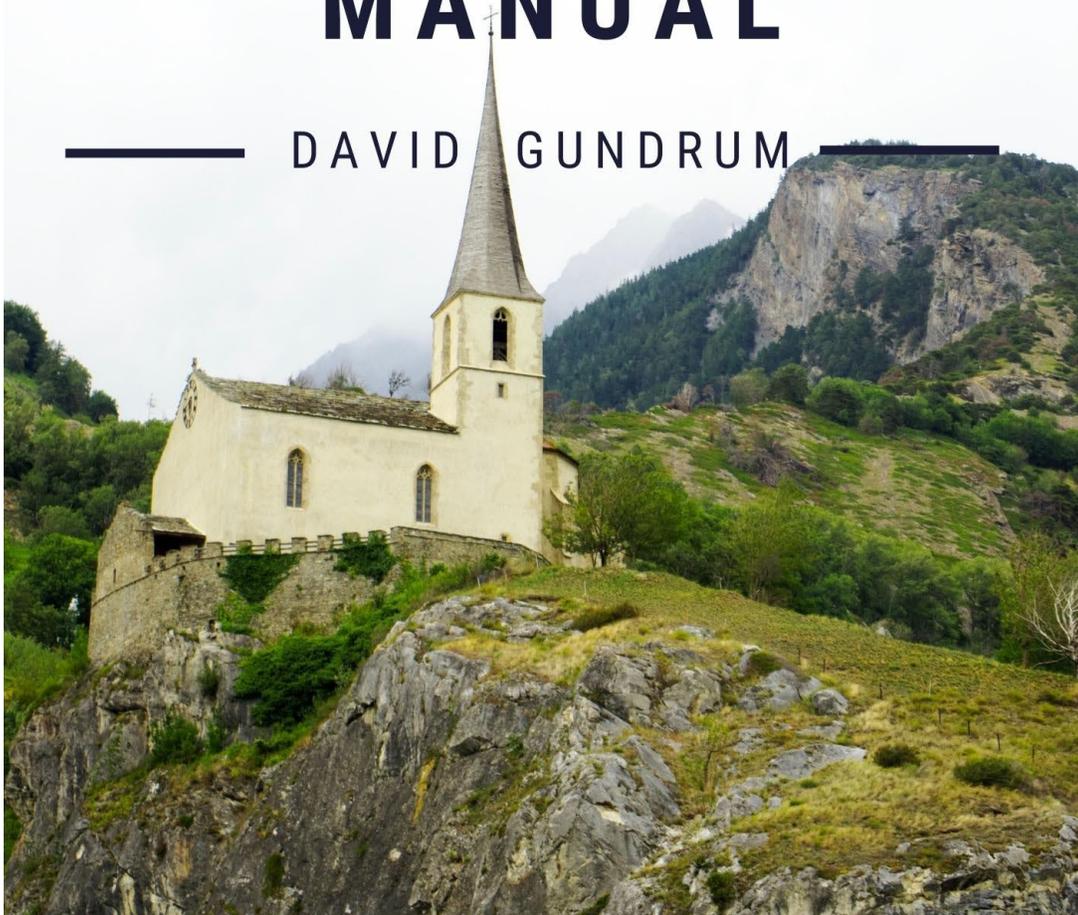




REGIONAL OR PARTICULAR
DAUGHTER CHURCH
PLANTING GUIDEBOOK

MULTIPLICATION MANUAL

— DAVID GUNDRUM —



CONTENTS	PAGE
• Introduction - A Biblical / Theological Rationale	2
• A Missiological / Practical Rationale	4
• Why Churches Planting Churches?	5
• Questions and Considerations	7
• Fears and Concerns about Multiplication	8
• Conclusions and Summary	11
• Addenda:	
<i>I. Steps Toward Planting a Daughter Church</i>	12
<i>II. Forming a Church Planting Resource Team and Core Group Launch Team</i>	15
<i>III. 12 Steps to Parenting a Daughter Church – Maxton</i>	21



Rev. David E. Gundrum, Director

PO Box 3534, Allentown, PA 18106 · Phone: 610-769-4337
 CEMoffice@bfc.org · www.churchplantingbfc.org · Facebook @BFCchurchplanting
 (November 2024)

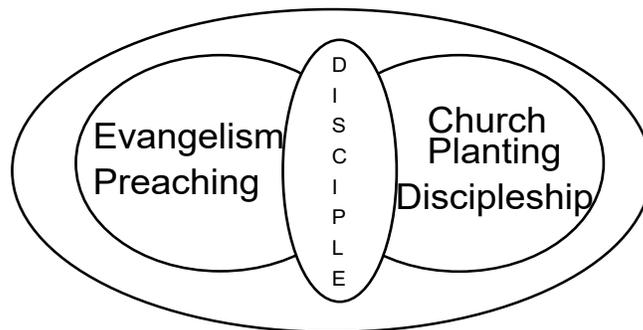
INTRODUCTION

A Biblical Rationale

Acts 1:8; Acts 7-13 - Christ commissioned the Church to proclaim the Gospel, and to do so in the power of the Spirit and in a geo-centric manner. The Church was to testify of the grace of God through the proclamation of the Word and the establishment of churches, beginning in Jerusalem and Judea, then on to Samaria, and then the uttermost parts of the world. The Jerusalem church became stagnant and in order to fulfill the commission, God elected to use the circumstances surrounding the persecution of Stephen. The Christians spread north, preaching and teaching the Word, till those scattered believers arrived in Antioch (Acts 11:19) and there proclaimed the Gospel among the people in the city. *God moved the Jerusalem church out, and through the means of evangelism and discipleship planted the church in Antioch.* God now moved the church in Antioch by sending the Holy Spirit to the leaders of the church (Acts 13), and charged the leaders to *send out their best*, Barnabas and Saul. After laying hands on the two and sending them out, the missionary duo planted churches in various cities throughout Asia Minor, by means of evangelistic preaching and teaching. Luke reports that these evangelistic church planting efforts “*turned the world upside down.*”

Note: God did not allow the Jerusalem church to remain stagnant with an inward focus, but rather sent the church out to evangelize and plant churches. In Antioch, God’s motivation did not change. He sent forth Barnabas and Saul, the church’s best, to do evangelism and plant churches. It is the responsibility of churches to carry out the Great Commission through evangelistic church planting. If a church is concerned about missions, it will first seek to have a continuous outreach to its Jerusalems, Judeas, and Samarias. The best mission thrust a church can establish is to involve itself with evangelistic church planting and be a reproducing church.

GOD'S DISCIPLE MAKING MODEL

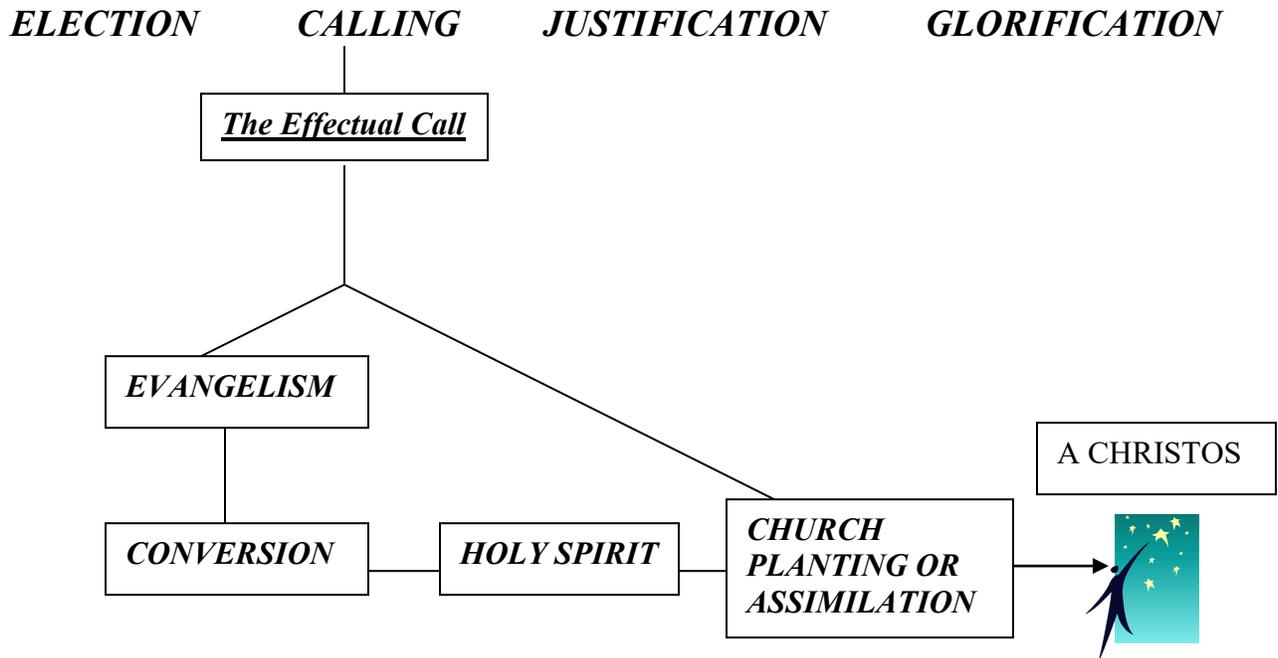


A Theological Rationale

Rom. 8:28-30 cf. 10:14-15 – Paul cites what theologians call, *The Ordo Salutis or Order of Salvation* in Romans 8:28-32. It is God’s decree to call His elect from every tongue, tribe and nation, and conform them to the image of Christ. The entire work of salvation from election/predestination on to glorification is solely the work of God. Yet God, in His wonderful purpose and design, has given the privilege and responsibility of preaching the Gospel and making disciples to the Church. *The means by which a sovereign God saves His people and conforms them into the image of Christ is through the preaching of the Gospel, which produces converts, and the planting of churches where disciples are made.* The Church is God’s means to accomplish His plan. God will save His people and He has decreed that it will be accomplished through evangelism and church planting. Evangelism makes converts and church planting makes disciples. It is in the Church where God gives the gifts of the Spirit (Eph.4) and where converts are made into *Christos (Disciples)*, obedient followers of Christ.

