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Church Planting
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Church Plant Proposal (Integration Paper)

For this proposal, I will be using the “Preparing to Plant: Training for Church Planters and Teams” as an outline.

The Planter

I am a 30 year old Korean-American female who immigrated to the United States when I was 8 years old. I flew from South Korea, landed in JFK airport and took a taxi to Palisades Park, NJ in 1998. Being the oldest of three daughters, I assumed the role of a guardian early on in my life as I cared for my younger sisters while my parents were working and became the translator and spokesperson for my family in any situation English was needed. I am a Jersey girl through and through as I grew up in Bergen County, NJ and went to Rutgers University in New Brunswick, NJ. I have never lived anywhere else so this is all I know.

My family’s spiritual history is Korean Shamanism rooted in Confucious teaching, but my immediate family is Christian. Growing up as a church kid, the church was like my playground. We went to a small Korean church for 12 years and this is where I learned how to pray, do spiritual warfare, serve, and lead. The church numbers would fluctuate from 50 to 150 during my family’s time there and I learned to serve the church with a heart of worship by watching my mom. The good and bad thing about a small church because it is small, everyone does everything. I was put in leadership positions in the Youth Group and led my first missions trip as the director at the age of 18. The pastor invested a lot of time answering my questions and teaching me about ministry. This experience taught me how to look at the church from the

balcony while dancing on the dance floor. My time at this church greatly influenced my ministry values and praxis.

I am an Enneagram 5 and INFJ, and according to the A.P.E.S.T. test we took in class, I am an Apostle and Shepherd. I find myself being put in leadership positions and often in new positions that need some groundwork. I personally enjoy starting new things and coming up with strategies to make it successful. When it comes to ministry, I very much enjoy working with a team and the process is just as important as the result. I am good at managing people's ideas and creating a strategy out of them. The goal is always to create an atmosphere of honor and focus. Relationships are very important to me and as I have grown in my pastoral leadership, my desire to help people find their God given gift and help them live into them have grown significantly. I enjoy discipling others as well as being discipled because it keeps me on a path of humility and growth. I am very passionate about the local church as I believe that it is the best avenue to spread the good news of Jesus Christ. I absolutely love serving in the local church and see my ministry being in the local church.

My greatest weakness is that I get discouraged too quickly if something does not go the way I envisioned it to. It can often come out in passive aggressiveness which is something I am working on. When I get to an unhealthy place, I withdraw by taking on more responsibility which makes it difficult to give access to others. I am not good at administrative work and am not very detail oriented. Something I am learning to do is set boundaries because I often have a difficult time saying "no."

The Plan

Vision: to be a community of believers who reflect the love of Jesus and live in His presence.

Mission: Love God, love people

Core Values:

We worship the one true God. (Psalm 100:1-5)

We follow the leading of the Holy Spirit. (John 14:16)

We love people. (Mark 12:31)

We make disciples who make disciples. (Matthew 28:19)

The Place

Palisades Park, New Jersey is located in Bergen County and is only 10 minutes from the George Washington Bridge and 20 minutes from the heart of Manhattan. Palisades Park and its surrounding towns (Leonia, Cliffside Park, Ridgefield, Fort Lee) have similar demographics and have some similar traits. I chose Palisades Park to represent this particular area because I am the most familiar with it. As of April 2020, there are approximately 19,622 people living in Palisades Park and of those numbers, the top three races are Asian alone (58.3%), White (31.3%), and Hispanic or Latino (21.6%). 63.7% of the population for foreign born persons and more than 80% of homes speak a language other than English. 45.8% of persons age 25 and up hold a Bachelor's degree or higher and the average income per household is approximately \$68,245. 12.1% of the population lives in poverty and 25.7% of people under the age of 65 do not have insurance. ¹

There are a lot of Christian churches in Palisades Park and most of them are first generation Korean immigrant churches. If you walk down Broad Avenue, which is the main street of Palisades Park, you will see signs for church all over the place. There are churches who have Spanish service led by a Hispanic pastor. There is one Catholic church located in the central area of the town which has mass in Korean led by a Korean Priest, and there is another one on

¹ All statistics in this paragraph are from:
<https://www.census.gov/quickfacts/fact/table/palisadesparkboroughnewjersey/PST045219>

the border of Palisades Park and Fort Lee. 47.5% of the population are Catholic, 8.7% are Protestant Christians of which 3.7% evangelical, and 35.5% of the population does not have a religion.² There are no other religious establishments within the town but there are some outside of Palisades Park. Many of the businesses at the center of the town on Broad Avenue are owned by Korean immigrants. The Mayor of Palisades Park is Christopher Chung, who is of Korean descent and 4 out of the 6 council members are Korean and the rest are Caucasian.

