



## BIBLICAL FOUNDATIONS

*Church planting is a biblical concept and part of the mission of God.*

### I. The Mission That Compels the Church

#### **DISCUSSION QUESTIONS**

Compare and contrast the effects on a new church of proper and improper motivations for church planting.

A. Church Planting Is Not a New Practice

B. There Is No Plan B for Church Planting

#### **EXERCISE**

Why does the church exist?

#### **DISCUSSION QUESTIONS**

Take a moment to answer the following questions about the nature and purpose of church planting, especially with a view to the mission of God.

❶ In the 1970s and 80s, the church growth movement was the biggest trend among evangelical churches. Today church planting seems to be the reigning paradigm. How is the popularity of church planting distinct from the popularity of other church growth-related trends in the last century?

② Do you think a church (or church plant) that believes missions exists to advance “the worship of God’s glory” will differ from other churches who make “reaching the lost” the primary focus? Why or why not?

**EXERCISE**

Restate your previous answer more specifically and succinctly as you consider the question, “Why will your church exist?”

II. The Message That Establishes the Church

A. The Message Shapes the Church

B. The Message Is About Jesus

C. The Message Is About Grace

**EXERCISE**

Take a moment to think about Jesus’ teachings in Luke 24:25-27 and 24:44-47. If the gospel is the good news about Jesus, and Jesus Himself says the whole Bible is about Him, then where should your presentation of the gospel begin? (In other words, where should you start your proclamation of the good news?)

Similarly, how might a failure to anchor the gospel in God's actions in the world (i.e., the mission of God) lead to a man-centered understanding of salvation?

### III. The Man Who Leads the Church

#### **EXERCISE**

What quality does God desire most of all in the pastors of His churches?

#### A. Men Who Are Saved

#### **EXERCISE**

Take a moment of quiet meditation to reflect on the following question.

❶ Imagine standing before God, the righteous Judge of all people. In your mind, are you tempted to list your good deeds in defense of your salvation? Or are you aware that you are dependent on the work of Christ—His obedient life, sacrificial death, and powerful resurrection—for salvation?

❷ Is there evidence of the Holy Spirit's work in your life and character? (If your family were asked the same question about you, what would be their answer?)

③ Do your ministerial efforts bear good fruit? (Matt. 7:16-20) Are people in your church being built up by your efforts or is dissension and divisiveness a byproduct of your ministry?

These questions have been taken from Darrin Patrick's book, *Church Planter: The Man, the Message, the Mission* (Wheaton, Ill.: Crossway, 2010), 27.

## B. Men Who Are Qualified

### EXERCISE

Since God has given us these descriptions for the edification and protection of both the pastor and the church, it is worth our time to consider the degree of their presence (or absence) in our lives. Ask God to grant you earnest humility as you read this list and probe your life for evidence of the Spirit's work in these areas.

### Qualifications for Pastors

1. Pure desire for the office (1 Tim. 3:1; 1 Peter 5:2)
2. Above reproach (1 Tim. 3:2; Titus 1:6, 7)
3. Husband of one wife (1 Tim. 3:2; Titus 1:6)
4. Sober-minded (1 Tim. 3:2)

5. Self-controlled (1 Tim. 3:2; Titus 1:8)

6. Respectable (1 Tim. 3:2)

7. Hospitable (1 Tim. 3:2; Titus 1:8)

8. Able to teach (1 Tim. 3:2)

9. Not a drunkard (1 Tim. 3:3; Titus 1:7)

10. Not violent, but gentle (1 Tim. 3:3; Titus 1:7)

11. Not quarrelsome (1 Tim. 3:3)

12. Not a lover of money (1 Tim. 3:3), not greedy for gain (Titus 1:7), not for shameful gain (1 Peter 5:2)

13. Good manager of household (1 Tim. 3:4-5)

14. Not a recent convert (1 Tim. 3:6)

15. Well thought of by outsiders (1 Tim. 3:7)

16. Children are believers not open to the charge of debauchery or insubordination (Titus 1:6)

17. Not arrogant (Titus 1:7)

18. Not quick-tempered (Titus 1:7)

19. A lover of good (Titus 1:8)

20. Upright (Titus 1:8)

21. Holy (Titus 1:8)

22. Disciplined (Titus 1:8)

23. Holds firm to the trustworthy Word as taught (Titus 1:9)

24. Able to give instruction in sound doctrine (Titus 1:9)

25. Able to rebuke those who contradict it (Titus 1:9)

26. Able to shepherd the flock (1 Peter 5:2)

27. Able to exercise oversight (1 Peter 5:2)

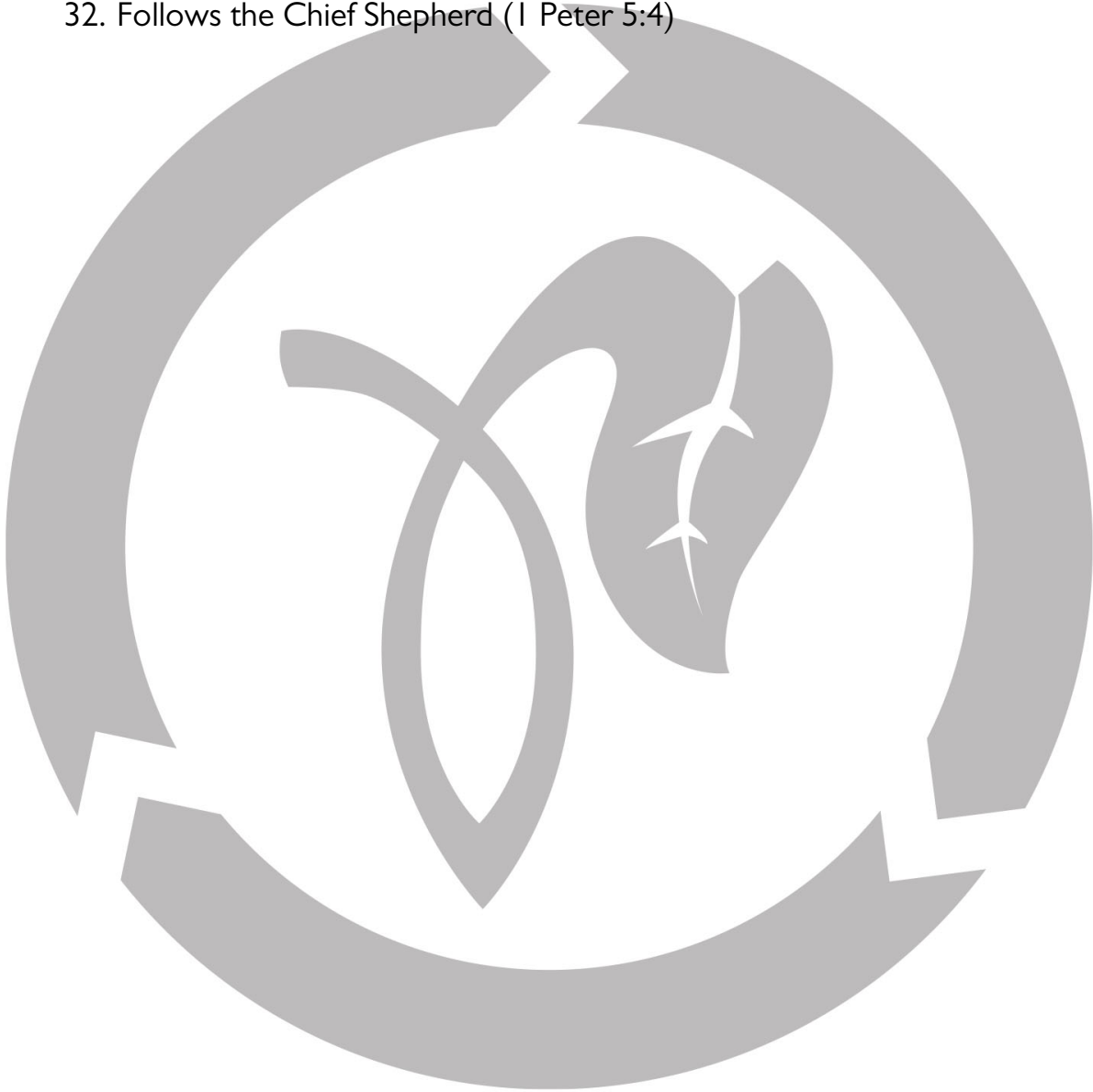
28. Not serving under compulsion (1 Peter 5:2)

