



CCCO IMPACT REPORT

Potential Impact of a Church Plant on the
Chinese Christian Church of Ottawa

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INTRODUCTION



As CCCO continues to prayerfully discern whether God is leading us to plant a new church, we recognize that a church plant will have significant impact to the existing CCCO community both now and into the future. This report is meant to help us understand what some of those impacts may be and is organized into key categories. There are questions we need to ask in determining how we can best prepare ourselves for what may come should we sense God's leading to plant a new church. While this report is not exhaustive, it is intended to help us discern God's plan and to anticipate what the existing church would need to be ready for.

“Impact” is used to define both the positive and negative effects a church plant would have on CCCO.

The proposed name of the church plant is “RENEWAL CHURCH”.

The Elders Board has asked the Impact committee to consider four main areas when it comes to how a church plant would have significant impact on CCCO. They are:

1. The relationship between CCCO and the new church
2. The positive and negative effects on our existing community
3. The impact on human resources
4. The financial impact

“We can make our plans,
but the LORD determines our steps.”

— Proverbs 16:9 (NLT)

POTENTIAL RELATIONSHIP BETWEEN RENEWAL CHURCH & CCCO

Church Planting Models

Church planting initiatives have primarily focused on a few different models. While it is not necessary to “box” this potential church plant into one of these models each gives us an idea of what the possible relationship might be. There is much literature on models and church planting and the relationship between the new church and the “old church”. These seven models are taken from: <http://floydandsally.com/2011/03/24/church-planting-models/>

The Parachute Model

A planter and their family move into a new location to start a church from scratch, on their own. They are dropped into the area alone, without support systems close at hand. The planter has very little connection with or existing support within the new area. The planter and their family are “pioneering” new territory. Where there is great risk, there is great reward, but this approach is not for the faint of heart.

The Mother Church Model

An existing church or church planting organization provides the initial leadership and resources (dollars and/or people) to get a new church started including the selection of the church planter. Often the church planter is selected from within the existing local church and “planted out” with a group of people to go with them. The mother church has already bought into the vision,

values and beliefs of those going out. The existing relationship allows for a close working relationship between the “mother” and “daughter” churches. Although the new church is autonomous, the sponsoring church/organization often has significant influence in the new church (including decision making during the pre-launch phase). Advantages often include increased financial resources and the ability to draw core team/launch team members from the sponsoring church/network.

Collaborative Network / Partnership Model

This is a rapidly growing trend where an organization (or many organizations) committed to church planting work together to plant churches. These informal alliances are referred to as collaborative or partnership networks. The participating organizations often share common beliefs and a passion for starting new churches. Planters often get many of the benefits of the “sponsoring church” model but with increased autonomy in decision making.

Cell Church Model

Small (5-20 people) groups / cells form and multiply via a network of people meeting in homes. In most cases, the individual cells are connected in a larger congregation that meets together for Sunday celebrations. This model focuses on personal growth in the cell groups, care and teaching through one-on-one and small group discipleship, and weekly

POTENTIAL RELATIONSHIP BETWEEN RENEWAL CHURCH & CCCO

celebration as all the cell groups gather together. Cell groups are birthed through multiplication, and, sometimes die, only to resurface months or even years later. This model requires very little funding.

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Satellite / Campus / Multi-site Model

An existing church opens new locations. The idea is for one church to have many meeting locations. Motives range from reaching more lost people to making more room at an existing location. The evolving multi-site model is proving important in creating an entrepreneurial spirit of multiplication / replication within existing churches. It is still to be determined whether this model will spark an increased rate of new salvations and new autonomous churches planted.

Restart / Re-launch Model

An existing struggling church decides to bury

the old and plant a fresh new church. The restart for the old church may or may not be at a new location and may or may not be with the same leadership. Using the resources of many older stagnant churches are a good way to bring new life to the community being served if there is willingness on the part of the congregation for major change - which is rare.

Church Split Model

Unfortunately, this model of church planting results from disunity. As a result, it is the most dangerous form of church planting. A split typically occurs when competing groups conclude there is less energy required to “split or divorce” than to resolve differences and reconcile. The underlying factors causing the split often develop over years, only to “explode” in what seems like a spontaneous act. In many cases, the dysfunctional character traits of the old church carry forward to the new churches, and what is done in reaction to the old is birthed in the new.

