

A Detailed Guide to PACE

The **PACE** strategy partners Unleashed for the Unreached (U4theU) with local churches to spread the gospel in the least reached parts of the world. It gives your church the ability to start and initiate your own church planting movement (CPM) from scratch. From beginning to end, your church would develop, raise up, and support a CPM that will reach one of the 6,900 unreached people groups still left in the world.

PACE is an acronym for **Pray, Activate, Commit, and Enlist**. We want to **pray** for renewal among all God's people and for his message to spread worldwide, **activate** all of its membership in sharing Christ around the block and around the globe, **commit** to planting a vibrant new church in an unreached part of the world, and **enlist** the help and potential of others in the expansion of the global Kingdom.

PRAY

We always start a PACE project with prayer. It's important that your church develops an attitude of prayer from top to bottom, from the eldership to the congregation.

At this stage you will:

- Appoint a prayer coordinator for your project to help lead the prayer effort in your church. They will spearhead prayer by:
 - Planning and leading prayer events
 - Establishing church-wide email prayer networks to keep others involved and informed about the project's prayer needs
 - Gathering and leading small groups to meet regularly to pray for the project
 - Keeping Sunday school classes, small groups, and others informed about the project and sharing specific ways for them to pray, which could include:
 - Potential unreached people groups to adopt (if you haven't chosen yet) or your specific unreached group if you have chosen one
 - Facts and statistics about the group, such as population, dominant religion, average income, typical careers/lifestyles, etc.
 - Maps and pictures of where and how they live
 - It's important to keep the church connected to the group. One way to do that is to always have prayer requests ready to share with others.
- Begin praying for your specific unreached people group or, if you haven't chosen one yet, pray for God to lead your church to the specific group he wants you to reach.
 - If you need guidance, U4theU can provide you with resources and ideas for how to choose your unreached group.
 - *See the attachment [Selecting Your Unreached People Group for tips and ideas](#)*

- Once you choose a group, you can begin to pray for them by name in your church, small groups, Sunday school classes, etc.
- Keep the church connected by praying for your group specifically, or for God to show you the group he wants you to adopt, for God to raise up the right workers, team leaders, and partnerships, for project funds, the future of the project, and for the salvation and hearts of the people group you want to reach.

ACTIVATE

Once your church has set a prayerful foundation for your project, you can begin to activate your congregation to reach your specific group and start empowering your church leadership core to take ownership of the project.

At this stage you will:

- Propose PACE to your church, whether that's to the leadership, missions committee, elders, Sunday school class, small group, etc.
 - Share the vision of PACE, what it is and why it's important to you. Share your passion and excitement with them; it will be contagious!
 - It may be difficult to get others on board right away. That's ok, keep trying and be patient. If the leadership isn't receptive try a smaller group like a Sunday school class. Start small if you need to, the excitement and passion will grow from there.
 - It may be a long, frustrating process but remember that you can't be a leader if no one's following, so be sure you don't jump too far ahead of your church. Keep praying for your group and for your church and let God worry about the timing.
 - *For some encouragement with a slow moving project, listen to this webinar (<https://vimeo.com/91638013>) from March 2014 that discusses perseverance in your PACE project despite many obstacles and setbacks*
- Sign a Letter of Agreement with U4theU and Team Expansion to express your commitment to spreading the Gospel to your specific unreached group
- Appoint a project coordinator to be the point person for your people group.
 - This person will be the key liaison between your church and U4theU, your on-field team, and any other partners that come alongside you.
- Learn your church's DNA. Figure out what your church's strengths and choose a plan/group/place that will help you focus those strengths as a congregation.
 - Your church may be really good at outreach, sports ministry, construction projects, short term trips, discipleship, etc. Find out what your strengths are and see how God can use them to reach your chosen group.
 - *See the attachment Analyzing Your Church's DNA to help*
- Create a timeline for your project.
 - U4theU will help you create specific goals of when you'll have chosen a group, announced it to the congregation, held prayer events, raised funds, taken a vision trip, selected a team, sent the team to the field, etc.

