

Christian Reformed Home Missions

CHURCH PLANTER LEADERSHIP OPTIONS

1. Under certain conditions a bi-vocational pastor or other part-time staff can provide the necessary credentialed leadership for a congregation and its ministry.
Rationale:
 - a. All ministries funded by Christian Reformed Home Missions (CRHM) are expected to become self-governing, self-supporting and self-reproducing congregations.
 - b. Good stewardship of denominational funds may require that financial assistance terminate at some point (Acts of Synod 1987, page 563).
 - c. Bi-vocational or part-time service may be acceptable options by which a congregation is able to continue its ministry with reduced subsidy or no outside assistance (Acts of Synod 1987, page 564).

2. Consideration shall be given to either changing a full-time position to bi-vocational, part-time, or shared leadership with another congregation or discontinuing the position, when three or more of the following conditions apply:
 - a. The congregation has been in its current stage of development for an extended period of time and a projected date for the next stage of development has not been established and mutually agreed upon.
 - b. The congregation has fewer than 50 professing members (approximately 20 member families).
 - c. The congregation has shown little or no net growth through evangelism in its current stage of development.
 - d. The congregation demonstrates little ownership of the ministry through faithful stewardship of its spiritual gifts and financial resources.
 - e. The congregation cannot be expected to assume a significant share of personnel expenses for a full-time position any time in the foreseeable future.
 - f. Supplementary leadership and assistance is available through a neighboring church(es) and the classis.

3. A decision to reduce or discontinue CRHM funding of a full-time position shall be preceded by a ministry review, involving the Classical Home Missions Committee (CHMC) if possible, and be implemented only by the decision of the executive committee or board after the respective ministry and its CHMC have been informed of the decision and have had opportunity to respond.

Notes:

- a. *CRHM defines a bi-vocational pastor as one who supplements his income in the work of ministry by employment in a second occupation. A bi-vocational pastor may be a minister of the word, an evangelist or an unordained person.*
- b. *In February 1989 the CRHM board approved the use of bi-vocational pastors as part of the leadership strategy for Gathering God's Growing Family.*