29. Eager to serve (1 Peter 5:2)

30. Not domineering those in your charge (1 Peter 5:3)

31. An example to the flock (1 Peter 5:3)

32. Follows the Chief Shepherd (1 Peter 5:4)





## CONTEXT

*Understanding the soil in which you are planting—spiritually, socially, and culturally—is crucial to the effectiveness of your church plant.*

- I. Spiritual Context
  - A. Biblical Foundation
  - B. Assessing Spiritual Receptivity
  - C. Cultivating Spiritual Receptivity

### EXERCISE

- ❶ Pray for your community. The Holy Spirit will go before you to prepare the hearts of people. He responds to prayer by softening people's hearts.
- ❷ Making use of the research you have performed and collected, write a brief summary of the ecclesiographics of your focus community. Include factors such as (but not limited to) the percentage of those without Christ, the percentage of those involved in evangelical churches, the level of receptivity to the gospel, examples of prominent obstacles or strongholds that are keeping people from hearing/receiving the gospel, and evidences of the Father working in the community to prepare it for your new church.
- ❸ Identify someone you believe to be a person of peace. How is God using that person to make your ministry possible?



④ List some methods you and your team will use to cultivate the “soil” in your community to increase its receptivity to hearing and responding to the gospel.

## II. Social Context

A. Biblical Foundation

B. Identifying Social Movements

C. Fostering Social Movements

### EXERCISE

① Using the research you have performed and collected, write a brief summary of the demographic makeup of your focus community.

② Compare the demographic makeup of your focus community to that of your church planting team. What opportunities or challenges do these similarities/differences create? What personal adjustments will you and your team have to make?

③ What social movement has preceded your church plant? Write down the ways God has brought people into your life for such a time as this.

④ What is the best way to meet new people in your community? Plan several activities where you can invite new people to participate.

### III. Cultural Context

A. Biblical Foundation

B. Identifying Cultural Context

C. Creating a Contextualized Church

#### EXERCISE

① Every church contextualizes. The only question is to which culture. To answer this question for yourself, look hard at your community and the people God has wired you to reach. How can you best reach them?

② Describe some of the unique characteristics of a new church that would be biblically faithful and contextually appropriate in your focus community.

③ Write down the different types of churches in your community. How does your church satisfy an unmet need?





## ADMINISTRATION

*Our faithfulness will be measured by how well we care for every person and every penny that comes through the church.*

- I. Church Structure
  - A. Constitution and Bylaws
  - B. Church Governance

### DISCUSSION QUESTIONS

❶ Talk together as a team about the biblical rationale that undergirds your perspective on church governance. Take note of the biblical references which will influence your structure.

❷ Talk further as a team as to how you will grow into the form of church governance you will ultimately practice as a newly forming church. What systems, structures, and practices will you have to put in place and at what point in your growth will you begin to implement each one?

- C. Congregational Organization

## DISCUSSION QUESTIONS

❶ Describe the pros and cons of formalized church membership as described above and begin to outline how you will handle the dynamic of membership in your new church.

❷ In so doing, map out how you will guide attenders from their point of entry into your church to becoming an active participant in the life and ministry of your church.

## EXERCISE

❶ Read Matthew 18, 1 Corinthians 5:1-13, Titus 3:10, and 2 Thessalonians 3:6-15.

❷ In light of these verses, begin to outline how you will apply church discipline within your church body.

❸ Think together as a team about real life situations that you have observed from your previous church experiences which merited church discipline. Then talk together as a team about how you would apply church discipline if similar circumstances were to arise within your church.

## II. Financial Systems and Integrity

### DISCUSSION QUESTIONS

**Case Study:** As a successful and astute business person, you have enjoyed tremendous profits in the past year and you are now considering a variety of non-profit organizations to which you can make sizable tax-deductible contributions. What criteria will you use in helping you to make your decision as to which organization to select? What expectation will you have of the organizations you select?

A. Contributions

B. Money Management

### DISCUSSION QUESTIONS

It can be argued that integrity is only as strong as the safeguards (policies, structures, and practices) that are put in place. Money management is most certainly an area in the church which requires the utmost integrity.

Furthermore, integrity is defined not solely by the reality of your practices, but also by the perception of your practices.

❶ To what extent are you willing to go to institute and practice financial integrity in your new church?

② As you study this next segment, jot down here specific measures which you and your team will discuss further as you design your money management practices.

C. Payroll

D. Taxes

E. Insurance

F. Personnel

**EXERCISE**

① Begin a list of the job descriptions you will need to develop for ministry leadership roles within your church.

② Describe the leadership personnel structure (paid and volunteer) which you will employ at the initiation point of your new church and how it will expand with the numerical growth of your church when it reaches the benchmarks of 100, 250, and 500 in attendance.

③ Describe how you will plan for and implement a culture of on-going personal and professional development among your ministry leaders (paid and volunteer).







## FIRST STEPS

*Building in the beginning what you want in the end requires vision, mission, values, team building, and enlisting partners.*

- I. Vision
  - A. The Benefits of Vision
  - B. Defining Characteristics of Vision

### **EXERCISE**

Consider the following sample mission statements from non-profit organizations. As a team, discuss among yourselves which ones are the clearest and which ones are not as clear. Assign a number to each vision statement, arranging them all in order from clearest to least clear with 1 being the clearest and 6 being the least clear.

1. *Human Rights Campaign*: Equality for everyone
2. *Cleveland Clinic*: Striving to be the world's leader in patient experience, clinical outcomes, research and education.
3. *National Multiple Sclerosis Society*: A World Free of MS
4. *Creative Commons*: Our vision is nothing less than realizing the full potential of the Internet—universal access to research and education, full participation in culture—to drive a new era of development, growth, and productivity.
5. *Amnesty International*: Amnesty International's vision is of a world in which every person enjoys all of the human rights enshrined in the Universal Declaration of Human Rights and other international human rights instruments.

6. *San Diego Zoo*: To become a world leader at connecting people to wildlife and conservation.

What makes numbers 1 and 2 the clearest?

What makes numbers 5 and 6 the least clear?

How could you restate number 6 to make it clearer?

**EXERCISE**

Take time to write out some problems in the community where you're planting. As you write, here are some questions to ponder:

- What breaks your heart about the community to which God is sending you?
- What is the spiritual temperature?
- What issues are not being addressed by the local church?

- What people group is not being reached with the gospel?

- What is the state of your city or community?

### **DISCUSSION QUESTIONS**

Consider again the six sample mission statements in the recent exercise and discuss the following:

❶ Identify which four statements are more missional—that is, which ones focus more on the transformation of their focus community. Also identify which two statements are more internal—that is, which ones focus more on the entity itself and its actions.

❷ Discuss which statements are the most and least compelling and explain your reasoning.

③ Imagine that you were a wealthy philanthropist with \$1 million to give to one of these six organizations. Based solely on their mission statements, which one would you choose and why?

### C. Developing Your Vision Statement

#### **EXERCISE**

1. As a team, enter into a time of prayer in which you acknowledge that God is the author of the vision for the new church and that you are willing to do whatever it takes as He uses you to accomplish His redemptive mission. Ask God to give the lead planter the ability to clearly articulate the vision He has given to him.

2. Lead planter: Share with the team the vision God has given you for the community to which He has called you and for the church that He will plant through you. Please note that what you share in response to this question is not the refined and final vision statement; rather, it is a longer narrative of how God spoke to you and what He revealed to you.

3. As a team, go back and review the *PLANT* modules, *Biblical Foundations* and *Context*, along with the information we have covered in this module (*First Steps*) related to vision. Make note of all information that will inform and assist you in crafting your vision statement. The idea here is not to make up a long list of items that you will include in your vision statement; instead,

the goal is to identify information and principles that will inform how you write your vision statement as well as what will be included in it.

4. Begin the work now of drafting a statement that is consistent with the checklist above.

#### D. Communicating the Vision

##### **EXERCISE**

1. Imagine you have a team that is starting to become disillusioned and distracted from the vision. It seems as if the initial excitement for the new church is starting to wane. Name at least 10 ways you can cast the vision simply, convincingly, and regularly to help reignite the team's passion for the vision.

