation Developments.

- To provide a liaison from the New Congregation Development Vision sub-team of the DCMPLT.
- To work with the NCD Vision Team to secure an NCD Coach.
- To act through the NCD Vision Sub-Team of the DCMPLT “as a session” for all new congregation developments (unless that sub-team chooses to establish a local NCD Commission which would have oversight with just one particular NCD) to annually:
 - receive members (these members will be received on the new congregation development rolls of the presbytery until the NCD organizes and charters at which time the members will be transferred to the rolls of the new congregation).
 - authorize the administration of Baptism and placing those baptized on the new congregation development roles of the presbytery until the NCD organizes,
 - authorize the administration of the Lord’s Supper,
 - respond to inquirers and candidates for ordination from NCDs,
 - and, identify or recommend “next steps” in the congregation’s ministry,The above is typically accomplished during the congregation’s annual conversation with the DCMPLT, though communication may occur more frequently;

COM’s Responsibility to New Congregation Developments

The Commission on Ministry will be responsible to help the new congregation go through the process of calling its first pastor. This will involve reviewing its ministry plan, the position description for the first pastor(s), and coach the congregation through the search process. It is often normal for an NCD to call its Organizing Pastor as its first pastor.

A CHARTERED SUSTAINABLE CONGREGATION OF THE PC(USA)

- New Congregation Developments can move congregational status within the presbytery by petitioning the presbytery to becoming either a Missional Faith Community or an Organized Presbyterian Church (U.S.A.) Congregation.
- When is a congregation ready to become either a Missional Faith Community or a Chartered Congregation? An NCD is Ready to transition to this new status when:
 - It has become self-governing, self-propagating, and financially sustainable.
 - Following review and endorsement by the DCMPT on recommendation from its NCD Sub-Team, applies in writing to the Presbytery requesting such status, stating the new congregation development’s intention to charter as described in G-7.0200.
 - Has achieved a membership roll and financial vitality judged to be sufficient to maintain a viable, year-round program of worship and service and to pay its pastoral leadership according to presbytery’s minimum requirement.
- What is a Missional Faith Community?
A Missional Faith Community is a new and more flexible form of Christian community

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seeking to engage emerging populations of younger adults.

A Missional Faith Community:

- exists to love, serve, challenge, pray and struggle alongside the surrounding community where it finds itself called into being by God
- engages a theology that is compatible with the Reformed Tradition
- gathers regularly for worship, for opportunities to explore Christian discipleship and spiritual formation and to follow Jesus Christ
- has a plan for spiritual and worship leadership that is appropriately equipped for leadership and faithfully compensated
- has an identifiable and recognized lay leadership and a faithful and accountable governance structure
- has an ongoing commitment to mission planning and to communicating a vision for ministry that may include leadership training, growth, evangelism, and a commitment to engagement with the community in which it serves
- has a realistic financial plan for sustaining its ministry

In practice, Missional Faith Communities adhere to the following parameters:

- Subject always to the review of the Presbytery, a Missional Faith Community may elect its own officers and leadership team, adopt its own by-laws, and be self-determined in its actions as they follow the will of God.
- Regular administration of the sacraments will be authorized by the leadership team of the Missional Faith Community.
- Presbytery would exercise oversight in the same way they would towards a congregation. The Missional Faith Community records would be subject to review by Presbytery.
- A Missional Faith Community will be encouraged to contribute financially to Presbyterian general mission and per capita.
- Because of being a Missional Faith Community, participants in that community may not be members of the Presbyterian Church (USA). In that case, if a participant wishes to respond to a call to ministry, he/she would join a partner congregation and be received as an inquirer under the auspices of that congregation.
- A Missional Faith Community will send one commissioner to Presbytery meetings, where they will be given voice but no vote.
- Any funding (grants, etc.) from the Presbytery will require periodic reporting, as mutually agreed upon with the Committee or Team sponsoring the funding.
- A Missional Faith Community will work with the Presbytery to continually identify next steps in the relationship.

In order for the Presbytery to live into its desire to partner with the work of the Holy Spirit in initiating new forms of the church among younger generations and inter-generational millennial populations, Missional Faith Communities can expect the following from the Presbytery, as they continually discern, identify, grow and deepen their mission:

- *The structures of the Presbytery will actively seek ways of encouraging innovation within these communities as it relates to the Spirit's leadings--seeking always to discover what God is doing within new and experimental models of Christian*

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community.

