



**IMPACT ROADMAP 2026**

# CRC Church Planting Impact Roadmap

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|---------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| 10 Year | <p><b>By 2036, the CRCNA will become a multiplying denomination where every Classis mobilizes their churches to participate in God's mission by making disciples, developing leaders, and planting churches across N.A.</b></p> <p><b>WHY:</b> We long to see the gospel saturate every crack and crevice of society as new worshipping communities are planted that announce, demonstrate, and embody the good news of the kingdom of God.</p> |                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                       | Vision     |
| 5 Year  | <p><b>IF:</b> If every Classis in the CRCNA has a sustainable church multiplication pathway in place that helps local churches make disciples, develop leaders, equip planters, and plant new churches,</p> <p><b>THEN:</b> 150 new worshipping communities will be established across the U.S. and Canada by 2031.</p>                                                                                                                         |                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                       | Moonshot   |
| 3 Year  | <p><b>DISCIPLESHIP</b></p> <p>The CRCNA has developed clear discipleship principles for the denomination that can be contextualized across different church settings, and 20% of Classes are piloting the model by training their pastors and have seen 2 generations of reproduction.</p>                                                                                                                                                      | <p><b>LEADERSHIP</b></p> <p>Every Classis, supported and resourced by denominational agencies, has a clear and contextual leadership development pathway with identified ownership, aligned resources, and an active team guiding the process.</p> | <p><b>CHURCH PLANTING</b></p> <p>40% of Classes have an active church planting pathway with identified ownership, equipped leaders, supporting churches, and at least two church planters moving through assessment, coaching, and preparation.</p>      | <p><b>RESOURCES</b></p> <p>The CRCNA has established the funding, staffing, and volunteer support structure needed to sustain the planter pathway, with a church planting fund, clear staffing roles, and a sequenced capacity plan across denominational, Classis, and local church levels.</p> | <p><b>LEGACY</b></p> <p>Every Classis has access to an endorsed process and trained facilitators to help congregations facing decline discern renewal, multiplication, or faithful legacy decisions.</p>                              | Milestones |
| 1 Year  | <p>Within 12 months, the CRCNA will have designed and aligned an ideal church plant journey, with clear ownership across denominational agencies, Classes, and congregations for each stage from disciple to leader to church planter to launch, along with a funding plan to support implementation.</p>                                                                                                                                       |                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                       | Objective  |
| 90 Day  | <p><b>DISCIPLESHIP</b></p> <p>Define core principles for denominational discipleship multiplication, identify the initial beta Classis, and draft the training and pilot plan for participating pastors.</p>                                                                                                                                                                                                                                    | <p><b>LEADERSHIP</b></p> <p>Clarify the leadership development vision, identify the denominational partners who will help resource it, and begin outlining the pathway, ownership structure, and communication plan for Classis.</p>               | <p><b>CHURCH PLANTING</b></p> <p>Identify the initial beta Classis for the church planting pathway, clarify the core components of the pathway, and name the first round of point leaders, advocates, and support roles needed to begin piloting it.</p> | <p><b>RESOURCES</b></p> <p>Clarify the funding, denominational staffing, and Classis volunteer support structure needed for the planter pathway, begin preparing the Lilly Grant application, and outline the first draft of the broader funding and capacity plan.</p>                          | <p><b>LEGACY</b></p> <p>Convene key facilitators and stakeholders to define the core renewal / legacy process, establish endorsement criteria, and identify the first congregations or Classis that could help pilot the pathway.</p> | Goals      |

***Laying a foundation of prayer and fasting!***

# Impact Roadmap: Explained

The Impact Roadmap translates a God-given vision into clear, aligned action. It ensures that what we believe God is calling us to becomes what we actually do—together. Each layer builds on the next, moving from long-term calling to short-term execution with clarity, focus, and momentum. In short, it is “How vision becomes movement.”

## 10-YEAR VISION

**By 2036, the CRCNA will become a multiplying denomination where every Classis mobilizes their churches to participate in God’s mission by making disciples, developing leaders, and planting churches across N.A.**

**WHY:** We long to see the gospel saturate every crack and crevice of society as new worshipping communities are planted that announce, demonstrate, and embody the good news of the kingdom of God.

This is our preferred future—a Spirit-led picture of what could be if we faithfully steward what God has entrusted to us. It captures both conviction and calling: a desire to see the gospel saturate communities through new worshipping communities that announce, demonstrate, and embody the Kingdom of God.

## 5-YEAR MOONSHOT

**IF:** If every Classis in the CRCNA has a sustainable church multiplication pathway in place that helps local churches make disciples, develop leaders, equip planters, and plant new churches,

**THEN:** 150 new worshipping communities will be established across the U.S. and Canada by 2031.

The Moonshot is a time-bound, measurable slice of the vision. It helps us know that we are not only making progress toward our 10-Year Vision, but it also clarifies what to do next by bridging the gap between ideals and action.