Note: God will save His elect and He will do so through the means that He has ordained, evangelistic church planting. Churches, if they desire to follow the plan of God, will act on their evangelistic church planting responsibility and proclaim the Gospel and plant churches in their Jerusalems, Judeas, and Samarias, along with their support for foreign church planting missions.

SALVATION DECREES: ROM. 8:28-30



A MISSIOLOGICAL/PRACTICAL RATIONALE

Many of today's missiologists will agree that the best way to evangelize and fulfill the Great Commission is by means of church planting. The following is an excerpt from *Planting Growing Churches for the 21st Century* by Aubrey Malphurs:

New churches grow faster than established ones! The Southern Baptists discovered that their new churches grew at a rate of 60-70% as compared to their older churches that were growing at a rate of 19%. Lyle Schaller, "...it's a mistake to attempt to revitalize existing congregations...nobody knows how to...plant a new church."

New churches evangelize better than established churches! Bruce Nichols (*a study in Christianity Today*) "...those evangelical churches under three years old win 10 people to Christ per year for every 100 members...as compared to churches 3-15 years- winning 5 and churches older than 15- 3 new converts per year."

The American Church is in decline. Churches are plateaued and declining. Many churches, in spite of what we hear about mega church growth, will die each year and leave a vacuum. Win Arn states that *each year 3,500 or more churches will close their doors.* There are a *growing number of unchurched people.* Reports from George Gallup and others state that the percentage of unchurched people in America topped 60% in 2000. *The growth of cults and non-evangelical groups* is rampant. These cults and groups are filling the vacuum of the dying and dead churches. Mormons and Jehovah Witnesses are wealthy and aggressive and starting new groups at a pace which is twice as fast as evangelical denominations. Gallup reports that Eastern Religions will double in America during the new millennium.

All of this and more indicates that our churches need to do something and do it now. That "something" is to ***catch the vision for evangelistic church planting*** in order to fill the gaps and go on the offensive with the Gospel.

Note:

"...100,000 of the 350,000 churches in America will close their doors in the next few years. Consequently, church planting will be the future for the American church because it's far easier to plant a new church than to renew a dying one."

Aubrey Malphurs, *Planting Growing Churches for the 21st Century*

WHY CHURCHES PLANTING CHURCHES?

A Case Study of the Blessing of Daughter Church Planting

Grace Community Church is an Evangelical Free Church in Nobelsville, Indiana. It began with its mother church sending one of its staff members, Pastor Dave Rodriquez, to plant a church in Nobelsville. He was sent with a group of people from the mother church and some financial assistance to get started. The church had a great beginning and has grown to 4,000 (I'm not taunting numbers; they are not the point here).

The missionary church denomination assigned a church planting couple to the Nobelsville area. The church planter was looking for a church for his family to worship with until he could establish the new church he was sent to plant. He was led to Grace Community Church. He asked his church planting director if it would be okay for him to attend the Evangelical Free Church, and his director said it would be fine. He then approached Pastor Rodriquez and had lunch with him to see if it would be agreeable for him to attend Grace Community. Pastor Rodriquez agreed with great enthusiasm.

As the church planter moved ahead with his church planting efforts, he was amazed at the support and encouragement he received from Pastor Rodriquez, the people in the Evangelical Free Church, and especially the leading elders of Grace Community. When the church planter from the missionary church decided to launch the church and look for a meeting place, Pastor Rodriquez challenged his church and asked that 200 people would go and become a part of the new missionary church. The congregation responded. Then the elders (are you sitting down) decided to give the church plant, from the other denomination, a gift of \$250,000.00, for the acquisition of a meeting place. What an incredible account of how two churches from two different denominations worked in unity to reach people with the Gospel, extend the Kingdom, and plant a church to make disciples.

Why plant a daughter church?

"A church planting movement occurs when the vision of churches planting churches spreads into the churches themselves." David Garrison – International Mission Board - SBA

This statement is not just an attempt to challenge or chastise churches; it is the Biblical and historical truth. The first century was turned upside-down by church planting movements initiated by Paul, Silas, Barnabas, and others. *Today, churches and church planting movements are growing in almost every region of the world, except America.* The proof that churches planting churches is God's means for extending His Kingdom cannot be denied. The question is this, *Will the American Church and the Bible Fellowship Church focus their vision on their Jerusalems, Judeas and Samarias, and become kingdom builders by means of daughter church planting?*

Reasons for planting a Daughter church

1. It is an **EFFICIENT** means *for a growing and healthy* church or region to accommodate growth and pass on its good genes (Acts 8:1,2 cf. 11:19).
2. It is an **EFFECTIVE** means *to evangelize surrounding communities*. Some missiologists declare that daughter church planting is the most effective way churches can do evangelism (Acts 11:21).
3. It **EXPOSES** the church(es) *to a hands on missions project* where its people can take part in an array of ways and even be sent out as part of a missionary core group (Acts 11:22-23 cf. 13:1,2).
4. It **ENCOURAGES** the church(es) during the birth and growth process and *provides an air of excitement as the church watches its baby church grow and develop* (Acts 11:23; 27-30).
5. It **EXERCISES** the church(es) *in sacrificial ways*. The mother church or region has the privilege of sacrificing for the baby church in resources, people and finances. Yes, these sacrifices are blessings, but so many times our fears about planting a daughter church keep us from experiencing these blessings (Acts 11:22, 13:1-3).
6. It **EVOLVES** into blessings for the mother church(es), the baby church, and God and His Kingdom. (Acts 11:27-30; 15:4).
7. It is **ENTIRELY** the Biblical means God designed for reaching His elect and making disciples (Acts 11-20).

Note:

*“How did Christianity change from a faith spread primarily through church planting to a faith in which church planting has become an unusual practice? The obvious answer is that the church became ‘established.’ **As the church became established, it began to protect its ‘establishment.’** Existing churches began to see a church plant as competitor.”*

Ed Stetzer, Planting New Churches in a Post-Modern Age

QUESTIONS AND CONSIDERATIONS

1. Is the parenting church(es) *healthy*? There are a number of helps to determine the answer to this question.
2. Does the parenting church(es) *have members from the target area* and are they willing to commit to a church planting project?
3. Is the target area: *in need of more evangelical churches, growing, and is there clear evidence of the unchurched, etc.?*
4. Has *God raised up a desire for a daughter church plant* among some of the people in a target area or among the leaders of the church(es)?
5. A “*Church Planting Task Force*” should be established to begin the preliminary preparatory work for the church approval and conduct the initial steps for planting.
6. The Work of the Task Force:
 - To meet regularly and *study* church planting.
 - To *consider the fears and concerns* that the church(es) and leadership will have, and provide answers along with the Biblical directives.
 - The Steps include:
 - *Preparing the church(es)* for church planting
 - Determine *parenting methods* and resources
 - Assessment for a *church planter*
 - Selection of *target site* (demographic surveys)
 - A *gathering and launching* strategy
 - A plan for *release and recovery*
 - Time Line:
 - Preparing the church(es) 6 months
 - Church planter selection ??
 - Target site selection 3-6 months
 - Gathering, release and launching 3-12 month
 - Recovery 6-12 months
 - Reproduction

Note:

Christian Schwartz, in his excellent book, Natural Church Development, wrote, “*Hardly anything demonstrates the health of a congregation as much as the willingness -- and ability! -- to give birth to new congregations. The opposite is true as well. Hardly anything is a more clear indication of illness than structures which by design hinder church multiplication, or at best permit it as an absolute exception.*”

Fears and Concerns About Daughter Church Planting

Adapted from The Mother Church and Church Planting, by J. D. Payne, Ph.D.