The reason why I picked Palisades Park as the central location of the church plant is because everyone in this area knows Palisades Park for the restaurants and many people come here for different things. Although there are a lot of churches in the area, most churches in this area do not speak English. There are plenty of people in Palisades Park and its surrounding towns who are English speaking people and yet are being reached with the gospel. There is one church that speaks English but they are 98% Korean-American and are not missionally oriented. With the amount of churches established, it would seem like planting another church would be useless. However, there is a population that is not being reached for Christ in the area and they are the English speaking people. These people are the Caucasians, children of immigrant parents and adults who are living in this area whose first language is English. There is no church that looks like them where they can feel welcomed because the churches are ethnocentric.

As someone who lived in this area for the majority of their lives, I have noticed a crossing of cultures in the last 5 years. Previously, it would be rare to find a non-Korean person in one of the Korean restaurants. Now, there is a good mix of Korean and non-Korean people in the restaurants and cafes owned by Koreans are starting to hire non-Koreans because their business is changing as well. One of the biggest barriers in this area was language but it is becoming less and less of a problem as immigration has slowed down a lot. If businesses are

2 <http://www.city-data.com/city/Palisades-Park-New-Jersey.html>

noticing the change in their customers, shouldn't the church notice the change as well? The goal of this plant is to be a multicultural and multiethnic church.

There is also a great advantage of being 20 minutes driving distance from New York City and it is that many people work in the city. If we can reach people for Christ and mobilize them in their communities, including their workplace, then we can reach people both locally and regionally. I believe that pastor's circle of influence for evangelism is significantly smaller than congregants' as they come in contact with non-believers more than pastors. If the church could experience life transformation through the love of Christ and become a living witness of that transformation in the workplace then we can be one step closer to bringing the lost home.

The People

The planting team will be in two sectors, the launch team, which is anyone who wants to help start the church,³ and the core team, who are the leaders that help direct the church plant. The launch team and the core team alike must live a missional lifestyle where they are willing to step out in faith to invest in relationships with nonbelievers to lead them to Christ. Rob Parker says "... missional communities take on the identity of missionaries in their own communities and locales."⁴ This is a value that is important not just for the launch team but for the life of the church. Having a launch and core team who reflect the local community will be very important in starting the church plant. If people are living missionally but everyone is of one ethnic background, like Korean, then we will not have the diversity we need to be a multicultural church.

Launch Team:

³ Preparing to Plant "PDF" (3/15/17),. 28.

⁴ Robert Glen Parker, "Missional Communities: Equipping Churches to Reach Their Local Communities" (dissertation, George Fox Evangelical Seminary, 2014), 35.

Responsibilities of the launch team will be:

- Participate and volunteer at Sunday service and other events held by the church plant
- Receive Missional Community training (use Rob Parker's MC Primer): This will be voluntary
- Live missionally: invest in relationships with nonbelievers

Core Team:

Responsibilities of the core team will be:

- Same as the launch team.
- Prayer: Nothing can happen without prayer. Prayer is the job of the people of God and is essential in the life of the church. This team will join the lead pastor in praying for the community, the church plant itself, and the spiritual atmosphere of the local community.
- Greenhouse Training: As a part of the core team, they will be required to participate in the Greenhouse Training with the lead pastor so that everyone can be on the same page and move together.
- Be a part of the strategic planning

The characteristics I am looking for in a core team member is someone who has a deep relationship with Jesus, is a person of integrity and honesty who is willing to learn and can submit under authority. I added the last part not because I want to be the dictator, but it shows their ability to follow and willingness to be led. In terms of skills, it would be ideal to have people who are gifted in different areas such as finance, administration, community building, technology/social media, and intercessory prayer.

Strategies

Malphurs says that both the core team and the congregation must participate to make the strategies work.⁵ Therefore, the strategies will be implemented by the lead pastor, core team, and congregation so that as the core team sets the culture and models it, there will be strategies they can use to lead the congregation.

Strategies For Engaging the Lost

Personal: First, I would encourage the congregation to analyze their circle of relationships and see if there is a person of peace that they can invest in. It could be the PTA, workout class, unbelieving friend, local coffee shop barista, or their neighbor.

