



church planting centers

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# Introduction to Church Planting Centers

Like many, when you read the words *Church Planting Center* you may have thought of an individual church that through an internship program prepares one or two individuals each year to plant new churches. Or, you might be picturing a network of churches with a heart for advancing the kingdom partnering together to support a church planter. Both of these examples exist and they are impacting lives with the gospel. But it is *only one way* to go about the planting of churches and the making of disciples.

Picture a church (regardless of size) where it is “normal” for disciples of Jesus to establish relational environments that are conducive to disciple-making and mission in their homes, workplaces or in other venues. They would invite their friends, neighbors and family members to experience community and explore issues of faith. These groups, and therefore its members, understand that their mission is to make disciples who make disciples.

Potential leaders from among these new disciples are identified, developed and empowered to repeat the process once again – in a different location or within another sphere of relationships. And from this process comes the possibility of new churches being started and the identification and development of church planters. We would classify this type of church a church planting center as well and yet their focus is not upon the development of professional church planters or even church planting, but rather, the deployment of disciples into the harvest to make disciples and form faith communities.

Therefore we have found that there are two basic approaches to planting churches among churches and centers, (1) the development of trained church planters (by one or a group of churches) and (2) the deployment of everyday Christ followers into the harvest to make disciples and form simple, easily reproducible faith communities as an expression of their quest to fulfill the Great Commission in their community.

In the pages that follow we will unpack what we have learned about churches and networks that focus on the development of church planters. In another paper we will address what we have learned about churches that focus upon the deployment of disciples. The chart below gives an overview of the differences.

Planter Development	Disciple Deployment
Developing Planters	Raising Up Disciples
Mentoring	Modeling
Planter Deployment Vision	City Reaching Focus
Skill Development	Missional Foundations
Assessment	Recognition of Leaders
Launch Strategy	Missionary Patterns

# Church Planting Centers

are environments where multiple disciples are intentionally

**Cultivated, Selected, Developed** and **Supported**

to make disciples, resulting in new churches.

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### **Environments**

- Church Planting Schools
- Church Planting Churches
- Partnering Church Networks
- Non-profit and Para-church Organizations Created

### **Multiple Disciples**

- Church planters from outside the “environment”
- Church planters raised up from within the “environment”
- Disciples that support or are a part of the new church

### **Intentionally**

- There is a process that can be communicated
- Clear criteria for Inclusion into the center’s system
- Clear objectives & mile markers for measuring progress
- Disciple making that results in church planting is the stated outcome

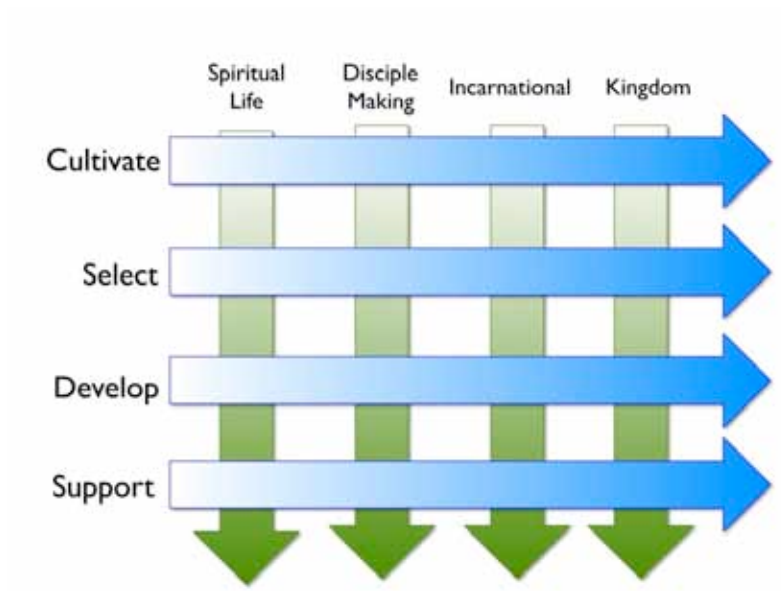
### **Roles of a Church Planting Center**

- Cultivation of Leaders & Partners
- Selection of Planters
- Development of Church Planters & Planting Teams
- Provision of Support for Planter, His Family & Planting Team

**Four Missional Foundations** (See Appendix, page 12)

- Spirit Empowered and Dependent Ministry
- Disciple Making Movements and Multiplication
- Incarnational Church and Missionary Patterns
- The Kingdom of God and Community Transformation