2. Brainstorm together several ways you can celebrate vision for the new church and the community together as a church. Prioritize and select your top three suggestions and describe how you may incorporate these in the life of your church.

3. Discuss together how you (lead church planter and team members) will embrace the vision personally in your own lives and what that looks like practically in each of your lives. Be realistic in your expectations of yourself and each other in this area, then discuss how you can encourage one another toward this end.

## II. Mission

### DISCUSSION QUESTIONS

Consider the following sample mission statements from nonprofit organizations:

*TED*: Spreading Ideas. (2 words)

*The Humane Society*: Celebrating Animals, Confronting Cruelty. (4)

Wounded Warrior Project: To honor and empower wounded warriors. (6)

*Public Broadcasting System (PBS)*: To create content that educates, informs and inspires. (8)

*National Wildlife Federation*: Inspiring Americans to protect wildlife for our children's future. (9)

*New York Public Library*: To inspire lifelong learning, advance knowledge, and strengthen our communities. (10)

Note that the number of words used in each mission statement is included at the end of each in parentheses. Take a moment to evaluate the effectiveness of each of the above mission statements.

❶ Come up with a list of one-word descriptors that characterize the statements.

❷ Do you have a clear understanding of the actions each organization will be doing?

❸ Do you have a clear sense of the purpose of each of these organizations from their mission statements? Which one is most compelling to you and why?

In addition to being brief, clear, compelling, memorable, and action oriented, mission statements need to be related to your vision.

### **DISCUSSION QUESTIONS**

Consider the following pairs of vision and mission statements from nonprofit organizations:

#### **Oxfam**

VISION: A just world without poverty (5 words)

MISSION: To create lasting solutions to poverty, hunger, and social injustice.  
(10)

#### **Feeding America**

VISION: A hunger-free America (4)

MISSION: To feed America's hungry through a nationwide network of member food banks and engage our country in the fight to end hunger. (22)

### **Habitat for Humanity**

VISION: A world where everyone has a decent place to live. (10)

MISSION: Seeking to put God's love into action, Habitat for Humanity brings people together to build homes, communities and hope. (16)

### **Save the Children**

VISION: Our vision is a world in which every child attains the right to survival, protection, development and participation. (18)

MISSION: To inspire breakthroughs in the way the world treats children and to achieve immediate and lasting change in their lives. (20)

### **Ducks Unlimited**

VISION: Ducks Unlimited is wetlands sufficient to fill the skies with waterfowl today, tomorrow and forever. (13)

MISSION: Ducks Unlimited conserves, restores, and manages wetlands and associated habitats for North America's waterfowl. These habitats also benefit other wildlife and people. (20)

Once again the number of words used in each statement is included in parentheses to highlight the value of brevity in both vision and mission statements. While each one of these pairs is very well written, which pair, in your opinion, is the most memorable and why?

From the pairs of statements above, select your favorite and explain the strengths of the vision and mission statements and how they relate to each other.



## EXERCISE

It is now time to begin the work of creating or revising your own mission statement based on the characteristics we have discussed above. Here is a list of the characteristics that should be true of your mission statement.

1. Brief
2. Clear
3. Compelling
4. Memorable
5. Showing action
6. Answering the question, “Why do we exist?”
7. Related to your vision

In the space provided below, write your vision statement, which you developed earlier in this module. If you have not finished at least a rough draft of your vision statement, take time to do so now and write it here.

Work together now as a team to begin drafting or revising your mission statement based on what we’ve discussed in this module.

## III. Values

### EXERCISE

Before you can begin working on defining a set of values that will help set operational parameters for your church, it is important for the church planter and every member of the leadership team to discover and reflect on their own personal set of values. The values that both the planter and leadership

team hold will most certainly be reflected in the values you select for your church.

Take a moment now to make a list of the values that guide your lives as individuals. After a time of personal reflection, only record values that can be verified by the choices you make and actions you take in everyday life. Do not include those values to which you aspire but are currently not visible in your life.

### **EXERCISE**

1. Together with your team, begin making a list of the values that will guide your church in accomplishing its mission. After compiling your initial list, lead your team through several revisions until you can whittle your list down to a core of no more than six values. The process of determining your values should include a time of seeking God's help in prayer as well as incorporating the things the Father revealed to you earlier as you developed your vision and mission statements.

2. Having now completed your list of core values, write down each of the three strategic building blocks that you have developed so far in this module—your vision statement, mission statement, and values. Now ask God to help you live your life and lead others in a way that is consistent with what He has shown you about your new church.

3. Brainstorm together different ways, venues, and forms of media that you can use to communicate the three strategic building blocks of your church.

#### IV. Team Building

A. Biblical Foundations for Teams

B. Building a Team

C. Be Unified as a Team

##### **EXERCISE**

Take a moment to list your top two or three strengths. Know who you are and who you're not. God has brought you to the team for such a time as this. What's in your toolbox? What do you bring to the table?

##### **EXERCISE**

1. Read Ecclesiastes 4:9-12 and write down the benefits of working with a team.

2. In what ways will you reflect teaming in your new church?

## D. Securing Partners

### EXERCISE

What principles do you see in the following verses that support the need for securing partners?

“Plans fail when there is no counsel, but with many advisers they succeed” (Prov. 15:22).

“Without guidance, people fall, but with many counselors there is deliverance” (Prov. 11:14).

“The one who walks with the wise will become wise, but a companion of fools will suffer harm” (Prov. 13:20).

### EXERCISE

1. Make a list of those you know who would personally pray for you and your team as you plant a church. These are perhaps family members and personal friends.

2. Make a list of those you know who could personally invest with their resources in the mission God has given your team.

Who do you know that might have some of these items?

- A portable baptistery
- Access to block party trailers
- A place to store trailers
- A portable sound system
- A large piece of land for a men's event
- A painter who could help you serve a local school
- A mechanic who could help you change oil in cars for single moms

The list goes on and on.

3. Make a list of churches with which you already have a connection that would be interested in co-laboring with you.

## V. Community Influence

### **EXERCISE**

1. Make a list of already existing churches in your community that you could serve.

2. Take a moment to dream of how you can serve these people. List some of the ways here.

3. How can you use your supporting partners to help you serve these people? Read Isaiah 61:1-3. What had God specifically anointed Isaiah to do?

4. Clearly, the early church grew at a rapid and miraculous pace. Read Acts 5:12-17. Within this text of Scripture how do you see that the early church had “community influence” and what did they do to obtain it?

#### VI. Fundraising

- A. Put Your Vision on Paper
- B. Identify Prospective Donors
- C. Personalize Your Approach
- D. Make It Easy to Respond
- E. Be Faithful to Follow Up

#### **EXERCISE**

Take time now to pray for those partners that God will add to your team to accomplish the mission and vision He has given to you for your focus community.



## GOING PUBLIC

*Maximizing the momentum potential of your first service is a key factor in reaching critical mass and assuring the long-term viability of your church plant.*

- I. Defining Success
  - A. Financial Sustainability

### **EXERCISE**

Complete the following:

#### **Financial Self-Sustainability Worksheet**

1. Monthly Needs x 12 = Annual Need

Calculating your monthly needs may be difficult for you at the current time. Begin by adding up all of the known fixed costs (rent, salary, insurance, website, etc.). Add to that an estimated cost of other expenses (children's curriculum, office materials, etc.) Estimate on the high side and get input from other church planters and established church pastors. You don't want to end up with an attendance goal that will fall short of actually making you financially self-sustaining because you underestimated expenses.

2. Annual Need / Average Annual Giving = Future Weekly Attendance Goal

This will give you an approximate attendance that will be required for your church to be financially self-sustaining. The average annual giving varies, depending on the local economy. A conservative estimate to use is \$800 per person. Ask other pastors and church planters in your area what the average

annual giving per person is at their church (if they don't know, divide their total general giving receipts from last year by their average weekly attendance from last year).

*Example:* Your monthly need is \$10,000, which means the yearly need is \$120,000. When you divide a yearly need of \$120,000 by \$800, you find that in order to be financially self-sustaining, you would need to average 150 people at weekly services.