- Take a vision trip to your unreached people group.
 - Along with U4theU, you'll plan a short, 1-2 week trip to visit the people group you've chosen. You'll spend that time gathering information about them and their culture, learning the language, meeting locals, and discovering what the community needs.
 - *See the attachment Vision Trip Evaluation for help on assessing the area and people group you want to reach*
 - An important thing to remember about vision trips is that the people group you chose may or may not be a good fit for your church. It's ok if it isn't; the whole point of this initial trip is to see where God wants you to serve. Remember to stay flexible, keep praying, and trust God's leadership and direction.

COMMIT

At this point you will have a more definitive idea of where and how you'll spread the gospel so you can start making more specific, long-term plans.

At this stage you will:

- Begin preparing and training for the task ahead.
 - Kairos/Perspectives Courses
 - These short, intensive courses are designed to mobilize people for engagement in God's global mission
 - Monthly PACE webinars
 - You can sign up to get reminders at www.u4theu.com and you can listen to past webinars in the archives at www.u4theu.com/webinararchives
 - Talking with U4theU liaison regularly
 - Email Kelsey McMullen at kmcmullen@teamexpansion.org to connect with U4theU
 - Connecting with and learning from other PACE churches. Your U4theU liaison can connect you with others in your area or others that are focusing on a similar people group.
 - Think of your U4theU liaison as a switchboard to connect you to your chosen group, helpful resources, other PACE churches, etc. Don't be afraid to use her for any and all issues your PACE project faces!
- With help from U4theU, you'll also begin preparing your Master Plan, a long-term strategy for planting a church among your chosen unreached people group. This will include things like:
 - Long term objectives
 - How your church will contribute (financially and otherwise)
 - What the relationship is between your church and the on-site team
 - Who communicates with who and when

- If there are accountability systems in place for the on-field team and if so, what those look like
- How long is the church's commitment
- What are the overall goals for the project and how you will measure those goals
- When your project will be considered "complete" and your exit strategy for when that happens
- Think of your PACE project as a marathon, not a sprint. A PACE project can only be successful if the adoptive church is committed for the long haul. A project may take anywhere from a 5 to 30 years to complete. There's no specific formula or timeline that works for every project, so your church needs to be willing to stay committed, focused, and patient for years to come.

ENLIST

Now that you have a specific goal and plan in motion, you can start enlisting the help and partnership of others who are committed to the task ahead.

At this stage you will:

- Enlist your own congregation in the project.
 - Encourage your church to truly adopt your project as theirs. It's important that your church takes ownership of the project and feels a connection to your group not just at first, but throughout the entire process.
 - Getting and keeping the interest and excitement of an entire church is difficult, but it's an integral part of a vibrant PACE project. Some ways to grow and cultivate your congregation's excitement is to:
 - Hold church-wide celebrations or events focused around your group
 - Celebrate your group's local holidays
 - Bring in others from the field, whether that's locals or missionaries who have worked in similar areas
 - Skype your on-field team into Sunday morning services
 - Have a weekly or monthly "missions moment" during Sunday morning services where you give an update of your people group and your on-field team
 - Give members specific ways to be involved
 - Compile lists of specific items church members can send in care packages
 - Have classes or groups create Christmas or birthday cards for your workers
 - Let women's groups "adopt" the female missionaries and men's groups "adopt" the male missionaries and encourage them to communicate with them often, do Bible studies together, pray together, etc.

- Find an immigrant community of your chosen people (or a similar group) in your area and get your church involved with them, serving them in whatever way is needed.
- Find and/or raise up your on-field team.
- Partner with other churches who could be beneficial to the project.
 - Partnership is an effective and beneficial strategy to reach your chosen group, but it's important that roles are defined between each partner. This includes defining roles between your church, partner churches, the sending agency, and on-field team. Be sure each segment knows how responsibilities and focuses are divided, how much involvement each group has, and what's expected of them.
 - Set up regular, meaningful communication between the different partners, missionaries, and churches to ensure the project is running smoothly and effectively.
- Being involved in PACE should not put global missions at odds with the local church outreach. In fact, being more global minded often leads to more local outreach in congregations. When your church becomes more missions minded it also becomes more servant minded. Help your church find ways to serve the world and your local community simultaneously.