**The Interaction of the Missional Foundations and CPC Roles**



**Contrasting Philosophies within Church Planting Centers** (See Appendix, page 15)

- City Reaching Vision vs. Planter Deployment Vision
- Leader Focus vs. Planter Focus
- Raising up Disciples vs. Finding Planters
- Cohorts vs. Internship Program
- Missional Foundations vs. Skill Development
- Missionary Patterns vs. Launching Large
- Systematic Equipping vs. Training Events
- Recognition vs. Assessment

## **Seven Components of a Church Planting Center**

- A compelling vision for fulfilling the Great Commission through intentional disciple making and church planting and practical experience in both
- A center director to implement a reproducible church planting strategy (See Appendix, page 17)
- A system for cultivating leaders & partnering churches
- A Selection Process
- A Development Process
- A Support System
- Support for CPC director through consultation & CPC network involvement

## Cultivation Role

There are three streams from which candidates flow into the centers: recruitment, referral, and raising them up. Some centers try to get candidates by going outside of their environment and finding qualified and gifted church planters (recruitment or referral). While this may be a good place to start, it is only a temporary fix and should not be your primary source for planters. The end goal should be to increase the pool of church planters, not diminish the existing pool. Therefore, the raising up, or cultivation, of indigenous leaders from within the church planting center is the most desirable method and most likely to guarantee the multiplication of disciples and churches. When your church has an effective means for making disciples, the selection process becomes more about recognizing who are already doing the things that will make them an effective church planter and affirming their calling from God.

In our research we noted that many of the centers surrounded themselves with strong ministry partners to participate in their selection process, assist with the development of planters and the provision of support.

1. CPCs cultivate relationships with Christian leaders and collaborate together to advance the kingdom
  - They understand their need for partners and create *Church Planting Resource Networks* to help resource their vision
  - They enlist community and business leaders to partner with them to develop and support their church planters
2. CPCs identify and cultivate leaders through disciple making and small group formation
  - Based upon their description of a healthy disciple, systems and metrics are established to recognize potential leaders and aid in their development
  - The cultivation and identification of leaders is integrated into every age group and program
  - They integrate the *Four Missional Foundations* into their values and are reflected in their teaching and practices as a church
3. CPCs cultivate relationships with kingdom partners for the recruitment of leaders
  - They have a clear description of the type of individual they are willing to partner with and communicate that with their kingdom partners
  - They build intentional relationships with educators and campus ministries who affirm their vision and recruit for them on campuses
4. CPCs create experiences that foster the enlistment of disciples, leaders, coaches and churches to collaborate together to fulfill the Great Commission.
  - They work to increase the awareness of, and a burden for, the lost with activities like *Vision Tours*, *Partnering Church Networks* and *Community Assessments*
  - They provide a wide variety of mission experiences for people of all ages with an emphasis upon college students using processes like *The Parachute Project*

## Selection Role

Depending upon the type of center you create, determining whom your center will partner with may very well be the most critical decision you make. If you believe that everything rises and falls upon leadership, what type of leaders are you looking for? Are you seeking to identify individuals with strong pastoral gifts and ministry experience? Are you looking for entrepreneurs – people who have had success in the business world with a calling from God to plant a church? Are you seeking those who exhibit certain skills or someone who you believe has potential – a person you can equip?

Leadership capacity is broader than a person's ability to attract followers. Therefore an extensive assessment process is required that explores more than a candidate's competency. This will call for a significant investment of time and relational connectedness. A selection team, made up of a variety of people with differing life experiences, will surface more about the candidate's *character, competency, contextual fit and calling* than one individual looking into the candidate's qualifications.

For some centers their selection process needs to be very thorough. They are investing a great deal of their resources in this individual and have a limited number of spots available. For others it may be as simple as answering just a few questions. Low funding and resourcing beyond the development services offered would seem to indicate minimal entrance requirements. The type of center you will create, the level of expectations you will have for your planters, and the level of support you will provide, will determine the extent of your selection process.

1. CPCs determine if the candidate affirms and practices a pre-determined set of core values
  - Theology
  - *Missional Foundations*
  - Loyalty to the center's essentials
2. CPCs follow a clearly defined selection process which is guided by a clear criteria for acceptance (See Appendix for example of selection process page 18)
  - Initial Contact
  - Pre-Assessment
  - Application
  - Formal Assessment Interview
  - Covenant created that defines the process, relationship, and expectations for both parties
3. CPCs identify strengths and weaknesses in the candidate to aid in the development of the leader and his family
  - Aids in the development of customized learning plans
  - Priority given to processes that focus upon *Leader Development*
  - Heavy emphasis placed upon family dynamics and the strength of their marriage

## Development Role

Couple the enormous number of people needing Christ in North America with the reality that we live in a rapidly changing world and you can see the challenge we face in developing leaders called by God to plant churches. What works on the east coast may not work in the west. What works in a rural setting may not work in an urban environment. Developing an Anglo church planter will require a different approach than that needed by a Hispanic planter. Beyond context and ethnicity, a potential planter's learning style, personality type and giftedness should impact their development. One set of competencies or one method for delivery simply will not work.