**B. Critical Mass**

**EXERCISE**

Complete the following:

**Critical Mass Worksheet**

1. Seating Capacity x 45% = Minimum Critical Mass

\_\_\_\_\_ x 45% = \_\_\_\_\_

Minimum Critical Mass: This would allow you to have at least 30% of the seats filled and have people in the children's area. The reason the multiplier is at 45% instead of 30% is that typically 33% of a church's morning attendance figure includes people not sitting in the main meeting room, i.e., children and volunteers.

2. Minimum Critical Mass x 2 = Minimum Initial Attendance Goal

\_\_\_\_\_ x 2 = \_\_\_\_\_



Keep in mind that sustained attendance in the weeks following the initial launch is usually 50%. This means that if you had 200 people on your launch Sunday, you'd probably end up with about 100 people over the next 4-6 weeks.

*Example:* The seating capacity of your meeting location is 200. Therefore, the minimum critical mass for this location is a sustained weekly attendance of 90 people. The attendance goal for your first public service would be twice this amount: 180.

## II. Creating a Master Plan to Go Public

### A. Setting the Date for Your First Public Launch

#### **EXERCISE**

Discuss optimum times for your public launch and choose one which works best for your church.

### B. Creating a Master Plan for Your Launch

#### **EXERCISE**

Using the sample master plan spreadsheet, begin filling in as many projects as you can with as much information as possible. It's better to get something down and edit it later than to leave it blank.



2. List the committed team members you have, potential team members, how many more people you think you will need in order to launch—and how you will find them.

3. Complete the following:

### **Growth Need Worksheet**

Future Attendance Goal - Minimum Initial Attendance Goal = Growth Need

*Example:* You need to average 150 people to be financially self-sustaining, and your initial sustained attendance goal is 90. Therefore, you will need to grow by 60 people in order to be a financially self-sustaining church.

### **Viability Projection Worksheet**

Put the results of the Critical Mass Worksheet, Financial Self-Sustainability Worksheet, and Growth Need Worksheet in the blanks below to answer the following question: How many people will we need to have at our first public service to put us in a position to reach the point of financial viability in the timeframe provided by outside funding?

*Number Currently Committed to Being a Part of Your New Church:* \_\_\_\_\_ people

*Minimum Critical Mass:* \_\_\_\_\_ people

*Attendance Goal for Your First Public Service:* \_\_\_\_\_ people

*Future Attendance Goal:* \_\_\_\_\_ people

*Timeframe:* \_\_\_\_\_ months

Put the figures above into the following paragraph:

Right now, we have \_\_\_\_\_ people. The minimum number of people we need for critical mass is \_\_\_\_\_ people. Therefore, we have set an attendance goal of \_\_\_\_\_ people for our first public service. We will likely need to average \_\_\_\_\_ people in order to be financially self-sustaining. Over the next \_\_\_\_\_ months, we will need to grow by at least \_\_\_\_\_ people in order to be financially self-sustaining.

a. Do you believe that this is possible?

b. Are you willing to lead your family and the people God will entrust to your care to invest their time, emotions, money, and efforts to plant this church based on this projection?

c. Share this viability projection with those who are currently committed to planting this church with you and get their reaction. Allow them to know what they are getting themselves into. They need to know the task ahead and the level of faith, dedication, and challenges that lies ahead so that they too can count the cost before they begin.

d. Share this viability projection with at least three church planters who have successfully planted a church and get their reaction. Next, ask them what they think would have to happen in order for you to successfully plant a church based on these projections.

If you have not secured a meeting location, use this Viability Projection Worksheet to help determine the suitability of each location. Furthermore, if you are already locked into a location that is maxed out at 100 but you know that you need to have an average attendance of 150 to be financially self-sustaining, you will know that at some point in the near future, you will have to move locations or start a second service.

#### IV. Location

##### **EXERCISE**

1. Describe your ideal location, giving details describing how each of the key areas will look.

2. Make a list of possible locations in your area.

3. List the names of people who could help you identify possible locations in your area or get you in the door at the locations listed above. (Example: PTA members and teachers are good contacts when looking at a school location)

V. Communication: Compel Them to Come

A. Communications Basics: Everything Communicates Something

B. Communication Mediums

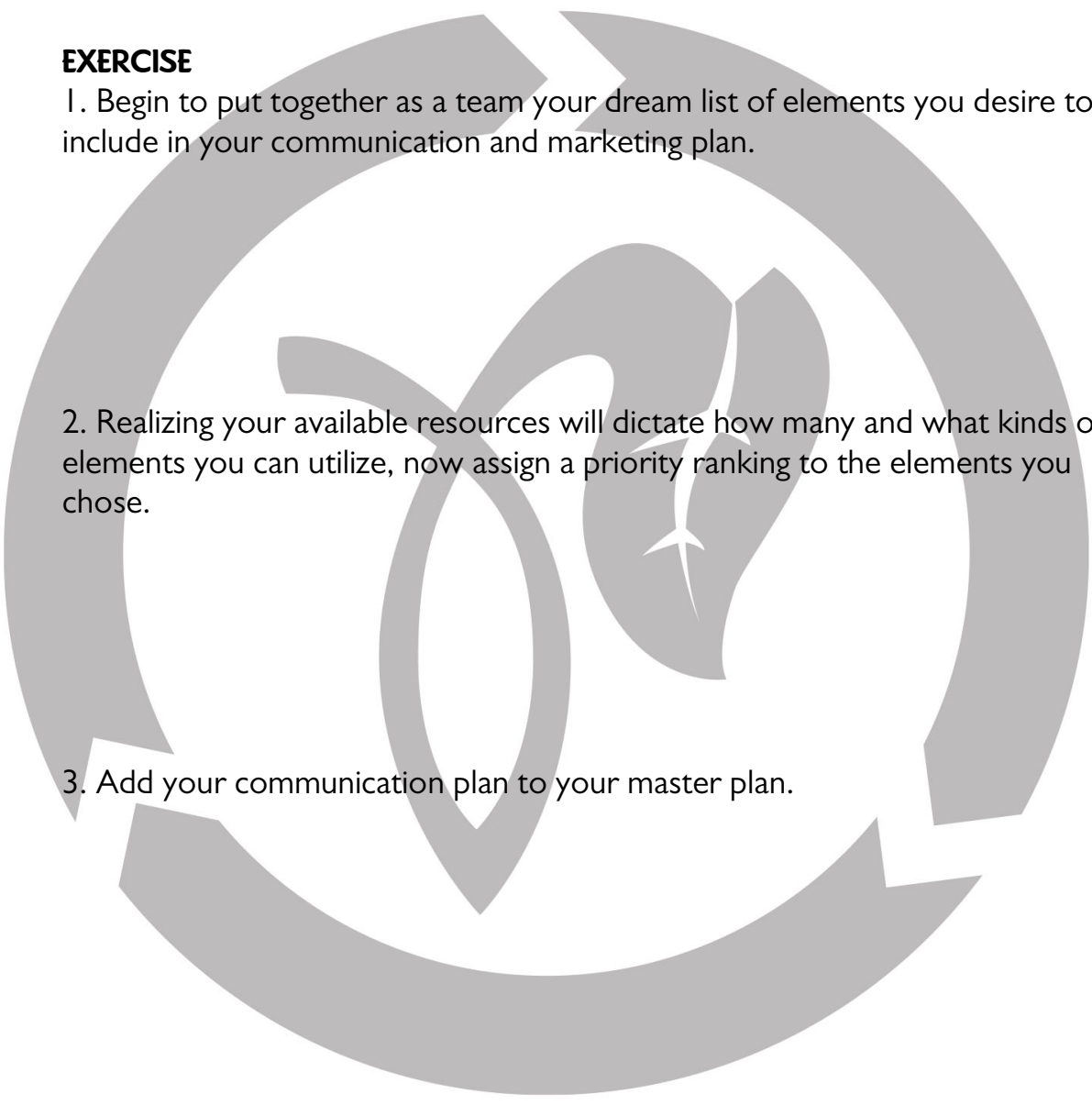
C. Communication Plan

**EXERCISE**

1. Begin to put together as a team your dream list of elements you desire to include in your communication and marketing plan.

