Church Planting

Contents

Recommended Reading in Church Planting…………………3
Lesson 1 – Introduction to Church Planting…………………4-6
Lesson 2 – Church Planting in the Ministry of Jesus…………7-9
Lesson 3 – Church Planting in the Ministry of Paul…………10-13
Lesson 4 – Church Planting Today..............................14-17
Lesson 5-6 – The Call to Church Planting.....................18-24
Lesson 7 – The Preparation of the Church Planter...........25-28
Lesson 8 – Preparation for Church Planting...................29-34
Lesson 9 – The Sending Process................................35-56
Lesson 10 – Planting Seed Churches..........................57-62
Lesson 11-12 – Getting Started.................................63-67
Lesson 13 – The Opening Service..................................68-69
Lesson 14 – Assimilation and Follow-up Issues...............70-73
Lesson 15 – Building Important Relationships...............74-76
Lesson 16 – Apostolic Covering.................................77-78
Lesson 17 – Utilizing Other Ministries.........................79-80
Lesson 18 – Gaining Respect as a Pastor......................81-84
Lesson 19-20 – Common Mistakes Pastors Make.............85-100
Lesson 23 – Children’s Ministry.................................108-111
Lesson 24– The Testimony of a Church Planter.............112
Church Constitution..............................................113-123
Church Planting Assignments.................................124-128
Recommended Reading in Church Planting

*Apostles: The Fathering Servant*, Bill Scheidler
*Building Churches That Last*, Dick Iverson
*The Cell Church*, Larry Stockstill
*The Church in the New Testament*, Kevin Conner
*The Church Planter’s Handbook*, Larry Lewis
*Church Planting for a Greater Harvest*, C. Peter Wagner
*Community of Kindness*, Steve Sjogren & Rob Lewin
*Developing the Leader within You*, John Maxwell
*Effective Keys to Successful Leadership*, Frank Damazio
*Growing Strong Churches*, Bill Scheidler
*Indigenous Church Planting*, Charles Brock
*Jesus Today*, Marc Estes
*Leading Turn Around Churches*, Gene Wood
*The Life-Giving Church*, Ted Haggard
*The Local Church Today*, Bill Scheidler
*Planting Growing Churches*, Aubrey Malphurs
*The Purpose Driven Church*, Rick Warren
*Primary Purpose*, Ted Haggard
*Servant Warfare*, Steve Sjogren
*Starting a New Church*, Ralph Moore
*Team Ministry*, Dick Iverson
*That None Should Perish*, Ed Silvoso
*User Friendly Churches*, George Barna
Lesson 1
Introduction to Church Planting

I. Church planting begins in the very heart and nature of God.

Notice the definitions of God found in the Bible and how they all speak of this same nature.

A. God is ___________ (John 4:24). God is effulgent, pervading, and impossible to contain.

B. God is __________ (I John 1:5). God is ever penetrating, diffusive and dispelling darkness.

C. God is Consuming __________ (Heb. 12:29). God, like fire, is never satisfied, burns passionately and always hungers for more.

D. God is __________ (I John 4:16). God is always reaching out to include more and more as objects of His love.

II. Church planting is vitally linked to the Eternal Purpose of God.

A. Rightly relating to the Eternal Purpose of God gives purpose to ______________.

Church planting is both consistent with and completely ________________ God’s Eternal Purpose as expressed in Genesis 1:26-28.

1. These verses represent the “Greater Commission.”
   a. Offspring in His image (Let us make man in our image)
   b. Multiplicity of seed (fruitful and multiply)
   c. Reproduction of ministry (to rule together with Him)
   d. Relationship with offspring (fellowship, praise, worship)
   e. A bride for His Son

2. The purpose represented in these verses can be stated as follows:

   “God’s purpose is to have a many-membered man in the image of God who would qualify for rulership and dominion and the honor of being eternally linked with the Son as one flesh.”

B. Fulfilling the Eternal Purpose of God involves establishing the Kingdom of God on earth.

1. For the purpose of God to be realized, the Kingdom of God must be established in the earth as it is in heaven.

2. It has been God’s plan to use human instruments to extend His kingdom in the earth.
a. The patriarchs  
b. The nation of Israel  
c. Gentile nations, etc.

3. The final instrument to be used of God is ______________ which was established and inaugurated by Jesus.

   a. The Church is to be the Body of Christ or the many-membered man in God’s image.
   
   b. The Church is to be the Family of God or the multiplication of the seed.
   
   c. The Church is to be the Army of God to rule with Him and subdue the earth.
   
   d. The Church is to be the Temple of God or the place where God dwells by His Spirit.
   
   e. The Church is to be the Bride of Christ who will one day come to the measure of the stature of the fullness of Christ, thus qualifying for eternal union with Christ.

III. **Church planting is the resultant fruit of obedience to the instructions of Jesus to His followers.**

The commission that Jesus gave to the church included the following elements:


B. ______________ of Christ to the ends of the earth (Acts 1:8).

C. Bringing ______________ and deliverance to all those in such need (Mark 16:16-18).

D. ______________ all those who respond to the Gospel (Mt. 28:19).

E. Making ______________ out of all those who were converted (Mt. 28:19).

F. Teaching the converted ones a lifestyle of obedience ______________ God’s commands (Mt. 28:20).

All of these elements are the essence of evangelism and church planting. Someone is not truly ______________ until they are settled in the faith, committed to a local church and functioning in their God-ordained gifts.
IV. Church planting is the main means by which God will fulfill His Eternal Purpose and extend His Kingdom in the earth today.

There are four ways that the Kingdom of God is extended:

A. The Kingdom is extended by preaching the Gospel to ________________.

B. The kingdom is extended by bringing lost ones into the kingdom through the ________________, which involves (Acts 2:38-39):
   1. Repentance
   2. Faith
   3. Water baptism
   4. Spirit baptism
   5. Separation

C. The Kingdom of God is extended by the ________________ of new believers to function within the context of Kingdom principles.

D. The Kingdom is extended when those who have been discipled become kingdom ________________ themselves.

V. Church planting makes it possible for the Greater Commission to become a reality.

The Eternal Purpose of God will not be fulfilled in the earth today without the ________________ of New Testament local ________________ in every nation, state, city, town and hamlet.

The Eternal Purpose of God will be accomplished by a blanket of New Testament local churches covering the earth following the commands of their master.

“The single most effective evangelistic methodology under heaven is planting new churches.”

--Peter Wagner, Church Planting for a Greater Harvest
Lesson 2
Church Planting in the Ministry of Jesus

I. Christ was the Apostle from heaven and the first ____________________ (Heb 3:1-5).

A. He was sent by the Father (John 4:34; 5:23-24, 30, 36-38; 6:29, 38, 40, 44, 57; 7:16, 29, 33; 8:16, 18, 26, 29, 42; 9:4; 12:44-45, 49).

1. As an apostle He was _____________ the Father (John 3:16-17, 5:36; 8:18, 42; 17:18; 20:21).


B. Jesus ________________ with those to whom He came.

1. He identified with them in ____________.

2. He identified with them in ____________.

3. He identified with them in ____________.

C. Jesus came with a primary purpose—to ________________ (Mt. 16:18-19).

D. Jesus came with the view of ____________________________ from where He came.

II. Christ is the _____________________ for apostolic and church planting ministry.

Jesus modeled a methodology that was to be later followed by _________ and many others in the New Testament Age of church growth and expansion.

Jesus had a very simple plan that involved five main steps:

A. Evangelism

B. Discipleship

C. Leadership Development

D. Delegation of Authority
E. Departure

F. Follow-up

III. Christ gave some ________________ to the leaders who would church plant with Him.

A. Jesus had success in leadership development because He had a five pronged approach.
   1. He ________________ for them what He expected of them (I Cor. 11:1).
   3. He had a specific ________________ for His followers.
   4. He taught them to function ________________ of Him.

B. Jesus had success in leadership development because He taught them _______ ____________.
   1. Obedience
   2. Prayer
   3. Evangelism
   4. Scripture
5. Faith

He taught them to have faith in God _____________ for the supply of all their material needs (See Luke 9:3-5; 10:4; 22:35-36). This accomplished four things:

a. It ________________ them from the world.

b. It obligated them to walk ________________.

c. It caused them to be living witnesses to God’s power and ____________.

d. It forced them to exercise ____________.

6. Ministry by the Spirit

7. Love

8. Team Ministry
Lesson 3
Church Planting in the Ministry of Paul

I. Paul is the best New Testament ________________ of the church-planting ministry.

A. We know he traveled through hundreds of cities.

B. We know he preached in at least 30 cities.

C. We know he established at least 10 strong, reproducing churches all in only 20 years of ministry.

II. Paul’s church planting ministry was based on an _____________________.

A. Paul knew that it was _______ who had called him to be an apostle or church planter (Gal. 1:1; II Cor. 1:1; Tit. 1:1).

B. Paul knew that ______________ fulfill the work of church planting.

1. He was called by God to be an apostle and, therefore, he had been given the __________________ for that apostleship (Rom. 1:5; 12:3).

2. He knew that his particular apostleship involved ministry to the ___________ (Rom. 11:13; Gal. 2:8-9).

III. Paul’s church planting ministry was based on deep _____________________.

A. Paul experienced his call immediately after his conversion, but remained in obscurity for years _________________ his word to come (Ps. 105:19).

1. Paul seemed to have had an ______________________ to preach or share his testimony in the synagogues (Acts 9:15-16, 20).

2. The Christians in Damascus were very suspicious of Paul’s motivation and __________________ around (Acts 9:21).


4. After the three years, Paul still received __________________ among the Christian community in Jerusalem and ended up going back to his home town and living in _________________ for another ten years (Acts 9:30).

B. Paul was given his first opportunity to work alongside of another apostolic ministry as an ________________ to Barnabas.

1. The Spirit of God was ____________ in Antioch.
2. There was a need for ______________, guidance and direction to channel the movement of the Spirit into the establishment of a local church.

3. Barnabas ______________ teaching and grounding the believers in the Word of God.

4. Barnabas _______________ Paul and sent for him to help.

5. Barnabas would be a good ______________ for Paul.
   a. He had proven character.
   b. He had a spirit of faith.
   c. He was a Spirit-led person.
   d. He was in leadership in the home church.
   e. He was a hard worker (I Cor. 9:6).
   f. He was an encourager of the brethren and young leaders (Acts 4:36; 9:36-28).
   g. He was a man of Cyprus—a good natural choice (Acts 4:36).
   h. He was sold out to the kingdom of God (Acts 4:37).
   i. He had proven his submission to the apostles (Acts 4:37).
   j. He was a man with a mission and a clear purpose of heart.

C. Paul was eventually sent out ______________ to plant other churches (Acts 13:2-4).

IV. Paul followed a _______________ in establishing churches.

A. This method is seen by taking a close look at the verbs or action words in chapter 14 of the Book of Acts.

1. They were recommended (vs. 26: Acts 15:50).
   This word literally means “to give over into the hands of another.”


3. They spoke boldly (vs. 3).

4. They showed signs and wonders (vs. 5).

5. They preached the gospel (vs. 7, 21).
6. They taught disciples (vs. 21, See also: Acts 11:26; 17:11; 18:11; 20:20; 28:31).

7. They departed (vs. 20).

8. They returned to follow up (vs. 21).

9. They confirmed the disciples (vs. 22).

   The word here means to “strengthen, prop up or support.”

10. They exhorted the believers (vs. 22, See also: Acts 11:23; 15:32; 20:2).

11. They ordained elders (vs. 23).

12. They prayed (vs. 23).

13. They fasted (vs. 23).

14. They commended the church and its leadership to the Lord (vs. 23).

   There came a time when even as they had been commended to the Lord for
   their ministry that the church and its newly established leadership team would
   be commended and delivered as ripe fruit into the hands of the Lord who
   would now lead them and guide them as an autonomous local church (Acts
   20:32).

15. They returned home (vs. 27).

16. They gathered the church (vs. 27).

17. They reported all that God had done (vs. 27).

18. They stayed a long time (vs. 28).

B. This method could be summarized with general principles that can serve as a
   pattern for us.

1. He __________________ openly to all.

2. He gathered a ________________.

3. He ________________ intensely.

4. He trained ________________.
5. He set in a _________________ leadership team.

6. He _________ them for a season.


9. He _________ again.

10. He _________________ on them.

C. Why could Paul do this so quickly? He had some ________________:
   1. He went to the ________________.
   2. He was not a ________________.
   3. He believed in the people and the work of the ________________.
   4. He built on a good ________________ (The Peter Package).
   5. He had people ________________ so he couldn’t get too comfortable.
Lesson 4
Church Planting Today

I. There is a great need for ________________ in the world today.

There are several reasons for this.

A. The Great Commission is not yet ________________.

   1. The world is in great need of ________________.

      a. Evangelism is needed in _________________.

      b. Statistics show that the membership in Protestant denominations is ________________ while the populations are _________________.

      c. Many churches are simply ________________ their doors.

      d. Most ________________ churches do not evangelize.

   2. ________________ takes place only through church planting.

      True evangelism involves all elements of the Great Commission. This means that for people to be considered evangelized...

      a. Gathered disciples must be ________________ in local churches to survive (Acts 2:41, 47; 5:14).

      b. Gathered people must be ________________ to be mature Christians (Eph. 4:12-16).

      c. Gathered people must be ________________ and released back into the harvest.

B. There are only so many ________________ and leadership positions to fill.

   Church planting creates ______ opportunities, thereby developing new leaders.

C. There are ________________ churches for ________________ people.

   1. Different churches minister ________________ to differing groups of people.

   2. Even if there are many churches in a community, ________________ are they?

   3. A little healthy ________________ is good and can benefit all of the churches.

      a. Planting churches can actually ________________ up other churches in the community.
b. Positive peer pressure can ______________ the churches in a community.

c. You are not in competition with other churches but you are aiding in completion of Christ’s work in that community as part of the __________ __________.

d. A new church brings new prayer and can __________ in raising the level of spiritual activity in the area.

D. There are many fish ________________.

Jesus said that the harvest was great, but the laborers were few. Church planting puts more laborers on the front line.

See Appendix: Why another Church?

II. There are many advantages to starting a church ________________.

There are many advantages of starting out from scratch.

A. In new churches you do not inherit people with whom you have __________ __________ relationship.

1. In new churches, you are seen as the pastor from __________, and all who come take that for granted.

2. In new churches, people are often drawn because of the pastor and, therefore, ________________ more quickly.

3. In inherited churches, it takes ________________ to develop a pastoral relationship with the people.

Wayne Zuckel, in his book Growing the Small Church, talks about three stages that pastors go through who assume leadership in an already existing church (pg. 48).

a. The Chaplain Stage

In the Chaplain Stage you are referred to as “The Pastor.” This stage usually lasts from 1-3 years.

b. The Pastor Stage

In the Pastor Stage you are referred to as “Our Pastor.” This stage usually lasts from 3-6 years.

c. The Leader Stage
In the Leader Stage you are finally acknowledged as “My pastor.”

“Planting pastors often become leaders without having to go through the first two stages…Often this trust is granted because in established churches, pastors are likely ‘joining them,’ whereas, in planted churches the congregations are most likely ‘joining the pastors’.”

–Malphurs, *Planting Growing Churches*, page 45

4. In inherited churches, pastors often get frustrated at the process and ________ ___________ they ever reach the final stage.

B. New churches ________________ than established churches.

“New churches are the most effective means of evangelism. New churches are flexible, open to newcomers, entrepreneurial, outreaching, and not burdened with servicing old, internal relationships and demands.” –Leith Anderson, *A Church for the 21st Century*

C. People are more __________________ in new churches.

People who come to new churches ____________ to change! They usually are coming because they ___________ change. People who are changing are more excited as Christians and, therefore, more ________________ to the lost.

“It is easier to have babies than to raise the dead!” —Wagner, pg. 25

III. **There are realistic fears that must be overcome in relation to church planting.**

A. The fear of launching out in ____________.

B. The fear of ________________ the nucleus.

C. The fear of ________________ insecurity.
Appendix, Lesson 4, Why Another Church

I wrote the following article by request to help explain to a couple of pastors in the community why we felt we needed to start another church in Centralia, Washington.

Why Another Church?
By Bill Scheidler

Why are we planting another church in Centralia? Aren’t there a lot of good churches in the area already? Does Centralia really need another local church? Shouldn’t we just work on strengthening the already existing churches?

These are common questions that one receives when the issue of church planting is raised. And from the logical mind, they sound like pretty good questions. Why then would we be interested in planting a new church in Centralia?

REASON #1 - The Great Commission is not yet fulfilled.

In Mark 16:15 Jesus said we were to “Go into all the world and preach the gospel to every creature.” The truth of the matter is that while there are about 100,000 people in the area, there are still only about 12,000 people in the 110 churches in the area who have a church home. That gives us about 88,000 reasons to start a new church.

REASON #2 - The present churches need partners to get the job done.

No one church or group of churches will be able to reach everyone. We are not in competition with the other churches, we are called along side of them to help fulfill a common goal and charge. It is a proven fact that when a new church begins in an area, all of the churches do better as a result.

REASON #3 - There are unique churches for unique people.

Just as there are varieties among people, there are varieties among churches. Each church has its unique personality and emphasis. This is not a bad thing but a good thing. There are some people in the area who have not related to the existing churches for whatever reason who will potentially be reached by a new church with a new emphasis. No one church can expect to reach all people.

REASON #4 - Church Planting is the single most effective evangelistic method.

Our goal is to reached the unreached, not to build a church on transfers from other churches. It is a proven fact that where church planting exists, conversions exist. In many situations, when churches reach 100-200 people, much of the evangelism ceases. If our heart is toward the lost (and it is), then church planting is the means that God will use to bring in the harvest.

All of these are excellent reasons for establishing a new church. Often people raise questions because they do not understand the heart of those involved. As we plant this new church we do it in a true spirit of humility and service. We will never view ourselves in competition with the other churches. We determine to pray for their success. We will look for ways to partner with them and serve them. We will never speak ill of them but will bless them and teach our people to bless them at every opportunity. As we minister with this spirit we will see the work of the Lord go forth with power in the Centralia area.
Lesson 5-6
The Call to Church Planting

I. The word “call” has an important meaning to the church planter.

The word “call” in the Greek language is “klesis”.

A. This word is a __________________ that means to call or summon to court with the idea of giving account.

B. This word does not emphasize a call to service, but a call to ________________.
   1. All of us have received ___________ calls as Christians.
      a. The call to be a saint (Rom. 1:7; I Cor. 1:2)
      b. The call to be sons (I John 3:1)
      c. The call to be disciples (Mt. 28:18-20)

   2. However, all of us have also received a ___________ call for which we will have to give an account (Col 1:23-25).
      a. This call is ___________ (Rom. 12:3-8; I Cor. 12:28-30; Eph. 4:11-12).
      b. This call is ___________ (I Tim. 2:7; II Tim. 1:11; Tit. 1:1-3).