The North American Mission Board's *Survivability Study of Church Planters* supports a link between planters who have gone through internship programs and higher baptisms and attendance rates in their first years of planting. With a limited number of internships available, centers have the ability to be very selective about who they invite into their internship program. The question arises then, is it the process within the program that leads to success or is it the quality of the candidate they choose to partner with?

Centers are moving toward processes that are conducted in phases over an extended period of time, shorter residency requirements, that place a growing emphasis upon the development of the person, that move toward the development of *Missional Foundations* instead of skill development alone, that have an increased level of interaction while planting, and that provide trained coaches and environments for peer-to-peer learning.

1. CPCs develop the leader (character) as well as their capacity to lead (competency).
  - CPCs have a description of a healthy, fully equipped, leader that drives their process
  - Self-awareness or *Emotional Intelligence* is an integral part of leader development
  - Leaders are taught *Disciplines for Personal Growth and Development*
2. CPCs have an intentional process conducted in phases that supports their desired outcomes
  - Coaching is used to facilitate development and provide accountability
  - Various delivery methods are used based upon the values of the center and needs of the leader (Intensives, Networks, Internships, Coaching, Conferences, Web based, field trips, and Self Discovery) (See Appendix for examples of development processes, pages 20-27)
  - The developmental process is contextual, personal and timely
  - Attention is given to the leader and his family
3. CPCs integrate their *Missional Values* into their developmental process
  - System includes teaching, application and then processing with peers and coach to aid in reinforcement and contextualization

## Support Role

The role of the Church Planting Center does not end with the development of the planter. In many cases, what occurs after the development phase has been completed is the most important part of the relationship with the center for the church planter. Research by the North American Mission Board validates the need for coaching, church planter networks and other means of support for the planter, his family and his team.

When thinking of support many default to the provision of finances. While this is important, many of the centers we interviewed did not provide a large amount of financial support but focused on a more complete support package. Things included were network meetings, coaching, access to specialists, administrative support, mission teams, members for launch team or core group, support for the family, prayer, and continued training while the church plant developed.

While not a prevalent practice, some centers provide a one day group coaching event for the entire leadership team of the church plant, visited the site regularly to provide a fresh “pair of eyes”, admission to relevant conferences, and immediate specialized training as needs were identified.

1. CPCs create covenants with their plants which define expectations and the relationship between the two parties
  - Church Planters are held accountable to agreed upon ministry objectives and strategy document
  - In some cases the CPC maintains sovereignty over the plant until they meet pre-established criteria
  - Frequent reviews of progress are conducted within a coaching relationship and continued growth opportunities are provided to facilitate the reaching of ministry objectives
2. CPCs use a variety of means to support their leaders
  - Coaching provided for the planter
  - Network participation
  - Finances
  - Family support is a priority
3. CPCs build a support team made up of specialists for resourcing their planters
  - Staff members
  - Business leaders and artisans with expertise in specific fields
  - Other ministry leaders with expertise in specific fields

# Multi-Site Church

## **What is a multi-site church?**

*A multi-site church is one church meeting in multiple locations – different venues for worship and/or mission on the same campus, different locations in the same region/city – even different cities, states, or nations. This is not necessarily about franchising or cloning: While each campus or venue shares DNA and resembles the original campus in a profound way, few multi-site churches are exact duplicates of the initial church.*

## **Four Multi-Site Models**

1. The Video Venue model
2. The Regional Campus Model
3. The “Collegiate” Church Planting model
4. The Simple Expansion Model

## **Similarities of Multi-Site and Church Planting Centers**

- Both require churches that have healthy leadership.
- Both require churches that have an awareness of who they are as a church.
- Both require churches that have a culture of multiplication.
- Both require churches willing to embrace a large vision for fulfilling the Great Commission.
- Both require churches that are willing to make financial and resource sacrifices.

## **Differences Between Multi-Site and Church Planting Centers**

- Multi-Site churches are rarely about developing autonomous churches while CPCs nearly always results in autonomous churches.
- Multi-Site churches take greater responsibility and have stronger connections with their different sites than CPCs do with their plants.
- CPCs generally require a lower level of involvement by their membership while Multi-Site churches intentionally engage membership in the new sites.
- The sites of Multi-Site churches have a very similar DNA while CPC birthed plants tend to have a more unique DNA.
- Multi-Site churches have a high investment and sole financial responsibility for their sites while CPCs have a lower investment and rely on partnerships to help with the financial responsibilities.