2. Realizing your available resources will dictate how many and what kinds of elements you can utilize, now assign a priority ranking to the elements you chose.

3. Add your communication plan to your master plan.





## SYSTEMS

*Healthy churches have a healthy culture that is created and facilitated by healthy systems.*

- I. Service Programming
  - A. Philosophies: The WHY Behind the WHAT
  - B. Environments Conducive to Worship
  - C. Systems and Processes for Creative Programming
  - D. Worship Service Programming

### EXERCISE

1. Take a moment with your team to talk through your philosophy of ministry for worship service programming. What are you trying to accomplish in worship? Capture the essence of your discussion in a brief descriptive statement or in several bullet points.

2. Describe the type of venue in which you will be holding your worship service. What steps will you have to take to transform it each week into an environment for worship that is consistent with your vision, values, philosophy, and culture?

3. Now sketch out a worship service, making sure to include all of the elements of worship you plan to incorporate. Make note of the various ministry teams that will be required in your service.

## II. Connecting

### A. The Guest Experience

#### **EXERCISE**

List some obstacles that might make it hard for people to receive the gospel or connect to your church.

Beside each obstacle above, list one way to overcome or remove it.

### B. The Follow-up Process

#### **EXERCISE**

Identify and list potential leaders in your church to oversee each of the follow-up areas (your follow-up team).

## III. Volunteering



## A. Biblical Foundations

### EXERCISE

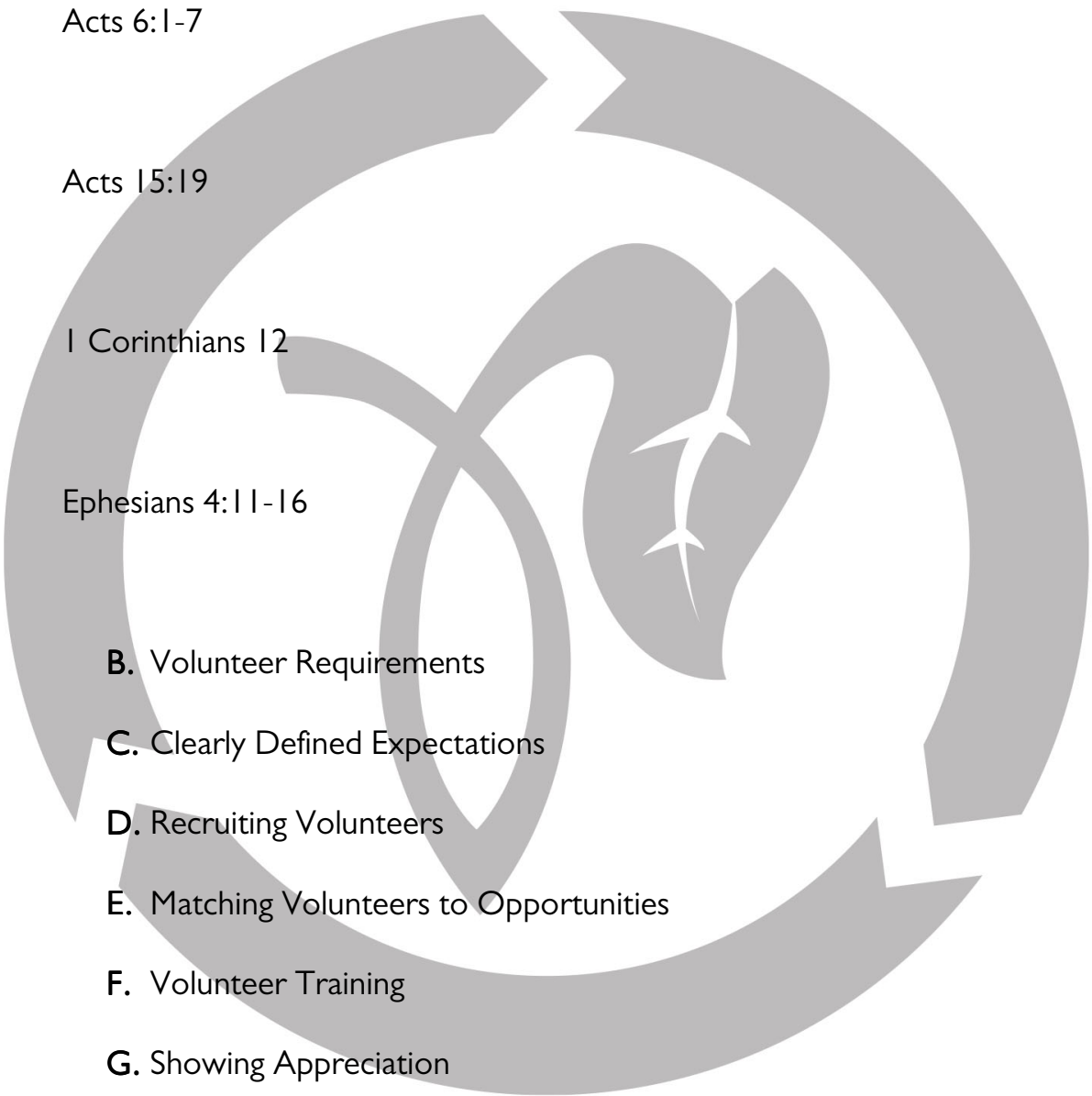
Examine the following Scriptures and write down key words about cultivating spiritual gifts and serving the kingdom:

Acts 6:1-7

Acts 15:19

I Corinthians 12

Ephesians 4:11-16



B. Volunteer Requirements

C. Clearly Defined Expectations

D. Recruiting Volunteers

E. Matching Volunteers to Opportunities

F. Volunteer Training

G. Showing Appreciation

### DISCUSSION

The old adage in traditional churches states that 20% of the members do 80% of the work. Are you content to perpetuate this reality in your new church?

❶ What realistic percentage of your regular attenders do you plan to place into regular rotational volunteer responsibilities?

❷ How will you intentionally create a culture of volunteering?

**EXERCISE**

1. Begin to create a list of each of the volunteer positions you envision having in place at the time that you will go public.

2. As early as possible, begin to create a job description for each position. To save time, you may want to call on a few church planting friends and ask if they would share their job descriptions with you.

3. Determine who will give leadership/supervision to each volunteer position. Consider assigning one person from your leadership team to oversee all of the processes related to volunteers. Who will that be?