An Eighth Model to consider (not from the article above) is a model in which the original church provides leadership training support in the pre-launch phase as well as financial support and then supports the new church financially but with no influence on its governance, vision, strategy or direction. The new church is fully autonomous within the boundaries of its mission (including statement of faith) but is supported financially by the original church. This financial support

POTENTIAL RELATIONSHIP BETWEEN RENEWAL CHURCH & CCCO

can be evaluated on a yearly basis. Similar to how a church supports a missionary.

Renewal Church & CCCO

In discussion with the Church Specifics committee the relationship that seems to best fit their vision and desire is best represented by the “Mother Church Model.”

Similarities:

- Leadership training would be provided by sources who support the purpose and vision of Renewal Church (CCCO and others)
- Financial support would be provided by CCCO to Renewal church on an agreed upon decreasing basis (details to be worked out)

Differences:

- Formation of mission, vision, values and strategies would be autonomous to Renewal church
- Renewal church seeks to develop its own identity independent of the current identity of CCCO
- Renewal church needs to focus on its base and who they feel called to reach out and minister to
- Church governance would be independent of CCCO right from the start

Thoughts and Questions to Consider:

- Is CCCO prepared to adopt the vision, values and beliefs of Renewal Church and “birth” her from CCCO with our blessing and support?
- Is CCCO ready, able and willing to support Renewal Church’s future leaders with their vision in mind?
- Is CCCO able to financially support Renewal Church (in an agreed upon manner) and at the same time release Renewal church to form itself with complete freedom?

POTENTIAL HUMAN RESOURCES IMPACT

Children & Youth Ministry

Nursery:

- Approximately 5 babies
- 5-6 workers

Elementary School: AWANA & Sunday Togethers Program:

- Approximately 24 children in AWANA—half are non-church, most are from Mandarin congregation
- Approximately 20 children in Sunday Togethers Program—about 4-5 of them are from English congregation.
- Approximately 30 helpers/worker in both programs combined—about 15 are young adults from English congregation.
- Almost all helpers/workers assist with Grade 3-6.

Pure Energy:

- 12 children
- 5 workers—4 workers from English congregation, 2 are young adults.

Youth Fellowship

- 4 workers (including Pastor Josh and Shelly Wang)—all workers are from English congregation.

Impact

- Leadership—Potential loss of youth pastor
- Workers—Most of the programs from Grade 3 and up are led by young adults from the English congregation. If some of the young adults move to the church plant then this will create a shortage of

workers

- Change may encourage church members who are currently not involved in C&Y ministries to help out in order to backfill the positions

Cantonese & Mandarin Ministry

- There is a potential that some of our Mandarin/Cantonese young adults may move on to the church plant and their parents may stay behind with CCCO.
- With the move of people to the church plant, this may create gaps in CCCO and we will need people to shuttle to different ministries to fill these gaps
- May have temporary loss of members due to curiosity in the new church.
- If some of the young adults move to the new church, their Cantonese/Mandarin parents may choose to move together as a family for family worship.
- Some of our youth may feel left out if our youth pastor moves on to plant a new church.
- Some of our parents may feel that our youth ministry will be negatively impacted and that their youth may not get the support that they currently have.
- It will provide more opportunity and urgency for more people in the existing church to step up to fill the gap.
- It will motivate more Mandarin and Cantonese adults to participate and provide support in the youth ministry.

POTENTIAL HUMAN RESOURCES IMPACT

- With more participation from the Mandarin Adults, it will help them to get to know people from other congregations
- Church members may help out other ministries in order to “backfill” those positions.

English Ministry

- English congregation growth has come primarily from the Young Adult sector (College and Career – university, college and co-op students and young career)
- Young career population is more stable, student population will fluctuate semester by semester, etc.
- Small group of young families (newly married, young children), group of older families (including those with grown children)
- Many post-secondary students and young career are involved in C&Y Ministries, worship ministries, and H2O ministries
- English congregation also includes children, Pure Energy and YF
- Church plant will likely draw/attract from the post-secondary students, young career and young families
- Potential impact to worship ministries, youth ministries, H2O ministries

Questions to Consider

- How can we train new worship leaders, C&Y workers, H2O, etc. to continue serving CCCO?
- We have to avoid simply “backfilling” but intentionally equip and disciple workers
- English ministry needs to develop an outreach, evangelism and discipleship strategy for new growth
- How are we allocating our current and possible future resources? Are they balanced so that ministries are not neglected?