# APPENDIX

## Missional Foundations

Reggie McNeal wrote in *The Present Future*, “The future belongs to those who prepare for it, not those who plan for it.” His thesis is that because of the uncertainty of the future and the current rate of cultural change, that a better approach to dealing with the future involves prayer and preparation, not solely prediction and planning. He continues by saying, “If we accept the truth of Jeremiah 29:11, then we have to acknowledge that it is God who does the planning and we do the preparing.” Therefore, our work, especially in times of continuous and rapid change, is to prepare ourselves for God’s intervention in our work – for Him to reveal Himself in our midst and for us to respond to His leading.

Although preparation doesn’t necessarily consist of a formula, or set of principles, it is nonetheless organized. It allows us to be flexible enough to seize the opportunities that God brings our way. It is built upon the importance of prayer, continual learning and discerning what the Father is doing in our midst – and then responding as He leads!

As we conducted our research and engaged young leaders it became apparent that there is a growing emphasis upon theology and its influence upon the life and work of the planter and therefore, his church. Centers were clear about their own beliefs and selected those who shared their beliefs. We sensed a movement from a pragmatic approach to the planting of a church to a greater dependence upon scripture, and particularly the teachings of Christ.

With this emphasis in mind we identified a movement toward the establishment of what we have called *Missional Foundations* in some of the centers. Similar to a set of core values, these foundations not only define the center’s foundational objectives for the planter, but in reality intersect with the four roles for a center outlined earlier. Those foundations are: (1) Holy Spirit Empowered & Dependent Ministry, (2) Disciple Making Movements & Multiplication, (3) The Incarnational Church & Missionary Practices for Engaging a Community, and (4) The Kingdom of God and Community Transformation.

*Holy Spirit Empowered & Dependent Ministry:* Church planting is extremely difficult work - a planter’s obedience to God’s call to plant a church will most likely put him in a position where he will become increasingly desperate for God’s presence and power. It is within our dependence upon God that He is glorified. We live however, in a culture where it appears that we may be more dependent upon our own resources, strategies and selves than we are upon God’s power. We have been taught that if we have a great worship band, a charismatic leader and a good facility we will draw a crowd. We are even taught that we will keep those crowds by having the right programs in place. It appears that it does not require the power of God to draw a crowd in our culture.

In the Book of Acts we find eleven unassuming men, not shopping for resources or plotting strategies, but rather, gathered in an upper room before God in prayer. They have no faith in themselves or the worldly resources needed to change the world – just desperation for God and clear sense of calling. Then God sends His Spirit in power and the world is changed through these men. What unfolds after the coming of the Holy Spirit is amazing! The work of every minister must flow out of his relationship with His heavenly Father – that our *doing* must flow from our *being*.

At the core of every church planter therefore, must be a vibrant walk with the Father, a quest for personal growth and an awareness of who he is in Christ as a leader. Out of this relationship will come total dependence upon God and therefore, His power.

This style of leadership requires that spiritual leaders develop some key “disciplines” in their personal lives which should place them in a position for God to do the work of transformation in them:

- Personal Awareness (Who and where am I?)
- Personal Leadership (Failure to manage oneself leaves a leader vulnerable to self-sabotage or derailment)
- Personal Development (How do I grow as a follower of Christ apart from my work?)

*Disciple Making Movements & Multiplication:* What would it be like if every church operated under the assumption that every disciple was expected to begin making disciples shortly after his conversion? What would happen if at the core of every church was a passion to reproduce disciples, leaders, small groups and churches? What if these activities occurred in the harvest, in the midst of living life, naturally? Even greater – what would happen if all of these scenarios became one? Would we see a movement of God? We would and we have.

Jesus, at the beginning of His ministry called a small group of disciples to become fishers of men. He invested his life in them and entrusted His movement to them. Their assignment? Make disciples who make disciples. He equipped these ordinary folks and then expected them to teach what they had learned to others. Multiplication. Their assignment is our assignment. When you make disciples who make disciples you have the potential for a movement. A *disciple making movement* that will result in the multiplication of leaders, small groups and churches!

*Incarnational Church and Missionary Patterns:* The greater the distance a lost person is from organized religion, the greater the need for an incarnational approach, or missional expression of ministry. The attractational church is still a relevant approach to spreading the gospel in the western culture, it is important to note that it seems to appeal to a decreasing portion of our society. However, there is an increasing need to deploy disciples into the places where the live, work and play to build relationships, sow the gospel, make disciples and form relational environments that are conducive to disciple-making and mission.