- *The Presbytery will discern what is to be learned from these models* that may inform the understanding of the larger body--seeking always to be open to new forms and new ways of being the Body of Christ--and being faithful to our tradition, while we seek to carry that tradition forward into the future
- *The Presbytery will be creative in finding resources for these new Communities* - resources that promise growth, depth and life as it relates to the articulated mission of the Community. The Presbytery will seek ways to invest in their combined futures by offering spiritual and material support to the Community, particularly if these new Communities show promise and are breathing unmistakable and measurable life into the communities where they work and serve and live
- *The Presbytery will also work to be intentional in seeking to be present to and within these new Communities*--ever seeking to foster an environment of mutuality, trust and support. The structures of the Presbytery will look for ways to hold the Community and its leadership in prayer and will find ways to offer encouragement and rest, while also prodding them toward their callings to be the church in a new way.

Pastoral service to a Missional Faith Community, upon reception by the Presbytery, shall be a recognized Validated Ministry in accordance to G-2.0502, 2.0503a, and all ordained ministers for the Missional Faith Community will be received as members of the Presbytery in accordance to G-2.0503a, 1-4.

- What is an Organized Presbyterian Church (U.S.A.) Congregation?
 - A chartered congregation exhibits the missional, fellowship, and governance characteristics of a congregation defined in the Book of Order (G-1.0101-1.0103).
- A NCD, having met the chartering criterion as defined above, develops an organizing covenant as defined in G-1.0201 Working with DCMPLT and COM who will assist them in identifying preparing their first classes of elders and a Board of Deacons if they elect. DCMPLT and COM will also work with the chartering group to develop a mission plan, and counsel them concerning incorporation and by-laws for the congregation conforming to the Constitution of the Presbyterian Church (U.S.A.) (G-1.0201).
- The organizing pastor (of a new congregation development) is a minister or commissioned ruling elder appointed by the presbytery to serve as pastor to a group of people who are in the process of organizing a new Presbyterian congregation. This relationship as organizing pastor shall terminate when the new congregation is formally organized by the presbytery. At that time the new congregation may, with the approval of the Commission on Ministry and the Presbytery, call the organizing pastor to be its pastor without being required to elect a pastor nominating committee and conduct a pastoral search, or it may choose to elect a pastor nominating committee and conduct a full pastoral search as provided in the Form of Government.
- If a NCD does not charter but remains a mission of the presbytery, oversight will be conducted by the DCMPLT in consultation with COM. If a NCD decides to become part of an existing congregation, the immigrant congregation or new form of Christian community will relate to the presbytery through the existing congregation's session.

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DCMPLT Responsibilities to an NCD Ready to Charter

DCMPLT will assess how the NCD has prepared itself to charter with respect to developing a mission statement and ministry plan and showing membership and financial readiness and will sign-off as to this readiness.

COM and CPM's Responsibilities an NCD Ready to Charter

COM and/or CPM will assess if the NCD has gone through an appropriate search process for its first pastor and that this person is ready to be ordained/installed to the position

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APPENDIX A

Organized as a Nonprofit: Is organized as a nonprofit organization with the State of Illinois and under the Illinois General Not for Profit Corporation Act of 1986 by filing the appropriate forms with the Secretary of State including articles of incorporation and by-laws. The articles of incorporation shall include a section on dissolution that lists the Church Extension Board of the Presbytery of Chicago as the recipient of any assets should the corporation dissolve, either voluntarily or involuntarily. The articles should also state that if the worshipping fellowship is dissolved by action of the Presbytery of Chicago that the not-profit corporation will also be dissolved. All assets of the worshipping fellowship should be held by the non-profit corporation.

