

Gen1K Support Guidelines

Introduction

The Baptist Association seeks to encourage the multiplication of congregations in NSW and ACT through partnership and collaboration between church planting teams, supporting churches or networks, and the Baptist Ministry Teams.

This document provides guidelines for the support of new and growing congregations. It is intended to:

- Provide information to encourage and guide leaders in the options available for the support of new and growing congregations.
- Help existing churches that want to partner with new and growing congregations to participate financially in these initiatives.

Guiding Principles

- 1. Healthy churches reproduce** – It is acknowledged that while the Baptist Association may in some cases initiate the planting of a new congregation, it remains a key aim to see healthy churches grow and reproduce.
- 2. Flexible funding** – A blended-ecology of congregations in which a variety of models and approaches work side by side is a strategic imperative in our context. Therefore no one method of funding will be sufficient to meet the various needs. Funding provided should have flexibility to respond to a multiplicity of models, both those that are experimental and those more ‘tried and true.’
- 3. Self-sustaining** – It has been shown that high levels of ongoing centralised funding are often not helpful for congregations in the longer term. Therefore, short term, restricted direct funding is usually applied.
- 4. Collaboration** – Funding is more likely to be provided to new and growing congregations that have the support of another church or a network of churches and are part of a regional ministry association. This is done through matching grants that release funds by engaging partners.
- 5. Removing hurdles** – Short-term financial support extended to congregations should be to remove or breakthrough barriers and make initiatives less susceptible to failure in the initial stages but with a clear plan and intention to be financially viable and sustainable in the long term without centralised support.

6. **Encourage further multiplication** – Funding arrangements should facilitate and encourage further funding of initiatives. New and growing congregations receiving funding should be encouraged in turn to invest in further multiplication initiatives.
7. **Other forms of Support** – Direct financial support is only one aspect of what is offered through partnership with the Association. Other forms of support are available, as outlined in these guidelines.

Guidelines

The following guidelines will be used to assess applications for funding & support from the Gen1K Fund considering the above principles. This support is offered in six major forms as outlined below and all financial support will be provided from the Gen1K Fund and within the rules of that Fund.

1. *Seeding Grants*

Seeding grants of up to \$15,000 are available for new congregations that have received Provisional Approval for their Mission Plan. These grants are designed to assist with costs incurred in the early stages of life of the plant. Larger grants may be available in certain circumstances.

2. *Growth Grants*

Growth grants of up to \$20,000 are available for congregations that are Affiliated churches or those proceeding towards Affiliation. These grants are designed to help growing congregations transition through a barrier towards multiplying disciples, leaders and new congregations.

3. *Assistance with Loans to Acquire or Develop Property*

Most churches seek to establish a permanent ministry base, and this can be difficult to do. We seek to assist approved new congregations making their first property purchase and/or congregations that are replanting a closed Baptist Church. Notably, there are wide real estate differences across our State and different planting models will have different needs. Therefore, applications are assessed on their merit in their local ministry context.

However, in concert with the local congregation's financial contribution (or faith promises) to assist their first property purchase, the measures we consider are:

- To involve broader support and seek grant / gifts from any relevant regional body (or other local churches) along with the Gen1K fund.
- To shield the congregation from the full loan repayment demands in the first 5 years, by capping interest through an additional Gen1K grant
- To consider a mechanism whereby this capping could be extended a further 5 years if required.

- Any such loans are provided and administered by Baptist Financial Services Australia Limited (BFS), with a maximum 25-year period, and are subject to BFS approval process
- To assist in loan approval, other support such as security is provided by Gen1K Fund if needed to meet lending conditions of BFS. This support is normally only provided for up to 7 years.

4. *Property Acquisition*

In some circumstances the Association will acquire property strategically to make such property available in the future to an approved new congregation or Affiliated church on such terms as may be mutually agreed. In particular circumstances the Association may partner with an existing congregation to strategically land bank and adjacent block to their purchase. This would be with a mutually agreed holding period and terms of future local acquisition by the church.

5. *Indirect Support for New Congregations*

- Assistance with insurance coverage – Public liability and voluntary workers cover. Provided free of charge while the new congregation is under Provisional Approval, up to a maximum of 5 years.
- Partnering opportunities – The Church Multiplication Team will work alongside approved new congregations to assist them in establishing support relationships.
- Equipping planters to raise support – Training is offered to equip church planters in the task of raising support. This includes providing a list of potential funding sources.
- Equipping planters to teach stewardship principles – Resources are available to assist church planters with the important task of teaching stewardship to core groups and newly planted congregations.
- Subsidised coaching – Church planters are eligible for subsidised ongoing coaching when it is provided by an approved Coach. Maximum of one session per month, for up to 3 years. Reviewed annually.
- Subsidised training and events – Church planters are eligible to receive subsidies for Association events that have been agreed to with the Church Multiplication Team in their Personal Learning Plan.
- Auspicing - Sometimes church plants need to enter lease agreements or sign applications, contracts etc. and are unable to do so in their own name. The Baptist Association will consider requests from approved congregations to ‘stand in’ on behalf of the plant in these situations. Each request will be considered on its merits, regarding any potential risks and responsibilities that may arise to the Association as a result.

- Administrative support - To set up bank accounts, ABNs etc. that are outlined in the church start-up pack. Approved congregations are also eligible to receive subsidised bookkeeping services for the first 3 years through Balance Ministry Services.
- Christian Copyright Licensing International - The basic fee for CCLI will be paid for approved congregations for up to 5 years.

6. Indirect Support for Affiliated Churches

- Subsidised training and events – Pastors of affiliated churches are eligible to receive subsidies for Association events that have been agreed to with the Church Health Team.
- Subsidised coaching – Pastors of affiliated churches are eligible for subsidised coaching when it is provided by an approved Coach as part of “Multiply”, the Association’s two-year program of coaching for improved church health and multiplication.
- Subsidised consultancy – Affiliated churches are eligible for subsidised consultancy services provided by the team of Gen1K Specialised Consultants and discounted rates with Partners in Ministry.
- Balance Ministry Services – low cost advice, bookkeeping, payroll, accounts payable and receivable, and financial reporting.

Application and Approval Process

To be eligible for any of the support outlined in this document, new congregations must have received Provisional Approval of their Mission Plan (see [Mission Plan Guidelines](#)). All other churches must be Affiliated or accepted as Proceeding towards Affiliation.

Applications for **Seeding and Growth** grants will be received each quarter. An online preliminary enquiry submission needs to be tendered prior to completing a Full Grant Submission. Follow the links below to find out more and to apply:

- Seeding grant inquiry form: <https://nswactbaptists.org.au/seed-grant-inquiry/>
- Growth grant inquiry form: <https://nswactbaptists.org.au/growth-grant-inquiry/>

Loans and support to **acquire and develop property** will be considered alongside the Baptist Association’s Property Strategy. Enquiries can be directed to Rev Jamie Freeman (jfreeman@nswactbaptists.org.au), Associate Director – Mission and Church Development.

To access the **Indirect Support** available to new and growing congregations please contact Yvonne Zheng (yzheng@nswactbaptists.org.au), Gen1K Process Coordinator.

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