POTENTIAL POSITIVE IMPACT

Potential Positive Impact

- Greater dependence on God rather than on ourselves or the leaders
- Greater participation in prayer (not just measured by numbers attending weekly prayer meeting)
- Identification of leadership development, especially for young adults, as an area in need of improvement. This needs to be followed by an actual plan of action.
- Greater involvement of members of the English congregation working with members of other congregations
- Transition of young adults from a predominant service focus in children's ministry to service focused on adult ministries
- Mobilization of people to take on or increase in their service and leadership roles at CCCO
- Opportunity to re-identify and re-establish CCCO - its vision and direction moving forward

“Trust in the LORD with all your heart
and lean not on your own understanding;
in all your ways submit to him,
and he will make your paths straight.”
— Proverbs 3:5-6 (NIV)

POTENTIAL NEGATIVE IMPACT

Potential Impact	Possible Mitigation Strategies
<p>Disunity (both real and perceived)</p> <ul style="list-style-type: none"> • Lack of consensus, not everyone behind the vision • Some may view planting a church as a “split” due to “unhappiness” of the “younger generation” • Some may blame English congregation • Lack of trust in leaders 	<ul style="list-style-type: none"> • Better communication to explain and greater transparency in addressing the issues raised by concerned members • Reduce the relative emphasis on this vision so that other ministries are not overshadowed or feel undervalued and under-resourced • Greater openness to discuss/explore other options/strategies. To date this has not been done satisfactorily.
<ul style="list-style-type: none"> • The core issues that lead to the “rationale” to consider planting a church and are related to the structure & traditions of CCCO not addressed 	<ul style="list-style-type: none"> • Willingness to accept that these issues need to be addressed and to put effort in developing possible solutions
<p>Families</p> <ul style="list-style-type: none"> • No longer attending same church if some wish to attend the church plant 	<ul style="list-style-type: none"> • No easy solution as families will need to make this difficult decision on an individual basis
<p>Children’s Ministry</p> <ul style="list-style-type: none"> • Shortage of workers as most of the programs are led by young adults from the English congregation 	<ul style="list-style-type: none"> • Re-evaluation of Children’s Ministry and the manpower required (currently, high teacher/helper to student ratio) • Identification and training of new helpers/leaders but this should not take away from other vital ministries
<p>Youth Fellowship</p> <ul style="list-style-type: none"> • Loss of Youth Pastor • Loss of adult leaders/helpers 	<ul style="list-style-type: none"> • As above for Children’s Ministry • Decision for calling of a replacement Youth Pastor

POTENTIAL NEGATIVE IMPACT

Potential Impact	Possible Mitigation Strategies
<p>Reduced Sunday service attendance of English Congregation (greatest impact will be on the young adults)</p> <ul style="list-style-type: none"> • Decide to attend church plant <ul style="list-style-type: none"> - To serve - Curiosity - Follow friends, critical mass - Closer to home (depends on location) • Leave CCCO and not join church plant because of dissatisfaction/perception of disunity or smaller critical mass 	<ul style="list-style-type: none"> • People will be free to choose where they wish to worship but encourage those who wish to attend the church plant that they would be expected to serve there • Address the potential for disunity as indicated above • Encourage members to reach out (but this has not been successful in the past)
<p>English Congregation Ministries</p> <ul style="list-style-type: none"> • Fewer people to serve in the worship ministry (worship leaders, musicians, ushers, powerpoint, sound) • Fewer people attending fellowship (i.e., H2O) • Fewer leaders • Poor morale and feeling of neglect by those who stay 	<ul style="list-style-type: none"> • Identification, training, and mentoring of new people for worship & other ministries (but don't just find people to fill the gaps, choose based on spiritual maturity and gifts) • Sustained discipleship and leadership development plan for English congregation • Development and maintenance of strong teaching, discipling of students (strong fellowships and teaching attract people) • Wisdom and discernment needed to decide who and how many should join the church plant leadership teams without negatively impacting existing CCCO ministries. • Allocation of limited leaders/resources needs to be balanced so other ministries are not neglected

POTENTIAL FINANCIAL IMPACT



The specifics of a financial agreement/partnership between Renewal Church and CCCO are still to be determined.

Renewal Church's Predicted Expenses

- Please see Church Plant Report for details

Church Plant Report Estimated Cost of First Year of Operation

- \$150 000
- As a point of comparison, this is equal to ~30% of CCCO's 2013 budget

Predicted Loss of Church Revenue

- There is approximately 200 unique Sunday service attendees within the three congregations
- Excluding children, youth and visitors, there is an estimated 150 attendees who could be included in those who are giving regularly
- If 10-15 people attend Renewal Church, this could result in an average 7-10% reduction in giving

See Church Plant Report for more specifics