



# **CHURCH PLANTING HANDBOOK (ADAPTED FOR CANADA)**

# I Introduction

## The Church

The Redeemed Christian Church of God (RCCG) is one for the fastest growing missions in the world today with branches in every continent of the world. The mission continues to expand her coast in North America.

The growth of the church can be attributed to the grace of God upon the church, the leadership and the church planting strategies, which is focus on achieving the vision of the church.

## RCCG Vision

The vision and mission statement shall remain intact, with a qualifying addendum in view of the peculiarity of the demography in the North American region. They are as follows:

1. To make heaven.
2. To take as many people as possible with us.
3. To have a member of RCCG in every family of all nations.
4. To accomplish No. 1 above, holiness will be our lifestyle.
5. To accomplish No. 2 and 3 above, we will plant churches within five minutes walking distance in every city and town of developing countries and within five minutes driving distance in every city and town of developed countries.

We will pursue these visions, until every Nation in the world is reached for the Lord Jesus Christ.

Addendum:

For planting new parishes in North America & Caribbean countries, the location to any existing parish must be at least 10 minutes driving distance.

## 2 Church Planting

The mandate of church planting in The Redeemed Christian Church of God is obviously her heartbeat. In Canada, this shall be the focus alongside of the core vision and mission statement of this mission on the international level. However in the face of the demographic structure of the Canada, Church planting shall be at least 10 minutes driving distance to an existing branch.

### The Guideline/procedure

- Locations of the new parishes shall be determined by the zonal/provincial office together with the mother church / area based on neighborhood of targeted souls, proximity to an existing Church and financial capacity
- No parish shall be established without the consent of the Zonal / Provincial office on the location of the new parish
- The parish shall be strategically planted to attract multicultural diversity of the environment
- The mother church must support the new parish with the provision of minimum level of audio and visual system i.e sound and musical instruments to operate effectively. This will include sound

mixer, speakers, microphone and one musical instrument.

## **The role of Mother Church**

Depending on the arrangement for the new parish, the mother church can be at the province, zonal, area or parish level.

In the case of churches being planted under foreign mission, a local Parish shall be appointed to fulfill the role of mother church on behalf of the sponsoring mission.

It shall be the primary responsibility of mother parish, area or zone planting a new (“baby”) parish to provide all setup costs including rent for a minimum period of six months (for a location that the mother church has approved as reasonable), provision of basic facilities such as drums & musical equipment, public address system, furniture and equipment considered necessary for a smooth take-off of a new parish.

RCCG Canada may support the mother church that is unable to fund the purchase of the musical equipment for the new church by paying for this equipment. This payment shall form part of the take-off grant and shall

not exceed fifty percent (50%) of the total take-off grant support as stipulated by RCCG Canada.

The balance of the takeoff grant for the new parish shall be made available when remittance obligations have been met.

### **Financial Obligation from RCCG Canada**

The RCCG Canada shall support church planting financially. The support shall kick in not earlier than 3 months after the new parish has commenced operation but in any event not later than 6 months of the birth of the parish

The financial support from RCCG Canada shall be in the form of one time grant of \$5,000. This dollar amount shall be subject to periodic review by the authority of The RCCG, which review may result in increase in the grant or not.

This fund shall be disbursed under the supervision of the Zonal Coordinator through the office of the Provincial Pastor.

A new parish shall be eligible to receive the grant in so far it is up to date in its remittance obligations to The RCCG  
Canada.



### 3 Establishment of Parish

The RCCG Canada (“The Mission”) represented by the Central office shall enforce the observance of the laws and regulations governing the establishment and operation of religious organizations in Canada. The Mission shall ensure that the pastors and ministers of the new parishes are educated with regards to the laws and regulations governing their operations.

The Redeemed Christian Church of God is the registered owner of the name, The Redeemed Christian Church of God” and its logo, under the Laws of Canada. As such, all parishes/corporations affiliated with The Redeemed Christian Church of God and incorporated under its name shall be the property of the Mission. No parish affiliated to The Redeemed Christian Church of God or incorporated under the name of The Redeemed Christian Church of God shall amend its Letters Patent without the consent in writing of the Mission.

By implication, once a parish has been established under RCCG Canada, the name of such parish becomes the property of mission and as such any change to the name must be approved by the Canada Central Office.