II. We do not “call” ________________ to church planting.

A. There are many __________ reasons for considering becoming a church planter.

   You cannot be planting a church because…

   1. Your parents have pushed a “call” upon you.
   2. You are having trouble submitting to church leadership in your life.
   3. You cannot get along with or work with other Christians.
   4. You cannot find another suitable job.
   5. You have a desire to be your own boss or be in control of others.
   6. You have a doctrinal viewpoint that is not being heard or expressed.
   7. You desire greater recognition and attention.
   8. You have a desire to preach and teach more.
   9. Your ministry is not recognized in any existing church.

B. There are many __________ reasons for considering becoming a church planter.

   1. You have a true heart of love for God.
   2. You have a sincere desire to please God in all that you do.
   3. You share in God’s love for the lost.
   4. You want to be used of God to extend His kingdom in the earth.
   5. You want God to be glorified in your life.
6. You believe that God has created you, called you and ordained you for this purpose.

III. God is the one who ___________ the “call” to church planting.

God is the one who issues this call to us (Gal. 1:1; Acts 13:2; I Cor. 12:18).

A. This call is by ___________ (Gal. 1:15; Eph. 3:8).

B. This call is according to ______________________, not man’s (John 15:16).

1. God chooses the _____________ (Col. 1:1).

2. God chooses the kind of _____________ the person will have (I Cor. 12:28; Eph 4:11; Gal. 2:7-9).


5. God determines the _____________ of the ministry (I Cor. 3:6-9; John 3:25-30).

6. God _______________________ of the sinner.


C. It is a call to which we must _________________. It is our job:

1. To be ________________ to the Holy Spirit.

2. To have a _________________ believing that what God has said, He will perform.

3. To be _________________ to the commands of Christ.

IV. There are two particular “calls” are relevant to church planting.

The two particular calls that are relevant to church planting are the call to be an ______________ and the call to ______________.

A. The Call to Apostolic Ministry

While there are several aspects to apostolic ministry, one of the main emphases is that of church planting.

1. Paul is the best ______________ example of a church-planting ministry.
2. Some of ______________ of a church planting ministry include:

   a. Personality Traits

      • Godly Character
      • A Model Christian
      • Independent
      • Emotionally Strong
      • Self-disciplined
      • Moral Courage
      • Needs a Challenge

   b. Spiritual Traits

      The apostolic church planter must:

      • Be under Christ’s Lordship.
      • Have a spirit of faith.
      • Be others-oriented.
      • Demonstrate humility and servanthood.
      • Demonstrate faithfulness.
      • Demonstrate loyalty to the church.
      • Have great respect for the ministry of others.
      • Have boldness in God.
      • Exercise patience with the immature.
      • Be adaptable and flexible.
      • Have true passion for the lost.

   c. Divine Giftings

      • Evangelist
3. The apostolic church planter has a unique ____________.
   a. They follow the strategy of the ____________.
   b. They plan _______________.
   c. They must make the main focus ______________ development.
   d. They lay the foundation, but ______________ build upon it.
   e. They are able to raise up and disciple __________ leadership.

B. The Call to Pastoral Ministry—The Planting Pastor

1. The planting pastor is usually called to ______________ city or people.

2. The planting pastor is often assisted by ______________ ministry in laying the foundation (Acts 8).

3. The planting pastor has ______________ plans that involve laying his life down for that people.

4. The planting pastor is planning to __________.

5. The planting pastor is able to raise up __________ leadership.

6. The planting pastor allows himself to live life __________ with the people.

7. There are some special __________ of a planting pastor.
   a. They have a long term loyalty to ______________.
   b. They love their home and __________.
   c. They have a friendly personality and are ______________ people-persons.
   d. They are willing and able to lead and __________ the people.
   e. They have a strong ______________ and family.
   f. They exhibit a strong ______________ for the church, the community and the city.
   g. They have a spirit of ____________________.
V. It is important for the church planter to ____________ his or her call.

A. The apostolic call is a general call to plant _______________.

Therefore, the apostle applies rational, biblical principles to his practice.

1. Paul used his _________________ and sound judgment (Acts 15:36).


4. Paul strategically focused his main efforts on _________________ (Acts 16:12; I Th. 1:8)

B. The pastoral call is a call to plant and pastor ________________ or to pastor a church that someone else planted.

The pastoral call can be general or specific when it comes to locality.

1. Having a general call – “I know I’m called to pastor, but I’m not sure where.”
   a. Responding to a need
   b. Using natural wisdom and the peace of God

2. Having a specific call
   a. Birthed by a natural connection
   b. Birthed by divine burden

3. Having a call by circumstances

4. Having a Macedonian call

This call is initiated by a people with the words, “Come over and help us!”

VI. It is important for the church planter ________________ their call.

A. Test #1 – The test of your own heart.
1. Ponder in your heart and consider any personal word or impressions from the Holy Spirit.

2. Meditate on it over a period of time during times of prayer and Bible reading.

3. If the burden is from God, you will not be able ____________________.

B. Test #2 – The test of your spouse and family

Our spouse and family will be a very important aspect of hearing the voice of God regarding our call and the ______________ for the expression of our call.

C. Test #3 – The test visit

You should plan to visit ____________ where you are sensing the leading of the Lord.

D. Test #4 – The test of your leadership covering

Having the confirming voice of your leadership covering is critical if you are going to succeed.

1. Do not bring your vision to them until you are ________________ and have already passed the first three tests.

2. Listen carefully to their response and be sensitive to any ______________ they may give.

3. Do not rush stubbornly ahead with or without covering ________________.

E. Test #5 – The test of circumstances

F. Test #6 – Other confirmations

VII. It is important for the church planter to determine ______________ associated with the call.

A. There was a time when Paul was ________________.

1. Paul experienced his __________ when he was about 30-33 years of age (Acts 9:13-16, 22:12-16, 26:15-18)

2. Paul experienced a ______________ of ten to thirteen years that may have included the death of his vision (Acts 9:23; Gal. 1:17-19).
3. Paul had his ___________________ when he was asked to come to Antioch and minister with Barnabas at the approximate age of 43-45 (Acts 11:25).

4. Paul was ______________ with Barnabas on his first missionary journey and soon fully entered into his original call at age 45-47 (Acts 13:1-3).

   This was the divinely appointed time for him to go.
   a. The ______________ confirmed the call.
   b. The prophetic word confirmed the call and the ____________ (Acts 13:2).
   c. The _________________ was involved (Acts 13:4).
   d. The _________________ was involved in “commending” him for the work (Acts 14:26).

B. There is a time when ministries and churches are to be _________________.

   1. The word “commend” (paradidomi) that is used in Acts 14:26 and Acts 15:40 literally means “to deliver over to; to give into the hands of another; to permit or allow.”

   2. This word in Mark 4:29 means “to permit or allow”, and literally translated is when the fruit will allow or when its ripeness permits.”

      a. If the fruit is too green when picked, it will _________________ it ripens.
      b. If the fruit is left on the tree too long, it will spoil ________________.

   3. There is a time when the _______________ of the ministry is right for it to be released or sent out.

      When the time is right the ministry or the church needs to be:
      a. Commended to the _________________.
      b. Commended to _______________ of His grace.
      c. Commended to the ___________________.

4. Some ministries need to be held back (I Tim. 3:6). They are ______________ ____________ as they think they are.

5. Some ministries need to be pushed out (I Tim 4:12). They are ________ ____________ than they think.
Lesson 7
The Preparation of the Church Planter

“The leader is the principal key to a successful church planting endeavor” —Wagner

I. God prepares a church planter much like an archer prepares an arrow.

A. Isaiah 49:1-2 verse deals with the principle of divine calling.
   1. We are known by God _______________ from the foundation of the world.
   2. We are called by God for a unique ministry from ________________.
   3. We are uniquely ________________ in a way that is consistent with His purpose for us.

B. This verse deals with ________________ of preparation.
   A ministry is shaped much like an arrow is shaped.
   1. The arrow begins the process by being a branch that is selected and _______ ____________.
   2. The branch is _____________ of its bark and shaped with a sharp instrument into a shaft.
   3. The shaft is further sanded and ______________ until it will offer no resistance to the will of the archer.
   4. A _________________ is added to the arrow so that it will be more effective in its use.
   5. The finished arrow is put into the quiver and ______________ until the appropriate time for its manifestation.
   6. When the actual targeted opportunity for which this arrow was created arises, the archer shoots the arrow out with a sense of purpose and ____________ ____________.

II. There are many ________________ that will enhance the church planter’s ministry.

A. Preparation Pluses

   The church planter must prepare by…

   1. Being a true, reproducing ____________ of Jesus.
This means that _________ anyone can be considered for church planting they must exemplify the basic aspects of the Christian life.

This includes:

a. A good reputation outside the church.
b. A strong marriage and family.
c. A deep devotional life in prayer and the Word of God.
d. A manifestation of the fruit of the Holy Spirit.
e. A submissive relationship to God-ordained authorities in their life.

2. Being a strong, committed member of a particular ________________.

This means that you should:

a. Go through the membership process as prescribed by the local church.
b. Practice sacrificial giving and tithing to the local church.
c. Become personally involved as a servant and volunteer in the local church.
d. Be faithful to all aspects of church programs with special attention to the prayer functions of the local church.

3. Participating in a broad range of ______________ experiences.

a. Children’s Ministry Classes
b. Youth Ministry
c. Nursery
d. Hospitality/Catering
e. Ushering
f. Audio/Visual
g. Janitorial/Custodial
h. Worship/Music
i. Altar Work
j. Discipleship/Tutoring
k. Community Outreach
l. Church Administration
m. Church Finances
n. Etc.

4. Becoming a __________________ of church rites and ceremonies.

a. Communion
b. Water Baptism
c. Weddings
d. Funerals
e. Dedication of Infants
5. Taking advantage of all educational and training ______________ available to them.
   a. This includes taking advantage of leadership training opportunities in the local church.
   b. This includes accelerated training either though Bible College, correspondence courses or online training experiences.
   c. This includes focusing on the skills that have particular relevance to pastoral functions.
      - Biblical Counseling
      - Pre-marriage Counseling
      - Preaching
      - Hermeneutics
      - Evangelism
      - Other Pastoral Functions

6. Becoming as much of pastor now as possible by taking advantage of ______ ______ ______ of opportunity.
   This includes:
   a. Leading small groups in the local church.
   b. Participating in the various outreach programs of the church.
   c. Preaching at local shelters.
   d. Leading a Bible study.
   e. Leading prayer meetings.
   f. Preparing weekly sermons.
   g. Becoming a zone pastor in the local church.

7. Seizing opportunities to develop certain ________________.
   This includes:
   a. Developing a portable career or skill.
      - Preferably small business owner
      - Sales
      - Tent-making skills (painting, carpentry, etc.)
   b. Learning to play a musical instrument.
   c. Learning to lead worship and to inspire others in worship.

   “I would advise you never to send a man to begin another church that you would not ordain as an elder in your church.” --Richard C. Benjamin
B. Other Areas of Preparation

In addition to the above, there are other areas of preparation that will serve the church planter well.

These include the following:

1. Keeping your personal finances in order.

2. Becoming knowledgeable in basic accounting procedures.

3. Becoming knowledgeable in secretarial skills.
   a. Typing
   b. Office Equipment
   c. Computer Awareness
   d. Filing Systems

4. Learning about “stuff” in general.
   1. General maintenance “know how” (Electrical, Plumbing, Etc.)
   2. Automobile
   3. Building and buildings

“Be interested in everything. You never know when you will need it, but you surely will.” —Bill Scheidler
Lesson 8
Preparation for Church Planting

The future church planter should prepare for the church plant by:

I. Determining the city or ________________ for the church plant.

   A. Determining the place will be different for the apostolic and the pastoral church planter.

      1. The apostolic church planter is not as concerned about the area as he is about ________________ factors.

         a. Where is the Spirit moving?
         b. Where is the need?
         c. Where is a central hub?

      2. The pastoral church planter is more concerned about a specific direction from the Holy Spirit and ________________ the Lord.

         a. Where is my place?
         b. Who are my people?
         c. Where will I lay down my life?

   B. Determining the place will have something to do with ________________ as a church planter.

      1. The church planter should be socially and educationally ________________ to the people that he seeks to reach.

      2. The church planter should be able to ________________ to the people of that city or region.

      3. The church planter should ask self awareness questions.

         a. Who am I?
         b. Where do “my kind” of people live?
         c. To whom do I relate easiest?
         d. What kind of a church excites me?
         e. For whom has God given me a special love?

   C. Determining the place will have something to do with the particular ____________ the Lord has given to the church planter.

      1. When you envision the type of church that God wants built, what do you see?
      2. What criteria has the Lord placed in your heart?
      3. Is there a city that meets those criteria?
Larry Lewis, in his book *The Church Planter Handbook*, identifies six areas that a church planter should take a close look at where the field is ripe and the laborers are few.

See Appendix 1 – The Church Planter’s Field

II. **Doing a demographic study of the city or region under consideration.**

A. Demographic studies can be important to the church planter for a variety of reasons.

1. They help you to get a _________________ for the community.
   
   - What is the population?
   - What are the population projections?
   - What is the educational level?
   - What is the racial mix?
   - What is the age distribution?
   - What is the median age?
   - What is the gender mix?
   - What are the unemployment levels?
   - What are the income levels?
   - What are the housing profiles (home ownership, values, etc.)?
   - What are the languages spoken (at home, other)?
   - How many churches are there?
   - What kind of churches are there?

2. They help ___________ get a feel for the community.

3. They help you to identify ________________.

4. They help you to determine whether the place ___________ the call.

5. They help you to identify and target specialized community ____________.

“Failure to obtain full and complete facts on a neighborhood or community prior to launching a new congregation may be just like signing the death warrant long before the new work has started.” --Jack Redford, *Planting New Churches*

B. Demographic studies can be done by consulting a variety of sources.

1. City and regional planning offices
2. Local Chamber of Commerce
3. Libraries
4. Newspaper research departments
5. Local university libraries and sociology departments
6. Ministerial groups
7. Public utility companies
8. Realtors  
9. Social welfare and other social agencies  
10. The Internet

C. Demographic studies can be done to a degree when little information is available to you.

1. Drive through an area and make your own observations.  
2. Talk to people on the street and in the shops.  
3. Talk to pastors and civic leaders.  
4. Subscribe to a local newspaper.  
5. Browse telephone directories.

III. Identifying your _______________________.

C. Peter Wagner in his book *Church Planting for the Greater Harvest* makes the following statement:

“To put it simply, no church in America can minister effectively to all 50 lifestyle groups. The idealism of many young church planters causes them to dream of reaching, if not all 50 groups, at least a large portion of them. This is a sure recipe for frustration. The fact of the matter is that most churches whether rural, urban or suburban will find that God has equipped them to reach effectively one or two or three or possibly a couple more of these groups. The larger the church, the broader the spectrum it can serve, but even super-churches find their market ranges of ministry limited” (page 89).

A. Should the church planter identify a target people?

B. What are some targets people aim at?

   1. Racial or ethnic targets  
   2. Age related targets  
   3. Socio-economic targets  
   4. Special needs (Addicts, Single Parents, Etc.)

IV. Determining the best church planting ____________ for you.

Wagner lists 12 planting models in *Church Planting for the Greater Harvest* (Pg. 59-75). These models can be divided into three categories:

A. Church plants that are fostered by local churches that result in an autonomous church.
1. Hiving Off

Hiving off involves the formation of another congregation in the same geographical area.

2. Colonization

Colonization is when a new church is planted from a local church by the sending out of a team of people.

3. The Apostolic Church Planter

The apostolic church planter is a person with an apostolic call who works with a team of people to establish a church.

4. The Founding Pastor

In this church plant a person usually presents a call to the local church leadership and is sent out alone.

5. Adoption

Adoption is the case where someone else gave birth to a work but now is in need of a new leader or new point of identification.

6. Accidental Parenthood

Accidental parenthood is another name for a church split.

B. Church plants that are fostered by local churches that result in a semi-autonomous church.

1. The Satellite Model

The satellite model is very similar to the hiving model except for the fact that the new congregations that result from the satellite model continue to maintain an organic relationship with the mother church.

2. Multi-Congregational Churches

Multi-congregational churches are seen as “churches within the church.” In large metropolitan areas where there is a high level of ethnic and cultural diversity, churches will at times provide an ethnic or cultural expression of the church to reach more people.

3. The Multiple Campus Model

The multiple campus model can be described as one leadership team, one budget and two or more separate locations.
C. Church plants that arise outside of the context of the local church.

1. The Mission Team

   This church plant is created by a short term mission team that has been sent out by a church or other organization.

2. The Catalytic Church Planter

   The catalytic church planter is a person who just likes to start churches. Such a person loves the excitement of beginning things. This person may or may not be related to a particular local church or church group.

3. The Independent Church Planter

   This is an individual who has no covering organization or no sending local church. They simply go out and plant churches as they feel so moved.
Appendix 1, Lesson 8, The Church Planter’s Field

THE CHURCH PLANTER’S FIELD

Larry Lewis, in his book *The Church Planter’s Handbook*, identifies six areas that a church planter should take a close look at where the field is ripe and the need is great.

1. **NEW SUBURBAN COMMUNITIES** — Most metropolitan areas have areas on the perimeter that are growth areas. New homes and the support structures are being built rapidly. Churches are often the last things to come into these communities behind service stations, grocery stores, Laundromats, hospitals, parks and parking lots.

2. **DOWNTOWN AND INNER CITIES** — When inner cities went from bad to worse, many churches sold their buildings and moved to safer or larger areas, in some cases leaving the city core void of churches. A key to revitalizing the inner city is to plant churches within those areas.

3. **MULTI-HOUSING AREAS** — With 60-65 percent of the people in the major cities living in apartment buildings, condominiums, town houses, government housing and mobile home parks, this presents a good target area. This number is on the rise. More than 90% of these residents have no local church affiliation. In larger complexes, you may be able to start a church right in them.

4. **ETHNIC COMMUNITIES** — With the population shift in the U.S. today, Hispanic and Asian communities are growing very rapidly. Many of these people have had no real exposure to Christianity and become a significant target area for new churches.

5. **INSTITUTIONS** — How many of the inmates at the local jail or nearby prison are going to attend your church next Sunday morning? How many at the hospitals or rest homes in your community will be present for your worship service? Many of them can be if you will take the gospel to them instead of hoping somehow they may come to you.