#### IV. Stewardship

##### A. Biblical Foundations

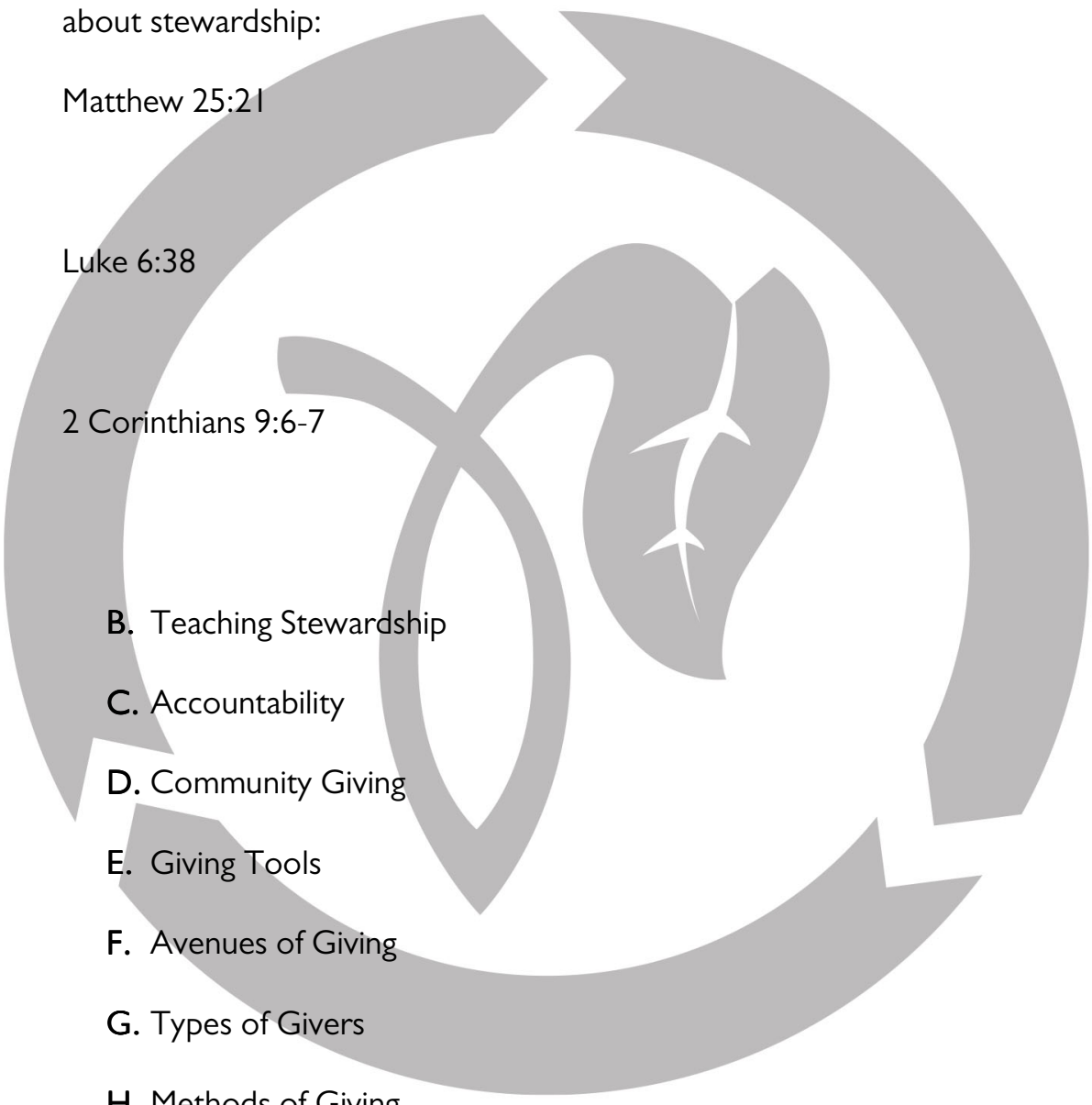
###### **EXERCISE**

Examine the following Scriptures and write down a few key words or phrases about stewardship:

Matthew 25:21

Luke 6:38

2 Corinthians 9:6-7



B. Teaching Stewardship

C. Accountability

D. Community Giving

E. Giving Tools

F. Avenues of Giving

G. Types of Givers

H. Methods of Giving

#### V. Capital Campaigns

A. Reasons for a Capital Campaign

B. Managing a Capital Campaign

## C. The Goal of a Capital Campaign

### EXERCISE

1. Visit several growing churches of varying sizes and observe how they receive their offering. What is their posture when discussing the offering? Are they bold? Are they ashamed? What is their method?

2. Visit the Web sites of several growing churches of varying sizes. Is the online giving easily found? What is their verbiage when explaining giving? Is it tied to the vision?

3. Talk with 3-5 church planters to learn what tracking software tools they are using and ask for further recommendations. Keeping in mind your church planting environment and your resources, choose a solution that will work best for you. Decide who will oversee data entry and management.



## LEADERSHIP DEVELOPMENT

*Teams run faster and farther than individuals. Give special attention to finding, building, and communicating with your team.*

### EXERCISE

1. Make a list of those who are committed to your team.
  
  2. Place a star by those you believe have the greatest leadership potential.
  
  3. Circle those who are already committed to leading the highest capacity ministries.
- I. Your Vision
    - A. Leadership Development Defined
  
    - B. Share Your Vision

### EXERCISE

Consider this definition for leadership development: Leadership development is the art of downloading your vision and allowing others to own it.

- I. What would you add to this definition from your experience and in your ministry context?

2. Other than Chick-fil-A and Relay for Life, what other examples can you think of where one person's vision was readily embraced and owned by others?

3. Describe the process you went through to ascertain the vision for your church plant.

4. Rewrite your vision here from the discussion on vision in the module *First Steps*.

5. Is your vision statement compelling? What about your vision will make others want to own it?

## II. Involving Others

### A. The Challenge

### B. The Outcome

## EXERCISE

Study the choosing of the seven in Acts 6:1-7.

I. Are you a natural delegator or do-it-yourselfer?

2. Make a list of all of the jobs/roles that you can think of that will need to be done in your church plant (see your list from the exercise on volunteers in the *Systems* module).

3. Beside each job, write a name of who will do what.

### III. Your Time

A. Choose to Invest in a Few

B. Follow the Example of Christ

C. Investment Produces Influence

### EXERCISE

I. Who developed you into a leader?

2. Think about what this person did for you. Write intentional steps and actions that this person took. What specifically did they model and/or teach you?

3. As you spend time with potential leaders, what is essential that you pass along?

#### IV. The Value of Volunteers

##### A. Your Volunteer Staff

##### B. From Volunteer to Leader

#### **EXERCISE**

1. What is the process that takes someone from an attendee to a volunteer?

2. As you develop leaders within your team, what must they know?

3. What experiences must they share?

4. What leadership opportunities will you offer to volunteers?

#### V. Reinforcing Your Vision



A. Celebrate

B. Coach

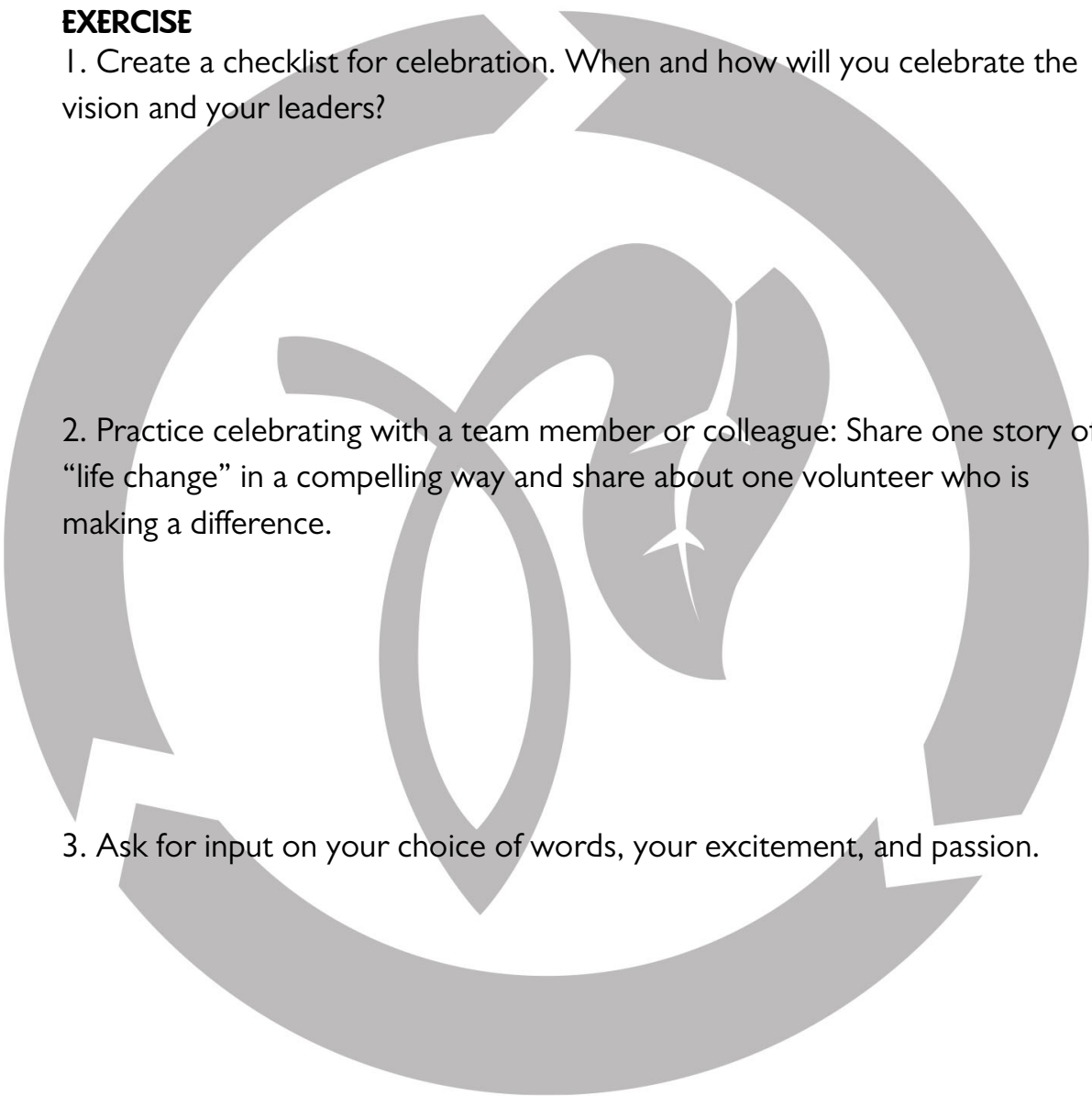
C. Correct

**EXERCISE**

1. Create a checklist for celebration. When and how will you celebrate the vision and your leaders?

2. Practice celebrating with a team member or colleague: Share one story of “life change” in a compelling way and share about one volunteer who is making a difference.