Parishes are strategically located to meet the overall objective of the Mission and as such, no Parish Pastor or



Parish Council shall re-locate the church, without the written consent of the Zonal Office. In considering a request for re-location of a parish the Zonal Pastor shall consider the request against the objectives of the No parish shall continue in operation for longer than 3 months without perfecting its corporate registration with the appropriate government authority. The mother parish shall enforce the observance of this rule. The Parish Pastor shall constitute members of the Board of Trustees of the new parish from among its members who are of good report. In the event that the foregoing is unachievable, the parish pastor may make his selection from among the members of another parish who are of good report with the knowledge and consent of the pastor of subject parish. The Zonal coordinator may be included in the composition of the board of Trustees.

A copy of the parish's Letters Patent shall be submitted to the Mission's Central office soon after the incorporation of the new parish.

Mission regarding church planting including the requirement for minimum driving distance between parishes of The Redeemed Christian Church of God

## **Parish Registration and Incorporation**

No parish shall continue in operation for longer than 3 months without perfecting its corporate registration with the appropriate government authority. The mother parish shall enforce the observance of this rule. The Parish Pastor shall constitute members of the Board of Trustees of the new parish from among its members who are of good report. In the event that the foregoing is unachievable, the parish pastor may make his selection from among the members of another parish who are of good report with the knowledge and consent of the pastor of subject parish. The Zonal coordinator may be included in the composition of the board of Trustees.

A copy of the parish's Letters Patent shall be submitted to the Mission's Central office soon after the incorporation of the new parish.

## **Charity Registration**

Each parish of The Redeemed Christian Church of God in Canada is required to operate as a Charity under the Income Tax Act and other applicable laws and regulations and as such are expected to apply to the Canada Revenue Agency for designation as a Charity soon after incorporation...

The Central office of the Mission shall ensure that each parish comply with the foregoing rule. The central office can be of assistance in getting the new parish through the charity registration process.

In other to ensure seamless operation as a charity organization, the central office shall consolidate the activities of the new parish with her charity number while the new parish awaits Canada Revenue Agency (CRA) for her parish charity number.

The new parish must comply with the accounting guidelines of the central office to be able to use the Central Office charity number.

### **Inauguration and Dedication**

The new parish can commence regular service with minimum of 8 committed members and without formal inauguration.

Formal inauguration would be held within 3 months of commencement, subject to attainment of a minimum of 15 regular members while 40 regular members must be attained before the parish can be dedicated. ONLY the General Overseer or his nominee can conduct a dedication.



## 4 The New Parish Obligation

The newly planted parishes are not exempted from the submission of monthly report through the online reporting system (<https://rccgcanada.org/reports>) which allows the Zonal Coordinator, Provincial Pastor and the Central office to receive it simultaneously within the stipulated deadline right from their first month of commencement.

- (a) Parishes under one year shall remit 10% of tithes and offering from the first month of existence
- (b) Parishes over one year but less than two years shall remit 15% of tithes and offering.
- (c) Parishes two years and over shall remit 20% of tithes and offering

## 5 Missionary and Church Planting

Based on the demographic and other challenges peculiar to Canada, it is apparent that missionaries will continue to be part of church planting strategy for the nearest future.

Since the missionaries will be new to their environment, this strategy requires adequate planning to ensure that it is sustainable, beneficial to the mission and rewarding to the missionaries.

No missionary shall be accepted by RCCG Canada without a suitable foreign sponsorship arrangement. All parishes to be planted through foreign mission will be managed by Central Office in Canada. The central office will work in collaboration with Provincial offices to ensure appropriate location and selection process.

### Sponsorship Requirement

- All missionaries shall be sponsored by a foreign mission (i.e a Church, an Area, a Zone, a Province or mission board of RCCG worldwide)
- The sponsorship support shall be discussed and agreed to by RCCG Canada, through the Central office.
- The sponsorship shall include the cost of planting the parish, the welfare package for the missionary

and the family. Welfare package shall be according to government of Canada guideline.

- A minimum of 2 year financial support is required for the church planting and the missionary welfare package.
- Remuneration package shall comply with Citizenship and Immigrations Canada package, Low Income Cut Off (LICO).
- The foreign mission (i.e the planter) shall remit the agreed total fund for the church planting and welfare package to RCCG Canada in trust.
- No Missionary that is above 45 years of age shall be accepted in Canada. This would allow missionary to contribute sustainable amount of at least fifteen years to work towards the Canada Pension Plan.
- It is strongly recommended that missionaries come with their family when relocation to Canada and the travel cost paid by the foreign mission sponsoring the missionary. This will help them to deal with the problems of loneliness.

Where a Canadian parish or zone wishes to sponsor a foreign missionary, a similar commitment must be made and payment made to RCCG Canada in trust for such missionary prior to their arrival in Canada.