While Synod 2025 asked for a 10-year plan, ten years is too far out to drive focused execution, so we anchor our work in a five-year horizon where clarity, urgency, and accountability can thrive. Just as importantly, we know we will gain critical learnings in these first five years that will enable us to move exponentially faster and further in the next five.

(Continued..)

# Impact Roadmap: Explained

(5-Year Moonshot Continued..)

The IF...THEN structure is not merely stylistic. It forces clarity about how we believe impact actually happens. The IF names our chosen strategy—the pathway we are committing to build. The THEN defines the measurable outcome we believe will follow. This creates alignment across the strategic plan and ensures we are not just setting goals, but making a clear, testable hypothesis about how we will accomplish the mission.

## 3-YEAR MILESTONE

| DISCIPLESHIP                                                                                                                                                                                                                                             | LEADERSHIP                                                                                                                                                                                                         | CHURCH PLANTING                                                                                                                                                                                                | RESOURCES                                                                                                                                                                                                                                                         | LEGACY                                                                                                                                                                       |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| The CRCNA has developed clear discipleship principles for the denomination that can be contextualized across different church settings, and 20% of Classes are piloting the model by training their pastors and have seen 2 generations of reproduction. | Every Classis, supported and resourced by denominational agencies, has a clear and contextual leadership development pathway with identified ownership, aligned resources, and an active team guiding the process. | 40% of Classes have an active church planting pathway with identified ownership, equipped leaders, supporting churches, and at least two church planters moving through assessment, coaching, and preparation. | The CRCNA has established the funding, staffing, and volunteer support structure needed to sustain the planter pathway, with a church planting fund, clear staffing roles, and a sequenced capacity plan across denominational, Classis, and local church levels. | Every Classis has access to an endorsed process and trained facilitators to help congregations facing decline discern renewal, multiplication, or faithful legacy decisions. |

These five milestones represent the strategic levers that must be achieved to hit the Moonshot. Rather than trying to do everything, we have identified these critical areas that will drive disproportionate impact and progress. Each milestone is not just an initiative—it is a capacity-building pathway that, once established, can be multiplied and scaled.

This is where the roadmap moves from aspiration to architecture. Discipleship fuels the pipeline, leadership develops the people, church planting activates the mission, resources sustain the work, and legacy ensures faithful transitions where needed. Together, these five create an integrated plan so that, when they move, the whole mission moves.

# Impact Roadmap: Explained

## 1-YEAR OBJECTIVE

Within 12 months, the CRCNA will have designed and aligned an ideal church plant journey, with clear ownership across denominational agencies, Classes, and congregations for each stage from disciple to leader to church planter to launch, along with a funding plan to support implementation.

The annual objective applies the Pareto Principle (80/20 rule): a small number of focused actions will drive the majority of our progress. Instead of diffusing energy across many priorities, we identify the one must win that will unlock movement across the entire roadmap.

This creates clarity and discipline. If we get this right, many other things become easier or unnecessary. It ensures that our time, resources, and leadership attention are concentrated on what matters most.

## 90-DAY GOALS

| DISCIPLESHIP                                                                                                                                                               | LEADERSHIP                                                                                                                                                                                           | CHURCH PLANTING                                                                                                                                                                                                     | RESOURCES                                                                                                                                                                                                                                | LEGACY                                                                                                                                                                                                    |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Define core principles for denominational discipleship multiplication, identify the initial beta Classis, and draft the training and pilot plan for participating pastors. | Clarify the leadership development vision, identify the denominational partners who will help resource it, and begin outlining the pathway, ownership structure, and communication plan for Classis. | Identify the initial beta Classis for the church planting pathway, clarify the core components of the pathway, and name the first round of point leaders, advocates, and support roles needed to begin piloting it. | Clarify the funding, denominational staffing, and Classis volunteer support structure needed for the planter pathway, begin preparing the Lilly Grant application, and outline the first draft of the broader funding and capacity plan. | Convene key facilitators and stakeholders to define the core renewal / legacy process, establish endorsement criteria, and identify the first congregations or Classis that could help pilot the pathway. |

These are the immediate, actionable steps that create momentum. Each 90-day goal directly corresponds to one of the 3-year milestones, ensuring that short-term execution is always building toward long-term outcomes.

This alignment is critical. It prevents disconnected activity and ensures that every meeting, initiative, and effort is contributing to the larger mission. The 90-day horizon also creates urgency, adaptability, and regular opportunities to learn and adjust. At the conclusion of each 90-days, there will be a work session to evaluate and reset the upcoming 90-days.

# Impact Roadmap: Explained

## HOW THE IMPACT ROADMAP WORKS:

The Impact Roadmap connects calling to execution:

- The Vision defines where God is leading
- The Moonshot clarifies what success looks like in this season
- The Milestones build the pathways that make it possible
- The 1-Year Objective focuses our energy on what matters most
- The 90-Day Goals drive consistent action and learning

Together, they create alignment across the denomination—so that every Classis, church, and leader is moving in the same direction, for the sake of the gospel, together!