



NORTH CAMPUS LAUNCH PLAN

LAUNCHING NORTH CAMPUS

KINGDOM EXPANSION

Harbor Covenant Church has always been defined by its mission to impact our community with the Gospel. By 2024, we recognized that the North Campus had become more than simply another multisite location of Harbor Covenant. We recognized that over the last 11.5 years, it has developed distinct characteristics and ministry expressions that God is using to reach people throughout North Gig Harbor, the Key Peninsula, and South Kitsap County.

And since 2024 there has been a subtle but important question that has continued to stir in the hearts and minds of our leaders: *"Is God already forming a new church among us that can reach even more people independently?"* This is a question that reflects one of the ECC's mission priorities of **STARTING AND STRENGTHENING CHURCHES**.

STARTING A NEW CHURCH

So we began exploring the long-term future of the North Campus, and through prayer, fasting, discernment, and ongoing consultation with our Conference Superintendent, the answer has become increasingly clear: **it's now time to START North Campus as a new and independent church in the ECC.**

1. This decision is a *response* to the Spirit's leading and our continued mission expressed through our organizing principles: Reaching People for Christ, Making Disciples, and Living Lives of Compassion, Mercy, and Justice.
2. This decision *recognizes* a growing, maturing, and missionally effective congregation that God has already been forming over many years.
3. This decision *affirms* the unique spiritual fruit, emerging leadership, deep relational health, and a distinct congregational identity developing within the North Campus community.

STRENGTHENING BOTH CHURCHES

In a technical sense, we are not "planting" a church as much as we are launching an existing congregation into independent ministry. **This transition creates space for both congregations to be STRENGTHENED.**

1. The *Central Campus* will have the opportunity to pursue renewed vision, identity, and direction alongside an incoming Lead Pastor
2. The *North Campus* will be empowered to contextualize ministry specifically for North Gig Harbor, South Kitsap, and the Key Peninsula through local leadership and decision-making.
3. *Together*, it represents a shift from a "parent-child" model to a sustainable sister-church relationship: *two churches united by shared history, shared values, and a shared desire to expand the Kingdom of God together and independently in their expressions.*

TRANSITION TIMELINE

PHASE ONE / DISCERNMENT PROCESS

Summer 2025 - May 2026

- Discern what God is doing
- Evaluate Resources
- Develop a Launch Plan
- Unite around mission

PHASE TWO / COMMUNICATION & PREPARATION

June 2026

- Information meetings
- Annual Meeting
- Cast vision
- Get initial commitment

PHASE THREE / FOUNDATION & FORMATION

July 2026 - October 2026

- Establish a new identity
- Gather Core Team
- Develop congregation
- Establish leadership
- Transfer systems & finances

PHASE FOUR / LAUNCHING

November 2026 - June 2027

- **November 1, 2026** - Soft Launch
- **By January 1, 2027** - Submit all documentation to PACNWC for acceptance
- **By March 1, 2027** - Organizationally Independent, Relationally and financially dependent
- **April 2027** - PACNW Conference Acceptance of New Church
- **Summer 2027** - ECC Acceptance & Full Independence of New Church

FAQ'S

1. Why and why now?

Since 2024, it has become increasingly clear that this is the season God has been preparing for us. We believe this move is a response to the Spirit's leadership and a leveraging of the current momentum at both campuses.

With the current transition of a new Lead Pastor, moving forward now will allow both congregations to do future ministry from a position of freedom and strength.

2. Why start another Covenant Church so close?

We believe that more people can be reached by more churches, no matter the distance. Proximity does not limit church growth or Kingdom impact.

Over time, both campuses have naturally developed distinct cultures and ministry expressions shaped by the people who call them home.

Each campus is reaching and resonating with different people seeking different expressions of church community.

Rather than competing, we believe both congregations can flourish side by side, reaching more people together in denominational unity rather than either could alone.

3. Is Harbor Cov splitting?

No, we are multiplying.