- **We'll lose our church fellowship – a loss of intimacy.**
Healthy community is always missional, and advocates the sending of missionaries to plant churches. The Antioch church had a healthy understanding of church life, which included the sending of the team (Acts 13:1-3).
- **It will cost too much.**
This is one of the most common objections to church planting. Even if a church planting strategy calls for a substantial amount of finances, there are many avenues where funding can be found. God will bless a sacrificial church.
- **We're too small.**
Few churches believe they are large enough to be involved in church planting. This excuse raises the question, "How large does a church need to be to begin another work?" In practice many congregations believe that the answer is always just a little larger than they are. We must remember that God has proven Himself to do immeasurably more than we can imagine, even with the small (Eph. 3:20). Note also there is strength in numbers for a region.
- **We can't afford to lose the leadership and workers – who will take their place?**
Though this objection is more prevalent in smaller churches, it is a real possibility. The irony involved in sending out the best leaders and workers is that the vacancies left behind with the mother church usually will be filled by those members who have been waiting to get involved.
- **It will destroy our growth momentum.**
Paul Becker and Mark Williams, "Dynamic Church Planting Handbook" says, "...Too often pastors and churches are more concerned with the growth of their own corner of the kingdom, rather than the growth of the Kingdom as a whole. It's true that daughtering a church may affect growth momentum of the mother church: it might decrease or it might increase. But the more important questions is, how will daughtering affect the growth of the Jesus Kingdom? The answer is clear: Christ's Kingdom will grow."
- **What's in it for us?**
Unfortunately, many churches have adopted a capitalistic mentality toward the church. The church is seen as a business in which investments must be made. A Kingdom vision is required to overcome this objection. There are many joys and blessings that come from church planting: seeing people come to Christ, the church or region will participate in missions and unique ministry in which few churches are involved, the mother church or region will see new leaders developed, and will experience blessings from the Lord, as they are faithful to His mission.

- **What if the daughter grows larger than the mother?**
 The simple answer to this objection is, “Let’s hope the daughter church does indeed grow larger than the mother!” In humanistic terms, do not parents desire that their children exceed them in everything in life?
- **Our church won’t go for it.**
 Those holding to this objection may be right or not, but if correct, the church needs to change. The leaders of the church, including lay leaders, will be the ones who will help lead the church over this objection and into a Kingdom vision. If the church leaders are not supportive of church planting, then the likelihood of the church being involved is rare. Pastors can help move the churches to be missional, Kingdom minded, and involved in church planting. Preach a series of messages related to church planting. Bring in church planters to share testimonies related to their work. Pastors can get involved in small tasks related to church planting, and can then share those with the congregation. Get the church involved in a lower level of commitment with a plant. There are a variety of small tasks in which a church can participate.
- **We’ll be in competition with the daughter.**
 It has been said that it takes different kinds of churches to reach different kinds of people. Two churches can co-exist within the same community and both reach different segments of that community. Competition is not found in the Kingdom of God. Our struggle is with the evil one (Eph 6:12).
- **But pastors and leaders get kudos for bigger churches, not daughter churches.**
 Unfortunately, this statement is true. The North American Church is in an environment that fosters the belief that bigger is better. This objection may be one of the biggest barriers for mother churches. Many church leaders will have to spend time in prayer overcoming this objection that may be hidden within their hearts.
- **Why should we?**
 The simple answer is for the glory of God. The Bible establishes the example. Also, there are many lost people living in North America. Newer churches tend to reach more people with the Gospel than established churches. (*Peter*) Wagner even goes so far as to say, “The single most effective evangelistic methodology under heaven is planting new churches.”
- **But we already give generously to missions.**
 This objection assumes three things. First, that missions is something we can do by proxy. Second, that missions is something that happens overseas and not here in North America. Finally, it assumes that being involved in church planting means that a church has to give money. Just because a church gives money to international missionary work, does not mean that the church can neglect her responsibilities in North America. North America is a mission field.

- **We'd like to but we just don't have the time and we have other projects.**
 There will never be enough time to plant churches if this is one's objection. If church planting is a priority for God it must be for us; we will need to be **intentional** about making the time to be involved in missions.
- **Since so many existing churches are struggling, shouldn't we concentrate on revitalizing them?**
 This question represents another very common objection toward church planting. Though revitalization is a much needed ministry, it can be very difficult, time consuming, and expensive, as compared to church planting. In fact, someone once said in a poignant jest, "It is easier to have babies, than raise the dead." More churches reach more people with the Gospel. In general, newer churches reach more people with the Gospel than older churches.
- **The leadership just isn't available.**
 Response to this objection is based on one's definition of leadership. If someone believes that the only type of leadership which can be involved in church planting is someone of the "professional, well-educated clergy" type, then it may be difficult finding available leadership. If we look to the Scriptures, rather than our culture, to determine our definitions of available leaders, then the number of leaders will increase. Regardless of one's definition of available leaders, we must ask the Lord for the workers (Matt. 9:37-38), believing that He will make the provision.
- **This is a bad time for us to daughter a church.**
 This objection is similar to not having enough time. There obviously will be seasons in which it would not be wise for a church to enter into the ministry of church planting; however, for many churches, a "bad time" is a bad excuse. There will never be a perfect moment. It is amazing that throughout the world in areas where the Church is persecuted and having "bad times," the Church is multiplying.
- **Our vision is to grow a large church.**
 This excuse is similar to being too small. What happens if the church never grows to "X" size? Churches of all sizes can be involved in church planting.
- **We don't know how.**
 The simple response to this objection is, "learn." There are numerous resources (e.g., books, conferences, web sites) available to those interested in church planting. Church Extension, along with its planters, is available to assist with the learning process. Many evangelical denominations are starting to embrace church planting as a healthy approach to church growth.

CONCLUSIONS AND SUMMARY

The Biblical, practical, and missiological evidence and data all point to church planting as God's means for building and extending His Kingdom. Church planting is the means for fulfilling the Great Commission.

What is keeping the BFC and our local churches from having a vision for a church planting movement and planting daughter churches? Is it fear, a limited vision of the Kingdom, distractions, or an overt internal focus? Fears surface when church planting is considered, especially daughter church planting. How will we do this? How can we afford this? How can we give up people and resources? Things are going well, why upset the cart? Yes, these are fears but God can handle each fear and concern because if church planting is His means for building His Kingdom, and the Bible declares it to be, then not even the gates of hell will prevail, yet alone our fears. If He turned the first century upside-down through evangelistic daughter church planting, He can do it again in America and in the BFC. Churches must be willing to sacrifice and grow His Kingdom. ***John 5:19 "...the Son can do nothing of Himself, unless it is something He sees the Father doing; for whatever the Father does, these things the Son also does in like manner."***

Jesus humbled Himself and placed Himself in obedience to the Father. In this obedience He watched the Father and did His will. *If the Son did this it should serve as an example for us. We should watch and see what the Father is doing and do likewise.* Look around. What is the Father doing? No, look further, beyond your church and beyond America. What is the Father doing in the world? *He is saving His elect from very nation through strategic and unprecedented church planting movements.* The church in places like Asia, Latin and South America, and parts of Africa, Singapore, and a number of other areas of the world, is experiencing large groups of people being saved through church planting movements. Why have we not experienced this movement of the Spirit? A good reason is because much of the Western Church lacks an evangelistic church planting vision.

*If the BFC is to grow, fulfill the Great Commission, and be blessed by God, it will need to have a vision and plan for church planting in its Judeas, Jerusalems and Samarias. It will take prayer, unity, and a team to set forth this vision. A church planting director or even Church Extension cannot produce a church planting movement. If it is to happen, it will take the Holy Spirit moving through the churches in a united effort of prayer, sacrifice and planning. **Do as the Father is doing!***



Bible Fellowship Church

BE A CHURCH PLANTER

- Coach Provided
- Guaranteed Salary
- Freedom of Church Planting Model

SCHEDULE A 30 MINUTE PHONE CALL
CEMOFFICE@BFC.ORG

ADDENDUM I

STEPS TOWARD PLANTING A DAUGHTER CHURCH

Step #1

Gather interested people and begin to study and pray for the Lord's leading in planting a daughter church.

Resources:

Malphurs, Aubrey. *The Nuts and Bolts of Church Planting*.

Grand Rapids: Baker Book House, 2011.

Malphurs, Aubrey. *Planting Growing Churches for the 21st Century*.

Grand Rapids: Baker Book House, 2004.

Searcy, Nelson & Kerrick Thomas. *Launch: Starting a New Church from Scratch*.

Grand Rapids: Baker Book House, 2011.

Stetzer, Ed. *Planting New Churches in a Post-Modern Age*. Nashville:

Broadman & Holman, 2003.

Stetzer, Ed. *Planting Missional Churches*. Nashville:

Broadman & Holman, 2006.

Logan, Robert E. and Steven L. Ogne. *Church Planter's Toolkit (tapes and*

workbook). St.Charles, ILL: ChurchSmart Resources, 1991

Logan, Robert E. and Steven L. Ogne. *Churches Planting Churches (tapes*

and workbook). St.Charles, ILL: ChurchSmart Resources, 1991

JD Payne, Ph.D. *The Mother Church and Church Planting*

www.northamericanmissions.org/files/Mother-Church-JASCG.pdf

Maxton, Don. *Twelve Steps to Parenting a Daughter Church*

[www.yourjourney.org/12 Steps to Becoming a Parenting Church.pdf](http://www.yourjourney.org/12%20Steps%20to%20Becoming%20a%20Parenting%20Church.pdf)

Recommended Manual for Daughter Church Planting

**The Dynamic Daughter Church Planting Handbook*. Dynamic Church

Planting Institute www.dcp.org

Web Sites:

New Churches – An online hub for the mission of church multiplication. Here you will find the resources and training you need to get started and a community of church planting and multisite experts to help you thrive. www.NewChurches.com

Acts 29 Network — The mission of the Acts 29 Network is to band together Christian, evangelical, missional & Reformed churches, who, for the sake of Jesus and the Gospel, plant churches across the United States and the world. Acts 29 is a network of pastors from around the nation and world whose dream is to help qualified leaders called by God to plant new churches and replant declining churches. www.acts29network.org

ChurchSmart Resources — ChurchSmart Resources helps church leaders accomplish effective ministry in the areas of church planting, church growth, church renewal and Leadership development. www.churchsmart.com

Sovereign Grace Ministries – Sovereign Grace Ministries is a family of churches passionate about advancing the Great Commission through church planting. In support of that mission they facilitate partnerships among pastors, operate a Pastors College, host events, and publish books, music, and other resources. www.sovereigngraceministries.org

Step#2

With the elders' approval, form a ***Church Planting Resource Team (CPRT – see description and chart below)*** to do a Biblical and practical study of what church planting is. Investigate the viability of planting a daughter church. This would include a comprehensive demographic survey and a study of the health of the mother church or mother region (Church Extension has the tools available).