At the heart of the incarnational approach and the missionary patterns in scripture we find the concept of creating community for evangelism and personal growth. Everything hinges on the provision of a people or community where people can *experience* (see and feel) the gospel, explore matters of faith and find a place where they can belong and be valued.

*The Kingdom of God & Community Transformation:* For many years the church growth movement, which emerged in the 1970's, has advocated ways for an individual church to grow. Her leaders taught that with the right programs, values, and support systems in place, churches would grow. This placed a great deal of pressure upon denomination and church leaders to get their “numbers” up. In some cases the growth experienced by the church came at the expense of smaller churches.

Possibly driven by the wrong question (How do we grow this church?), churches became *seeker-sensitive* or *seeker driven* and yet, failed to reach the massive numbers of unreached people in their communities. May we suggest that a new orientation be taught to our church planters? We are suggesting that the correct question is this, “How do we, in partnership with God and others, *reach our community* with the Gospel?”

A commitment to the advancement of God’s kingdom in a community might require churches and their leaders to set aside their aspirations to grow a large church. It may require the releasing of resources to accomplish kingdom causes. A commitment not to just getting bigger, but to making sure that every person has a community of Christ followers pursuing them in their heart language, will require the planting of new churches and sending of missionary teams into the harvest. Like the church at Antioch we will be asked by God to send our best leaders into the harvest to make disciples and form relational faith communities.

The gospel has the power to change not only the life of an individual, but also the community by extending God’s grace. Isaiah 65:17-25 speaks of a new kingdom that is coming. A kingdom where there is joy, food, and housing for all. It is a kingdom where there is long life, meaningful work, peace, and family unity. The words were meant to be a specific response from God to give encouragement to those who were pouring out their hearts in prayers and lamentation, thinking God had abandoned them (see Isaiah 63-64). This text paints a picture of God’s heart for what a healthy community should look like.

As people of God, we long to see our communities reflect God’s heart. We long for a day when babies don’t die after a few days—at least not from a lack of nutrition, because their mom was hooked on crack, or because they were born with a disease. We, too, long for a day when everyone is afforded the opportunity to enjoy the fruits of their labor and live in a community without violence. This is not the prosperity or social gospel, but a desire of God’s heart. When our churches engage a community, we begin to experience a small part of God’s heart for the people of that community.

# Contrasting Philosophies of CPCs

## City Reaching Vision

## Planter Development Vision

As the center's strategy is being developed, consideration must be given to whether it will focus on reaching a specific city or people group or if it will send planters around the world to plant churches where they feel called to do so by God.

## Leader Focus

## Planter Focus

As the center's strategy is being developed, consideration must be given to whether their emphasis will be upon the development of a leader or the equipping of a church planter.

## Raising Up Disciples

## Finding Planters

As the center's strategy is being developed, consideration must be given to whether the center will grow their own leaders from the harvest or if they will be focused upon the recruitment of church planters.

## Cohorts

## Internship Program

As the center's strategy is being developed, consideration must be given to whether the center will have a internship program or if they will form cohorts.

**Missional  
Foundations**

**Skill  
Development**

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As the center's strategy is being developed, consideration must be given to whether the center will focus their development phase upon skill development or the provision of a set of missional foundations, which will influence all future activities of the planter.

**Missionary  
Patterns**

**Launch  
Large**

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As the center's strategy is being developed, consideration must be given to whether the center will equip their planters to focus on the launching of a worship service or upon the development of a missional core made up of people from the harvest.

**Systematic  
Equipping**

**Training  
Events**

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As the center's strategy is being developed, consideration must be given to whether the center will build their development strategy based upon training events or the provision of gradual, just-in-time training.

**Recognition**

**Assessment**

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As the center's strategy is being developed, consideration must be given to whether the center will determine which planters to partner with based upon a formal assessment process or seek to recognize those individuals whom God seems to be using through an informal, relational process.