   James Greer, pastor of the Donahue Baptist Church near Pineville, Louisiana, got a heavy burden for the inmates at the Louisiana State Penitentiary in Pineville. He discovered there was no evangelical ministry of any kind in that prison. He asked permission to conduct services there every week. As a result, a new church was birthed within the walls of the Louisiana State Penitentiary. Every member is an inmate who has been won to Christ and baptized into the fellowship of this congregation. They now average eighty in attendance and, although only two years old, have already won and baptized forty inmates.

6. **RURAL AREAS** — With such an emphasis on “the city”, there are many small towns, migrant communities, recreational areas and villages where no real church exists. These areas all present unique challenges, but the people are just as precious to God and without a church will not be saved.
Lesson 9
The Sending Process

Every church should have a process that is clearly outlined for how they will enter into this thing called “church planting.”

I. There was a process for sending in the Book of Acts (Acts 13:1-3).

That process involved seven main steps for apostolic church planting.

A. The call received
B. The time of proving
C. The prophetic confirmation
D. The laying on of hands
E. The prayer support
F. The sending away
G. The returning home

II. There should be a similar process in the local church of today (See Appendix 1).

A. ______________ direction from the Lord.
B. ______________ the direction from the Lord.
C. ______________ the direction through an elder and/or church planting coordinator.

They will help you to evaluate:

1. Your call
   a. What you feel about your call.
   b. What you feel about the place.
   b. What you feel about the time.

2. Your compatibility with the call
   a. Your personal maturity
   b. Your personal fruit
   c. Your proven gifting

D. ______________ the church planting questionnaire (See Appendix 2).

E. ______________ the direction with the eldership.
This will involve several things including:

1. Explaining the call
2. Explaining the confirmation of the call
3. Explaining a brief analysis of the situation
4. Explaining how you plan to begin
5. Submitting to the questioning of the eldership
6. Presenting a prepared presentation document

F. _______________________ for the sending.

G. Sharing the direction with the ________________ .

1. The congregation informed
2. Opportunity to go along announced
3. Those interested are encouraged to talk to their elder for screening
4. Those interested should fill out the team member questionnaire (See Appendix 3)

H. ________________ to be sent. This includes:

1. Gathering a team at home.
   a. To get used to each other
   b. To gel as a group
   c. To work out potential problems
   d. To see if they can feed from the leader’s ministry

2. Meeting together with the eldership at regular elder’s meetings

3. Selecting two elders from the home church to work with you and serve as initial board

4. Meeting with key departmental leaders
   a. Children’s ministry
   b. Business office
      • Corporation
      • Records
      • Bookkeeping
      • Minutes
      • Etc.
   c. Music office
      • Copyright music laws
      • Worship Programs
   d. Secretary
      • Bulletins
      • Etc.
   e. Youth ministry
   f. Women’s ministry
5. Preaching to the congregation

I. The sending-out service

1. Laying on of hands
2. Prayer
3. Offering
4. Reception
5. Licensing -- later ordination

J. Follow-up

1. The two chosen elders
2. MFI membership

III. There are several advantages of the team method of church planting.

A. Fellowship and companionship
B. Faster growth
C. Finances stronger at first
D. Common beliefs and DNA

IV. There are a few cautions relative to the team method of church planting.
Appendix 1, Lesson 9, The Church Planter’s Vision
CHURCH PLANTING
Application Questionnaire

Name __________________________________ Date Submitted __________________
Address _______________________________________ Phone: __________________
City/State ___________________________________  Zip Code ________________

PERSONAL HISTORY

1. Place of Birth, You:______________________ Spouse: _______________________

2. Date of Birth, You: _____________________ Spouse: _______________________

3. Educational Background
   You: ________________________________________________________________
   ____________________________________________________________________
   Spouse: ______________________________________________________________
   ____________________________________________________________________

4. What vocational training and skills do you and your spouse have?
   You: ________________________________________________________________
   ____________________________________________________________________
   Spouse: ______________________________________________________________
   ____________________________________________________________________

5. What geographical area do you consider to be “home”? ______________________
   Why?________________________________________________________________

6. Have you or your spouse been previously married? ______ If so, explain the situation.
   ____________________________________________________________________
   ____________________________________________________________________
   ____________________________________________________________________

7. List the various jobs that you have worked in the last 10 years.
You: ________________________________________________________________

_____________________________________________________________________

Spouse: ______________________________________________________________

_____________________________________________________________________

8. Fill in the approximate dates of your experiences.
   You:  Salvation ______  Water Baptism ______  Baptism of the Holy Spirit ________
   Spouse: Salvation _______  Water Baptism _______  Baptism of the H .S. ________

9. Have you ever declared bankruptcy? ________________  If yes, briefly explain:
   _______________________________________________________________________
   _______________________________________________________________________

10. Apart from your home what is your present indebtedness? ________________
    _______________________________________________________________________

MINISTERIAL HISTORY

11. List the churches that you have attended in the last 10 years.
   You: ________________________________________________________________
       _______________________________________________________________________
   Spouse: ________________________________________________________________
       _______________________________________________________________________

12. In what capacity have you served in the various churches you have attended?
   You: ________________________________________________________________
       _______________________________________________________________________
   Spouse: ________________________________________________________________
       _______________________________________________________________________

13. What spiritual gifts have you already seen as operative in your life?
   You: ______________________________________________________________________

________________________________________________________________________
14. How much experience have you had in preaching and teaching?
   You: ________________________________________________________________
   Spouse: ______________________________________________________________

15. How much experience have you had in leading worship?
   You: ________________________________________________________________
   Spouse: ______________________________________________________________

16. Do you play any musical instruments?
   You: ________________________________________________________________
   Spouse: ______________________________________________________________

17. What other natural talents and abilities do you possess which may be used in the work of the Lord?
   You: ________________________________________________________________
   Spouse: ______________________________________________________________

**MINISTRY CALL**

18. What do you feel to be the ministry call of God on your life?
   You: ________________________________________________________________
   Spouse: ______________________________________________________________

19. How did you receive the call?
   You: ________________________________________________________________
   Spouse: ______________________________________________________________
20. What confirmations have you had in your life that seem to confirm the call?
   You: ________________________________________________________________
   Spouse: ______________________________________________________________

21. What qualities do you see in yourself that seem to correspond to your call?
   You: ________________________________________________________________
   Spouse: ______________________________________________________________

22. What areas of weakness do you see in yourself that could effect you ability to fully enter into this calling?
   You: ________________________________________________________________
   Spouse: ______________________________________________________________

23. In what courses of study have you participated to prepare for this call?
   You: ________________________________________________________________
   Spouse: ______________________________________________________________

24. What additional study and preparation do you feel is needed?
   You: ________________________________________________________________
25. In what areas do you feel most “unready” for planting and leading a church?
You: ________________________________________________________________
______________________________________________________________
Spouse: ______________________________________________________________
______________________________________________________________

THE CHURCH PLANT

26. In what city do you want to plant a church? __________________________

27. Why have you chosen this city? _______________________________________
______________________________________________________________

28. Does this city need another church? ______ If so, why? ___________________
______________________________________________________________

29. What do you know about the special needs of this city? ___________________
______________________________________________________________

30. Do you have a target people in this city? ______ If so, who? _______________
______________________________________________________________

31. What Church Planting model seems to fit you best as you start this church? _______
______________________________________________________________

32. When do you feel this church plant should take place? _____________________
   Why this time? _________________________________________________

33. What do you feel will be the unique features of your church? _______________
______________________________________________________________
34. Can you articulate a mission statement for your church? ________ If so, what is it?

_____________________________________________________________________

_____________________________________________________________________

_____________________________________________________________________

35. What goals would you have for the first year? ____________________________

_____________________________________________________________________

_____________________________________________________________________

36. Where would you initially meet and why? ______________________________

_____________________________________________________________________

_____________________________________________________________________

37. What name have you chosen for your work and why? _____________________

_____________________________________________________________________

_____________________________________________________________________

38. How do you plan to gather your first group of people?____________________

_____________________________________________________________________

_____________________________________________________________________

39. How do you plan to expand your work into the community? ________

_____________________________________________________________________

_____________________________________________________________________

40. How do you plan to fund the new work? ________________________________

_____________________________________________________________________

_____________________________________________________________________

41. From where will you get a salary? ____________________________

_____________________________________________________________________

_____________________________________________________________________

42. Do you have an alternate plan? ________ If so, what? ___________________

_____________________________________________________________________

_____________________________________________________________________

43. How would you know when it was right to go “on staff”? ________________

_____________________________________________________________________

_____________________________________________________________________
44. How important of a goal should this be? ____________________________________

_____________________________________________________________________

45. What guidelines would you use in establishing the pay scale of the pastor? _________

_____________________________________________________________________

_____________________________________________________________________

46. In your understanding, what is the job description of a senior pastor? _______________

_____________________________________________________________________

_____________________________________________________________________

_____________________________________________________________________

47. What is the job description of an elder? _____________________________________

_____________________________________________________________________

_____________________________________________________________________

_____________________________________________________________________

_____________________________________________________________________

48. Briefly summarize how you would handle the following areas in your church:

A. Corporate Services __________________________________________________

_____________________________________________________________________

B. Corporate Prayer Times ______________________________________________

_____________________________________________________________________

C. Music and Worship __________________________________________________

_____________________________________________________________________

D. Offerings __________________________________________________________

_____________________________________________________________________

E. Accounting and Counting Money _________________________________________
F. Church Constitution/By Laws

G. Church Government/Structure

H. Church Membership

I. Communion

J. Water Baptism

K. Altar Work

L. New Convert Follow-up

M. Children’s Ministry

N. Women’s Ministry

O. Men’s Ministry

P. Youth/Singles Ministry

Q. Pre-marital Counseling
R. Evangelism ________________________________________________________

_______________________________________________________________

S. Leadership Development ___________________________________________

_______________________________________________________________

T. Visiting Ministry _________________________________________________

_______________________________________________________________

U. Relating to Other Pastors in Area __________________________________

_______________________________________________________________

49. Summarize your thinking on the following themes:

A. Debt _____________________________________________________________

_______________________________________________________________

B. Tithing ___________________________________________________________

_______________________________________________________________

C. Excommunication ________________________________________________

_______________________________________________________________

D. Divorce/Remarriage _______________________________________________

_______________________________________________________________

E. Counseling/Psychology _____________________________________________

_______________________________________________________________

F. Christian Education _______________________________________________

_______________________________________________________________

G. Speaking with Tongues _____________________________________________

_______________________________________________________________
H. Cell Groups

__________________________________________________________________

I. User-Friendly Church Concepts

__________________________________________________________________

50. How will the church that you will establish be different from Bible Temple?

__________________________________________________________________

__________________________________________________________________

__________________________________________________________________

__________________________________________________________________

__________________________________________________________________

51. Are there any relational or doctrinal conflicts with the home church that would in any way hinder the effectiveness of the church plant? _______ If so, what would they be?

__________________________________________________________________

__________________________________________________________________

__________________________________________________________________

__________________________________________________________________

__________________________________________________________________
Appendix 3, Lesson 9, Team Member Application

CHURCH PLANTING

TEAM MEMBER APPLICATION
CHURCH PLANTING
TEAM MEMBER APPLICATION

Note:  *This form is to be filled out by anyone desiring to be on a Church Planting Team. It is to be filled out in full and submitted to one of the elders at City Bible Church prior to a personal interview by that elder, to be scheduled when this application is received.*

Name ________________________________ Date submitted _____________________

Address _____________________________________ Phone: _____________________

City/State ________________________________ Zip Code ____________________

PERSONAL HISTORY

1. Place of Birth, You:______________________ Spouse: _______________________

2. Date of Birth, You: _____________________ Spouse: _______________________

3. Children (Names and Ages):
   ______________________________________________________________________
   ______________________________________________________________________
   ______________________________________________________________________

4. Educational Background
   You: ________________________________________________________________
   ________________________________________________________________
   Spouse: ______________________________________________________________
   ________________________________________________________________

5. What vocational training and skills do you and your spouse have?
   You: ________________________________________________________________
   ________________________________________________________________
   Spouse: ______________________________________________________________
   ________________________________________________________________

6. What geographical area do you consider to be “home”? _____________________
Why?________________________________________________________

7. Have you or your spouse been previously married? ______  If so, explain the situation.
   ________________________________________________________________
   ________________________________________________________________
   ________________________________________________________________

8. List the various jobs that you have worked in the last 10 years.
   You: ____________________________________________________________
   ________________________________________________________________
   ________________________________________________________________
   Spouse: _________________________________________________________
   ________________________________________________________________

9. Fill in the approximate dates of your experiences.
   You: Salvation _____  Water Baptism _____  Baptism of the Holy Spirit _____
   Spouse: Salvation _____  Water Baptism _____  Baptism of the H .S. _____

10. Have you ever declared bankruptcy? ________________________  If yes, briefly explain:
     ______________________________________________________________
     ______________________________________________________________

11. Apart from your home what is your present indebtedness? _________________
     ______________________________________________________________

MINISTRY HISTORY AND GIFTS

12. List the churches that you have attended in the last 10 years.
    You: __________________________________________________________________
    ________________________________________________________________
    ________________________________________________________________
    Spouse: __________________________________________________________________
    ________________________________________________________________

13. In what capacity have you served in the various churches you have attended?
14. What spiritual gifts have you already seen as operative in your life?

You: ________________________________________________________________

_____________________________________________________________________

Spouse: ______________________________________________________________

_____________________________________________________________________

15. How much experience have you had in leading worship?

You: ________________________________________________________________

Spouse: ______________________________________________________________

16. Do you play any musical instruments?

You: ________________________________________________________________

Spouse: ______________________________________________________________

17. What other natural talents and abilities do you possess which may be used in the work of the Lord?

You: ________________________________________________________________

Spouse: ______________________________________________________________

18. What do you feel to be your ministry to the Body of Christ?

You: ________________________________________________________________

Spouse: ______________________________________________________________

19. What confirmations have you had in your life that seem to confirm this ministry?

You: ________________________________________________________________

_____________________________________________________________________

_____________________________________________________________________

Spouse: ______________________________________________________________

_____________________________________________________________________

_____________________________________________________________________
20. What qualities do you see in yourself that seem to correspond to this ministry?

You: ________________________________________________________________

_____________________________________________________________________

Spouse: ______________________________________________________________

_____________________________________________________________________

21. What areas of weakness do you see in yourself that could affect your ability to fully enter into this ministry?

You: ________________________________________________________________

_____________________________________________________________________

Spouse: ______________________________________________________________

_____________________________________________________________________

THE CHURCH PLANT

22. What Church Planting Team do you desire to join? _________________________

_____________________________________________________________________

23. Describe how you came to the decision to be a part of this team. ________________

_____________________________________________________________________

_____________________________________________________________________

_____________________________________________________________________

24. Is your spouse in complete harmony with this decision? Circle the words that best describe your spouse’s feelings:

Enthusiastic  Agreeable  Cautious  Reserved  Unsure  Opposed

25. Describe your relationship to those who will be the pastors of this Church Plant.
26. Do you feel that you can love, respect and support them in their ministry? ________

Why do you feel this way? ________________________________________________

27. Do you feel that you could feed under their ministry and receive pastoral correction from them if it were necessary? ______ Why do you feel this way? ____________

28. Are there any unresolved conflicts with City Bible Church or its leaders? ______

If so, please explain. ______________________________________________________

29. What contributions do you and your spouse feel you would be willing to make to help this Church Planting endeavor to be a success?

In time ________________________________________________________________

In finances ____________________________________________________________

In talents ____________________________________________________________
30. Have you prayed and fasted about this decision? _____ If yes, what do you believe God as said to you?
Lesson 10
Planting Seed Churches

I. Preparing the Local Church for Church Planting

If a local church is going to be used by God to plant churches it needs to have certain things in place as part of its foundation.

A. The local church as a whole should recognize ____________ for missions, evangelism, and outreach.

B. The local church should recognize its ____________ in the area of outreach.

C. The local church should recognize its responsibility ____________ workers to go into the field.
   1. They should support and maintain a training program for prospective ministries.
   2. They should encourage and be willing to make sacrifices to fulfill the commission set before the church.

D. The local church should recognize certain biblical principles of growth and ____________.
   1. In order for reproduction to take place, there must be a ______________ (Gen. 1:11-12).
   2. Many seeds sown give an opportunity for a ____________ and more dependable harvest.
      a. Two are better than one, and three is even better (Eccl. 4:9-12).
      b. There is strength in numbers (Lev. 26:8).
   3. The seeds that are sown are not only the Word of God, but also the _________ ________ of the Kingdom (compare Luke 8:11 and Mt. 13:37-38).

E. The church that is involved in the planting or birthing of new works should be a ____________ church itself (Acts 11:19-30, 13:1-3).
   1. It should be a church that preaches the Word of God (Acts 11:19).
   2. It should be a church that demonstrates a good growth rate (Acts 11:21, 24).
   3. It should be a church that is in divine order with the proper personnel and proper leadership ministries (Acts 11:22-30, 13:1).
   4. It should be a church that is involved in exhortation, teaching, prophesying, worshipping and fasting (Acts 11:23, 26, 13:2).
5. It should be a church that is willing to sacrifice their best for the furtherance of the Gospel of Christ (Acts 13:3).

II. Steps toward the implementation of the “seed church” model.

A. There needs to be an impartation of the vision for such a program in the hearts of the people of the congregation.

B. There should be a general announcement to the congregation that such an avenue of outreach is available.
   1. Everyone should be encouraged to seek God as to what part they can play in this outreach.
   2. Candidates should be encouraged to submit their names to the leadership.
   3. All the congregation should be encouraged to submit any leading of the Spirit to the leadership of the church.

C. There should be an opportunity for these candidates to express their vision before the leadership of the church.
   1. This need be only a brief interview.
   2. The candidate would share the call that he feels in his heart.

D. There should be an appointment of a personal or outreach counselor who will be responsible for the following:
   1. Setting up an early interview with the candidate, the senior pastor, and himself.
   2. Maintaining a file on all prospective candidates. This file will contain all pertinent information.
      a. It will have a record of the candidate’s testimony.
      b. It will have a record of various prophetic words they may have received.
      c. It will have a record of all counseling sessions.
      d. It will have a record of other important happenings relative to the candidates.
   3. Being available for ongoing counseling with the candidates.
   4. Keeping accurate records of all counseling sessions and significant happenings relative to the candidates.
   5. Monitoring the growth and development of the candidates.
6. Consulting with others church leaders concerning the candidates.

7. Keeping the senior pastor informed as to the progress of the candidates.

8. Assisting in determining the appropriate time-line for sending.

III. General guidelines for sending a church planting team or “seed church.”

A. The candidate expresses a desire to be sent out.
   1. This is the candidate’s responsibility.
   2. The candidate can fill out the prescribed form to indicate his or her desire.
   3. The candidate should be willing to be interviewed by the leadership.