There are almost 6,900 unreached people groups left in the world; that's 3 billion individuals, 43% of the world's population. Unleashed for the Unreached wants to join with your church to change that. PACE will challenge your congregation to embrace a new missions strategy that will impact the unreached around the globe. Join the movement and help us spread the gospel to every corner of the earth.

For more information about PACE and U4theU, speak with a U4theU representative, visit u4theu.com, or email Kelsey McMullen at Kmcullen@teamexpansion.org.

Selecting Your Unreached People Group

Selecting a people to adopt often requires a great deal of thought, research and prayer. Below are some aspects to consider which may help you narrow down the field of choices. Bases for decision making may be grouped in three general categories: statistics, existing ties, and counsel. As you pray and gather knowledge about your church's preferences and leadings, statistics about peoples, explore existing ties, and seek wise counsel, your focus will gradually narrow to the choice God has for you.

Statistics

- **Spiritual Need:** Do you want to go where no one has gone before? Take a look at www.joshuaproject.net for information about current unreached and unengaged people groups from all over the world
- **Size:** What is the approximate size of the unreached people among which you'd like to base your project? Some are only several hundred in number while others are several million. Do you want to set minimum and maximum size figures?
- **Religion:** Is there a certain religion that your church wants to target? If it is in the Muslim world, does it want to specifically target a Sunni Muslim, a Shiite Muslim or a people who practice folk Islam? In other words, your church can choose either a broad or a specific religious category.
- **Location:** Is geography of interest? Is there a certain country or region you'd like to reach? Do you want to focus on an urban or rural area?
- **Accessibility:** It won't always be easy to plant a church in unreached areas. Does your church want to send prayer journey teams, research teams or other on-site visitors? Many countries restrict missionaries from entering their borders but maybe allow Christians to enter as business professionals (i.e., tent making missionaries) or aid/relief workers. We call these creative access countries. This is quite common among many people groups. One of the major reasons peoples are unreached is because they are inaccessible to traditional ways of presenting the gospel.
- **Livelihood:** Does your congregation have a special interest in farming, herding, trekking and fishing?
- **Miscellaneous factors:** Should your church work with the poor? Should it choose a people group that has a number of refugees? One church, for example, chose a group that had refugees in a neighboring, welcoming country where it could minister since the host country was closed to missionaries. Should your congregation choose a people that appear to be receptive to the gospel? Or a group that has proven difficult to reach?

Natural Links

- **Nearby Ministry Opportunities:** Should your congregation choose a people that have immigrants living nearby so that it can minister both in the United States and elsewhere simultaneously? In Nashville, TN, for example, there's a large population of Kurds. A church

in Nashville might want to choose to adopt the Kurds in Iraq and at the same time begin ministering to the Kurds in Nashville. That way, the congregation can get its people involved both locally and globally in reaching an unreached pocket of the world.

- **Familiarity:** Do you want to choose a people group already related to your mission program in some way, or choose one specifically because you have had no previous involvement there—to broaden the scope of your mission outreach?
- **Language Link:** Does the church have special language resources among the congregation? This could be valuable on a prayer or research journey. One church chose a particular people because they speak Mandarin, which several of the church-supported missionaries also speak. The hope was that the missionaries could assist, at crucial junctures, in speaking to this people on behalf of the church.
- **Partnerships:** Do you have links to a congregation from another culture? An excellent arrangement is when churches of different cultures can partner to reach an unreached people. Both churches adopt the same unreached people and thereby develop a close relationship with each other as well as conduct a more effective adoption. Do you already have a relationship with a church within your own culture that has adopted an unreached people group? You could team up with them. Contact your U4theU liaison to see if other churches or groups are also interested in your chosen people group.
- **Missionary Links:** Are there any missionaries that your congregation currently supports who are working among an unreached people? Your church can begin to build upon that relationship as it promotes the concept of adopting a people.
- **Business/Vocational Links:** Are there any natural business or educational ties with an unreached people? For example, if some in your church constituency are employed by an oil company, then they might be able to help secure jobs in the Middle East among an unreached people. If there are medical personnel in your congregation, they might be able to go overseas using their profession. If your church is already involved locally with teaching English, members might choose a people where English teachers are in high demand.