# The CPC Director

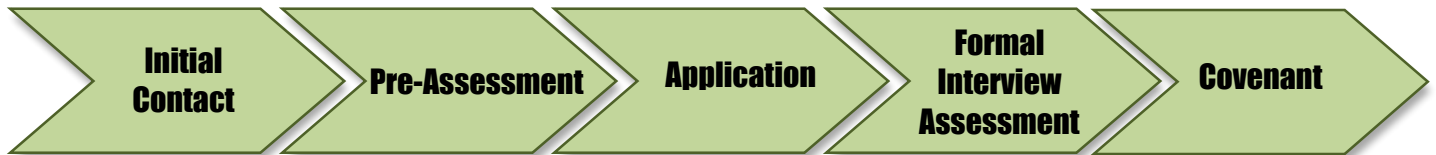
## **Skills & Attributes Required of a CPC Director (From CPC Directors)**

- Group Facilitation
- Coaching
- Strategy Development
- Planter and Team Member Assessment
- Team Building
- Community Assessment
- Leader Development
- Experienced in all facets of church planting
- Process thinker & systems development
- Able to teach with emphasis upon application
- Administration
- Proven disciple maker
- Ability to identify and equip leaders

## **Character Traits of a CPC Director (From CPC Directors)**

- Person of Integrity
- Flexible & Mobile
- Truth Teller
- Constant learner
- People person/Networker
- Spiritually mature
- Collaborator
- Committed to ministry objectives that are local, regional, national and global

# Sample – Selection Process



## Initial Contact & Pre-Assessment

- Quick Test (NAMB)
- PLACE (NAMB)
- Non-negotiables Assessed
- [www.theforgottenways.org/apest](http://www.theforgottenways.org/apest)
- Gallup Strength Finders Assessment
- 360 Feedback
- [www.youruniquedesign.com](http://www.youruniquedesign.com)

## Application

- [www.churchplanterprofiles.com](http://www.churchplanterprofiles.com) ([Craig@elichurchplanting.com](mailto:Craig@elichurchplanting.com))
- Christian Life Profile (Beliefs, practices and virtues) [www.amazon.com](http://www.amazon.com)
- Sermon DVDs
- References Interviewed
- Learning Style Identified
- Non-negotiables Assessed

## Formal Assessment

- Ridley's Assessment is only the beginning
- Multiple Interviews
  - While under pressure
  - While serving together
  - Conducted with a diverse team, including business men and women
  - With spouse and family

## Covenant Created

- Development plan created
- 3 Areas of Agreement Needed
  - Theological values
  - Loyalty
  - Missional Foundation

## What Are You Assessing For?

- Calling
  - Evidence of Calling to the ministry
  - Man of Faith
  - Called to and Passionate About Church Planting
  - Doctrinal Agreement
  - Denominational Values Embraced and Evidence of Participation
  - Commitment to Kingdom Advancement, Being Spirit Led, Disciple Making and Incarnational Church
  
- Character
  - 1 Timothy Character
  - Interactive Relationship With God
  - Healthy Marriage and Unified about Church Planting
  - Humble, Teachable, Servant and Team Player
  - Small Group Member
  - Strong Financial Situation
  - Self-Denial and Willing to Sacrifice
  - Physically and Emotionally Healthy
  - Good Work Ethic
  
- Competence
  - Active Disciple Maker
  - Developer of Leaders
  - Proven Ability to Lead and Shepherd
  - Proven Communicator and Bible Teacher
  - Visionary

# Sample – Development: Internship/Network Hybrid

## **Phase One:** (Done at the CP Center as a resident)

- 6-7 Months
- Training Provided
  - Missional Foundations Identified and Embraced
  - Self-Awareness Discovery with Introduction Processes for assessing lay leaders (Example: PLACE)
  - Strategy Development Training
  - Building a Powerful Ministry Team
  - Support Raising School
  - Training for Missional Behavior
    - Assessing Your Community
    - Sowing the Gospel
    - Engaging Your Community
    - Disciple Making
    - Community (Small Group) Formation
    - Leader Identification, Development and Sustaining
  - Money Management
  - Maintaining a Healthy Family
- Initial Field Visits Conducted (Minimum of three)
- Phase Two Objectives Established
- Coaching Relationship Begun

## **Phase Two:** (Done on Site with Planting Team)

- 6 – 7 Months in length
- Monthly Cohort Meeting
- Disciple Making and Faith Community Development Begins
- Community Assessment Completed
  - Strategy Developed
  - Partners Enlisted
  - Certification in Assessing an individual (Example: PLACE)
  - Community Engagement Begun
  - Training Provided in One Day Intensives in Most Cases
    - Systems Design for the Church
    - Communication (Preaching and Teaching)
    - Coaching
    - Spiritual Warfare and Conflict Management
    - Stewardship Development
- Training Provided at National Church Planting and/or Leadership Conference
- Phase Three Objectives Established
- Coaching Relationship Continues

**Phase Three:** (1 – 2 Years)

- Monthly Cohort Meetings Continue
- Strategy Evaluation and Adjustment Occurs
- Coaching Relationship Continues
- Annual Team Coaching Clinic Conducted
- Just-in-time Training Provided via Vodcast or Web based videos
- National Church Planting and/or Leadership Conference Attendance
- Multiplication Strategy Developed and Implementation Begun

# Sample – Development: Church Planter Network

A network is an environment where no more than twelve leaders gather together once a month for up to ten months to allow God to shape them into leaders who have a heart for transforming their friends, community and churches. Networks are typically facilitated by an individual who has a positive reputation and achieved some level of success.