Step #3

Report the findings along with recommendations back to the elders for their review and approval.

Step #4

If the elders are in favor of moving ahead, contact Church Extension and invite the director to come discuss the vision and review the demographic survey. Look for ways to cast the vision for planting a daughter church among the congregation(s).

Step #5

If the elders believe that the congregation(s) would support a daughter church planting project, follow the stages for planting a church as outlined in the Church Extension ***BFC Church Planting Guide***, and begin to identify the target area, have the CPRT complete a profile for the church planter, and seek ways to raise his support.

Step #6

Have Church Extension continue to assist the CPRT, especially in qualifying a church planter and preparing for the initial outreaches and ministries.

Step #7

The CPRT, along with help from Church Extension, will seek a gifted church planter to be assessed and approved by Church Extension.

Step #8

When a church planter is identified and approved, the CPRT will be dissolved and a ***Core Group Launch Team (CGLT – see next addendum)*** will be established and led by the church planter.

Step #9

The church planter and CGLT will create core values, a Vision Statement and a Mission Statement (see Malphurs – Nuts and Bolts of Church Planting – Part 2, pgs. 63-120) and will follow the Development Chart.

Note: The addendum at the end of this booklet, *Twelve Steps to Parenting a Daughter Church* by Dan Maxton, gives more elaboration on the steps to planting a daughter church.

ADDENDUM II

FORMING A CHURCH PLANTING RESOURCE TEAM (CPRT) & CORE GROUP LAUNCH TEAM (CGLT)

The Church Planting Resource Team (CPRT)

A *Church Planting Resource Team* is approved by the mother church and/or mother region in consultation with the director of Church Extension Ministries. It is made up of 12-15 people from the mother church and/or the mother region who will do preliminary studies, investigate target areas, study church planting, liaise with their respective church(es) and keep the church(es) informed of its progress for prayer support and resource needs, and initially assist the church planter candidate till the Core Group Launch Team is organized. It will also compile a report of its findings, along with recommendations for presentation to the elder board(s).

The CPRT will assist with: completing a comprehensive demographic study of the proposed target area(s) (see the *Demographic Survey Taskbook* on www.churchplantingbfc.org), community surveys in the target area(s) (see the *Community Survey Manual* on the website), exploratory outreaches in the target site, and could initially assist the church planter candidate with other exercises he decides will be helpful.

Forming the Team

One of the big needs for a church or region in investigating the start of a daughter church is identifying and establishing a Church Planting Resource Team and also assisting with identifying a church planter candidate. The CPRT will not be the group of people that will comprise the Core Group Launch Team (CGLT), although some members of the CPRT may transition to be part of the Core Group Launch Team.

- Stage 1- Recruitment***
- Stage 2- Vision Casting***
- Stage 3- Study Church Planting***
- Stage 4- Complete Demographic Survey***
- Stage 5- Train Community Survey Teams***
- Stage 6- Exploratory Outreaches: Bible Study, Community Event, etc.***
- Stage 7- Reporting, Presentations***
- Stage 8- Transition to Core Group Launch Team***

(See table on next page)

Note: It is assumed that the staff member(s) and/ or Elder(s) or Mission Committee who initiated the vision for a daughter church plant will take the lead in forming the CPRT. If a planter is available at the beginning of the daughter church planting process, he should lead the CPRT.

Stages of Church Planting Resource Team (CPRT) Development

Stages	Team Members	Description	Function
<p>Stage 1 <i>Recruitment</i></p>	<p>12-15 needed from recruitment efforts. Some strategic people i.e. administrative for preparing reports, evangelists, visionaries, people who live in or near the target site.</p>	<p>Sharing the dream in the church(es) and with other contacts to recruit team members. Meets one-to-one and in group meetings.</p>	<p>Announce to the congregation(s) (bulletin inserts, informational meetings, sign-up, display, etc.) that a Church Planting Resource Team is forming. Have materials prepared to give out.</p>
<p>Stage 2 <i>Vision Casting (one meeting)</i></p> <p><i>Note: vision casting is an ongoing responsibility of the church planter.</i></p>	<p>All recruits and any other interested people from the church(es) that may have contacted the planter.</p>	<p>The first meeting is to confirm the CPRT and share more details about the team's responsibilities.</p>	<ul style="list-style-type: none"> • Prayer and share • Introduce and confirm team • Review teaching materials – DCPI handbook or Stetzer/Malphurs books. Assign readings. • Review demographic survey and make assignments. • Present a meeting schedule • Hold Q & A
<p>Stage 3 <i>Study Church Planting (three meetings, if necessary)</i></p>	<p>All team members and any other interested people.</p>	<p>Meetings (weekly or bi-weekly) are held to learn about church planting.</p>	<ul style="list-style-type: none"> • Prayer and share • Review reading assignments and discuss questions and comments • Review demographic progress • Show any church planting videos that would be helpful: i.e. Acts 29 videos, Stetzer videos. • Assign further readings each week
<p>Stage 4 <i>Demographic Survey (two to three meetings, if necessary)</i></p>	<p>All team members and any other interested people.</p>	<p>Focus on the progress of the demographic surveying and begins the formulation of a report.</p>	<ul style="list-style-type: none"> • Prayer and share • Review readings; questions and observations • Review and discuss the demographic surveying: interviews, discoveries, potential contacts, interested people and meeting sites, concerns, obstacles. • Assign a sub-team to compile a report. • Assign further readings.

Stages	Team Members	Description	Function
<p>Stage 5 <i>Community Survey (two to three meetings, if necessary)</i></p>	All team members and any other interested people.	The <i>Community Survey Manual</i> is discussed. The CPRT will present a draft of the demographic survey report.	<ul style="list-style-type: none"> • Prayer and share • Review readings; questions and observations • Review a draft of the demographic survey. • Discuss the <i>Community Survey Manual</i>. • Set dates for two or three community surveys in the target site. • Assign further readings
<p>Stage 6 <i>Exploratory Outreaches (three to four meetings, if necessary)</i></p> <p><i>Note: on site outreaches could be held for 4-6 weeks.</i></p>	All team members and any other interested people	Discuss what sort of outreach to hold in the target area. The CPRT will present the finalized demographic report and confirm the community surveys	<ul style="list-style-type: none"> • Prayer and share • Review readings; questions and observations • Approve the final demographic survey report. • Review and confirm the community surveying. • Produce a community survey report • Discuss and agree to an exploratory outreach i.e. on-site Bible study, public event, weekly meeting at the site, etc. • Produce a report on the outreach • Assign further readings
<p>Stage 7 <i>Reporting, Presentations (two to three meetings, if necessary)</i></p>	All team members and any other interested people	The CPRT will review the demographic survey report, community survey report, and a report on the outreach.	<ul style="list-style-type: none"> • Prayer and share • Review readings; questions and observations • Review all final reports • Prepare and set time to make presentations to the elders of the church(es).
<p>Stage 8 <i>Transition to Core Group Launch Team (one meeting)</i></p> <p><i>Note: this stage is pending approval of the elders to form a Core Group and Church Ext. approval of opening a mission church in the target site and calling the church planter.</i></p>	All team members	The CPRT will review any old business and discuss the formation of the Core Group Launch Team	<ul style="list-style-type: none"> • Prayer and share • Final considerations for the CPRT will be reviewed. • Recruit interested team members to serve on the Core Group Launch Team. • Thank and dissolve the resource team. <p>NOTE: The CPRT and Church Extension should have a church planter identified by this stage.</p>

The Core Group Launch Team - CGLT

Note: Section IV Chapter 21 – pages 157-164 in *The New Dynamic Church Planting Handbook (DCPI)* may be the most important section of the handbook to study and follow. Please read and study this section carefully. Some of the section is presented below but you also need to read through the referenced materials.

Developing the church plant's Core Group Launch Team or CGLT is essential. A CGLT is the group of people who make up the team that will launch a new church. Unlike the CPRT who may or may not be members of the CGLT and are only gathered for the initial investigation stage, the CGLT are the *pioneers* who prepare the launch so that the church plant can begin with a critical mass of people and organized start-up ministries that are rehearsed in style, music, and format for worship services, and have a vision plan describing who the plant is and how it will grow. These are the church planter's core people around whom the church is developed. They provide the prayer, finances, and hard work for the new church plant.

Forming the Team

When forming the team, consider the size of the team, qualifications, skills, and assessment of each potential member, and how to train the members.