Counsel

- **Monthly PACE Webinars:** Try to participate each month in the free U4theU PACE webinars where you can learn from other PACE coordinators while also allowing them to draw from the experiences you're gaining. You'll hear lots of case studies, meet many experienced advisors, and enjoy the small, community atmosphere where you can discuss issues, problems, and praises. You can always listen to past webinars in the archives at www.u4theu.com/webinararchives
- **Kairos/Perspectives Courses:** You can learn much from these intensive missions classes. They'll open your eyes to historical, strategic, cross-cultural, and biblical inputs. Visit www.teamexpansion.org/kairos for more details.
- **Team Expansion/U4theU Projects:** Your congregation might prefer to ask Team Expansion and U4theU for ideas. Maybe Team Expansion has a missionary with a burden for

an unreached group but no sending church to provide the support and encouragement they need. Perhaps there's a project already in the dream-stage that is perfect for your church to help launch.

Questions for Discussion

- What factors will be considered most important in deciding the people group you will reach?
- Who in your church needs to have input in order for the adoption to be widely accepted? Who will have the final authority to approve the decision?
- Will this need to be approved by congregational vote, mission committee, pastoral staff, others, or all of the above? When will these meet? Will they need to be part of the decision-making process or will they only need to hear a presentation on what the PACE committee recommends and why?

Analyzing Your Church's DNA

1. Leader Passions

What passions and strengths has God stirred in the hearts of our leaders?

- What mission and goals have our leaders adopted for our church that might impact the direction in which we focus a new global initiative?
- Are our pastor/church leaders passionate about a particular type or location of ministry? If so, what and why?
- Is there anything unusual happening in our church right now that might point to a particular type of missions involvement?

2. Missionary Vision

Are we already involved with one or more missionaries who have God-sized strategic vision?

- Have one or more of our missionaries embraced a vision that is far too big for them to accomplish themselves?
- From what we know now, would an U4theU partnership with them be feasible?
- What is the likelihood that they would be interested in an U4theU partnership?

3. Brotherhood/Agency Vision

Does our brotherhood or mission agency have a focus or passion we should adopt?

- Do we have a strong relationship with a church body or mission organization with whom we want to work? If so, what are two or three highly strategic ministries God has laid on their hearts? Are there priorities they presently cannot launch or adequately address because of insufficient staff/volunteers or other resources?
- Are there other churches in our region, fellowship, or local area which have adopted an exciting project that could benefit from our contribution?
- Is this potential partner committed to working hand in hand with other churches?

4. Church Member Passions

What passions has God ignited in the hearts of our congregation?

- Are there people in our church who have a passion to meet a specific type of need (homelessness, hunger, refugees, trafficking victims, clean water initiatives, etc.)?
- Do we have people interested in future cross-cultural ministry? If so, do they have a burden for a particular people group, place or ministry?
- Are there people in our church who have a passion to reach a particular people group or place? If so, what group? Where? What has already been accomplished?

5. Church Member Expertise

What types of expertise and resources are well represented in our congregation?

- What are the top five occupations in our church? Do these represent particular skills?
- Does our church have a lot of entrepreneurial-type people? Hands-on trades people? Medical professionals/ Educators?
- Do we have a significant number of immigrants or other internationals/ I fos, are they from a particular country or people group?
- What languages are spoken by people in our congregation?
- What percentage of our adult congregation is in their: 20s? 30s? 40s? 50s? 60? 70s+?
 - Looking at the two largest percentages, what is the strength that particular age group might contribute to our PACE project?