Corporate: Host event at a local coffee shop. There are a lot of coffee shops in Palisades Park so if we host events, it can be good marketing for the business and it gets the word out there that there is a church that wants to meet them where they are. Another strategy is to get involved in the town. It could be the rotary club, library volunteer, or etc. Letting the town know that there is a church that wants to be present in the life of the community will open new relationships and opportunities for the church to have influence to be the salt and light of the town.

Service: The Sunday morning service time is really important because that is the time non-church goers think of when they think worship service. Creating an atmosphere of welcoming and belonging is crucial for when a newcomer comes to the church. The language that is used would be important as well because people who are not Christian understand Christian rhetoric.

Strategies For the Spiritual Formation of the Found

Spiritual formation could be broken up into four sectors: classes, discipleship, inner healing/soul care.

⁵ Aubrey Malphurs, *The Nuts and Bolts of Church Planting: A Guide for Starting Any Kind of Church*. (Grand Rapids, MI: Baker Books, 2011), 116.

Classes: Classes will be offered twice a year. In the beginning we will have a class on the fundamentals of the faith and how to be a missional community. As the church grows and we can identify people who are gifted in teaching, we will expand into differ topics. Membership classes will be run on an every other month basis. This will help people learn what about the church, vision, mission, core values, how God has gifted them, and where they can potentially serve.

Discipleship: Discipleship is a more focused and intentional group led by trained leaders that are committed to walking with the group for a full year. The purpose of this group is for accountability, mentorship, and multiplication. The hope is that as people walk through this process, they will multiply and lead their own groups.

Inner Healing/Soul Care: Everyone has junk in their hearts that they cannot overcome on their own. By incorporating inner healing and *Soul Care* into the church's spiritual formation, it will help people walk in the path of freedom in concrete and Holy Spirit powered ways.

Strategies For Equipping For Impact

Empowerment is important if you want to help people discover and live in their gifting and calling. Part of the empowerment will be to find out how God has wired them through spiritual gifts tests and giving people opportunities to serve. The classes will help with training them in different areas such as prayer, inner healing, how to live on mission for the gospel, and etc.

Word and Power Ministry: Having a ministry that embraces the power of the Holy Spirit that is aligned with the teaching of the Bible is very important in the life of the church. God is not a dormant God but a very active being that continues to manifest himself in miracles and works of wonder.⁶ Whether it is prophecy, physical healing, speaking of tongues, and deliverance, this experiential aspect of the Holy Spirit is imperative for the believer. The

⁶ 1 Corinthians 14:12

mysterious and mystical aspect of the works of the Spirit can be misunderstood so that is why the teaching of these things must be rooted in the Bible.

Strategies For the Gathering

Although corporate worship is important, Sundays will not be the only gathering that the church has. The church will host outreach events they can bring their persons of peace to so that they can get introduced to the church community more organically. There will also be prayer nights and revival services where the people can come and be filled with the Holy Spirit.

Strategies For the Fulling Acts 1:8

Acts 1:8 says, “ But you will receive power when the Holy Spirit comes on you; and you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth.” Baptisms are essential in the life of a believer as it is a public declaration of faith and it signifies being born again. Testimonies are so important in the life of the church because it is a witness to the power of God that is actively working in the lives of the people. It also edifies the church and can be a mode of reaffirming the call God has placed on the church. New believer testimonies are also powerful for a missional community because that is exactly what we want to see as the community invests in the nonbelievers.

Fundraising

In order to raise funds to plant the church, the lead pastor will send support letters and make appointments with people to give them an opportunity to sow into the vision of the church. The best way to do this to be honest and share what is on the heart. I would also find grants that I can apply for, through a denomination, a private organization, or other avenues of finding grants. If it is possible, I would ask the mother church that I would be planting with to help financially if they are able. A fun idea would be to have a fundraiser for the church plant.

Timeline

This church plant will take the first 3 months praying and recruiting the launch team. It is in these three months when the lead pastor and the core team begin to fundraise for the plant and start figuring out the spaces they can find a person of peace within the community. After 3 months, the launch team will be monthly for the first 3 months before moving to a weekly meeting. During the first 3 months of meeting with the launch team, they will be welcomed to invite any friends who want to journey with us. In total, the church will spend 6 months in incubation mode before launch as a church plant. Hopefully within 6 months, the church will have reached the fundraising goal of \$300,000 which will include all expenses for the church.

Bibliography

Malphurs, Aubrey. *The Nuts and Bolts of Church Planting: A Guide for Starting Any Kind of Church*. Grand Rapids, MI: Backer Books, 2011.

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