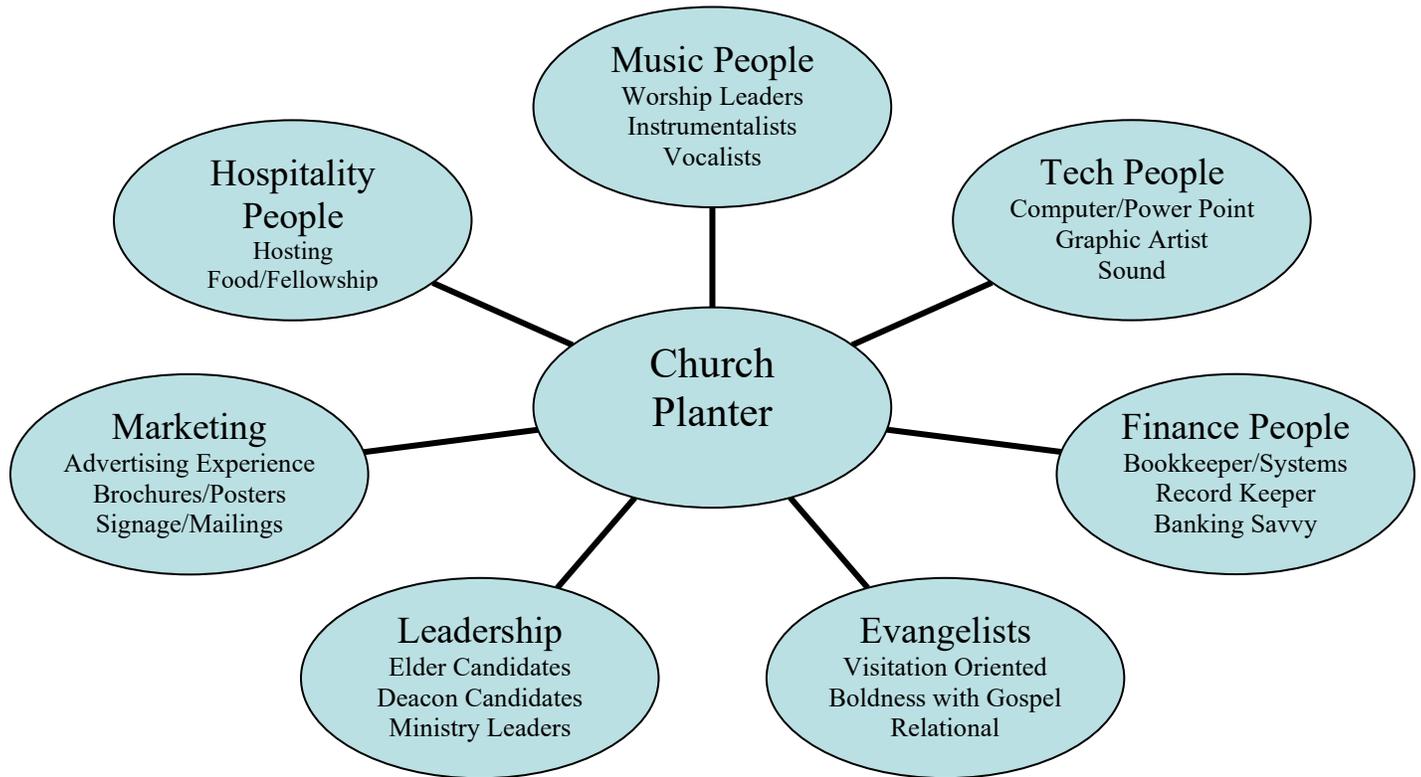
- **Size**
The size of your CGLT depends upon your vision for the kind and size of church the Lord is calling you to plant. Your CGLT will need to be large enough to conduct ministry when the church launches. If God is calling you to plant a church with regional impact, one that will plant other daughter churches as part of its ongoing strategy, your CGLT will need to be larger and well developed.
- **Qualifications**
Persons who desire to participate in the CGLT should meet the following *qualifications:
 1. Have a love for Jesus and a passion for the gospel.
 2. Are humble.
 3. Have a servant's heart.
 4. Are in sympathy with BFC *Articles of Faith*.
 5. Are committed to biblical fellowship.
 6. Have a biblical view of pastor care.
 7. Have evaluated their motives
 8. Have a stable marriage and family.
 9. Are faithful stewards and financially stable.
 10. Demonstrate faith toward God for church planting

*Adapted from Sovereign Grace Ministries: <http://www.sovereigngraceministries.org/pdf-viewer.aspx?q=QualificationsforParticipation.pdf>

- **Skills**

The members of the CGLT should have a variety of skills. For more information, please study the following charts and Section IV, chapter 21 in the DCPI Handbook.

Core Group Gift Dynamic- Particular gifted people needed for your CGLT



- **Assessment**

The church planter will conduct an interview (along with TLT member if in place, or a Church Extension representative) with each person/couple to determine suitability for CGLT by assessing the following areas:

- I. doctrinal compatibility
- II. spiritual maturity (see qualifications above)
- III. alignment with vision, mission, values
- IV. marriage and family stability
- V. supportive and willingness to assist the church planter

- **Training**

Upon completing assessment process, begin training the CGLT by purchasing and utilizing the video course, *Developing a Core Team* by New Churches (<https://newchurches.com/courses/coreteam/>). Contact Church Extension office for reimbursement. The course will help the planter develop a timeline for launching a church plant and will provide a guide for training the CGLT over a twelve-week period.

Stages of Core Group Launch Team (CGLT) Development

Stages	Team Members	Description	Purpose
<i>Stage 1</i> Share the Dream Stage	12-15 needed from recruitment efforts. Strategic people. See Chart #1	The planter is sharing the dream in the church(es) and with other contacts to recruit team members. Meets one-to-one and group meetings. Church Extension officially opens the mission church.	<ul style="list-style-type: none"> • Recruit the initial nucleus of the church (CGLT) • Recruit staff • Develop prayer and financial backers
<i>Stage 2</i> Small Group Stage	12-24 - All recruits and any other interested people from the church(es) that may have contacted the planter.	The planter and the CGLT meets weekly or biweekly for setting vision and forming a vision plan and value statements, Skill Development* , and reviewing the DCPI CD.	<ul style="list-style-type: none"> • Coalesce the team • Build momentum • Encourage and hold each other accountable • Deepen relationships • Sharpen ministry skills • Continue to grow
<i>Stage 3</i> Private Service Stage	25-35 - All CGLT members and any other interested people.	The planter and CGLT meets Sundays, at home or the mother church, for prelaunch worship. Personal invitations are given but no publicity is done. Continue with DCPI CD	<ul style="list-style-type: none"> • Meet the desire to hold Sunday morning “church services.” • Begin to “practice” holding church • Give observers an understanding of the style of the emerging church • Build momentum • Continue to grow

Stages	Team Members	Description	Purpose
Stage 4 Practice Service Stage	35-45 - CGLT members and any other invited people.	The CGLT holds monthly, bimonthly or weekly practice and preview worship services in the long-term facility if located. Invitations given, but only on a personal basis. DCPI CD studies might be cut back to monthly.	<ul style="list-style-type: none"> • Become more proficient in your worship and children’s ministry • Give an opportunity for potential core people to “come and see” • Receive evaluation from mentor or other key outside leader • Build momentum • Continue to grow
Stage 5 Official Mission Church Stage	45 + - CGLT members and any other invited people.	The mission church holds a “grand opening” celebration through major publicity and personal invitations. Follow that with other outreaches and discipling opportunities.	<ul style="list-style-type: none"> • Begin the church’s public ministry • Launch with as many people as possible • Evangelize and disciple • Propel you past some of the common new church growth barriers • Build momentum • Continue to grow
Stage 6 Transition to Administrative Team (A-team)	All members	The CGLT will review any old business and discuss the formation of the A-team.	<ul style="list-style-type: none"> • Recruit interested team members to serve on the A-team. • Thank and dissolve the CGLT.

* These meetings may focus on practical issues like how to have daily devotions, evangelize, meet and greet new people, disciple new believers, discover spiritual gifts, resolve conflict, organize your life and ministry.

Important – The church planter MUST read *Strategies for Recruiting Christians* and *Strategies for Reaching Non-Christians – DCPI Handbook, Section IV Chapter 21, pages 160-163.*

ADDENDUM III

Twelve Steps to Parenting a Daughter Church

Step 1 – Study the unchurched through research and prayer.

The Unchurched

In spite of 324,000 Protestant and 20,000 Catholic churches, 95 to 100 million Americans are unchurched.

All people have the same need to feel connected to others, find answers to life's questions and make a difference in the world.

It's true that many avoid church because they feel it isn't worth it. But most would come at least once if they were invited by someone they knew.

According to Barna, most prefer a church between 100 to 200 people with a casual atmosphere featuring practical preaching & friendly people.

For most churches, it is difficult to change their ministry. However, starting a daughter church geared to reach the unchurched would be invigorating! Learn more about this by checking out the recommended books and websites.

Mobilizing Prayer

Ministry direction flows from listening to God. Prayer cultivates godly compassion and vision. Here are some suggestions:

- Spend time in personal prayer. Select a place, plan and prayer partners.
- Make a list of people in your church whom you know to be people of prayer. Recruit them individually and personally.
- Invite pray-ers to monthly gatherings to intercede for the unchurched in your area. Pick a leader who will host the group and meet with your regularly for input and progress reports.
- Furnish the groups with resources that enhance prayer, scriptures, books, videos, demographics and stories.
- Brainstorm with others about creative ways to cultivate a parenting vision through prayer.