Much like a small group multiplying to create space for more people to belong and grow, we are doing something similar on a larger scale.

We see more opportunity for Kingdom impact than we do in the benefits of remaining a single organization. Multiplication is a healthy and natural step forward.

Our hope is that this transition will lead to:

- More people reached with the Gospel
- More disciples formed and leaders developed
- Greater expressions of compassion, mercy, and justice

4. What will the future relationship be between Harbor Covenant and the new church?

Rather than maintaining a dependent campus or church, we are launching an independent “sister” church.

Our love for one another and our desire to see both congregations flourish will remain central to our relationship. As sister churches, we look forward to exploring ongoing possible opportunities for partnership and shared mission as they appear.

The North Campus will always honor Harbor Covenant Church as an essential part of its story, and Harbor Covenant Church will continue celebrating the work God is doing through this new expression of ministry in the North Gig Harbor and Key Peninsula communities.

5. Can the North Campus afford to become independent?

Yes, but it's in process.

North Campus already has an active congregation, established ministry rhythms, and a consistent giving base. Currently, the North Campus covers more than 60% of its operating expenses

As an independent church, the North Campus will initially and strategically reduce to one full-time staff position with additional part time staff. It will then have the flexibility to add necessary staffing over time as financial stability and sustainability increase.

To support a healthy transition, Harbor Covenant Church will provide a three-year tiered support plan totaling \$100,000 (\$50,000 in FY 27/28, \$30,000 FY 28/29, \$20,000 in FY29/30).

This partnership will create a strong foundation for a successful launch and provides a realistic pathway toward long-term sustainability and full financial independence.

6. What will change for North Campus worship on Sundays?

The location is not changing and neither are the core expressions of our communal identity: relational, family-oriented, worshipful, and Spirit-responsive.

The biggest change is one of ownership. We are moving from being primarily attenders of a campus to becoming builders of a new local church community.

This will allow us to shape discipleship, worship, leadership, and ministry more specifically around the needs and opportunities of our local context.

Staffing will also be different to faithfully reflect the size, ministry needs, and financial realities of starting a new church. Mark will start out as the only full time staff as the lead pastor of the new church and will work with additional part time staff.

7. How do we know this is God's will?

This has been a long process of reflection, prayer, discernment, and affirmation.

- **In 2024** conversations began with our multisiting oversight team
- Michael White's departure in **Summer 2025** inspired a revisit of those conversations
- phCHECK results in **August 2025** demonstrated two strong cultures at both Campuses
- **Fall of 2025** - transitional period discussions on the future of Harbor Covenant Church were had with transitional pastor, north campus site pastor, church chair, and church vice chair
- **January 2026** - The rest of the Leadership Team included in discernment process about launching North Campus
- More prayer & conversations happened among leadership throughout **Winter 2026**
- **April 18, 2026** - Intentional discernment time (facilitated by the PACNW Conference) with Leadership Team & all Harbor Covenant pastors resulted in a unanimous move to launch an independent congregation
- **May 19, 2026** - The Transitional Lead Pastor and the Leadership Team united around a launch plan

As you can see, this possibility has been reflected on, prayed about, and discerned for more than two years. But we've already seen God's leading over the entire history of North Campus in the fruit already present the health and momentum, and the leaders God already raised up within the North Campus community.

Additionally, our incoming pastor Lead Pastor, Brandon Goad, has been part of these conversations, brings experience with starting new churches, and supports the vision of launching the North Campus.

8. Why didn't the congregation vote on this?

Our constitution and bylaws do not include a provision requiring a congregational vote for decisions of this nature. The organizational structure and governing documents of our church place certain leadership and directional decisions within the authority of the Leadership team and Lead Pastor — and this was one of those decisions.

We recognize that this is a significant moment for our church family, and we want to honor your trust. Our leadership took this responsibility seriously, sought counsel, and acted in accordance with the authority entrusted to them under our governing documents. We are committed to transparency and welcome any further questions as we move forward together.