B. The candidate expresses his vision to the leadership of the church.
   1. At this time, the candidate merely shares the burden God has given him.
   2. He gives a testimony of God’s dealings.

C. The candidate will go through a time of proving.
   1. This time will vary depending on the candidate.
      a. It will depend upon the candidate’s maturity as a Christian.
      b. It will depend upon the candidate’s ability to live a Spirit-led life.
      c. It will depend upon the candidate’s doctrinal soundness and development in the Word.
      d. It will depend upon the candidate’s ability to lead and minister.
      e. It will depend upon the candidate’s faithfulness in assignments.
      f. It will depend upon the candidate’s loyalty to the Church.
      g. It will depend upon the stability of the candidate’s home.
      h. It will depend upon the candidate’s financial stability.
      i. It will depend upon the circumstances lining up with the candidate’s call.
   2. During this time, there will be much counseling with various leaders.
      a. The candidate will counsel early with the senior pastor and the outreach counselor.

This session will emphasize the following areas:
b. The candidate will keep in close touch with the outreach counselor for periodic interviews.

c. The candidate will meet with in all major departmental leaders.

   - Administration
   - Office Manager
   - Children
   - Small Groups
   - Etc.

d. These sessions are designed for the personal adjustment of the candidate.

   - The candidate must be willing to submit to adjustment.
   - The candidate must realize the purpose is to build him up.

3. During this time, there will be much opportunity for practical experience.

   a. The candidate is expected to involve himself in outreach activities. This would include such things as:

      - Personal evangelism
      - Visitation
      - Outreach teams
      - Student teaching
      - Leading services
      - Altar work

   b. The candidate should have been actively involved in a small group for a period of about nine months to one year.

   c. The candidate should serve as a volunteer in key departments of the local church.

      - Nursery
      - Children’s Ministry
      - Youth Ministry
      - Audio/Visual
      - Music Ministry
      - Ushering
      - Door Greeting
      - Events
      - Etc.
c. Reports of the candidate’s activity should also be included in the candidate’s file.

D. The candidate will be selected in the Lord’s time.

1. The outreach counselor and the senior pastor will give the initial approval.

2. The eldership of the church will give the final approval.

3. The candidate will be encouraged to choose two elders from the sending church to be his first church board.

E. After the location is approved, there is a selection and screening of the team members.

1. The candidate is given an opportunity to express his burden to the congregation.
   a. This involves a public announcement of the intentions of the leadership.
   b. This involves releasing to talk to individuals privately about their mission.
   c. This involves an opportunity to speak in a service of the church.

2. Members of the congregation should be encouraged to pray about their possible involvement in such an outreach.

3. An ideal team would include some of the following:
   a. People with a burden for children.
   b. People with evangelistic ministry.
   c. People with musical ability.
   d. People with audio/visual experience.
   e. People with media and graphic design experience.
   f. People with secretarial experience.
   g. People who have led small groups.

4. Potential team members should consult with the church planting coordinator and fill out the Team Member Application.
   a. They are screened by the outreach counselor and the senior pastor.
   b. They are screened by the team leaders or church planter.
   c. They are screened and approved by the eldership.

5. Upon approval, the team is given a tentative date.
   a. This will enable them to sell homes and pick up loose ends.
   b. This will enable them to begin to prepare for relocation.
F. The team begins to function as an “embryo” church to test the compatibility of the members.

This continues for about six weeks prior to being sent out. During this time…

1. The team is given intense instruction and vision.

2. Hearts of team members are knit together through fellowship (Col. 2:2).

3. The team learns to worship together.

4. The pastor gets used to preaching weekly.

5. The people get used to the preaching of the team leader.

6. The team learns to flow together as a team (Cor. 1:10).

7. The team will be permitted to tithe to the church plant.

8. Any potential problems should come to the surface.
   a. Will they have trouble submitting to their new pastor?
   b. Will they feel comfortable in such a small church?
   c. Will they be fed by their new pastor?
   d. Will there be any relational conflicts?

G. The team leader is encouraged to incorporate the new church in the area where the church plant will take place.

H. The team is sent out by the home church in a special service for that purpose.

1. The team is given time in service to greet, testify and solicit prayer support.

2. The leadership of the church lays hands on the team.

3. A liberal offering is taken for the church plant.

I. Once the team is relocated, there is extensive follow-up ministry from the home church.
Lesson 11-12
Getting Started

I. Choosing a Name

A. The name that you choose is important for a variety of reasons.
   1. The name is often the ______________ that people will know about your church.
   2. People often visit church the first time based on the ______________ that they got from your name.
   3. Name changes can prove ______________.

B. There are several guidelines when choosing a name for the church.
   1. Keep it __________.
   2. Keep it __________.
   3. Avoid the __________.
   4. Keep it __________.
   5. Do not make it too geographically __________.
   6. Check out the ______________ names in the community.
   7. Choose the __________ in your name carefully.
      a. Every word ______________ something.
      b. Be sure that your name is an accurate ______________ of who you are as a church.
      c. Do not be afraid of the word “____________” in your name.

II. Developing Printed Promotional Materials

A. There are certain types of material that will assist you in the promotion of the church.
   1. Business Cards
   2. Church Logo
   3. Letterhead
   4. Attractive Brochures (for use outside the church)
   5. Visitors Material (for use inside the church)
   6. “Touch” Cards (for use outside the church)
B. There is important information that should be included in promotional materials.

1. Vision or mission statement of the church

2. Distinguishing features of the church

3. All pertinent contact details.
   - Phone
   - Fax
   - E-mail
   - Website Address
   - Physical Address (with map)

4. The quality and style of every piece of promotional material should be consistent with your target.

   Your material should be characterized by the following:
   
   a. Colorful, bright, cheery
   b. Attractive, clear (not too busy)
   c. Organized, correct (spelling, grammar, etc.)
   d. Excellent

III. Building the Nucleus

A. The style or method of church planting will have a bearing on the building of the nucleus.

1. The tent-making approach
   
   a. No team
   b. Settling into the community
   c. Starting a home Bible study
   d. Slowly gathering neighbors and friends

   Advantages: slow growth, relationally based, one-on-one discipleship

2. The team outreach

   a. Team from home church or sister churches
   b. Team settles into community
   c. Possible immediate staffing for pastor

   Advantages: faster start, common doctrine/worship, etc.

3. The public crusade
a. Open meetings
b. Large crowds

4. Macedonian call

B. Adding to the nucleus can be approached many ways.

1. Door-to-door work
   a. Hand out a brochure about the new church and answer questions.
   b. Prayer walking through adjacent neighborhoods offering prayer (compile a mailing list from those that seem open).
   c. Conduct a religious survey discerning needs and finding out where the potential harvest is.

2. Home/Small group ministry (neighborhood work)
   a. Conduct a home Bible Study on relevant issues.
   b. Lead a home group on a practical interest area.
   c. Host a neighborhood party for neighbors to meet neighbors.
   d. Organize block parties with a crime watch agenda.

3. Media means
   a. Direct mail by zip codes (see sample letter)
   b. Flyer campaigns
   c. Touch Cards
   d. Newspaper Ads
   e. Press Releases (more effective in smaller communities)
   f. Movie Promos
   g. Radio/TV Spots
   h. Telemarketing (new church beginning)

4. Special events
   a. Children’s Programs
      Sunday School, VBS
   b. Adult Events
      Concerts, Seminars, Marriage Encounters, etc.
   c. Adult or Community Classes
5. Free bulletin boards
   a. Cable stations
   b. Laundromats
   c. Grocery stores
   d. Coffee Shops
   e. Shopping centers

6. Divine appointments

7. Servant Evangelism
   “Find a need and meet it, find a hurt and heal it.”

8. Other
   a. Yellow Pages
   b. Welcome Wagon Contacts (See, Chamber of Commerce)
   c. Signs and Wonders
   d. Praying them in

IV. Choosing a Location

   “Often the most expensive property the church will ever own is a piece somebody
gives to them.” --Larry Lewis, The Church Planter’s Handbook, pg 63

A. There are some important considerations when it comes to location of a church.
   Some of the most positive things include:
   1. High Visibility
   2. Easy Access
   3. Main Artery and Good Traffic Flow
   4. Easily Developed
   5. High and Dry
   6. Proper Zoning
   7. More linked to residential than industrial

B. There are many types of locations in which the church can begin.
   1. Homes (Romans 16:3, 5).

   2. Hotel Conference Room

   3. Public or Private School
“Churches starting in elementary schools usually level off at 200 in worship, in middle schools 400, in high schools 800. The size is often determined by the amount of parking.” --Pete van der Harst

4. Store-front

5. Warehouse

6. Church Building

7. Public Gathering Halls

8. Other Examples
   a. Restaurants
   b. Skating Rinks
   c. Mortuaries
   d. Banks
   e. Tents
   f. Parks
   g. Movie Theaters

C. There are some additional considerations when dealing with location.

1. Try not to move too often making it difficult for people to keep up with you.

2. Make sure you use many well designed, quality, well-placed signs and markers so that people can find you easily.

3. Eventually you will have a more permanent facility. In the meantime focus on:
   a. Cleanliness
   b. Brightness
   c. Accessibility
   d. Parking
Lesson 13  
The Opening Service

I. The opening service should be promoted with various birth _________________.

This would include some or all of the following:

A. Flyers
B. Radio spots
C. Bulletin boards displays
D. Personal invitations
E. Touch Cards
F. News Releases
G. Phone calls to all previous contacts

II. The opening service should be a _______________ experience.

A. This means service _______________ are on duty early.
   
   1. They should be appropriately dressed.
   2. They should wear a smile.
   3. They should have a bulletin to give out.
   4. They should be well-instructed as to locations of facilities.

B. This means quality _______________ should be provided for infants and toddlers.

C. This means the worship team should be _______________.

D. This means the service should be well organized and _______________.

E. This means that _________________ is distributed and information cards are gathered.

F. This means that there should be _________________ messages.

III. There are other things to consider in relation to the opening service.

A. Name Badges
B. Refreshments
C. A Gift
D. Photographs
E. Recording

IV. There are many equipment needs that you will have.

A. For the services.
   1. Portable P.A., soundboard, microphone with appropriate cords
   2. CD recorder
   3. Communion Service
   4. Offering Envelopes
   5. Projection Equipment
   6. Words for Songs
   7. Offering plates, baskets or bags
   8. Piano, keyboard
   9. Name tags
   10. Platform (w/ lighting)
   11. Podium
   12. Chairs
   13. Children’s needs - nursery, play pens, cribs, toys, supplies, diapers, etc.
   14. Computer Software

B. For the office set up.
   1. Computer Terminal
   2. Office Printer
   3. Computer Software
      - Publishing Software for bulletins, flyers, letter head, mailings, newsletters, etc.
      - Easy Worship for songs
      - Church Management Software
   4. Internet Access
Lesson 14
Assimilation and Follow-up Issues

The church planter must analyze all of the aspects of the church life. Everything has a bearing on what impressions are left with people who have no other context than what they experience when they arrive.

I. An Inviting Setting

   A. The Neighborhood Itself

      1. Does the location of the gathering give a positive or negative impression?
      2. Is it consistent in people’s minds with a church?
      3. Is it clean of debris?
      4. Are the surrounding buildings well maintained?

   B. Finding the Church

      2. Is the site relatively easy to find?
      3. Are the streets and roads accessing the site ample and well maintained?
      4. Does your signage make it easy for people to arrive?
      5. Have you made simple maps available on your website, touch cards and other printed material?

   C. Parking and Walking

      1. Would people consider the parking facility a safe place to leave their car?
      2. Is the parking facility well marked for organized parking?
      3. Is there ample space for people to park?
      4. Is there any danger of people getting blocked in or trapped?
      5. Is any on-street parking available?
      6. Is the parking lot free of debris and other clutter?
      7. Is there anything in the parking area that would cause a “bad smell” or pose a danger to children?
      8. Is the parking area lighted at night?
      9. Is the walk from the parking lot to the main entrance a reasonable distance?
     10. Is there handicap parking available?

   D. The Building

      1. Is the building attractive and well-maintained?
      2. Does the landscaping reflect well on the church?
      3. Does the building have an obvious entrance?
      4. Is the entrance inviting?
      5. Are there a lot of stairs or a steep grade in accessing the building?
      6. Is there handicap access?
      7. What do people see when they first step into the building?
      8. Is everything clean and tidy?
      9. Is there a way to brand the building entrance and pathway to the auditorium?
     10. Is the signage clear for lavatories, children’s ministry and auditorium?
11. Is there any kitchen facilities?
12. Is there an area that would be appropriate for after service fellowship?

E. The Auditorium

1. Is it close to the entrance of the building?
2. Is the auditorium bright and pleasant?
3. Is there anything distracting on the walls?
4. Is there an appropriate distance between speaker and people?
5. Are the sight lines conducive to good visibility?
6. Is there an appropriate place to set musicians and instruments?
7. Is there an easy way to project power point?
8. How are the building acoustics?

II. A Warm and Friendly Greeting

A. The Greeters

1. Is anyone assisting in the parking lot?
2. Are there people to greet at the main entrance?
3. Do those who are greeting represent the church well?
4. Do those who are greeting know pertinent information?
5. Are those who are greeting dressed appropriately?
6. Do the greeters and service attendants have appropriate badges?
7. Do the greeters have a bulletin or flyer to give the people who are coming?

B. The Bulletin

1. Does the bulletin give a good first impression?
2. Does the bulletin contain all of the pertinent information?
   - Contact details
   - Service Schedules
   - Upcoming events
   - Vision and/or mission statements
3. Is everything in the bulletin current or up-to-date?

C. Information Table

1. Is there a place where people can go for more information?
2. Is there useful information at that table where people can find out more about the church, its vision and programs.

D. The Ushers

1. Do the ushers stand out (badges or dress)?
2. Have the ushers been well-instructed?
III.  A Comfortable Experience

A. The Seating

1. Are the seats relatively comfortable?
2. Are the seats clean?
3. Are the seats spaced in a way that gives people some room?
4. Are the seats arranged in an orderly fashion?
5. Are all of the sight lines good?
6. Are the seats strong enough to accommodate large people?

B. The Sound

1. Is a PA system needed?
2. Is the PA system producing a clear sound?
3. Can everyone hear a balanced sound?
4. Is it too loud or too soft?

C. The Temperature

1. Is it too cold?
2. Is it too hot?
3. Are there certain spots that are more prone to temperature extremes?

E. The Lavatories

1. Are the lavatories adequate for the size of the auditorium?
2. Are there facilities for both men and women?
3. Are the lavatories easily accessible to the auditorium and children’s areas?
4. Are there handicap facilities?
5. Are the lavatories clean and well stocked?

F. Children’s Areas

1. Are the children’s areas “kid-friendly”?
2. Do the children’s areas reflect the high value placed on children?
3. Are the children’s areas clean, safe and protected?
4. Are the children’s areas ample in size?
5. Are the children’s areas easily accessible to the auditorium?
6. Are there appropriate areas for nursing mothers?
7. Are there any designated changing areas?
8. Are there ways to make the décor appropriate?

IV. Ministry to People

A. Visitor’s Packet

1. Do you have orientation materials to give to visitors?
2. Do these materials put a good face on your church?
3. Are these materials done up in such a way that people will want to keep them?

B. Information Cards

1. Do you have a card with which to gather personal details from visitors?
2. Is this card simple and non-invasive?
3. Do you have a way of retrieving these cards?
4. Do you have a system in place to review these cards?
5. Do you have a space for prayer needs on this card?

C. Altar Ministry

1. Is there a regular opportunity in your services for people to respond to the message or give their life to Christ?
2. Are people trained to pray with those who respond?
3. Is there a plan in place to follow-up on those who respond?
4. Is there any literature that is given to those who respond?
5. Is there any information that is gathered from those who respond?
6. Is the information gathering done in an appropriate and discreet manner?
7. Is there a more private place available for deeper prayer ministry to people?

D. Refreshments

E. Care Calling

F. Life Track

G. Small Groups
Lesson 15
Building Important Relationships

I. Work to build positive relationships in your city.

A. Build a relationship with the __________________ in your city.
   1. Introduce yourself to key people in your city.
      a. Local officials (mayor, commissioner, police chief, etc.)
      b. Local merchants
      c. People of influence
   2. Explain your heart and vision to them.
   3. Make yourself available to them.
   4. Pray for them during the meeting.
   5. Maintain periodic contact with them.

B. Get involved in the community itself.
   1. In Your Neighborhood
      a. Crime watch programs
      b. Neighborhood associations
   2. In Your Community
      a. Volunteer work
      b. Look for obvious community needs that the church could meet.
         - Adopt a police or fire station.
         - Adopt a school.
         - Ministry to the poor.
   3. In Ministerial Associations
      a. Attend regular meetings
      b. Cooperate with other churches at strategic times

C. Position your local church with positive attitudes toward the community and community involvement.
   1. Serving with joy
   2. Loving all people
3. Building a vision for the future

II. Work to build relationships with _______________ in the city.

A. Relationships among pastors are difficult to form and maintain. Why?

1. Satan works especially hard against anything that might bring unity to the Church in a city.

   He has many tactics designed to keep us apart.

   • He keeps us thinking that we do not need other pastors.
   • He keeps telling us that it is not worth the effort and sacrifice.
   • He magnifies differences and augments misunderstandings that occur in pastors’ relationships between each other.
   • He fosters a general attitude of suspicion among pastors.
   • He convinces us that we are in competition with each other rather than on the same team.

2. All pastors are busy cultivating their own field; it is hard to see anything else.

3. Pastors do not see it as a priority and, therefore, they make no room for it in their schedules.

4. Some pastors do not know how to develop deep personal relationships.

   a. What we call relationship is often nothing more than fellowship. Fellowship includes:

      • Small talk
      • Surface issues
      • Same dialog each time we meet
      • Same with many, many people

   b. Close relationships are often just the opposite. They involve:

      • Expression of inner feelings
      • Intimate issues and personal struggles
      • Deeper each time
      • Limited to a few people

B. Reaching any community will require the unity of the spiritual leaders in that community.

1. Therefore, we must resist the work of the enemy.

   a. By praying for each other.
   b. By believing the best about one another.
c. By refusing to hear or circulate a false report.
d. By communicating a good report concerning fellow pastors.

2. We must adjust our schedule to include other pastors and spiritual leaders in our community.
   a. Choose two or three other pastors on which to focus.
      • Pray for God’s direction.
      • Be open to the prompting or the Holy Spirit.
      • Be willing to get together regularly for prayer, fellowship and dialog.
   b. Make city leaders meetings a priority in your schedule.