Reaching Postmoderns

“Postmoderns” refers to a growing number of people today who see reality in different ways from a generation ago. Understanding their core values has helped planters to start churches and deliver weekend messages that connect with them:

Experience is highly valued. Postmoderns don’t claim subjective experience as truth but rather as a gift to be enjoyed. Therefore, messages and worship that incorporate all five senses attract them big time.

Community is precious. Postmoderns long to experience a sense of team in a church and value protecting it. Leaders who can draw postmoderns into teams that utilize their abilities and giftedness will find them to be loyal workers.

Avoid Dogmatism. The use of coercion and pressure to confront people with truth is a turn off. Postmoderns prefer truth conveyed with equal doses of love according to 2 Timothy 2:24-25: “The Lord’s servant must not quarrel ... be kind ... and gently instruct.”

Lean toward the humorous. Joy, laughter and self-deprecating humor by leaders convey a sense of realness and authenticity to postmoderns.

Why More Churches

There is not one city in America with a greater church population today than ten years ago ...

In 1900 there were 27 churches for every 10,000 Americans; in 1950, 17 churches per 10,000 Americans; in 1998, there were only 11 churches per 10,000 Americans ...

Approximately 3,750 churches close each year in the USA which is 72 churches per week or 10 churches per day ...

Approximately 1,350 successful churches are planted each year in the USA giving us a deficit of 2,400 churches per year, 200 churches per month and 6.6 per day.

Good Video

The Harvest (17 minutes)

To order call 1-800-729-4351 or visit www.theharvest.com

Great Resources

Lost in America by Tom Clegg and Warren Bird, © 2001, Group Publishing, Loveland, CO

Church Unique by Will Mancini, © 2008, Jossey-Bass, San Francisco, CA

Essential Church by Thom Rainer & Sam Rainer, © 2008, B&H Publishing, Nashville, TN

Planting Missional Churches by Ed Stetzer, © 2006, B&H Publishing, Nashville, TN

Step 2 – Cast vision creatively!

Creative Ways to Cultivate Vision

Sharing the parenting vision will generate interest in your congregation. Brainstorm with a group of leaders to find creative ways to cast it. Here are some ideas:

- (1) *Live out the vision personally.* Build relationships with new people. People will learn what is important by how you spend your time.
- (2) *Tell stories about people being reached in new churches.* Watch for good stories that effectively communicate a parenting vision.
- (3) *Meet personally with opinion leaders.* Even if leaders are lukewarm toward the idea of starting a new church, individual meetings can establish an open line of communication. Connect with them early to gain their input.
- (4) *Report on other parent churches.* Learn from their experiences of launching daughter churches.
- (5) *Interview successful church planters.* Their enthusiasm will virus others in your church and build interest.
- (6) *Show videos on church planting.* Many denominations produce these for local churches to use.
- (7) *Get children involved.* Invite them to take surveys at school, and report the percentage of children who don't go to church and why.
- (8) *Enlist your artists and media experts.* They could create videos, power points and other media that shows the need for more churches.
- (9) *Sponsor a "local" missions conference.* Simply focus on the mission field in which you live. Report on the various church plants that have started in your region.
- (10) *Offer Lamaze classes.* Not for preparing couples for childbirth but for equipping the congregation for church parenting.

Come up with a list of possible ideas. Then prioritize them. Brainstorming expands creativity while prioritization helps select the best suggestions.

Churches Planting Churches by Logan, p. 6-7.

How visions die prematurely

Sometimes a parenting vision will lose momentum. Here's why:

- **Lack of time and energy to focus.** When a church is overwhelmed by the demands of the current situation, a parenting vision may seem irrelevant. Joining a LEAD Team will help maintain a parenting focus.
- **Increasing diversity & polarization.** Good communication and dialogue among people and leaders are needed to develop a shared vision. If people are not allowed to express concerns, polarization increases.
- **Forgetting connectedness through relationship.** People need to take time to talk and listen to one another. Don't rush to have the vision approved too quickly.
- **Organizational discouragement.** Big goals without clear strategies to accomplish them leads to discouragement.

The Fifth Discipline by Peter Senge, p. 227-30.

“Ultimately, leaders intent on building shared visions must be willing to continually share their personal visions. They must also be prepared to ask, “Will you follow me?”

The Fifth Discipline by Peter M. Senge, p. 215

Great Resources

Churches Planting Churches by Logan and Ogne, © 1995 by CRM Publishing, p. 6-5 to 6-10.

Simple Church by Thom Rainer & Eric Geiger © 2006, B&H Publishing, Nashville, TN

Transitioning by Dan Southerland © 1999, Zondervan, Grand Rapids, MI

Visioneering by Andy Stanley © 1999, Multnomah Publishers, Sisters, OR

What is Vision?

- Vision is dreaming the most POSSIBLE dream.
- Vision is clear.
- Vision is preferable to the current state.
- Vision concentrates on the future.
- Vision is from God.
- Vision is a gift to leaders, which is tailored to their circumstances.
- Vision reflects realistic perspective.

Step 3 – Identify adequate funding sources.

How Much Will It Cost?

There are several decisions to make regarding the funding support of a new daughter church:

Decision #1: *To what degree will the parent church partner in the funding?* How much will the parent church cover start-up costs, planter support, new church subsidy or facility rental?

Whatever you decide, short-term financial help is best. Never support a new church longer than three years as this creates dependence and weakness. Be sure to put the schedule of decreasing support in writing so there is no misunderstanding or confusion.

Don't allow the new church to be dependent on outside funding. Let the new church be "of the people."

Decision #2: *Where will the new church find outside resources?* Denominational subsidies or support from other member churches can be significant. Check your district office for their suggestions and regional policies.

Individual donors and grants from foundations can help. Consider challenging your planter to raise matching amounts from outside the parent church.

Another source of income is the planter working bi-vocationally and/or his spouse working outside the home. It is best if the jobs allow the planter access to others where relationships may begin.

Consider holding a baby shower for the new church. Invite people to donate equipment for the start-up. It's a great way to get people involved.

Ask the new church leadership to generate a list of items needed for start-up. When people give with their money or equipment, a wonderful bond is created between them and the new church. Encourage the planter and other leaders to brainstorm ways to participate in the financial support of the new plant.

Understanding Why People Give

There are four reasons why people will join a planter's support team:

1. People give because ... *they have a personal relationship with the planter.* People are more inclined to give when they know someone personally.
2. People give because ... *they believe in the cause.* A well-defined mission statement encourages giving by other. Cast vision with enthusiasm.
3. People give because ... *the content of communication is good.* A solid presentation will attract financial support.
4. People give because ... *the method of communication is personal.* Phone calls and handwritten notes are effective.

Eight Steps for fundraising:

1. Bathe your process in prayer.
2. Make a list of potential donors.
3. Be sure your first contact is personal.
4. Share a compelling vision
5. Make “the ask” for financial support.
6. Thank the potential donor promptly.
7. Recognize that immediate follow up is important.
8. Maintain regular contact with donors.

“Give, and it will be given to you. A good measure, pressed down, shaken together and running over, will be poured into your lap. For with the measure that you use, it will be measured to you.” Luke 6:38

Great Resources

Planting Growing Churches for the 21st Century by Aubrey Malphurs © 1992 by Baker Book House, Grand Rapids, MI, p. 46-58.

People Raising: A Practical Guide to Raising Support by William Dillon © 1993 by Moody Press, p. 1-253.

Church Planting from the Ground up by Tom Jones © 2004, College Press, Joplin, MO.

Step 4 – Work with other churches for greater impact.

Parents, Grandparents and Aunts/Uncles

It is overwhelming to start a daughter church alone. If you don't have a lot of expertise or resources, it can feel daunting. But what if you could partner with others who would help shoulder the parenting burden?

Many churches decide to partner with others. One unique model below brings together six churches assuming various level of support:

- **Two Parent Churches:** Every daughter church could benefit greatly from having two “parents.” Each parent church would agree to give \$10,000 per year over two years. Also, the planter would be given a “hunting license” or permission to recruit up to 10 adults for his launch team. The planter in return would spend substantial time with the parent church to develop relationships and cultivate vision. The parent church would approve the written project proposal, send the planter to an assessment and find a trained coach for him.
- **Two Grandparent Churches:** Every daughter church needs two loving grandparents! While the commitment level is not as great, the grandparents are just as interested. Financially the commitment is less – each gives \$5,000 per year over two years. In addition, they are not expected to send people to join the launch team. However, prayer, encouragement and office support are welcomed.
- **Two Aunt/Uncle churches:** What child doesn't need the support of Aunts and Uncles too? Neither regular financial support or people are expected from them. However, a one time financial gift toward work funds or some project would be forthcoming along with prayer and encouragement.

This model allows you and others to pick the level of involvement. All six “family members” work together to insure the health of the new church. Resources are combined to make a kingdom impact.

Why join a LEAD Team

A LEAD Team brings together six to ten leaders who meet bi-monthly to make a kingdom impact through starting churches within a given region or cultural group.

Each team seeks to realize two goals:

- (1) Start 1 new church every three years.
- (2) Increase the spiritual vitality of the leaders and the churches represented on the team.

By joining a LEAD Team, you will gain personal confidence, practical help, new resources and consistent support for parenting a healthy church. You will be able to network with other leaders who bring first hand knowledge to the meeting.