## Network Components include

- Monthly gatherings typically lasting from 9:30 AM to 3:30 PM
- Monthly Coaching Conversations with experienced coaches
- Monthly assignments aimed at moving planters through critical phases of planting and/or becoming more missional wherever they are.
- Monthly cohort meetings for processing the principles discovered
- Guest Speakers who speak from current experience

## Typical Structure for Monthly Gathering

- First Hour: Spiritual Development including prayer and reflection
- Hours Two and Three: Foundational Principles (One each month)
  - *Nature of a Movement*
  - *Nature of the Kingdom*
  - *Nature of the Church*
  - *Nature of the Harvest*
  - *Nature of the Disciple*
  - *Nature of Transformation*
  - *Nature of Leadership*
  - *Nature of healthy systems and structures*
- Lunch: Guest Speaker who focuses on the day's central theme
- Afternoon: Missional Practices and Pressure Points
  - Cultivation: Building a Missionary Team.
  - Landscaping: Engaging the Community.
  - Environment: Creating a Transformational Culture.
  - The List: (timelines; location; legal issues; funding and fund raising; etc.)

# Sample – Development: Internship Program (1)

Internship programs are established to aid planters develop the thinking and skills need to plant a new church. The length of the intern varies but a nine-month residency program seems to be normal.

**Internship Objectives:** Church Planters who successfully complete their residency should be able to do the following:

- Develop a glocal understanding of Church Planting
- Understand their role as a Church Planter
- Develop a strategy to plant a glocal church for the world
- Create a strategy for developing and maintaining their prayer network
- Create a strategy for developing and maintaining their fundraising network
- Understand the importance of glocal outreach
- Develop a strategy for mobilizing their church to engage the domains of society

## Internship Requirements

- Attendance: Church Planters are required to attend every Wednesday night class meeting with a limit of two absences. At two absences, a personal conference will be called. Any further absences will result in removal from the program.
- Service projects and field trips are required. If you must miss, it must be approved by center director one week prior to the event.
- Foreign Mission trip to better understand church planting movements is also highly recommended.
- Weekly church attendance at host church is required unless pre-arranged with a center director.
- Reading Assignments: Three books are to be read prior to the start of the residency and twenty-three while in the program.
- Homework: Each Church Planter must post 200 – 300 words on the center's forum by noon every Wednesday and must post replies to at least 3 of your classmate's posts by noon every Saturday.
- Each week every Church Planter must bring their Curriculum to class and their scripture journal to receive attendance credit.
- Each planter is expected to create a prospectus for their plant which details their vision and a strategy which details how they plan to turn their vision into a reality.
- Class participation is a must. Church Planters must complete all assignments and reading before class time.
- Other duties as assigned.

## Topics Covered During Internship

- Thinking Like a Church Planter
  - When Will Jesus Be Enough?
  - What If The Church Were The Missionary?
  - The Glocal Kingdom
  - Family
  - Call, Values, Purpose
  - Vision, Strategy, Leadership, and Evaluation
  - Starting Right
  
- Acting Like a Church Planter
  - How to Set Up Small Groups
  - How to Create an Atmosphere for Worship
  - How to Connect with Your Guests
  - How To Administer Your Church Plant
  - How To Approach Pastoral Care
  - How to Start Community Development

## Sample – Development: Internship Program (2)

The Purpose of the Church Planting Residency program is to help the church planter increase his leadership capacity. We believe that the program provides exposure to high quality leadership. Anyone can learn principles from a book or class, the resident gets to see leadership in action. Our intention is to model for the church planter the best practices of leadership. The church planting resident will also attend the center's School of Church Planting to learn application of leadership to the principles of church planting. The residency program begins in August and goes through July and is considered to be a full-time commitment. A base salary of \$30,000 is provided. Students are expected to raise additional support.