3. We must continually work to strengthen and deepen relationships that exist. Some ways include:
   a. No occasion cards
   b. No agenda phone calls
   c. Visiting when sick
   d. Care about their children
   e. Remembering birthdays and special occasions
   f. Regular prayer for them by name
   g. Invite them into your home
   h. Go to events (religious or otherwise) together
   i. Holiday together
Lesson 16
Apostolic Covering

I. The Responsibility of the Sending Church in relation to the Church Planter

A. The sending church should ________________ the candidate for the church plant.

The sending church does this by…

1. By providing educational opportunities.
2. By providing training experiences.
3. By providing counseling with various leaders in the church.
4. By assisting the candidates in discovering their ministry strengths and weaknesses and developing a plan for them to deal with them.

B. The sending church should provide ____________ for the initial thrust.

1. Congregational prayer support.
2. Initial financial assistance.
3. Analysis of the planting plan.
4. Eldership assistance while local elders are emerging.

C. The sending church will provide spiritual ____________ as the work develops.

The sending church will do this in the following ways…

1. Through sponsoring into membership in MFI.
2. Through ongoing counsel.
3. Through troubleshooting efforts.
4. Through follow-up ministries touching the new work.
5. Through continued prayer.
6. Through celebrations that include them.

II. The Responsibility of the Church Planter in relation to the Sending Church

The Church Planter responds to the sending church by…

A. Fully ______________ with any training programs or opportunities provided by the covering church.
B. Maintaining lines of ____________ with the designated elders on all major decisions in the new work.

C. Providing a _________________ on the collection and dispersal of finances.

D. Maintaining a “_______________” attitude in the new work toward the apostolic covering.

This is done by…

1. Communicating regularly with the sending church.

2. Taking all suggestions seriously.

3. Making sure the people in the congregation are fully aware of the sending church.

4. Gladly receiving ministries from the sending church.
Lesson 17
Utilizing Other Ministries

I. Outside ministries can be a ______________ influence to the early growth of the church.

Guest ministries have the power to bless, strengthen and encourage the local church.

A. By providing a ________________________.
B. By providing a ________________________.
C. By exposing people to ____________________.
D. By providing _________________ ministry input.
E. By ________________________ that are being taught by the local pastor.
F. By ________________________ the vision of the local church.
G. By providing assistance in ____________________.
H. By deepening _________________ of the church.
I. By providing counsel and ________________________ to the local pastor.

II. Outside ministries can also have a ______________ impact on the church.

Outside ministries have been known to:

A. Sow seeds of _________________.
B. Draw disciples unto _________________.
C. Abuse their position for personal ____________ gain.
D. Overstep the authority of the ____________________.

III. As with everything else we must strike a ______________ in the use of guest ministry.

The following as suggestions will help to safeguard the flock of God and achieve balance.

A. __________ the ministries that you receive.
B. Be sure all ministries are under some ______________ authority.
C. Do not allow visiting ministries to take _______________ offerings.

D. Do not allow the visiting ministry to garner a _______________ from your church.

E. ________________ communicate any parameters or guidelines within which you would like the visiting ministry to operate.

F. Selectively _________________ to your people.

IV. **Outside ministry should be seen as a support to local leadership not an authority over local leadership.**

No New Testament ministry had authority beyond that which was either the result of their own ministry or that which was voluntarily given by the recipient of the ministry.

V. **Outside ministry should be treated with honor and respect.**

A. Make sure travel arrangements are satisfactory.
B. Make sure you pick them up on time.
C. Make sure their lodging is comfortable.
D. Make sure their meals are provided for.
E. Be aware of any food preferences or aversions.
F. Respect their privacy.
G. Make sure they are aware of your expectations and schedule.
H. Be careful not to overwork them.
I. Do not use them to counsel your people.
J. Ask them for any input they might have to your situation.
K. Be sure to bless them financially for their labor.
Lesson 18
Gaining Respect as a Pastor

I. Every ministry, indeed, every person, desires the __________________ others.

In fact, it is virtually impossible for a leader to lead without having the respect of others.

A. Respect Defined
   1. A just regard for
   2. An appreciation of worth
   3. The act of holding in high esteem or regard
   4. Respect is a careful evaluation or estimation of the worth of a person or thing and of the measure of recognition which is due him.

B. Synonyms
   1. Regard
   2. Admiration
   3. Reverence
   4. Appreciation
   5. Cherish
   6. Veneration
   7. Esteem

C. Antonyms
   1. Contempt
   2. Disregard
   3. Scorn
   4. Despite
   5. Repugnance

II. God’s people are _______________ to show respect to others.

A. We are to have a respect for ____________ (John 5:22-23).

B. We are to have a respect for ____________ (Ex. 20:12; Eph. 6:1-3; Mal. 1:6).

C. We are to have a respect for ____________ (Eph. 5:33; I Pet. 3:7).

D. We are to have a respect for _________________ (Rom. 13:1-7; I Pet. 2:17).
E. We are to have a respect for employers or ______________ (I Tim. 6:1-2; Mal. 1:6).

F. We are to have a respect for ________________ (I Th. 5:13; I Tim. 5:17).

III. Leaders have the power to make themselves an ____________________ object of respect.

A. A Difficult Situation

1. David respected Saul (I Sam. 23:3-7; 26:7-12).
   a. Saul was a hard person to follow (I Sam. 14:24-46).
   b. Saul did things that made honoring his leadership difficult.
      • He made ________ statements.
      • He made ____________ demands.
      • He was not able to ________________.
      • He was program orientated rather than __________orientated.


B. An Easy Situation

1. Joshua respected Moses (Deut. 34:9-12).


IV. There are qualities that leaders can cultivate that _________________ for people to respect them.

The following are eleven qualities leaders can cultivate to make it easy for people to give them the needed respect.

A. Example (I Tim. 4:12; I Pet. 5:1-4)

People respect you for the life that you live before them.

B. Submission (Mt. 8:9-10)

Our authority flows from our own submission to authority. We must first honor authority before we can be honored as authority.

C. Pure Motivation (John 10:11-14; I Th. 2:1-8)
The purity of our motivation legitimizes the exercise of our authority. Our authority should be used for the edification and benefit of our people rather than for our own benefit.

D. Wisdom (I Kgs. 3:28)

Wisdom in our decision making increases the respect that people have for us. People who become known for good judgment are not questioned like people who have a reputation for careless decisions.

E. Gifting (Judg. 8:22-23; John 6:14)

The ministry gifts or anointing attract others to our leadership and enable us to fulfill our ministry to them.

F. Ability to Feed (II Tim. 2:15-16; Ezek. 34:14-15)

People will receive ministry from those who are feeding them. When people are cared for they are not restless.

G. Hearing from God (Josh. 3:7, 4:14; Mt. 7:29)

People who see the fruit of a life of hearing from God have respect for the direction that comes.

H. Vision (Pro. 29:18; Luke 6:39)

People need to know where they are going. Our people need individual vision and they need a corporate vision.

I. Experience (Jer. 1:6; I Tim. 4:12)

The longer you have lived and functioned in ministry successfully, the easier it is for people to follow you.

J. Keeping Your Word (Ps. 15:4; 138:2)

Promises are easy to make, but sometimes hard to keep.

K. Humility (I Pet. 5:5-6; Pro. 15:33, 18:12, 29:23)

People respect those who function out of a spirit of humility. They respect leaders who do not separate themselves from others. There are several things about a humble person that make them easy to follow.

1. The humble will hear from God (Ps. 10:17).
2. The humble will have their prayers answered (Ps. 9:12).
3. The meek will He guide in judgment (Ps. 25:9).
4. They shall have an abundance of peace (Ps. 37:11).
5. God has respect to the lowly (Ps. 138:6).
6. With the lowly is wisdom (Pro. 11:2).

In other words, humility is the key to the other ten qualities that make a leader easy to follow.

The following is taken from an article from *Bits & Pieces*, volume 22, number 6.

How sure are you that you can deliver the goods? “He who is the slowest in making a promise is the most faithful in the performance of it,” said Rousseau. Overly optimistic managers sometimes get carried away and promise things they don’t fully control. Managers who promise to promote people, for example, ought to first make certain they can obtain the required approvals. Their intentions may be the best, but what if higher-ups won’t go along?

Do you honestly intend to keep your promise? Under everyday pressure, it’s easy to promise people something, then forget all about it and assume they will too. Unfortunately, they won’t. More than likely they’ll be thinking about it constantly. If you want to avoid repercussions, you had better not stop thinking about it either.

Are you particularly careful not to mislead people? Good managers aren’t reluctant to talk to their people about their future prospects. But they’re realistic when they do -- they don’t create false hopes by painting too rosy a view.

Do you make a practice of delivering all that’s promised? Forcing people to settle for something less than they’ve been led to expect leaves a bad taste. If you want their continued cooperation, always settle in full, however inconvenient or painful you may find it.

If you make promises, keep them. If there’s the slightest possibility you might not be able to, don’t promise. Being dependable is important -- not only to the people you work for, but to the people who work for you.

Leaders who win the respect of others are the ones who deliver more than they promise, not the ones who promise more than they can deliver.
Lesson 19-20
Common Mistakes Pastors Make

I. There is good news and bad news when it comes to making mistakes as a pastor.
   A. The bad news is that mistakes are ________________.
      1. There is no such thing as a _________________.
      2. No matter who you are, what group you belong to or how much you pray and study, you will _________________.
   B. The good news is that mistakes can be _________________.
      1. There are things that we can do to cut down on our average.
      2. We can get better as the years go by.
      3. We can learn from the past and look forward to better years ahead.

II. There are some ________________ that pastors make.
   A. Mistake #1 - Setting in Leadership Too Soon
      1. Too soon in the ________________ of the church.
         Paul waited _______________ before ordaining his first elders, and that was only after a time of proving (Acts 14).
         a. It is good to want elders and work toward the biblical _______________.
         b. It is folly to put in elders before they are trained, before their loyalty is tested, before their philosophy is shaped, and before their ministry is _______________.
         c. It is good to identify apostolically with some ministries who can serve as a covering until _______________ are raised up.
         d. It is folly to accept the pressure of _______________ status to have three to five directors on the board and put in those who are really not qualified to lead the congregation in a biblical sense.
      2. Too soon in ________________ in the church.
         Leaders that come in from the outside can hurt you a lot if:
a. You put them into position and allow them to run with their vision before their loyalty and servant-spirit is _____________.

b. You have not had an opportunity to indoctrinate them in your ministry ________________ (Amos 3:3).

c. You have not taken the time to build a personal, pastoral ________________ with them.

3. You must learn to give authority ____________, because you cannot get it back ____________.

B. Mistake #2 - Changing Too Much ________________

1. The problem can be with the ____________ or leader.
   a. Many pastors begin with a ________________ for their ministry and the type of church that they want to produce.
   b. Many pastors want to get to their destination ______________ as possible.
   c. Many pastors fail to lay the proper ________________ for making those changes.
   d. Many pastors make too many changes in a short amount ______________.
   e. Many pastors, therefore, lose people over ________________ that they make.
   f. In such a situation the pastor can develop a ________________ toward the people.

2. The problem can be in the ________________.
   a. People tend to love the “good old days” or tradition, and are prone to ________________ any change.
   b. People cannot change ________________ their leaders are able to change.
   c. Noble people must be thoroughly ________________ from the Scriptures that change is called for (Acts 17:11).

3. The pastor/people problems can be brought into a place of ________________.
   a. Make sure all changes are carefully thought out and clearly confirmed to be the ________________.
   b. Make sure you properly prepare the ground to plant the ________________ ________.
c. Make sure that you clearly write, spell out and ________________ the vision before you implement it (Hab 2:2).
d. Be _____________ with people in the changing process (Gen 33:13).
e. Only focus on ________________ at a time.
f. Get a vision for the ________________, not just the immediate.

C. Mistake #3 – The Pastor Not Fully ________________ to the Flock

1. Evidences of a problem
   a. Not loving the people more than your ________________ (John 10:11-12).
   b. Moving from place to place in ministry or running out when things get ________________.
   c. Keeping other ___________ open at all times.
   d. Not developing close ________________ but maintaining an aloofness with the people at all times.
   e. Not committing to the people regardless of what the ____________ holds.
   f. Using ________________ as a means of manipulation or motivating the people into a desired response.

2. Some solutions to the problem
   a. Let the people know of ________________ to them in verbal expressions of love and commitment.
   b. Plan to build for the long haul and reap fruit in your ________________.
   c. Put your roots down and develop a love for ________________.
   d. Never threaten your people with ________________ (Heb 13:5).
   e. Burn ________________ behind you and close the fire escape.

D. Mistake #4 -- Using ________________ to Build the Church

1. The problem stems from a desire for ________________.
   a. We see certain things bringing the crowds in other people’s ministries.
• Certain techniques
• Certain leadership styles
• Certain doctrinal emphasis

b. We like the idea of crowds.

c. We will identify with an emphasis to get the crowds.

2. The solution

a. Do not make numerical growth _________ the goal.

b. Trust the _________, they still work.

c. Visualize an _______________ rather than a mushroom.

d. Serve a _________________.

e. Disciple people through _______________ relationships.

E. Mistake #5 -- Demanding ________________ to Authority

1. Problem

Young ministries see the respect that people had for leaders in the sending church and they attempt to gain that same respect for themselves by teaching and demanding submission (I Pet. 5:1-3).

2. Solution

Practice the things that bring authority (See previous lesson).

a. Providing an example for people to follow (I Tim 4:12).

b. Submitting to authority in your own life (Rom 13:1).

c. Holding up a clear vision before the people (Luke 6:39).

d. Demonstrating your love for the people in practical ways (John 10:11).

e. Making careful and wise decisions (I Kings 3:28).

f. Feeding the people with green grass (Ps. 23).

g. Spending time in the presence of God (Ex 34:29-35).

F. Mistake #6 - Financial ___________________
1. Problems
   a. Getting over your head in __________ as a church or in personal areas.
   b. ________________ from members of the congregation
   c. No effective _______________ of church finances
   d. Not keeping ______________ books
   e. Not counting the ______________ in a wise way
   f. Not being ________________ for financial decisions

2. Solutions
   a. Learn to live within your means and look to God to supply.
   b. Never borrow from church members.
   c. Get help putting a realistic budget together and live within it.
   d. Have someone else keep the books and have a regular audit.
   e. Have two or three others count the offering and fill out deposit slips.
   f. Confer with other leaders about non-budgeted items.
   g. Establish spending limits for yourself.
   h. Require two approved signatures for church checks.

G. Mistake #7 - Talking Too Much
   1. Problem: Telling one leader about a weakness or deficiency in another leader
   2. Solution: Keep confidential matters confidential.

   See Lesson 11-12 on “Ministerial Confidentiality” from the Pastoral Ministry Course

H. Mistake #8 - Not ____________________ When We Make Them
   1. Pastors who never admit their mistakes will also lose credibility for a couple of reasons:
      a. The pastor’s mistakes are ____________ despite every attempt to conceal them.
b. The pastor who hides his mistakes is destined to make ______________.

2. Pastors who can properly acknowledge their mistakes ______________ their people how to do the same.

III. There are things that we can do to minimize mistakes.

A. Do not make decisions __________.

B. Draw from the experiences of ____________.

C. __________ from your own mistakes.

D. Be sure you ______________ before you judge it.

E. Go __________ when making changes.

F. Stay humble and______________.

G. Wait ___________ for decisions.

H. Keep your vision and goal ________________.

IV. There are things we can do to undo past mistakes.

The best way to undo mistakes is to do three things:

A. Admit them.

B. Learn from them.

C. Move on from them.

_Though a good man may fall seven times, he is soon to get up again._

Proverbs 24:16
Appendix 1, Lesson 19-20, Follow-up Questionnaire

The following questionnaire was conducted by a sending church prior to 1980 to analyze their various church plants and to try to discover what were the main difficulties that they encountered and why. All of these plants used the “Seed Church” method of church planting. This analysis will have particular value to the sending church.

CHURCH PLANTING FOLLOW-UP QUESTIONNAIRE

From Abbott Loop Christian Center
Anchorage, Alaska

1. Which of the following were your biggest problems with the team members who were sent from ALCC?

   a. Improper motives for leaving ALCC. Team member felt he could not reach his zenith at ALCC; wanted to be a big fish in a smaller pond.

   b. Strife between team members themselves or within team member’s family.

   c. Team members could not relate to local community people; thought too highly of themselves.

   d. Poor financial preparation. Insufficient funds to get established in the new community, inability to manage personal finances.

   e. Could not get or hold a job. Did not know how to look for work, was lazy or lacked skills.

   f. Lack of true commitment to you or your team.

   g. Other:

2. What topics, specifically, should we include in our teaching are pre-sendout counseling here at ALCC so that problems like the above can be avoided?

3. Which persons have proven to be better supporters of your work: those who were sent from ALCC or those who just chose to go without being formally sent from here.

4. Have your problems with team members been concentrated in any particular age group, i.e., newlyweds, young single men, young single women, couples with children, old timers, etc.?
FOLLOW-UP QUESTIONNAIRE
RESPONSES

QUESTION 1

1.a. Motives

Problems:
Most pastors reported the following attitude problems:

1. Members joined team just because they liked the pastor.

2. Others felt there was no future for their ministry at ALCC; they were interested solely in promoting their ministry.

3. Some left ALCC to help a “friend” establish a church.

4. Some left in search of greater freedom from responsibilities, slower paced lifestyles, etc.

Suggested Solutions:

1. Get intimate during pre-send-out counseling. Delve deeply into personal life and motives. Really dig! Any person sent from ALCC should undergo close scrutiny by the elders.

2. Weekly team meetings were invaluable—they tested the prospective member’s motivation and submission before they left ALCC. Team meetings held for 6 months prior to departure weeded out many insecure, unfaithful and rebellious people.

3. Pastors should avoid making rigid job assignments prior to departure, e.g. you are the teacher, you are the elder, etc.

4. ALCC elders, especially the ALCC staff, need to show more personal interest in the pastors and prospective team members by inviting them over to dinner, etc. Elders should make a concerted effort to know the pastor and his motives personally (team members, too, if possible).

5. Counsel prospective team members to expect not less, but more responsibilities and lots of work, work, work!!!

1.b. Team strife

Problems:
Inter- and intra-family strife was a significant problem for several teams:

1. Children were a major source of irritation. Lack of discipline before and after arrival caused strife between families.
2. Bickering over small irritants and annoyances was something the teams had to learn to deal with.

**Suggested solutions:**

1. During the first year of operation, the pastor should major on perfecting the love relationships between people on the team then begin to look to the community. Be concerned about quality, not quantity.

2. Delve deeply into home life and discipline habits during pre-send-out counseling, especially the pastor’s home life (housekeeping, cleanliness, etc.) He must set the standard for child discipline.

3. Be wary of sending passive, insecure people with a “ramrod” pastor. This sometimes results in strife and hurt during the hectic first year.