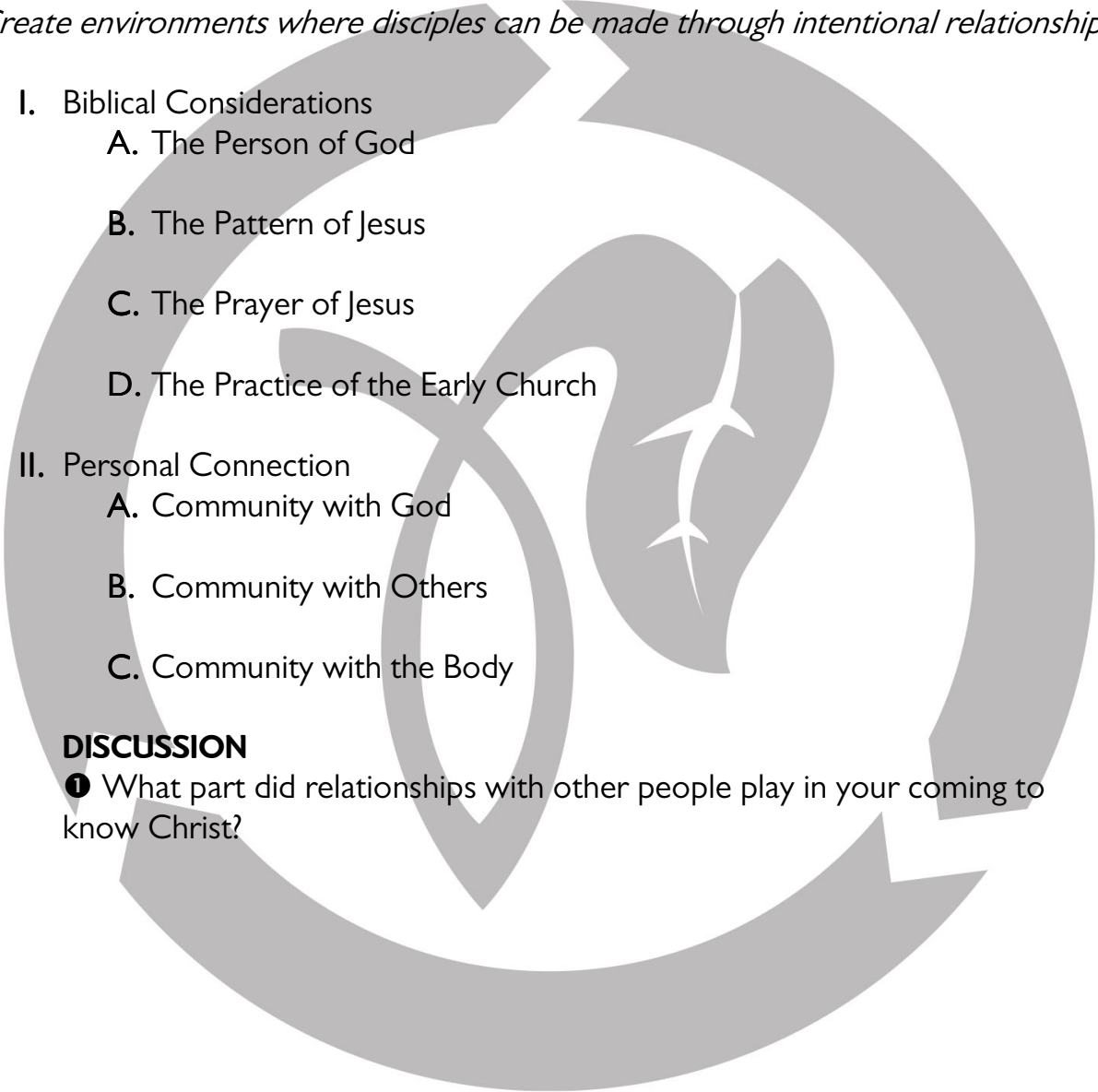
3. Ask for input on your choice of words, your excitement, and passion.





## BUILDING COMMUNITY

*Create environments where disciples can be made through intentional relationships.*

- 
- I. Biblical Considerations
    - A. The Person of God
    - B. The Pattern of Jesus
    - C. The Prayer of Jesus
    - D. The Practice of the Early Church
  - II. Personal Connection
    - A. Community with God
    - B. Community with Others
    - C. Community with the Body

### **DISCUSSION**

❶ What part did relationships with other people play in your coming to know Christ?

❷ How vital are relationships in your ongoing growth and maturity in your walk with Christ now?

**EXERCISE**

Examine the following Scriptures, and write down the key words you see about biblical relationships:

Proverbs 27:17

Ecclesiastes 4:9-12

Matthew 28:18-20

Acts 2:42-47

Hebrews 10:24-25

I Peter 2:9-10

**III. Small Groups**

**A. Reasons for Small Groups**

**B. A Healthy Small Group Environment**

**C. Starting Small Groups**

## DISCUSSION

What are some cultural factors from your community that need to be considered and will even shape how you develop your small group system?

D. Structuring Small Group Ministry

E. Small Group Make-up

## EXERCISE

Create a system for developing and training new leaders: group leaders, apprentices, and coaches.

1. What are the qualifications of a group leader?
2. Develop an identification system for new leaders
3. Who do you know right now that could be a good group leader? Host? Apprentice? Coach?

4. Create a process for filtering potential leaders.

5. How will you recruit new leaders?

**EXERCISE**

Create a small group leader guide/handbook outline.

1. List essentials and guidelines for group leadership.

2. Create a group covenant or guidelines.

3. Define what a healthy group experience should look like.

4. List your top 5-10 sources for study materials and resources.

5. Create a doctrinal statement of beliefs for your small group ministry.

#### F. The Small Group Meeting

##### **DISCUSSION**

As a team, discuss the following 10 questions and record your answers.

❶ Role: How big of a role will small groups play in the overall ministry of the church?

❷ Budget: How will the budget reflect the importance of group life to the overall vision of the church?

❸ Purpose: What is the desired outcome of the small group ministry of the church?

④ Identity: What will you call your small group ministry?

⑤ Organization: Who will be responsible for the small group ministry of the church?

⑥ Administration: How will you keep track of everyone in the small group ministry system?

⑦ Promotion: How you will promote the small group ministry and encourage involvement?

⑧ Childcare: What will you do with kids during small group times?

⑨ Evaluation: How will you consistently evaluate the effectiveness of the small group ministry?

⑩ Multiplication: How will you intentionally mature and multiply the small groups in the community?

#### IV. Membership

A. The Biblical Basis

B. Reasons for Joining a Church

C. Assimilation Process: Getting Plugged in to Community

#### **DISCUSSION**

As a team, discuss the following questions and record your answers.

① Role: How big of a role will membership and assimilation play in the overall ministry of the church?



② Budget: How will the budget reflect the importance of membership to the overall vision of the church?

③ Purpose: What is the desired outcome of having membership in the church?

④ Accountability: Who has the ability to hold you accountable?

⑤ Timing: When will you introduce the idea of church membership in the church plant?

⑥ Organization: Who will be responsible for the membership and assimilation system of the church?

7 Administration: How will you keep track of every member of the church?

8 Promotion: How you will promote membership and encourage involvement?

9 Evaluation: How will you consistently evaluate the effectiveness of the assimilation process?

**EXERCISE**

Create a membership guide.