## RCCG Canada Obligations to Missionary

- RCCG Canada shall interview the missionary and ensure he/she is suitable to work as a missionary in Canada.
- RCCG Canada shall provide all the necessary documentations required by Citizenship Immigrations Canada from RCCG Canada to secure the appropriate visa for the missionary and the immediate family.
- RCCG Canada shall provide training and direction to the new missionary through the zonal office or parish pastor. He/she will undergo detail orientation with the Zonal Coordinator to better understand the culture of the new environment for period not exceeding 6 weeks.
- RCCG Canada shall explicitly state in the appointment letter the gross salary for the missionary and advise of the relevant tax implication and other deductions.
- RCCG Canada will manage the yearly salary review of missionaries to protect them against inflation.
- Missionaries shall be paid directly from the sponsorship fund through the central office (i.e administered the sponsorship fund from the foreign mission) on a monthly basis for a minimum period of two years. At which time



their parishes would be up and running to take on the support after that.

- RCCG Canada shall provide assistance to missionary in obtaining Permanent Resident status where applicable by engaging the services on a lawyer for this purpose. The Central office shall be responsible for the cost of the lawyer and all other fees shall be the responsibility of the missionary.
- The medical insurance and life insurance package for the missionary shall be the responsibility of the RCCG Canada for a minimum period of 2 years and not exceeding 3 years.

### **Roles/Requirement of the Missionary**

Any missionary wishing to serve as a Parish Pastor for RCCG Canada will be required to do the following:

1. Submit a complete application form accompanied by a release letter for his/her Provincial/Area Pastor and or Zonal Coordinator.
2. Participate in an interview with the Country Coordinator or his designated team prior to arrival in Canada.
3. Submit a detailed and updated resume for himself/herself as well as that of the spouse
4. Participate fully in the pastors meetings held at the Zonal level

5. Attend and participate in seminars, conferences and any such events organized by RCCG Canada or RCCGNA which is geared towards enhancing the ministry.

### **Citizenship Immigration Canada (CIC) Requirement**

RCCG shall not accept any missionary that does not meet Citizenship Immigration Canada requirement. The clergy must have the documentation to work legally in Canada before being accepted.

RCCG Canada shall comply with the following Guidelines as stipulated by Citizenship Immigration Canada.

Low Income Cut-off (Effective until December 31, 2013)

Size of Family Unit	Minimum necessary income
1 person (the sponsor)	\$23,298
2 persons	\$29,004
3 persons	\$35,657
4 persons	\$43,292
5 persons	\$49,102
6 persons	\$55,378

7 persons	\$61,656
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More than 7 persons, for each additional person, add \$6,268

The income shall be adjusted by RCCG Canada to accommodate cost of living of the city that the missionary is posted in Canada.

### **Missionary Status Termination**

RCCG Canada does not have full time pastors or Missionaries on her payroll and it is not her intention in the nearest future. Missionaries to Canada need to be fully aware of this situation and have it as part of their migration plan.

**NOTE:** The original arrangement with the foreign sponsor for the missionary covers a two year term within which it is expected that the missionary would have obtain their permanent residence and thus come off missionary status.

In the event that the immigration process is not concluded within the 2 year time frame, RCCG Canada in collaboration with the foreign Sponsor will take shared responsibility for the missionary. RCCG Canada support in this case will not exceed 50% of the

missionary commitment that was made in the previous year by the Foreign Sponsor. The Foreign Sponsor will be required to cover the remaining 50% of the previous year commitment. This shared responsibility will be for a maximum of 12 months and cannot be extended thereafter.

The entire missionary arrangement for missionaries to RCCG Canada shall not be greater than 3 years.

## 6 Compliance

Every guideline is as good as its consequence of non compliance. This is why this section is as important as the entire handbook.

RCCG Canada is totally committed to the Church planting vision of this mission and to the directive of the General Overseer. However, necessary adaptation to the geographic and demographic nature of Canada is imperative.

The compliance strategy shall be a united effort at all level of leadership as follows:

1. It is the duty of the Zonal Coordinator to ensure compliance with this guidelines
2. The central office will not release take off grant to any Parish that fails to comply with this guidelines
3. The new church will not be inaugurated as long as it is not in compliance with the terms of this guideline in this handbook
4. In the event that there is persistent default, no candidate from the defaulting parishes would be accepted for ordination
5. A parish in default will not be given the required letter of good standing for incorporation and charity registration purposes

6. Other measures as deemed fit would be employed and used appropriately to ensure proper compliance