4. Things go much more smoothly when all the team members have their own private places in which to live.

5. The team should take plenty of time to get set up with jobs, homes, etc., before making any real push toward a building. Continue having team meetings during this time but don’t start a big advertising push until the team members are situated and in relative order. Avoid haste. Rushing leads to imbalance which causes problems in other areas. Keep a balance between home life and center work. First priority is proper home life ministry. Imbalance will stunt your church’s growth. Quality home life and team relationships will cause your church to grow.

6. Give detailed teaching on forgiveness and grace during team meetings or in CBC.

1.c. **Community Relations**

**Problems:**

The following were predominant problems for one pastor. Several other pastors experienced similar, but less severe, problems:

1. Local people venerated the team too highly.

2. Pastor related too heavily to team members (shared heavy problems with men who were not yet ready or able to help him solve them).

3. Team members thought too highly of themselves.

**Suggested Solutions:**

1. Communicate the detailed aspects of local community—team relations to all prospective team members and pastors before sendout. Stress servanthood, humility, etc.

2. Prospective pastor should have at least one man close to elder stature before the team departs. The elder should not be ordained prior to departure from ALCC, however.
3. Send the prospective pastor to a smaller, but well-established work for a while to get the “feel” of small church operation. This was heartily endorsed by several pastors.

1.d. Financial Preparation

Problems:

Most of the pastors reported that at least one individual on their team, if not several, had financial problems:

1. Team members left ALCC with outstanding debts. They had to pay Alaska-size debts with Lower 48 wages.

2. Some members could not manage their money. Did not know how to buy wisely, economize or budget effectively.

3. Pastors were struggling to learn how to keep the church books accurately.

4. Individual financial problems caused a big drain on the other team members.

Suggested Solutions:

1. Teach a 6-week course on bookkeeping for prospective pastors. Could be done during second year of studies at the ALCC Bible College. Heartily recommended by most pastors.

2. Give prospective pastors a quickie course in typing.

3. Counsel team members to clear up all bills prior to departure, if possible.

4. Send out a “scout team” comprised of a portion of the team itself. The “scout team” goes into the new community and gets a toehold, i.e. gets jobs, housing, etc., and prepares places for the rest of the team to stay upon arrival. The scout team is supported in full or in part by money from those who stay behind in Alaska. When the remainder of the team arrives at the new location, they are then supported in part or in full for a time by the scout team, which is already established in the new community.

5. Require a financial statement from all persons who are sent from ALCC. Look for patterns of poor management.

6. Pastor’s attitude must not be to get on “salary” right away.

7. Include instruction on personal finance, budgeting, etc., in CBC.

1.e. Employment

Problems:

Employment problems were aggravated by the following:
1. Poor discipline on the job. Could not hold a job due to slackness. Lack of discipline was often evident in person’s lives prior to their departure from Anchorage.

2. Some teams had a low percentage of persons who possessed marketable skills.

**Suggested Solutions:**

1. **Dig** into the prospective team member’s work history. Look for patterns of job-hopping, instability, etc.

2. Counsel people to get a job **ASAP**. Don’t lay around and vacation on savings.

3. Encourage people to develop some generally marketable skill, e.g. typing, vinyl repair, etc., before departing Anchorage.

4. Pastor must lead the way in the search for employment. He must be a “seeker” and aggressively search for his own employment when necessary.

1.f. **Commitment**

**Problems:**

Several pastors reported problems concerning a lack of commitment amongst team members.

1. Team members had no experiential knowledge of submission and authority.

2. Some members were self-willed; they were not of the same mind as the rest of the team.

3. Some members could not accept their pastor as such. They accepted him merely as a friend and not as God’s authority.

**Suggested Solutions:**

1. Give prospective team members a clear understanding of spiritual authority. They need more than merely a technical impartation. Ideally, they should have a practical knowledge of submission and spiritual authority before leaving. Teaching on the subject should be accomplished during team meetings. The meetings themselves, as mentioned earlier, have proven to be valuable practical tests of submission. Team members **must** recognize their pastor as such before they leave ALCC.

2. Pastors should not act as lords over the team. Don’t push too hard or demand performance from team members. Show gratitude.

3. Pastor needs to know what to do at team meetings. Could occasionally use the help of a strong elder to teach during the meeting. The elder could sharpen the team’s vision and impress upon the team the gravity of the idea of being sent out. Perhaps the best way to do this would be to import an elder and his wife from a nearby local outreach church. They could teach the budding team about some of the practical problems encountered during the establishment of their church.
4. Encourage local outreach pastors to teach and testify occasionally in ALCC Bible College classes. Have them share the nitty-grittys (problem experiences, valuable lessons learned, etc.) of their team experience.

1.g. Miscellaneous Suggestions:

1. Notify pastors throughout the ALCC system when a new team is forming. There may be people at one of the outreach churches who feel called to go to the new location.

2. Take a musician with the team! (Heartily endorsed by several pastors). Skilled musicians at ALCC should take time to teach the outreach team musicians how to carry the full load of the music ministry. Team musicians should be encouraged to get involved at ALCC in baptismal services, main services, etc.

3. Pastors should make a team financial report visible to every member of the team as soon as possible after the team starts operating.

4. Teach a CBC lesson on how to incorporate a local church. If possible include a survey of fundamental non-profit laws.

QUESTION 2

Responses to this question have already been included under “Suggested Solutions” for each problem posed in question # 1.

QUESTION 3

Overwhelmingly, the ones who were sent were the best supporters. The ones who just chose to go were most often the ones who hurt the team. Several persons had departed from ALCC against the advice of prophetic words.

The best supporters of the team were persons who “had it together” in the natural. Rebellion and dissatisfaction at ALCC = rebellion and dissatisfaction in the field.

QUESTION 4

Only two teams reported age-related problems. One had problems with young, single women. They were unsettled and unprepared for the move to the new church. Another team had problems predominantly with young couples and their young children. Lax child discipline, poor financial preparation and long-standing marital difficulties were often manifest before they left Anchorage. Family problems at ALCC = trouble for the whole team, not just the family itself.
PREFACE

The questions on this survey form were derived from my readings of Donald McGavran and Peter Wagner, from John Wimber’s “Church Planters’ Profile” in Expanding the Kingdom Now and from my own experience in church planting.

I’ve tried to make the questions narrow enough to give accurate information, but broad enough to be descriptive. With one or two exceptions, all the information was obtained from second hand sources (APCs or RPCs). I think this is good in one sense. It gave us what ought to be objective answers to some rather hard questions. On the other hand, it may seem inadequate in that some of the questions may have been better answered by the people themselves. We started out trying to contact them, but many of them had moved. The one or two that I did talk to were at times unable to be really objective about their situations and therefore the information was poor. Questions were all asked in survey form during phone interviews. In my estimation this kept the questions from being asked in an unfair manner. Keep in mind that none of the descriptions was weighted; which is to say that each description is not necessarily equally important. After discovering the ten most common weaknesses, perhaps we would want to give a weight to the top ten.

Because the survey questions were primarily objective in nature, we couldn’t deal with some less measurable elements such as spiritual warfare very well. Hopefully issues like spiritual warfare and a person’s ability or inability to deal with them—issues like children, poor job selection, going to Sundays to early, etc.—can be found if you look discerningly at the survey within the context of several of the questions that were asked.

Another important bit of information is that it was unclear at times whether or not one of the churches that had gone defunct was really ever released financially or not. Secondly, it was unclear at times whether or not they were a plant or adoption or some mixture of the two.

INTRODUCTION

The column entitled “Description” is a more full description of the survey questions I asked over the phone. At times I had to ask several follow up questions in order to get accurate information. These “Descriptions” represent the full thought behind the questions. The column entitled “Ratio” informs you of the number of churches out of the 22 contacted that was affected by the particular description on the left hand side of the page. The column entitled “Percentage” tells you the percentage of churches affected. The column entitled “Rank in Category” tells you the rank of the churches within the appropriate category (either the pastor/planter profile or the church profile); the number 1 (one) being the most common fault. The column entitled “Overall Rank” tells you the rank considering a specific description within the context of the combined categories.
## PASTOR/PLANTER PROFILE

<table>
<thead>
<tr>
<th>DESCRIPTION</th>
<th>RATIO</th>
<th>PERCENTAGE</th>
<th>RANK IN CATEGORY</th>
<th>OVERALL RANK</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. The pastor/planter had no (not enough) proven track record under supervision or authority.</td>
<td>16/22</td>
<td>73%</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>2. The pastor/planter had no (not enough) indigenous support system/no lifeline to Anaheim.</td>
<td>14/22</td>
<td>64%</td>
<td>6T</td>
<td>6T</td>
</tr>
<tr>
<td>3. The pastor/planter had no clear plan (objective reality), too idealistic, naïve or mystical, therefore worked hard at wrong things or had priorities out of order or was a scattered thinker and worker rather than having single minded focus and obedience.</td>
<td>17/22</td>
<td>77%</td>
<td>2T</td>
<td>2T</td>
</tr>
<tr>
<td>4. The pastor/planter had ego strength problems—success or failure too tied to self image.</td>
<td>12/22</td>
<td>55%</td>
<td>9T</td>
<td>10T</td>
</tr>
<tr>
<td>5. The pastor/planter had a weak marriage or his marriage was weakened in the process of planting.</td>
<td>4/22</td>
<td>18%</td>
<td>18T</td>
<td>22T</td>
</tr>
<tr>
<td>6. The pastor/planter was in a non-growth, non-learning posture/climate and was therefore unable to change himself and pay the price for his role as change agent.</td>
<td>7/22</td>
<td>32%</td>
<td>14</td>
<td>15T</td>
</tr>
<tr>
<td>7. The pastor/planter was not sure of his call.</td>
<td>11/22</td>
<td>50%</td>
<td>11</td>
<td>12</td>
</tr>
<tr>
<td>8. The pastor/planter had no clearly defined objectives.</td>
<td>6/22</td>
<td>27%</td>
<td>15T</td>
<td>19T</td>
</tr>
<tr>
<td>9. The pastor/planter did no discerning research (i.e. demographics, psychographics, etc.)</td>
<td>14/22</td>
<td>64%</td>
<td>6T</td>
<td>6T</td>
</tr>
<tr>
<td>10. The pastor/planter used wrong/ineffective methods of gathering or evangelism (or methods that were not rooted in values) and was not ruthless at the point of evaluating the results of the methods.</td>
<td>17/22</td>
<td>77%</td>
<td>2T</td>
<td>2T</td>
</tr>
<tr>
<td>11. The pastor/planter lacked an attitude of optimism and faith.</td>
<td>4/22</td>
<td>18%</td>
<td>18T</td>
<td>22T</td>
</tr>
<tr>
<td>12. The pastor/planter suffered from inordinate loneliness (i.e. long distance planters) and depression set in which lessened his effectiveness.</td>
<td>8/22</td>
<td>36%</td>
<td>13</td>
<td>14</td>
</tr>
<tr>
<td>13. The pastor/planter family (especially wife and children) were not supportive (i.e. “couple” didn’t feel called).</td>
<td>3/22</td>
<td>14%</td>
<td>20</td>
<td>25</td>
</tr>
<tr>
<td>14. The pastor/planter was not a good leader; knowing what the Spirit was saying, where the group was going and how to get there.</td>
<td>13/22</td>
<td>59%</td>
<td>8</td>
<td>9</td>
</tr>
<tr>
<td>15. The pastor/planter could not identify, recruit, train, deploy, monitor and nurture workers and leaders.</td>
<td>21/22</td>
<td>95%</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>16. The pastor/planter had low social skills (i.e. was not friendly and easily liked).</td>
<td>5/22</td>
<td>23%</td>
<td>17</td>
<td>21</td>
</tr>
<tr>
<td>17. The pastor/planter did not have our values, priorities or philosophy of ministry.</td>
<td>10/22</td>
<td>45%</td>
<td>12</td>
<td>13</td>
</tr>
<tr>
<td>18. The pastor/planter was unable or unwilling to take appropriate authority.</td>
<td>6/22</td>
<td>27%</td>
<td>15T</td>
<td>19T</td>
</tr>
<tr>
<td>19. The pastor/planter did not take responsibility for the church to grow (i.e. was “waiting for it to happen”).</td>
<td>12/22</td>
<td>55%</td>
<td>9T</td>
<td>18</td>
</tr>
<tr>
<td>20. The pastor/planter was unable or unwilling to work hard.</td>
<td>2/22</td>
<td>9%</td>
<td>21</td>
<td>24</td>
</tr>
<tr>
<td>21. The pastor/planter was a nurturing enabler/facilitator rather than an assertive leader/equipper type.</td>
<td>15/22</td>
<td>68%</td>
<td>5</td>
<td>5</td>
</tr>
</tbody>
</table>
## CHURCH PROFILE

<table>
<thead>
<tr>
<th>DESCRIPTION</th>
<th>RATIO</th>
<th>PERCENTAGE</th>
<th>RANK IN CATEGORY</th>
<th>OVERALL RANK</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. <strong>Primary Group Problems</strong> (koinonitis)—The people were unwilling to pay the price for absorbing new people into the church.</td>
<td>7/22</td>
<td>32%</td>
<td>2T</td>
<td>15T</td>
</tr>
<tr>
<td>2. <strong>Homogeneous Unit Problems</strong>—The church/pastor suffered from people blindness. They could not see who they were and therefore who they could readily attract. They tried to marry groups that were too divergent (social, economic, racial, etc.).</td>
<td>7/22</td>
<td>32%</td>
<td>2T</td>
<td>15T</td>
</tr>
<tr>
<td>3. <strong>Back Door Problems</strong>—The Church could not develop multiple options for adult fellowship (i.e. celebration, congregation, cell dynamics). There was no clear direction for new people to get involved.</td>
<td>4/22</td>
<td>18%</td>
<td>5</td>
<td>22T</td>
</tr>
<tr>
<td>4. <strong>Ethnicitis Problems</strong>—The church was trying to minister to a “prior” population in a “new/changing” town or part of town.</td>
<td>1/22</td>
<td>5%</td>
<td>7</td>
<td>28</td>
</tr>
<tr>
<td>5. <strong>Hyper-cooperativism Problems</strong>—The church got going in too many different directions and didn’t stick to the one or two things they did best (or were called to).</td>
<td>2/22</td>
<td>9%</td>
<td>6</td>
<td>26T</td>
</tr>
<tr>
<td>6. <strong>Sociological Strangulation Problems</strong>—The physical facilities were too small to facilitate growth (i.e. seating, parking, Sunday School, nursery, etc.)</td>
<td>7/22</td>
<td>32%</td>
<td>2T</td>
<td>15T</td>
</tr>
<tr>
<td>7. <strong>Saint John’s Syndrome</strong>—The church attracted too many nominal/hurt Christians who were unwilling or unable to change and grow (i.e. church hoppers, burned out leaders, the chronically hurt, etc.).</td>
<td>14/22</td>
<td>64%</td>
<td>1</td>
<td>6T</td>
</tr>
</tbody>
</table>
SUMMARY/HIGHLIGHTS

The consensus of the APCs that were interviewed pointed to these ten main or most common reasons for failure:

<table>
<thead>
<tr>
<th>Rank</th>
<th>Percent</th>
<th>Reason for Failure</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>95%</td>
<td>The pastor/planter could not identify, recruit, train, deploy, monitor and nurture workers and leaders.</td>
</tr>
<tr>
<td>T2</td>
<td>77%</td>
<td>The pastor/planter had no clear plan from which he was working.</td>
</tr>
<tr>
<td>T2</td>
<td>77%</td>
<td>The pastor/planter used ineffective gathering and/or evangelistic methods.</td>
</tr>
<tr>
<td>4</td>
<td>73%</td>
<td>The pastor/planter had no (or not enough) proven track record under supervision with us.</td>
</tr>
<tr>
<td>5</td>
<td>68%</td>
<td>The pastor/planter was a nurturing enabler/facilitator rather than an assertive leader/equipper.</td>
</tr>
<tr>
<td>T6</td>
<td>64%</td>
<td>The pastor/planter had no (not enough) indigenous support system/no lifeline to Anaheim.</td>
</tr>
<tr>
<td>T6</td>
<td>64%</td>
<td>The pastor/planter did no discerning research (i.e. demographics, psychographics, etc.) The church attracted too many nominal/hurt Christians who were unwilling or unable to change and grow (i.e. church hoppers, burned out leaders, the chronically hurt, etc.)—Saint John’s Syndrome.</td>
</tr>
<tr>
<td>9</td>
<td>59%</td>
<td>The pastor/planter was not a good leader.</td>
</tr>
<tr>
<td>T10</td>
<td>55%</td>
<td>The pastor/planter had ego strength problems—success or failure too tied to self image.</td>
</tr>
<tr>
<td>T10</td>
<td>55%</td>
<td>The pastor/planter did not take responsibility for the church to grow (i.e. was “waiting” for it to happen).</td>
</tr>
</tbody>
</table>

2. In many cases (perhaps as much as half), the APCs seemed to think that the people involved were salvageable with some training and experience, and if they were sent out with a plan. It seems that at some times we didn’t necessarily have the wrong family, but we had the wrong time (too early) and the people really didn’t get a fair chance. When I consider the top ten problems that the survey pointed out, I see the need to specific training and some specific experience in the area of church growth. None of the twenty-two people that I researched seemed to have done any significant research or training within the discipline of church planting/church growth.

3. I think we also need to keep in mind the growing formulation of the Association of Vineyard Churches. Many of these people were people who were sent out two to four years ago when the Association had very little structure to it and those of us who were working in the field had much less training and experience by which to help these families. Hopefully our growing experience and the growing structure of the Association together with examining the pathology of these failures, will make us better at discerning who should go and when.
Lesson 21-22  
Raising Up Likeminded Leaders

I. Likeminded leaders are a blessing (Phil. 2:19-24).

A. What a tremendous thing it was for Paul to have someone like Timothy. Paul was in prison and limited as to who he could trust. But he had Timothy,

1. A man who he knew would faithfully _____________ the situation.

2. A man who would handle any problem the ________________.

3. A man who ____________ cared for the sheep and would give himself to Paul’s fruit.

4. A man of ________________ that you do not have to keep checking up on all the time.

5. A ________________ in the Gospel.

B. There are different approaches to leadership preparation depending on the call of the person planting the church.

1. When the planter is an apostolic leader who is planning to leave eventually there is one approach.

   a. In this case the planter sees leadership training as a #1 priority.

   b. In this case the planter is more concerned about leadership training than about getting lots of people.

   c. In this case the training of leaders is a major part of the planter’s preparation to leave the church in the hands of others.

2. When the planter is a pastoral leader who is planning on staying there is a slightly different approach.

   a. In this case the planter still needs to make leadership training a high priority.

   b. In this case the training of leaders is a major part of preparing for more people to come.