Call your district office about joining a LEAD Team in your area.

Views on Parenting

“How do you feel parenting would impact your local church growth?”

- Definitely positive 16%
- Probably positive 27%
- Neutral 18%

“How would you react to strategizing with other pastors about church planting?”

- Welcome it! 57%
- Uncertain ... 32%

“Would your church consider starting a daughter church in the next three years?”

- Definitely positive 15%
- Probably positive 14%
- Neutral 26%

“Before you would consider leading your church to parent, which factors would be most important?”

- Opinion leaders open to parenting 104
- Acceptable # of people and money going 83
- An advisor to guide us 44
- “How to” manual detailing process 9
- Successful experiences of churches who have parented 8

Results from a 1994 survey

Step 5 – Decide whether or not to send people.

Choosing the Right Model

There's more than one way to parent a church. The need for investing people from the parent church varies with the model used.

1) **Pioneering** is when a small team of leaders is sent out from the parent church to reach a different focus group.

While the evangelism potential is high, this model needs a catalytic planter with the ability to start something from scratch.

2) **Branching** is when a significant core group of people is released from the parent church. Pre-grand opening evangelism is critical.

3) **Colonizing** is when several families who travel from a nearby community are mobilized to start a church where they live.

The planter's background and ministry style should match the new community rather than the parent church.

4) **Partnering** brings together several churches who combine their resources for one church start. This is appealing when financial and people resources appear to be limited.

Strong leadership by the planter may be needed to resist well-meaning input from several "parents."

5) **Supporting** is when a district supplies the leadership and guidance while the parent church provides the finances and people.

Parent churches who feel they do not have the time or expertise to direct the project are drawn to this model.

6) **Unplanned pregnancy** happens when two churches survive and thrive out of church split.

When possible, wise church leaders seek to channel people's energy toward starting a new plant rather than dividing the parent church.

7) **Death with Dignity** occurs when population changes causes a parent church to terminate its ministry and reinvest its assets into another church.

The model used will depend on the size of the parent church, the needs of the planter and which ministry focus group you are trying to reach in your community.

Should We Send People?

It depends! There are several issues to consider. Asking these three questions will help you sort out the best choice:

- (1) Which of the above seven models is best suited to your *parenting vision and church resources*?
- (2) Which model will be more effective in reaching the *ministry focus group of the proposed new church*?
- (3) Which model will best help your *church planter succeed in establishing the new plant*?

Almost any church can successfully release people to join a new daughter. Healthy churches often parent more easily than mega churches which often get distracted by other ministry concerns.

Defining Terms

Grand Opening:

Date of first public worship service of a new church. Often used interchangeably with the *Launch date*.

Launch Team:

Group of leaders/families who help start the church prior to the Grand Opening. 40 adults are typically needed for a healthy church start.

Core Group:

A term used interchangeably with the Launch Team.

Pre-natal:

Refers to the 5-8 month time period needed before the Grand Opening to establish critical ministry systems.

Ministry Focus Group:

Is the target audience a new church feels called by God to reach. It is often described by cultural, geographic, generational and economic distinctives.

Parent Church:

A congregation that takes the initiative to start a new church by using one of the several models. Often sends people, money and other resources to help launch the daughter church.

Daughter Church:

Refers to a new church started by another existing congregation.

Step 6 – Select appropriate target communities.

How to Identify Target communities

Recognizing the diversity within your region will bring people into your line of spiritual vision. Look at your community through a cultural, economic, geographic and generational lens. Here are a few steps for identifying key target groups:

- (1) Put together a three page demographic study. With the 2010 census coming, this is a great time to gather facts. Other websites and the local Chamber of Commerce will provide useful information about population trends.
- (2) Do an onsite field research study. Walk the streets of the community and talk to people. Investigate other ministries and churches to learn from their experiences and effectiveness.
- (3) Discern the spiritual climate. Ask yourself, “What does this city/area look like when seen through God’s eyes?” Do prayer walks in the area and intercede for individual and community needs.
- (4) Determine what type of churches are needed and where. What people groups in your area lack churches? Seek to list characteristics and needs.
- (5) Prioritize the communities that you target. Start with a familiar group initially before trying to parent in a more challenging situation. Starting a new church among people that are similar to those in your church is best.
- (6) Match the planter to the appropriate community. It is essential to place a planter in a target area where he can be most effective. Planters tend to reach people who are most like them.
- (7) Complete a ministry focus group profile. Pattern your description after “Saddleback Sam” or “Unchurched Harry and Mary” from Willow Creek Church. A more detailed profile can be done by the Launch Team/planter later.

Models for Ethnic Planting

Dr. Sanchez identifies five models of cross-cultural planting:

Model 1 – Department: It meets within an existing Anglo congregation and functions more like a Sunday School class or Bible Study.

The power remains with the dominant cultural group. Hiring an Associate Pastor to reach an ethnic group is a variation of this model.

Model 2 – Semi-autonomous Church in same location: It functions like a church but meets in the same building as the parent church. A coordinating council often meets to resolve facility and money issues.

Model 3 – New Church in different location: It is independent from the parent church and operates without outside control. An indigenous planter is brought in to establish the new plant.

Model 4 – Satellite Church: There is one church with multiple ethnic congregations that meet in different locations such as apartment buildings, homes, etc. Each church has its own complete staff.

Model 5 – Multi-ethnic church: This is one church with multiple ethnic congregations that share the same facility. A gifted leader is needed to provide coordination among the groups.

Most Important Principle

Select a target community that is closely matched to the background of the planter.

“Once you have a qualified church planter, it is essential that you place the planter in a target area where he can be successful.”

“New churches grow best as specialty shops, not supermarkets.”

Great Resources

Church Planting Landmines by Tom Nebel and Gary Rohrmayer © 2005, Churchsmart Resources, St. Charles, IL

Starting a New Church by Ralph Moore © 2002, Regal Books, Ventura, CA

Ripple Church by Phil Stevenson © 2004, Wesleyan Publishing House, Indianapolis, IN

Launch: Starting a Church from Scratch by Nelson Searcy © 2006, Regal Books, Ventura, CA

Step 7 – Cultivate the congregation’s commitment.

Four Common Concerns

Many legitimate questions come to mind when considering church parenting. Here are some common concerns that are usually raised:

(1) Won’t the effort to plant a new church drain valuable resources from our congregation? Planting a daughter church does require significant resources of people, time and money. But Christ invites us to “Give, and it will be given unto you...” (Luke 6:38). God seems to replenish parent churches with new people and leaders to replace those who have gone to the new church.

(2) Aren’t there enough churches already in our region? The large number of unchurched people cannot be reached by the existing churches in the United States. There is no town in America today that has a greater church population than ten years ago.

An easy survey method to determine the number of new churches needed in a region is outlined below.

(3) What if too many members from our church join the new daughter church? It seems that parenting would undermine the close fellowship and church unity that a congregation has worked so hard to develop. However, perhaps evangelism and outreach should have a higher priority than fellowship and friendship building.

(4) What can a new church do that our church can’t? It takes all kinds of churches to reach all kinds of people. One church can’t reach everybody. Most existing churches can’t and shouldn’t change what they are doing. Starting a daughter church is one excellent way to reach people who will never attend your church.

Does Your Area Need More Churches?

Often the large number of unchurched in a community cannot be reached by existing churches. Here is an easy way to see if more new churches are needed in your area:

- (1) Call up the Yahoo search engine by typing www.yahoo.com.
- (2) On the home page, hit maps and type your church address and click Get Maps.
- (3) Left Box will say Tools; hit Nearby Businesses and under Community hit Religion.
- (4) The screen lists churches with addresses, phone numbers and proximity. Click Next Matches at the bottom of the page to see more church listings.
- (5) Calculate the total seating capacity of churches listed by calling or estimating.
- (6) Find the community population by contacting the Chamber of Commerce.
- (7) Subtract total seating capacity (step 5) from the community population (step 6).
- (8) Divide this number of people (step 7) by 1,000 to estimate the minimum number of new churches that will be needed in your area.

This exercise will often open the eyes of leaders to the potential for new daughter churches in your area.

Online Steps developed by PCN participant Pat Pegglow from Moraine Valley Church in Palos Heights, IL.

Seven Principles to Gain Support of Key Leaders

1. Identify movers and blocker.
2. Evaluate the influence of each opinion leader.
3. Anticipate responses to the church planting vision.
4. Plan the discussion process around small groups, one-on-one appointments and large group gatherings.
5. Listen to discern values that both inhibit and support a parenting vision.
6. Balance advocating support for the vision with inquiring about concerns.
7. Help people think through the transitions and sacrifices that will be necessary to support the vision.

“There is a big difference between compliance and commitment to a vision.”

Signs the Congregation is Owning the Vision

1. Support from a majority of key leaders.
2. Interest and momentum increases in the congregation.
3. Compassion for the lost is deepening and validated by actions.
4. Involvement in prayer for lost people and new churches is growing.

Step 8 – Choose an entrepreneurial Church Planter.

Key Qualities to Look for in a Planter

An EFFECTIVE church planter...