### **The candidate for church planting intern will exhibit the following characteristics:**

- I Timothy Character
- High capacity ministry in the past
- A Man of Faith
- His wife has agreed to his vision of church planting
- Submit an application and interview to the Center Director, Lead Pastor, and Executive Pastor
- Will be a team player
- A learner
- Have a bias for action

### **Duties of the Church Planting Intern**

- The intern will take advantage of observing the leadership of the various ministries of the church. He will be responsible for setting a meeting with the Pastor/Director of each ministry. The intern will make a report to the Center Director as to the observations of each ministry area. The report shall contain the following.
  - Report on the style of leadership of the Pastor/Director.
  - Observe a ministry staff meeting. How has the Pastor/Director developed his/her team? What was the planning process? What is the volunteer process for the ministry? Are volunteers treated as staff? How is delegation of authority handled?
  - How does this ministry see its contributions to the overall ministry of the church?
  - Does this ministry have its own vision or is it an extension of the vision of the church?
  - Do you think that you will employ a similar ministry in your church plant?
  - What resources did the Pastor/Director offer you?
  - The intern will attend and observe the general staff meeting each week. Record observations on leadership and planning.
- The resident will attend and observe one management staff meeting each month. Record observations on leadership and planning.
- The resident will meet with the Center Director at least one hour per week to discuss these observations, problems, or the process of launching the church plant.
- The resident will have periodic meetings with the Executive Pastor and Lead Pastor.

- The resident will schedule with the Lead Pastor a time to observe at least one Elder's meeting during the year.
- The Center Director will consider project requests from other ministries and help the intern to choose a project that will help him develop a team of volunteers, develop a plan, and carry out the ministry. The Center Director will observe and critique the ministry plan and procedures. The Pastor/Director will observe and critique the ministry plan and procedures.
- The resident, if planting in the immediate area, will be allowed to start a Journey Group of persons currently not involved in a Journey Group living in his future ministry area. He will be allowed to present his vision, mission, and values and eventually invite these persons to become part of the core of the new church plant.
- Create a plan/prospectus for ministry. Including: Vision, Values, Mission, Team, Time line, Proposed budget, Demographic description of the area, Plan for assimilation, etc.
- Begin to raise support for the future church plant.
- Begin to develop a ministry team that will become his future staff and leadership team.
- The resident will attend the School of Church Planting and complete reading assignments appropriately.
- The resident will be allowed to attend the services of other church plants once each month to observe. He should report to the Center Director his observations of strengths and weaknesses of these church plants.
- The resident should develop a relationship with one of the current church planters that will potentially become his on field coach.

### **The School of Church Planting**

We believe with the right training, the right person with the right calling in the right place will be successful in what God has called him to do. Each school begins in September and runs through May, meeting one Saturday each month from 9:30 a.m. to 3:30 p.m. One of the unique features of the School of Church Planting is that we allow anyone in the evangelical Christian tradition who agrees with the Lausanne Covenant to attend. Any person that intends to start a Biblical church may attend. The cost of the class (\$100 per session) includes a church planter and up to four other staff members or volunteers.

### **Topics Covered in School of Church Planting**

- The Kingdom and Call
- Values and Mission
- Administration
- Small Group Development
- Leadership (how to lead staff and lay people)
- Assimilation and Volunteer Recruitment
- How to plan a worship service with a team
- Missional Impact in Your Community
- Cooperative Program and SBC Life

# Sample – Development: Equipping Schools

The mission of Equipping Schools is to bring glory to God by assisting local churches to equip believers of various cultures and languages to live and minister biblically, based on the inerrant Word of God. This equipping includes building biblical knowledge, Christian character, and ministry skills. Classes, which cost about \$100 per term, meet for two hours in length for fourteen weeks. The learning is student-centered, discussion-based, and project-based to develop long-term learning and real life ministry skills. Much of the learning takes place in teams. Each class centers around a portfolio provided to the students which contains assignments, reading materials and an outline of the class.

Students can attain a Diploma of Biblical Studies in Leadership by completing 15 courses, an Associate of Biblical Studies in Biblical Leadership by completing 30 courses, and a bachelor's degree by completing 65 courses.

## Course Requirements

- Before class the students read the textbooks (Usually 2 or 3) and do the assigned work in the portfolio.
- In class they discuss how to apply what they have studied to life, family, and ministry.
- They also create visuals that will help them remember what they have discussed.
- The final exam is take-home and open-book and found in the portfolio.

## Curriculum Options

Spiritual Leadership  
Simple/Essential Church  
Bible Overview  
Christian Life  
New Testament Survey  
Bible Interpretation  
Theology 2  
Teaching thru Romans  
Church Administration  
Strategic Evangelism  
Worship Evangelism  
Teaching to Change Lives  
Contextualized Church  
Baptist History  
Crucial Issues

Principles of Teaching  
Master Life Disciplines  
Old Testament Survey  
Purpose Driven Church  
Church Starting  
Theology 1  
Personal Evangelism  
Planting a Growing Church  
Biblical Marriage  
Communication Skills  
Pastoral Ministry  
Christian Apologetics  
Strategic Leadership  
Conflict Resolution  
Biblical Ethics