3. In both cases, it means spending more time with ________________ than sick people.

II. There is a great need for _________________ leaders (Amos 3:3).

A. For personal ________________ and encouragement (Eccl. 4:9-12).
B. For __________ of counsel and direction (I Cor. 1:10).
C. For greater power and ___________________(Mt.18:19).
D. For an enhanced ability to minister to ________________ (Deut. 32:30).
E. For a personal release into your _______________ (Acts 6:4).
F. For a ______________ of your ministry (II Tim. 2:2).
G. For personal relationship and ________________ (II Tim. 1:2).
H. For personal ________________ (II Tim. 3:10).
I. For the sake of ________________ generations (Ps. 78:6; Gen. 18:19).

III. There is a problem when you have ______________ minded leaders (Pro. 25:19).

A. ______________ leaders create a wavering and unstable church that does not move forward in a constant way (Jam. 1:7-8).
B. ______________ leaders seek their own advancement and recognition (Phil. 2:21).
C. ______________ leaders exploit the church body for their own purposes (Rom. 8:6).
D. ______________ leaders may not care for your people as they would their own or as you would care for them (Phil. 2:20, 3:19).

IV. The church planter must _________ up likeminded leaders.

A. Likeminded leaders are made, ________________.
B. Likeminded leaders must be ________________ (Mt. 28:19-20).

There are eight primary elements of discipleship.

1. Discipling involves ________________ with them (Mark 3:14).

See also: Phil. 3:17; I Th. 1:6-7; II Th. 3:7-9; I Tim. 1:16; Tit. 2:1-15, 3:1-2, 8-11; I Pet. 5:3; I Tim. 4:14-16

3. Discipling involves __________ instruction (Mt. 28:19-20).
   a. The Bible (II Tim. 3:15).
   b. Sound doctrine (I Tim. 4:6). See also: Tit. 1:9, 2:1; II Tim. 3:10; I Tim. 6:3
   c. Your philosophy of ministry (Phil. 2:19-24).
   d. Your traditions (II Th. 3:6-7).
   e. Character qualities.
   f. Your manner of life (II Th. 3:7-9).

   a. Give them opportunities to function.
   b. Start them out with small tasks.
   c. Assign special projects for them to oversee.
   d. Follow up with critical analysis.

   a. When you see areas out of line, you must address them.
   b. They must report back giving an account for what took place.
   c. You should focus on character development, family life and personal Christian disciplines.

6. Discipling involves ___________ them (I John 3:16).
   That means laying your down your life for them. You will be more involved in directly pastoring them than anyone else in the church. In fact, pastoral ministry to them cannot be delegated.

7. Discipling involves ___________ one’s life (I Th. 2:8).

8. Discipling involves ___________ and exhortation (I Th. 2:10-12).

V. There are qualities that will help you to __________ potential likeminded leaders.

A. There are factors that should serve as “green lights” in selection potential likeminded leaders.

   1. Faithfulness in all areas (I Tim. 1:12; II Tim. 2:2; Luke 16:10-12)
      a. In that which is small
      b. In natural things
c. In that which is another man’s

2. Humility when corrected or adjusted
3. Willingness to serve in menial areas
4. High level of personal integrity
5. Responsiveness to your preaching and teaching
6. Genuine love for people
7. Sensitivity to the needs of others
8. Continual personal growth
9. Successful relationships on the personal, family and occupational level
10. Strong hunger for the Lord and the Word of God

B. There are factors that should serve as “red lights” in selection potential likeminded leaders.

1. The opposite of all the above
2. Inability to keep confidences
3. Hasty in decision making
4. Constant poor judgments (even after instruction)
5. Aggressive and domineering in relationships
6. Emotional instability
7. Pushing for promotion and recognition
8. Constantly on the wrong side of decisions
9. Continual conflicts with those under their charge
10. Continual justifying and blame-shifting

VI. There are great rewards when you invest in training up likeminded leaders.

Some of the rewards of training up likeminded leaders includes:

A. ________________ when you must be away.
B. The endurance and ______________ of your vision in the work you have begun.

C. A lifetime of good relationships and ______________ in the Gospel.

D. A sense of ______________ at the end of your course.
Appendix 1, Lesson 21-22, Stages of Leadership Development

FIVE STAGES OF LEADERSHIP DEVELOPMENT

1. Make sure of the basics are sound.
   - Have they completed Life Track?
   - Have they functioned as a volunteer?

2. Have them take School of Ministry training classes.
   - Basic Doctrine
   - Life Management
   - Ministering to Personal Needs
   - Local Church
   - Pastoral Ministry
   - Introduction to Biblical Counseling

3. At the same time bring them into first-level involvement.
   In first level involvement…
   - They assist, help, or watch
   - They work under someone
   - Can they work with or under those less gifted than they?

4. Move them to second-level involvement.
   In second level involvement…
   - They take on an area of responsibility
   - They are to follow prescribed methods
   - They are under close supervision and accountability
   - They are not allowed to break the pattern
   - They are not allowed to be creative
   - They demonstrate obedience

5. Finally, let them take leadership over an area.
   - They still have a reporting accountability
   - Their supervision is more distant
   - They have freedom to move creatively in their gifting

Note: If you start with number five, you will have a lot of problems, conflicts, disappointments, and ultimately, failure. In addition, you will never be able to move them back to earlier stages.
Appendix 2, Lesson 21-22, Five Levels of Leadership, Maxwell, Developing the Leader Within

PERSONHOOD

4 PERSONAL DEVELOPMENT

**Respect**
People follow because of who you are and what you represent.

NOTE: This step is reserved for leaders who have spent years growing people and organizations. Few make it. Those who do are bigger than life.

3 PRODUCTION

**Reproduction**
People follow because of what you have done for them.

NOTE: This is where long-range growth occurs. Your commitment to developing leaders will insure ongoing growth to the organization and to people. Do whatever you can to achieve and stay on this level.

2 PERMISSION

**Results**
People follow because of what you have done for the organization.

NOTE: This is where success is sensed by most people. They like you and what you are doing. Problems are fixed with very little effort because of momentum.

1 POSITION

**Relationships**
People follow because they want to.

NOTE: People will follow you beyond your stated authority. This level allows work to be fun. Caution: staying too long on this level without rising will cause highly motivated people to become restless.

Rights
People follow because they have to.

NOTE: Your influence will not extend beyond the lines of your job description. The longer you stay here, the higher the turnover and the lower the morale.

Level 1: Position / Rights
- Know your job description thoroughly.
- Be aware of the history of the organization.
- Relate the organization's history to the people of the organization (in other words, be a team player).
- Accept responsibility.
- Do it with consistent excellence.
- Do more than expected.
- Offer creative ideas for change and improvement.

Level 2: Permission / Relationships
- Possess a genuine love for people.
- Develop a personal relationship with people who work with you more successful.
- See through other people's eyes.
- Love people more than procedures.
- Never tolerate nor do it.
- Include others in your journey.
- Interact with difficult people.

Level 3: Production / Results
- Initiate and accept responsibility for growth.
- Develop and follow a statement of purpose.
- Make your job description and energy an integral part of the statement of purpose.
- Develop accountability for results, beginning with yourself.
- Know and do the things that give a high return.
- Communicate the strategy and vision of the organization.
- Become a change-agent and understand timing.
- Make the difficult decisions that will make a difference.

Level 4: People Development / Production
- Realize that people are your most valuable asset.
- Place a priority on developing people.
- Be a model for others to follow.
- Pour your leadership efforts into the top 20 percent of people.
- Expose key leaders to growth opportunities.
- Be able to attract other winners / producers to the organization.
- Surround yourself with an inner core that complements your leadership.

Level 5: Personhood / Respect
- Your followers are loyal and sacrificial.
- You have spent years mentoring and molding leaders.
- You have become a statesman / consultant.
- Your greatest joy comes from watching others grow.
- You transcend organization.
Lesson 23
Children’s Ministry

I. There are certain prerequisites to having a good children’s ministry.

A. The Right Attitude

1. Children are ________________.
   b. Children are valid members of the Body of Christ (I Cor. 12:14-21).
   c. Children are a significant blessing above all other (Gen. 17:16; 28:3; Ps. 107:38; 128:3).
   d. Children are a gracious gift from God (Gen 33:4-5).
   e. Children are the inheritance of the Lord (Ps. 127:3-5).
   f. Children are the reward of the Lord (Ps. 127:3).
   g. Children are cause for great happiness (Ps. 127:5).

2. The ________________ of children is important (Deut. 6:4-9).
   Children must be led into the saving knowledge of God and an understanding of God’s purpose for their lives.

   While the primary responsibility of teaching and training children belongs to the parents, the church can come alongside of the parents to support and reinforce that the parents are trying to do.

   In addition, not all parents are conscientious about the teaching and training of their children. In these cases the church can provide for a child what is not being provided by their parents.

3. Children’s work is not just for ________________ (Eph. 6:4; Pro. 1:8).

4. Children’s ministry is not a “______________.”
   Some people see children’s ministry as a necessary evil to get the adults that they are after. Money spent on children must be seen as the wisest of investments in the ongoing purpose of God.

5. Children’s work is ________________.
   It is refreshing to work with children because:
a. Children are _______, which means you can easily approach them with truth.

b. Children are ____________, which means they will receive what you are saying.

c. Children are ____________, which means they do not complicate the truth.

d. Children are ______________, which means they will respond quickly.

e. Children are ____________, which means they will be your friend forever.

B. The Right People

1. ___________ of children are important (Mt. 10:42).

   Key children’s ministry people should be…

   a. True believers
   b. Living an overcoming life
   c. Committed and faithful to the church
   d. Lovers of children

2. Children’s ____________ are important.

C. The Right Plan

The time spent with children should be just as strategic as anything else that is done in the church. Whatever is done with ministry to children should…

1. Be consistent with the overall vision of the local church.
2. Reinforce the DNA of the local church.
3. Prepare children for serving and ministry in the local church.
4. Develop a true love for the Lord and a true spirit of worship.
5. Equip the children for outreach and evangelism on their level.
6. Foster a healthy attitude toward the generous giving of resources.

D. The Right Tools

Careful research should be done to ensure that all of the tools for effective children’s ministry are utilized.

1. This involves teaching materials.
2. This involves equipment needs.
3. This involves appropriate rooms.

II. There are practical considerations that must be taken into account for a good children’s ministry.
A. On the natural side
1. Appropriate spaces
2. Age related activities
3. Variety in activities
4. Good teacher to student ratios
5. Good communication with parents

B. On the spiritual side
1. Teachers that are trained and well prepared
2. Curriculum that is easy to use
3. Prayer times with teachers
4. Public recognition and appreciation
5. Proper care and feeding of volunteers

III. The church planter must be especially concerned about a good nursery.

A. The purpose for a nursery
1. To provide a safe place for infants and toddlers so that parents can fully engage in the church service and other programs.
2. To release parents from the care of small children so they can be involved in serving in other areas.
3. To introduce infants to the church as a fun place to be.

B. Important nursery considerations

There are several considerations that must be taken into account when setting up a nursery.

1. Signage

   There should be clear directional signs for the nursery and all of the ushers and door greeters should know where it is.

2. Cleanliness and Hygiene

   Most parents are very concerned about the cleanliness of the spaces in which their children will be staying. This means that:
   
a. Floors, walls and windows should be clean.
b. Sanitary wipes should be used for diaper changing.
c. Disinfectant should be available to clean up messes.
d. Toys should be washed and disinfected regularly.
e. Crib sheets and other linen supplies should be laundered regularly.
3. Safety
   a. Have parents sign children in and sign them out.
   b. Keep the older children from harming the younger ones.
   c. Try to identify and eliminate any potential hazards (cleaning supplies, window cords, sharp edges, escape routes, broken toys and equipment, etc.).
   d. Make sure there is enough staff for the amount of children.
   e. Have a method established of notifying parents when they are needed.
   f. Develop a plan for emergency evacuation.

4. Atmosphere
   a. Do simple things to make the room attractive.
   b. Provide an area rug to cover cold and hard flooring.
   c. Have soft music playing in the room for a calming effect.

5. Furnishings
   There are some basic things that are important. Obviously much of this will depend on the development of the church and the facilities themselves.
   a. Baby Crib or Cot
   b. Diaper changing table or counter top
   c. Rocking Chair
   d. Children’s Table/Chairs
   e. Toys

6. Supplies
   It is good to have some general supplies on hand in the event parents fail to provide them.
   a. Diapers
   b. Crackers
   c. Drinking Cups
   d. Wet Wipes
   e. Disinfectant Spray
   f. Paper Towels
Lesson 24
The Testimony of a Church Planter

In this session the teacher should invite a person to speak to the class who has planted one or more churches. Some of the questions that should be addressed by them can be drawn from the interview and analysis assignment on page 164.
Sample Constitution
Constitution

for

USA CHRISTIAN FELLOWSHIP

Anywhere, USA

Preamble

WHEREAS, it is the express purpose of God, our heavenly Father, to call out of the world a redeemed people, who shall constitute the body or church of Jesus Christ, built and established upon the foundation of the apostles and prophets, Jesus Christ Himself being the chief cornerstone; and

WHEREAS, the members of the body, the church of Jesus Christ, are commanded to assemble themselves together for worship, fellowship, counsel and instruction in the Word of God, and for the exercise of those spiritual gifts and offices set forth in the New Testament;

THEREFORE, BE IT RESOLVED that we recognize ourselves as a body of Christian believers according to the Scriptural plan for the local assembly, in order that we may worship God as a united body exercising all our responsibilities and privileges given to the Church by Jesus Christ as recorded in the Bible.

ARTICLE I - NAME AND CLASSIFICATION

1.1 The Name. The name of this corporation is USA Christian Fellowship, Incorporated.

1.2 The Classification. This corporation is a religious corporation and its duration is perpetual.

ARTICLE II - PURPOSES AND POWERS

2.1 Purposes. The corporation (church) is to engage in any lawful activity that is consistent with the corporation's exemption from taxation under Section 501 (c)(3) of the Internal Revenue Code of 1954, as a corporation organized and operated exclusively for religious purposes. Activities may include but are not limited to:

2.1.1 Preaching the gospel of Jesus Christ and fostering the growth of the Christian religion in all places.

2.1.2 Promoting missionary endeavors and sending missionaries to home and foreign fields.

2.1.3 Training and ordaining ministers of the gospel to carry on the work of evangelism, to promote missionary work in all places, to carry on the organization of churches and to foster their development.
2.1.4 Establishing and maintaining Christian training schools including all levels of education, such as pre-schools, elementary schools, high schools, colleges, Bible training schools or any other schools which may be deemed necessary.

2.1.5 Establishing and maintaining charitable institutions, such as homes for children, aged, ministers, missionaries, short-term housing for the destitute or any other institutions which may be deemed necessary.

2.2 **Powers.** The corporation shall have all powers granted by law necessary and proper to carry out its above stated purposes, consistent with its qualification under Section 501(c)(3) of the Code including but not limited to the power to contract, rent, buy or sell personal or real property.

**ARTICLE III - RESTRICTIONS**

3.1 **Personal Gain.** No part of the net earnings of the corporation shall inure to the benefit of, or be distributed to, its directors, officers or other private persons, except that the corporation may pay reasonable compensation for services rendered and may make payments and distributions in furtherance of its purposes.

3.2 **Political Involvement.** No substantial part of the activities of the corporation shall consist of carrying on propaganda or otherwise attempting to influence legislation, except to the extent permissible under Section 501(h) of the Code. The corporation shall not participate in, or intervene in (including the publishing or distributing of statements), any political campaign on behalf of (or in opposition to) any candidate for public office.

3.3 **Other Activities.** The corporation shall not carry on any other activities not permitted to be carried on by (a) a corporation exempt from federal income tax under Section 501(c)(3) of the Code, or (b) a corporation to which contributions are deductible under Section 170(c)(2) of the Code

**ARTICLE IV - FAITH**

The fundamental teachings of this corporation (Church) are reflected in the following, clear statements:

4.1 We believe in the plenary, verbal inspiration of the accepted canon of the Scriptures as originally given and that they are infallibly and uniquely authoritative and free from error of any sort in all matters with which they deal, including scientific and historical as well as moral and theological (II Timothy 3:16; I Corinthians 2:13).

4.2 We believe in the Eternal Godhead who has revealed Himself as ONE God existing in THREE persons: Father, Son and Holy Spirit; distinguishable but indivisible (Matthew 28:19; II Corinthians 13:14).

4.3 We believe in the literal, special creation of the existing space-time universe and all of its basic systems as indicated in Genesis.
4.4 We believe in the full historicity of the biblical record of primeval history, including the literal existence of Adam and Eve as the progenitors of all people, the literal fall and resultant divine curse on the creation, the worldwide cataclysmic deluge, and the origin of nations and languages at the tower of Babel (Genesis 1-11).

4.5 We believe in the creation, test and fall of man as recorded in Genesis; his total spiritual depravity and inability to attain to divine righteousness apart from God’s intervening grace (Romans 5:12,18).

4.6 We believe in the Lord Jesus Christ, the Savior of men, conceived of the Holy Spirit, born of the Virgin Mary, fully God and fully man (Luke 1:26-35; John 1:18; Isaiah 7:14; 9:6).

4.7 We believe Christ died for our sins, was buried and rose again the third day, and personally appeared to His disciples (I Corinthians 15:1-8; Romans 4:25).

4.8 We believe in the bodily ascension of Jesus to heaven, His exaltation and personal, literal and bodily coming again the second time for the Church (John 14:2-3; I Thessalonians 4:13-18).

4.9 We believe in the salvation of sinners by grace, through repentance and faith in the perfect and sufficient work of Christ on the cross by which we obtain remission of sins (Ephesians 2:8-9; Hebrews 9:12, 22; Romans 5:11).

4.10 We believe in the necessity of water baptism by immersion in the name of the Eternal Godhead in order to fulfill the command of Christ (Matthew 28:19; Acts 2:38-39; 19:1-6).

4.11 We believe in the baptism of the Holy Spirit as an experience subsequent to salvation and a distinct aspect of the Christian foundational experience (Acts 2:1-4; 8:14-17; 19:6).

4.12 We believe in the operation of the gifts of the Spirit as enumerated in I Corinthians 12-14 as manifested in the Early Church.

4.13 We believe in the Spirit-filled life, a life of separation from the world and the perfecting of holiness in the fear of God as an expression of Christian faith (Ephesians 5:18; II Corinthians 6:14; 7:1).

4.14 We believe in the healing of the body by Divine power or Divine healing in its varied aspects as practiced by the Early Church (Acts 4:30; Romans 8:11; I Corinthians 12:9; James 5:14).

