

APPENDIX 3

How to Supervise the Progress of a Mission Work toward Its Development as a New and Separate Congregation

1. The local session or the committee of presbytery which has the responsibility to supervise the progress of a mission work toward its development as a new and separate congregation must recognize that the nature of its work is different from that of supervising the ministry of a mature congregation. It is charged with developing the emerging ministry of a maturing, separate, and distinct body of believers with whom it may have minimal contact, but for whom it must pray and work earnestly.
2. That local session or committee of presbytery is accountable to the presbytery for its work of supervising the progress of a mission work toward its development as a new and separate congregation, and, if the mission work receives denominational aid, is also responsible to report on its work to the Committee on Home Missions and Church Extension.
3. That local session or committee of presbytery will have responsibilities in at least the following areas of the mission work's development:
 - a. *The call of an evangelist to serve as an organizing pastor.* Following the guidelines given above for calling an evangelist to labor in a mission work, the session or committee should, when financial assistance is in view, work with the presbytery's home missions committee and CHMCE

in the calling of a qualified man to serve as the organizing pastor for the mission work. It should weigh heavily the interests and concerns of the members of the mission work in its selection of a candidate, but it must be careful not to inappropriately poll or divide the members by asking them to choose a candidate themselves. At least one implication of their being a mission work is that they do not yet have sufficient maturity to make wise decisions or defer to one another. It must be the presbytery or the mother church which calls the evangelist.

b. *The development of worship.* Working in conjunction with the evangelist, the session or committee must develop suitable and acceptable guidelines for worship, and regularly review and refine them. Matters such as the type of music, the order of service, decorum, special music, the Scripture version, the length and time of services, etc., should be dealt with early in the church's life, giving the evangelist as much latitude as possible.

c. *The development of means and programs to promote the spiritual growth of the people in the mission work.* Working in conjunction with the evangelist, the session or committee must develop and focus upon sound ways of discipling men, women, and children and infusing the Reformed faith into the life and work of the church's ministry. Sunday school, family visitation, congregational prayer, Bible studies, youth programs, and discipling ministries are all involved.

d. *The development of outreach and evangelism ministries.* Working in conjunction with the evangelist, the session or committee must develop ministries and programs of outreach which will enable the young church to reach out into its community with the gospel and to make its ministry

known. CHMCE's evangelism files contain scores of practical suggestions for how this might be done and are available upon request.

e. *The development of ministries of mercy and concern.* Often overlooked in a church's early development, ministries of mercy flow naturally from a properly grounded congregation. Working in conjunction with the evangelist, the session or committee must provide opportunities for the Holy Spirit's work in the lives of members to take the forms of caring for the needy and performing deeds of kindness.

f. *The proper handling of administrative matters.* Working in conjunction with the evangelist, the session or committee must constantly review, evaluate, and monitor the handling of finances (being sure that offerings are appropriately recorded with witnesses present, and that bills and obligations are paid on time), secretarial work and service, the production of bulletins and newsletters, etc.

g. *The preparation of the church for organization.* Working in conjunction with the evangelist, the session or committee must train mature men as potential elders and deacons, produce formal documents such as by-laws and articles of incorporation, prepare a budget, and handle similar matters.

h. *The regular evaluation of the mission work.* At least quarterly, the session or committee should review the progress of the mission work and of the labors of the evangelist, and make necessary suggestions and recommendations for correction and redirection.