6. Missions Experience

What clues does our missions history provide?

- Are we fairly new to missions or do we have extensive experience in cross-cultural ministry?
- What recent involvement (missionary or project) has our congregation gotten most excited about? Why?
- What cross-cultural peoples have been served by a short-term team from our church within the last three years?
- Have we promoted a financial project that has elicited a large out pouring of funds?

7. Global Connections

Are there significant DNA elements in our community or current world situation?

- What ethnic groups are highly represented in our city or region? Is any particular group experiencing unusual growth right now or expected to in the near future?
- Does our city or town have a sister city abroad?
- Is there a student exchange program at our local schools? If so, with what country?
- Do any nearby universities have ties to higher-education schools or programs in other countries?
- Are there international students in our city/town? If so, are there significant percentages from one or two countries?
- Are there businesses in our area that have offices or plants abroad? Where? Do they purchase materials or manufacture abroad? Distribute goods or services in particular countries abroad? Do members of our congregation who work there have regular contact with people in these places?
- Is anything unusual happening in our church right now that offers us a unique opportunity?
- What is happening in the world/our country/our area that creates a window of particular opportunity?

8. Expectations

Are there specific characteristics we deem essential for our focus?

- How exactly must our partners agree with our doctrinal statement and church practices?
- What length of commitment are we making to this project?
- Are we willing to tolerate some risk and physical deprivation?
- Do we want a single partner or multiple partners?

Vision Trip Evaluation

City Specific Observations/Considerations

Spiritual Observations

- Did God move you or speak to you?
- What did you see as the spiritual situation?
What role, if any, might God be calling us to in these cities?
- What churches/religious centers did you see? Were there hours of worship posted?
- What ministries are already going on in this place and what is their Ministry Plan? Or what is God already doing in these cities?
- How can/should we join what God is doing in these cities?

Cultural Observations

- Where do locals gather?
- Where do children play?
- How did you view safety and security?
- Did you see any foreigners? From where?
- Did many people speak English? If so, how well?
- What is the socio-economic level of the community?
- What hurdles do you anticipate for launching a work here?
- What exciting ministry opportunities do you envision?
- What options are available for language school and their cost?
- What kinds of goods, food, appliances, clothing, and furniture are available and the cost?
- What did you notice about the architecture, buildings, monuments? Ex. Old, new graffiti, points of interest, etc.?
- What type of housing is available, in what locations can it be found and what is the cost?
- Are there buildings available for meetings? What does it cost to rent?
- What type of transportation will be needed to be effective in the area?
- What is the cost of public transportation?
- What did you notice about the people? Ex. Friendliness, how did they dress, openness, way of life, etc.
- Does this community seem friendly? (Do they sit and talk to each other; are they easy to approach?)
- Did you notice anything about the way of life? Ex. Shopping, schools, kids, bikes vs. cars, etc.
- What do some of the peoples' greatest needs seem to be?
- What are some of this culture's greatest strengths? Greatest weaknesses?
- Do you see any way for your church to naturally fit in this area? Are there any business platforms available for entry (in creative access countries)?

Considerations

- Meet and get to know future co-workers and other missionaries in the area
- Make some contacts in your areas of interest (sports, art, hobbies, etc.)
- What schooling options are available for missionaries' children? Get info on cost and school calendar (if applicable)

On a scale of 1 to 10, how would you rate the following for this city...

The need for a new church 1 2 3 4 5 6 7 8 9
10
Why?

The receptivity of the people in this city 1 2 3 4 5 6
7 8 9 10
Explain

Safety and security 1 2 3 4 5 6 7 8 9
10
Why?

If existing missionaries or church workers were met, how open did they seem in networking together?
How so? Or why not?

List any contacts you made with their information below