4.15 We believe in the Table of the Lord, commonly called Communion or the Lord's Supper, for believers (I Corinthians 11:23-32).

4.16 We believe in eternal life for believers (John 5:24; 3:16) and eternal punishment for unbelievers (Mark 9:43-48; II Thessalonians 1:9; Revelation 20:10-15).
4.17 We believe in the reality and personality of Satan and the eternal judgment of Satan and his angels (Matthew 25:41; Revelation 20:10-15).

ARTICLE V - DEFINITIONS

5.1 **Church.** The term "church" as it is used henceforth in this document is the equivalent of the legal term "religious corporation."

5.2 **Elder.** The term "elder" as it is used henceforth in this document is the equivalent of the legal term "director."

5.3 **Eldership.** The term "eldership" as it is used henceforth in this document is the equivalent of the legal term "Board of Directors."

5.4 **Confirmational Vote.** The term "confirmational vote" as it is used henceforth in this document is a majority vote that confirms an action or a decision of the eldership. It is in essence the right of veto and in no way grants or infers the right of initiative on behalf of those given such a vote.

5.5 **Senior Pastor.** The term "senior pastor" as it used henceforth in this document is the equivalent of the legal term "Chairman of the Board."

ARTICLE VI - ELDERSHIP

6.1 **Management.** The affairs of this Church (Corporation) shall be fully controlled and operated by the Eldership of the Church (Board of Directors), and each member thereof individually shall be known as an Elder (Director).

6.2 **Number.** The eldership shall consist of not less than three Elders. The exact number of Elders shall be fixed from time to time by a resolution of the Eldership.

6.3 **Selection.** Elders shall be nominated by the Senior Pastor of the Church and elected by a two-thirds majority vote of the Eldership. Their appointment shall be further ratified by a confirmation vote of the majority of the church membership. Such confirmation may take place at any regularly scheduled Sunday morning meeting of the church or at the annual business/reporting meeting of the corporation.

6.4 **Qualifications.** All Elders must be official members of the Church and they must have a lifestyle consistent with the standards set down in I Timothy 3:2-7 and Titus 1:5-9 of the Holy Bible (the official membership qualification may be waived in the case of an interim board member who may be from another church or geographical region when no local members are qualified and/or willing to serve).

6.5 **Term.** Upon appointment, elders shall continue to serve until they voluntarily resign, they cease to be members of the Church (except an interim board member), they move to a new geographical location, they cease to be able to fulfill the functions of the office or they are removed under the provisions of Article 6.6. An interim board member shall resign at any time that the number of local elders reaches three.
6.6 **Removal.** Elders are subject to removal at any time that they cease to qualify under the original qualifications by which they were appointed. The Eldership will determine, on the basis of a two-thirds vote of its constituency, when an Elder is no longer fulfilling the necessary qualifications of the office. An Elder can be removed by a two-thirds vote of the Eldership, except in the case of the Senior Pastor who must also have a confirmation vote by a majority of the church membership for his removal.

6.7 **Senior Pastor (Chairman of the Board).** The Eldership shall have the authority to designate a Senior Pastor (Chairman of the Board). The Senior Pastor will also serve as the President of the Corporation. The Senior Pastor shall, if present, preside at all meetings of the Eldership, shall be an ex-officio member of all boards or committees designated by the Eldership, and shall have such other powers and duties as designated by the Eldership (See Article VII). The initial Senior Pastor is ________________________.

**ARTICLE VII - SENIOR PASTOR**

7.1 **Qualifications.** The Senior Pastor must meet the qualifications listed in I Timothy 3:2-7 and Titus 1:5-9 of the Holy Bible.

7.2 **Duties.** The Senior Pastor shall serve as the Chairman of the Board and the President of the Board. In addition the Senior Pastor shall be:

7.2.1 **The General Overseer of the Assembly.** As the general overseer of the Church, the Senior Pastor serves as the head of the Eldership and serves as the chief executive officer in his administrative responsibility. As the general overseer, no person may be hired or fired without his knowledge and approval. As general overseer, he is ultimately responsible to decide who functions in what area of responsibility. As general overseer, the Senior Pastor must initiate the process to appoint additional elders to the board.

7.2.2 **The Principal Feeder of the Congregation.** As the principal feeder of the congregation, the Senior Pastor should preach and teach often, taking the Sunday morning service most of the time. As the principal feeder, no one is to be asked to preach or minister in song without his prior knowledge and approval. As the principal feeder, no doctrine is to be expounded in the Church without his approval. As the principal feeder, guest ministries will be left to his selection and local ministries will be used at his discretion.

7.2.3 **The Spiritual Head of the Church.** As the spiritual head of the Church, the Senior Pastor is responsible to establish the principle vision of the Church. As the spiritual head, he must discern the present needs of the Church family and minister accordingly. As the spiritual head of the Church, all public meetings will be under his direction or the direction of his appointed representatives.

7.3 **Appointment.** The Senior Pastor shall be elected by a two-third vote of the Eldership and a confirmation vote of a majority of the Church membership.
7.4 **Resignation.** In the event that the Senior Pastor retires or resigns he will have the privilege of nominating his own replacement. His choice of replacement must be confirmed by a majority of the Eldership and a majority of the Church membership.

7.5 **Removal.** The Senior Pastor may be removed by a two-thirds vote of the Eldership at any time when, in their view, he is no longer fulfilling the original qualifications for the office. However, the vote by the Eldership to remove the Senior Pastor must be followed by a confirmation vote of a majority of the Church membership for removal to be considered ratified. In the event that the Eldership has voted by a two-thirds vote to remove the Senior Pastor on biblical grounds, the following procedure will be followed:

7.5.1 The Senior Pastor will be given the opportunity to submit a written letter of resignation.

7.5.2 The Eldership may call for the assistance of their mother church or, in the event that there is no such relationship, they may call upon two members of the Apostolic Leadership Team of Ministers Fellowship International or their representatives for input and advice.

7.5.3 The Elders will elect a spokesman for the Eldership to handle removal and replacement proceeding. All Elders will be automatically nominated for this position of spokesman and other apostolic ministries may also be nominated. Voting will proceed by secret ballot until one individual has a majority of the votes.

7.5.4 The Senior Pastor will be relieved of all preaching responsibilities until after the membership vote (see Article 7.5).

7.5.5 The spokesman will address the situation at the following regular congregational meeting.

7.5.6 The appointed spokesman will announce a special membership meeting at least one full week after the initial announcement.

7.5.7 The spokesman will chair the special membership meeting.

7.5.8 The charges will be presented at the membership meeting and the Senior Pastor may be given an opportunity to respond to the charges at the discretion of the Eldership and/or advisors (See 7.5.2).

7.5.9 Questions of clarification only will be received from the floor.

7.5.10 A secret ballot will be taken of the members only, the results of which will be announced before the meeting is dismissed.

7.5.11 If the majority of the members vote to remove the Senior Pastor his responsibilities will terminate immediately.
7.5.12 In the event of a stalemate in the process of removing a Senior Pastor, Apostolic Ministry agreed on by a majority of the Elders may be brought in to assist and offer counsel to the Eldership and congregation (See 7.5.2 above).

7.6 **Replacement.** In the event that a Senior Pastor must be replaced for any reason other than his own resignation the following procedure will be followed:

7.6.1 A spokesman designated by the Eldership will chair any and all replacement proceedings (See Article 7.5.3).

7.6.2 The entire membership may be called to three days of fasting and prayer.

7.6.3 The recommendation from the former Senior Pastor, which shall be kept up-to-date in a sealed file, shall be read to the entire Eldership.

7.6.4 Discussion will follow. A vote as to whether to accept the recommendation of the Senior Pastor will follow the discussion.

7.6.5 In the event that the former Senior Pastor's recommendation is rejected by a majority vote of the Eldership a new candidate must be selected by a two-thirds vote of the Eldership.

7.6.6 When a candidate is chosen by the Eldership, that name must be submitted to the membership at a regular meeting of the members for a confirmation vote of the majority of the membership. Notification of such a confirmation meeting must be made in the church bulletin and by public statement at least one full week in advance.

7.6.7 In the event the majority of the membership does not confirm the candidate the Eldership will repeat procedures 5 and 6 until a Senior Pastor is approved (See Article 7.6.5 and 7.6.6).

7.6.8 In the event of a stalemate in the process of replacing a Senior Pastor, the Apostolic Ministries that have had prior input may be brought in to assist in the matter.

**ARTICLE VIII - OFFICERS**

8.1 **Officers.** The officers of the corporation (Church) shall be a President and a Secretary. These officers may be solely derived from the Eldership. The Senior Pastor will serve as the President of the corporation. The office of President and the office of Secretary may not be held by the same person.

8.2 **Election and Term of Office.** The Senior Pastor of the Church will automatically serve as the President of the Corporation. The Secretary of the Church shall be elected by a majority of the Eldership and, except as otherwise provided in Section 8.3, shall hold office for a period of three years. The officers shall have such duties, in addition to those expressed herein, as the Eldership shall specify from time to time.
8.3 **Resignation and Removal.** Any officer may resign at any time by giving written notice to the President or to the Secretary. Such resignation, which may or may not be made contingent on formal acceptance, shall take effect on the date of receipt or at any later time specified therein. The Secretary or any other appointed officer may be removed at any time by the Eldership with or without cause. The President may only be removed under the provisions of Article VII.

8.4 **Duties of Officers.**

8.4.1 **President.** The President shall be the principal corporate officer of the corporation.

8.4.2 **Secretary.** The Secretary shall provide for the keeping of the minutes of all Eldership meetings, shall sign necessary corporate documents and shall perform such other duties as may be assigned from time to time by the President and/or the Eldership.

ARTICLE IX - DEACONS

9.1 **Appointment and Removal.** Deacons shall be appointed and removed as deemed necessary by a majority vote of the Eldership.

9.2 **Duties.** Deacons shall be qualified individuals chosen from the membership. They will be assigned to administrate a specific charge by the Elders or the Senior Pastor assisting them in meeting the needs of the congregation.

9.3 **Qualifications.** Deacon must meet the qualifications as set forth in the Holy Bible in Acts 6:3 and I Timothy 3:8-13.

ARTICLE X - MEMBERSHIP

10.1 **Members.** Membership in the corporation shall be limited to those who have regularly attended services of the Church, have cooperated with any orientations defined by the Eldership, and have expressed a desire for membership and a willingness to cooperate with the purposes of the Church. Membership may be denied by the Elders if they decide, on the basis of a majority vote, that this individual would be detrimental to the Church. Members of the church qualify to participate in regular membership activities and to receive the benefit of the pastoral ministry of the Church. Members of this church have **confirmation voting** privileges in the following areas (See Article 5.4):

- the confirmation of new Elders
- the confirmation of the sale of the main building
- the confirmation of the removal of the Senior Pastor
- the confirmation of the installation of a new Senior Pastor
- the confirmation of amendments to the Constitution and Articles of Incorporation
- the confirmation of the decision to dissolve the Corporation
• the confirmation of the disposition of funds in the event of the dissolution of the Corporation

10.2 **Receiving New Members.** Qualifying individuals will be received into membership in a public ceremony at a regularly scheduled meeting of the membership. All those who qualify will be notified in advance of the meeting.

10.3 **Removal of Members.** Members who move to different localities or who cease to be an active part of the Church for six months are automatically removed from membership status. (Exceptions to this will be made in the case of physical limitations.) Members may also be removed by a majority vote of the eldership when, in their judgment, a member has become detrimental to the purposes for which the church was organized. Members who have been removed for whatever reason may be reinstated by a majority vote of the eldership when the conditions for their removal no longer exist.

10.4 **Quorum.** All Church members present at a duly announced membership meeting shall constitute a quorum for the transaction of business.

10.5 **Proxies.** Proxies may not be appointed to vote or otherwise act in behalf of members.

**ARTICLE XI - REPORTING MEETING**

11.1 **Annual Reporting Meeting.** An annual reporting meeting will be held within two months after the end of the fiscal year. The annual reporting meeting will be announced at two consecutive weekend services prior to the date of the meeting.

11.2 **Annual Financial Report.** An annual financial report will be given to the congregation in written form at the annual reporting meeting.

11.3 **Content of the Meeting.** The annual reporting meeting may include some or all of the following elements:

- A presentation of vision for the coming year.
- A report from key departments in the church.
- The presentation of the financial report.
- The handling of any official business of the church that requires participation of the official members of the church.

11.4 **Special Meeting.** A special meeting of the members of the congregation can be called at any time by the elders to handle any matter of business as long as each official member has been notified ten days in advance of the meeting by letter at their last known address.

**ARTICLE XII - SALE OF BUILDING**
12.1 **Sale of Building.** Prior to the sale of the principal church building, the same must be approved for sale by two-thirds of the Eldership and a confirmation vote of the majority of the Church membership.

**ARTICLE XIII - AMENDMENTS**

13.1 **Amendments.** Amendments to the Constitution or Articles of Incorporation may be made by a two-thirds vote of the Eldership and a confirmation vote of the majority of the membership.

**ARTICLE XIV - DISSOLUTION**

14.1 **Dissolution.** Dissolution of the corporation (Church) will be determined by a two-thirds decision of the Eldership and a confirmation vote of the Church membership.

14.2 **Dispersion of Assets.** The property of this Corporation is irrevocably dedicated to charitable purposes and no part of the net income or assets of this Corporation shall ever inure to the benefit of any director, officer or member thereof or to the benefit of any private persons. Upon the dissolution or winding up of the Corporation, its assets remaining after payment, or provision for payment, of all debts and liabilities of this Corporation shall be distributed to a religious nonprofit fund, foundation or corporation which is organized and operated exclusively for charitable, religious purposes and which has established its tax exempt status under Section 501(c)(3) of the Internal Revenue Code. Such disbursements shall be determined by a majority vote of the Eldership and confirmed by a majority vote of its membership.
Church Planting Assignments
Part 1 – Set up an interview with a pioneer pastor covering (but not limited to) the following areas:

A. Their Call
   1. How did you receive the call?
   2. How did you know it was God?
   3. How did you test the call?
   4. What confirmation did you have?
   5. How did you know when it was time?
   6. What initial steps did you take to respond?
   7. Did God do any special miracles for you at this time?
   8. Other

B. Their Preparation
   1. What had you done to prepare for the call?
   2. What areas of character were vital to your preparation?
   3. Were there any areas where you feel you could have been better prepared?
   4. What work of investigation did you do before you went?
   5. How were you sent out?

C. Their Beginning
   1. Did you have a target people that you were aiming at?
   2. How did you move into the community?
   3. How did you support the new work?
   4. Where did you meet?
   5. Were you happy or unhappy with the meeting place?
   6. Describe your first three months in the work.
   7. How did you arrive at a name?
   8. Is there anything you would do differently?

D. The First Year
   1. What preaching and teaching did you do at first?
   2. What did you do for music and worship?
   3. How did your spouse and family feel during this time?
   4. What did you learn about conducting a service?
   5. What did you learn about handling finances?
   6. What did you do initially in relation to:
      a. Children's work
      b. Women's ministry
      c. Men's ministry
      d. Leadership training
      e. Church membership
7. Did you utilize any apostolic-type ministries in the foundation of the work?
8. Did you meet other pastors in the community? What was their response to you?
9. Did you meet any community leaders? If so, how?
10. How did you support yourself the first year? Do you have any financial war stories?

E. Raising Up Leaders

1. How did you identify leaders?
2. How did you work with potential leaders?
3. What cautions would you give about potential leaders?
4. Did you make any mistakes in recognizing leaders or promoting them too soon?
5. When did you ordain your first elder?
6. Has eldership been a good experience?
7. What cautions would you give in identifying and working with leaders?

F. General Areas

1. What areas do you wish you had paid closer attention to before you were sent out?
2. For what did you feel the least prepared?
3. What was the greatest surprise that you encountered?
4. What unique challenges or stresses did this experience put on your family?
5. How long did it take you to feel you had a real handle on the new work?
6. Additional Comments

VII. Part 2 – Assimilate, digest, and evaluate the above material and present a critical analysis of what you discovered in the interview.

Your analysis should be a minimum of 1,000 words.

Additional Tips

1. Remember that this assignment is to be done with someone who is presently in a pastoral situation.

2. It is recommended that the interview be taped so that it can be documented later.

3. The assignment must include answers to all of the above questions, but it does not have to be limited to them.

4. It would be advisable to visit the church service of the pastor that you are interviewing.

5. Your paper should be divided into two sections. Section I is the interview itself. Section II is the analysis. The entire project must be typewritten and include the name of the pastor interviewed.
This project is designed to assist the student in thinking through the process of starting a church in a realistic manner. The student will begin by choosing a city within which to start the church. This selection may be a city that they actually have in mind as a possible place for them to start a church, or it may be a convenient selection for the purpose of this assignment alone.

In completing this assignment, students will be graded on their ability to apply the concepts that are covered in both the reading assignments and the class lectures. Particular attention will be given to the realistic analysis and the reasoning processes detailed in the assignment.

The project is to be presented in a format that includes a title page, an outline, accurate footnoting, and a works cited page (when appropriate). It should include the following sections or chapters and be a minimum of 4,000 words in length.

A. Defining My Call
   1. Are you called to be a pastor, apostle, support ministry or other? Why do you feel this way?
   2. Are you prepared for this? If so, why do you believe so? If not, what do you feel you need to do to be so?
   3. What evidences do you have in your life that seem to confirm the call?
   4. Do others in your life (wife, family, local leadership) affirm that this is your call?
   5. What are your greatest strengths relative to this call?
   6. What are your greatest weaknesses relative to this call?

B. Choosing My City/People
   1. What city are you choosing in which to plant a church?
   2. Why have you chosen this city?
   3. What do you know about the special needs in this city?
   4. Does this city need another church? Why?
   5. Do you have a target people in relation to this city? Why?

C. Determining My Approach
   1. What approach or model seems to fit you the best as you start this church?
   2. Why do you feel this way?
   3. What do you see as your preliminary plan for entering the community?
   4. Where would you initially meet and why?

D. Refining My Vision
   1. What do you feel will be the unique features of your church?
   2. Can you articulate a mission statement for your church?
   3. What goals would you have for the first year?
4. What are your priorities in ministry?

E. Choosing A Name

1. What name would you choose for your church?
2. Why?

F. Building My Nucleus

1. How would you gather your first group of people?
2. How would you advertise and promote your church?
3. How would you meet people in your community?

G. Financing My Vision

1. How would you fund the new work?
2. From where would you get a salary?
3. Do you have an alternate plan?
4. How would you know when it was right to go "on staff"?
5. How important of a goal should this be?

H. Other Areas

Briefly discuss how you would handle the following:

1. Music and worship
2. Offerings
3. Handling money matters
4. By-laws
5. Children's ministry
6. Visiting ministry
7. Relationship to other pastors