I. Create a doctrinal statement of beliefs for your position on membership.

2. List requirements and expectations of members.

3. Create a membership covenant or guidelines.

**EXERCISE**

Visually represent your assimilation process.

1. Draw out and list the steps that someone would take from being a visitor to becoming an active member of the body of Christ.

2. Place these steps in logical order on easel pad paper and then consider these questions:

a. What is the relationship of each component to the others?

b. What is the flow of people into and through these components?

c. Where are the entry points into the church's life?

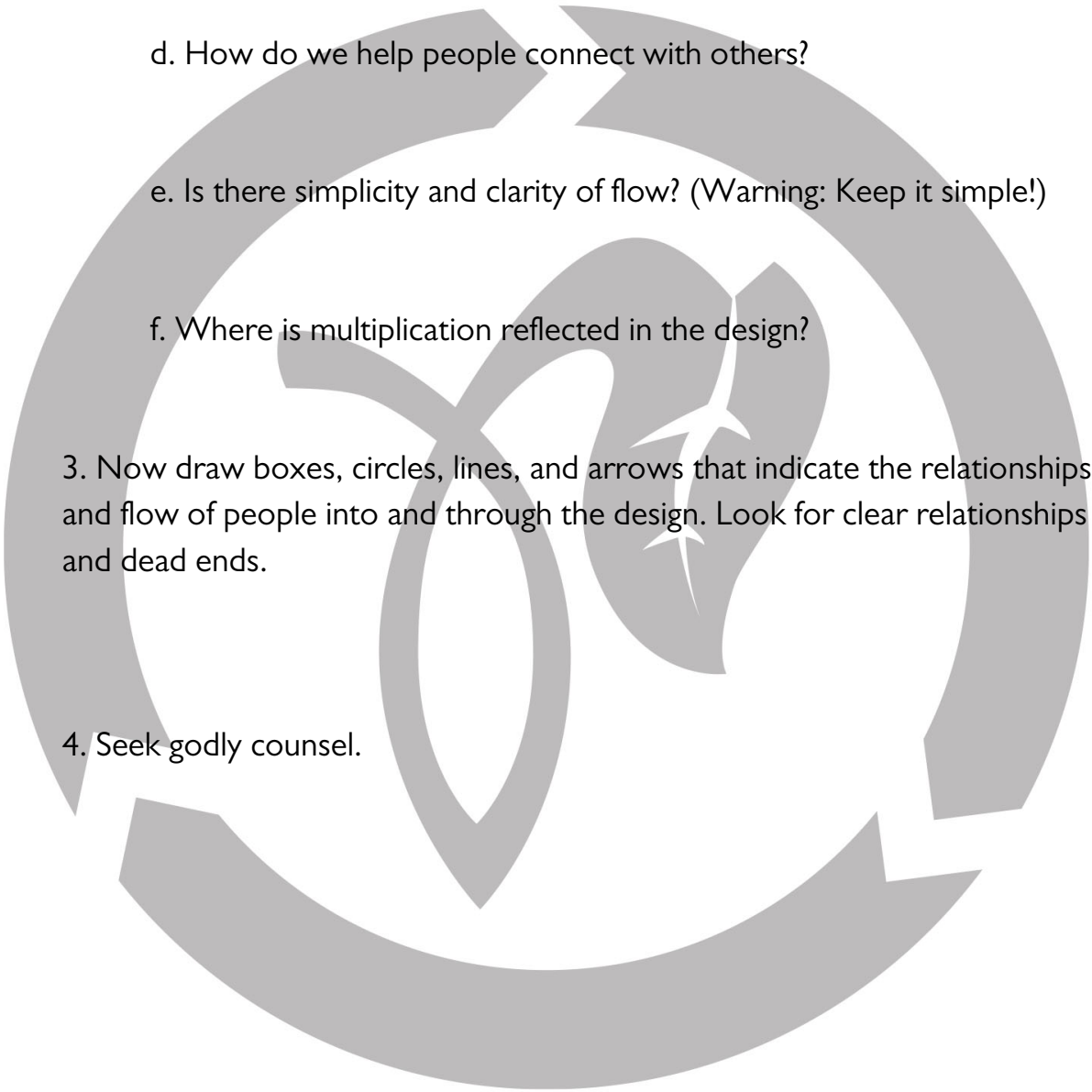
d. How do we help people connect with others?

e. Is there simplicity and clarity of flow? (Warning: Keep it simple!)

f. Where is multiplication reflected in the design?

3. Now draw boxes, circles, lines, and arrows that indicate the relationships and flow of people into and through the design. Look for clear relationships and dead ends.

4. Seek godly counsel.





## PASTORAL HEALTH

*Learn how to survive the church planting journey while still taking care of yourself and your family.*

### I. Family

- A. Your Family Is a Small Flock
- B. You Are Only as Faithful to God as You Are at Home
- C. There Is No End to the Biblical Connection Between Church and Home
- D. Five Priorities for Church Planting Families

#### **EXERCISE**

1. List five church planting activities in which you could include your family.

2. List five church planting activities in which you could not include your family.

#### **EXERCISE**

Develop a typical daily and weekly schedule, being sure to include personal time, family time, and time for ministry responsibilities.

With the help of your spouse and ministry team leaders, evaluate the schedule by asking the following:

- Does your schedule balance times for rest, personal growth, work essentials, a margin for the urgent, family (wife and children)?
- Is there anything missing? Is there anything that needs to be delegated? Is there anything that can be done differently or more effectively?

## II. Spiritual Health

### A. Clothe Yourself with Humility

#### **EXERCISE**

In what areas of your life do you most need to grow in humility?

### B. Redefine Success

C. Limit Comparisons

D. Pursue Piety

E. Observe a Sabbath

F. Surround Yourself with Accountability

**EXERCISE**

1. Who do you know that cares for your soul that would pray for you, mentor you, and ask you the hard questions about your personal growth and how you are taking time for family? Enlist this person to be your mentor.

2. Ask each person on your church planting team to enlist a personal mentor.

3. Write a team covenant describing how you will exhort one another in matters of personal health and growth and in matters of Christian discipline.

G. Serve in Plurality



# CHURCH MULTIPLICATION

*Churches plant churches that plant churches.*

- I. The Bible and Multiplication Through Church Planting
  - A. The Church Is Central to God's Mission
  - B. Church Planting Was Central to the Apostles' Mission
  - C. Church Planting Was Central to the Early Church

## DISCUSSION

It is essential that you begin to build into your church plant now what you would like to see transpire in the future. This is vital as you approach the question of church planting. Here are a few questions you should begin to ask as you plan with your church planting team:

- ❶ How will we begin now to leverage our resources for planting churches in the future?
- ❷ How will we begin now to equip our congregation to be missionally ready to plant churches?
- ❸ How will we begin now to equip men and ready them to plant churches?



## II. Cultivating Your Church to Plant Churches

### A. Churches That Plant Churches Have a Healthy DNA

#### **EXERCISE**

In what ways will your church reflect the priorities of the gospel, community, and mission? Make a list of specific actions that correspond to each. Describe in particular how you will equip and mobilize your members in the actions you list.

### B. Churches That Plant Churches See Themselves as Church Planting Centers

#### **EXERCISE**

This unit has made a clear biblical case for church planting as a normative activity/byproduct of a healthy church. Yet less than 10% of churches have ever planted another church.

In the spectrum of sponsoring the planting of new churches, there are those that provide partial financial, prayer, and mission team support all the way up to those that regularly train and send out church planting teams with ongoing nurturing as the new churches are established (church planting centers).

I. What intentional steps will you take to lead your church to understand and embrace multiplication by way of church planting?

2. Utilizing your Bible and the teaching in this module, plan together for a sermon series on church planting multiplication. Provide an outline of your sermon series along with other creative elements you will include.

3. How soon are you planning for your church to participate in planting another church?

4. In the involvement spectrum from low to high, how involved do you plan for your church to be in the planting of your first church? Describe the means of sponsoring that you will utilize.

5. With your understanding of church planting centers as it has been communicated in this module (or in your personal experience), do you plan for your new church to become a church planting center? Why or why not?