Proof of Insurance/Indemnity/Waiver: At the worshipping fellowship's sole cost and expense, without any deductible amount and with the following limits: not less than \$1,000,000.00 with respect to injury or death to a single person and an amount not less than \$2,000,000 with respect the worshipping fellowship shall carry insurance naming the worshipping fellowship, the Presbytery and its respective agents and employees as insureds in form and substance satisfactory to the Presbytery in its sole discretion. A Comprehensive General Liability Insurance policy on any property used by or program run by the Worshipping Fellowship to any one occurrence, and for damage to property of not less than \$1,000,000. The Presbytery shall be named as an additional insured as its interest may appear and certification shall be filed along with a copy of the endorsement adding additional insureds. The insurance policy shall provide that it will not be subject to cancellation, termination or change except after at least thirty (30) day's prior written notice to the Presbytery. The policy or duly executed certificates for the same together with satisfactory evidence of the payment of the premiums thereof shall be provided to the Presbytery, prior to occupancy of any property used by the worshipping fellowship and thereafter not less than fifteen (15) days prior to the expiration dates of said policy or policies, Worshipping Fellowship shall provide copies of policies or certificates of insurance evidencing coverage(s) required by this Agreement. Should the worshipping fellowship fail to obtain and maintain any such insurance, the Presbytery may (but shall not be obligated to) obtain such insurance and keep the same in effect and the Worshipping Fellowship shall pay the premium cost thereof upon demand. Worshipping Fellowship hereby agrees to indemnify, defend (with Presbytery having the right to retain counsel for the purpose of participating in such defense, at Worshipping Fellowship's sole cost and expense) and hold Presbytery harmless from and against and with respect to any and all obligations, liabilities, claims, accounts, demands, liens or encumbrances, whether direct or contingent and no matter how arising in any way related to the use of the Presbytery's property by the worshipping fellowship and arising or accruing on or after the use of the Presbytery's property by the worshipping fellowship (including but not limited to, actions brought or claims made after the termination of this Agreement) or in any way related to or arising from any act, conduct, omission, contract or commitment of worshipping fellowship, at any time. Each policy shall include a waiver of the insurer's right of subrogation against the party who is not an insured under the policy.

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STRUCTURAL CHANGES TO EMPOWER FUTURE CONGREGATION DEVELOPMENT

In Embracing Worshipping Fellowships, Preparing Pre-NCD's, and Nurturing New Congregation Developments, the DCMPLT is Empowered in the Following Ways

The DCMPLT seeks to identify areas within the presbytery where the population is underserved by Presbyterian congregations and where opportunity exists for the Presbytery of Chicago to be a witness for Jesus Christ. The DCMPLT supports and encourages many diverse and authentic expressions of church.

To strive for these goals is to embrace the following responsibilities:

1. To enter into dialogue with immigrant fellowships who seek to affiliate with the POC, and in dialogue with the COM, determine whom it shall advise that the presbytery receive into the PC(USA) as a worshipping fellowship.
2. To work closely with the COM to prepare worshipping fellowships during the Pre-NCD stage to have credentialed leaders to begin as a NCD.
3. To see that those in the Pre-NCD stage are prepared to become a new congregation development.
4. To determine who to advise that the presbytery welcome into relationship with the PCUSA new expressions of church in the Reformed tradition, recognizing appropriate status as a new congregation development;
5. To make regular reports to the presbytery at their Stated Meetings, in conformity with the requirement of the Book of Order. All PC(USA) new congregation development ministries, regardless of type, will be established in consultation with the Presbytery. This consultation includes, but is not limited to, consultation with the Presbytery's Commission on Ministry (COM) regarding examinations and membership of teaching elders in the presbytery.
6. To interpret and promote the congregation development work of the DCMPLT to the congregations of the presbytery.
7. To elect appropriate persons to serve as a PNC for a new congregation development project and to call the organizing pastor as per the process currently followed by the Commission on Ministry.
8. To annually act "as a session" for worshipping fellowships and new congregation developments for the following needs:
 - receive members,
 - authorize the administration of Baptism,
 - authorize the administration of the Lord's Supper,
 - respond to inquirers and candidates for ordination from NCDs,
 - and, identify or recommend "next steps" in the congregation's ministry,

The above is typically accomplished during the congregation's annual conversation with the DCMPLT, though communication may occur more frequently.

The Following Responsibilities Remain Those of the Presbytery.

9. To receive a worshipping fellowship and or new form of emerging form of Christian community into the presbytery.

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10. When advisable or necessary, to dissolve the relationship of a worshipping fellowship or new congregation development with the presbytery at the group's request and/or with the advisement of DCMPLT and other appropriate groups of the presbytery.
11. To celebrate and recognize with the presbytery the constitution of a new congregation development as a congregation of the PCUSA.
12. To receive new congregations and/or missional faith communities into the life of the presbytery and the PC(USA).