- (1) has a VISIONIZING capacity – projects into the future, persuasively sells the vision, does not limit God.
- (2) is INTRINSICALLY motivated – committed to excellence, takes initiative, is a self-starter, very persistent.
- (3) creates ministry OWNERSHIP – wins commitment to the vision, helps others buy in and “own” the church.
- (4) relates to the UNCHURCHED – moves in their circles comfortably, speaks in an easy to understand style.
- (5) has SPOUSAL support – functions as a team, protects children, has agreement about each other’s role.
- (6) builds good RELATIONSHIPS – responds to the concerns of others, gets to know others personally.
- (7) is committed to CHURCH GROWTH – believes in numerical growth within the context of spiritual and relational growth.
- (8) is responsive to COMMUNITY – comprehends the culture and assesses needs, adapts philosophy to the character of the community.
- (9) utilizes other’s GIFTEDNESS – discerns, delegates and matches people’s giftedness with ministry.
- (10) is flexible and ADAPTABLE – copes well with ambiguity, deals well with frequent abrupt change.
- (11) builds a COHESIVE church body – quickly includes newcomers, uses groups effectively, monitors morale of people.
- (12) has RESILIENCE – experiences setbacks without feeling defeated, rebounds well from loss, disappointments and failures.
- (13) exercises FAITH – personally exhibits expectation and hope, and a strong call to church planting.

In addition to the above skill sets, the most essential qualifications are listed in I Timothy 3:1-7.

Five Recruiting Mistakes to Avoid

There are several selection errors that many churches make:

- (a) Not looking at enough candidates. Consider at least three viable candidates before making your final decision.
- (b) An inadequate position description. Be clear about expectations. Write your job description well.
- (c) An incomplete investigation process. Look at the planter’s spouse and family relationships. Contact references.
- (d) An ineffective assessment process. An objective one will eliminate bias, blindness or favoritism.
- (e) Ignoring the obvious and moving ahead too quickly. Don’t ignore the results of the assessment center results. It will be disastrous!

Where to find Planters?

- Youth Pastors
- Internet on the Willow Creek “Exchange”
- Staff Pastors
- Disillusioned Pastors
- Seminaries
- “Maverick Pastors”
- Para-church ministries
- Local churches

“What are the strengths each possesses and are these the right strengths for this assignment?”

How to Screen a Planter?

- Pre-think areas to probe and questions to ask during a phone interview.
- Do a “behavioral interview” in a face-to-face setting that lasts for 4-5 hours.
- Send him/them to a four day assessment center that uses multiple tools and trained observers.

Step 9 – Help the planter to bond with the parent congregation.

Bonding the Planter With the People

When a planter and his family relocate to your community, don't immediately thrust them into the target area. Give them time to adjust and bond with the people of the congregation. This takes a minimum of 3-6 months. Time invested in building relationships will be invaluable. Here are some suggestions:

- (1) *Release the planter from major responsibilities in the parent church.* Avoid asking him to be responsible for significant projects in the parent church. Allow him to focus on the development of the new church.
- (2) *Give the planter freedom to make relationships with both leaders and givers from within the parent church.* Even if you will not be releasing and sending people to the new church, give the planter freedom to nurture friendships with those in the church.
- (3) *Make sure that intercessory teams are mobilized and functioning.* Prayer is the key hidden ingredient to every successful church start. It releases God's power in the new ministry. Both people and planter will bond to one another through prayer.
- (4) *Encourage the planter to invite people over to his home and meet one-on-one with individuals.* Urge him to cast vision for the new church. This will prepare him for gathering others from the Christian community and the harvest in your area.
- (5) *Provide the planter with plenty of visibility in the parenting church.* The best way to do this is have him preach during your weekend services. This offers him the most exposure and allows others to imagine him fulfilling the preaching role in a new church.
- (6) *Host several informal gatherings for the purpose of sharing information and vision.* Arrange gatherings of 10-15 people with refreshments served. Have the planter prepare response cards for those who would indicate interest in follow-up contact afterwards.
- (7) *As a launch team forms, allow members to designate their giving to a special fund that the parent church establishes for start-up costs.* People will often increase their giving to 50% higher than their previous support.

What Planters Value from a Parent Church

Put yourself in a planter's shoes. Think through the many ways that you could assist him. Here are some ideas:

- Plan a commissioning and prayer service for the planter and his core group which will be sent out.
- Provide access to the parent church's office equipment such as copy machine, computers, supplies, etc.
- Offer an ongoing relationship with your pastoral staff to provide support during the planting process.
- Provide copyright information for worship songs on a computer disk so the new church can produce power point slides without having to retype them.
- Give access to sermons and other teaching materials on computer disks.
- Provide access to systems: children's tracking, financial, assimilation, etc.

Planters Value These Benefits from a Parenting Relationship

- Commission and prayer 92%
- Financial Support 77%

- Church Office Support 77%

“Church Planting involves risk. But it’s part of the adventure! Otherwise we lead little, predictable, safe lives. I always think of the parable of the talents. There is safety and security in burying the talent ... but that second guy, even though he only had two talents, he invested them. That’s what I want to do.”

Ralph Grover, Lewiston Vineyard Church

“A generous man will prosper, and he who refreshes others will himself be refreshed.” Proverbs 11:25

Step 10 – Locate a coach for the planter and a mentor for the pastor.

How to Identify a Good Coach

Coaching is the hands-on process of helping someone succeed in ministry. It's not supervising or advising. A coach meets with a planter regularly from the conception phase through one year after birth. Good ones exhibit most of these qualities in a coaching relationship:

1. Listen actively. Good coaches are convinced of the value of listening rather than talking. They listen for feelings as well as facts. They gather information, increase awareness and promote action by asking good questions.
2. Celebrate wins. Good coaches know the importance of recognizing wins in ministry. Through a pat on the back, buying lunch or offering a prayer of praise, they celebrate the progress in ministry and the personal achievement of their planters.
3. Personal care. Good coaches express care personally for their planters through prayer, appropriate touch and providing resources. The coach helps the planter to balance the demands and stresses of a church plant while maintaining a healthy family life and marriage.
4. Strategize plans. A good coach will help a planter maximize resources and eliminate roadblocks in order to design effective ministry plans. He draws upon his own experience and that of others to put together strategies that will achieve ministry goals.
5. Training skills. A good coach knows how to demonstrate and practice certain skills important to church planting. He will send leaders to relevant workshops and conferences that will improve a planter's skills.
6. Develop character. Good coaches care just as much about the planter's character development as they do the success of the church plant. They keep the planter accountable to God for personal and spiritual growth.
7. Challenge specifically. Good coaches try to never leave an appointment without issuing a specific challenge. They seek to cast vision for a planter's ministry, clarify goals and confirm the next steps that need to be taken. At the end of an appointment, they leave the ball in the planter's court.

Empowering Leaders through Coaching, p. 1-3 to 1-4.

Consider a Parenting Church Mentor

Every parenting pastor would benefit from a leader who's done it before.

Here are some good reasons to consider a mentoring relationship:

- To point out what you can't, won't or don't see in your parenting situation.
- To have a safe and secure place to vent problems and frustrations.
- To conduct reality checks on your parenting vision, values and strategies.
- To walk with you through any conflict – should it arise.
- To implement a parenting plan in the proper sequence.

Many pastors who have parented before are willing to enter a mentoring relationship. Contact Converge USA or your district for suggestions and ideas.

Main Features of a Coaching Relationship with a church planter

- Regularly scheduled fact-to-face appointments.
- Support that typically lasts 18-24 months.
- On-site visit with the planter and his team.

- Weekly contact by phone and email.

“A mentor is not a person who can do the work better than his followers; he is a person who can get his followers to do the work better than he can.

- Fred Smith

Great Resources

Empowering Leaders through Coaches by Ogne and Nebel © 1995, by CRM Publishing, Somis, CA. TO order call 800.253.4276

Next Generation Leader by Andy Stanley © 2003, Multnomah Books, Sisters, OR.

Coaching Church Planters by Nicholson & Bailey © 1999 by US Association of Vineyard Churches. To order email cuttingedge@vineyardusa.org.

The Fine Art of Mentoring by Theodore Engstrom © 2005, Wolgemuth and Hyatt, Brentwood, TN

Main Features of a Mentoring Relationship with a parenting pastor

- Regularly scheduled phone appointments
- Support that typically lasts 8-12 months.
- Occasionally meets for lunch of a face-to-face visit.

Step 11 – Know your changing role during the parenting process.

Lifecycle Model of Parenting

All living beings have lifecycles. Healthy churches, like healthy babies, go through predictable patterns of development. Each phase requires the parent church to assume a critical role.

(1) **REPRODUCTION PHASE:** when the parent church pastor works to gain the support of ministry leaders and church members. Selecting target communities, deciding on a parenting model, identifying funding sources and developing a gathering strategy are important. **Parent Church role – Cast vision and encourage commitment.**

(2) **CONCEPTION PHASE:** refers to all that needs to be done before the planter arrives on site. This when the leadership of the parent church is most needed and exhibited by doing three key things: (1) Complete an objective assessment of the planter candidate. Don't just guess or pick a wrong planter based on subjective feelings. (2) Ask for a written planting proposal that can be evaluated and approved. (3) Mobilize a prayer team to begin intercession. **Parent Church role – Select planter and approve proposal.**

(3) **PRENATAL PHASE:** when the essential ministry systems must be developed before the church is ready to go public. Logan observes that 70% of the fatal church planting mistakes are made during this and the conception phase. Evangelistic activities, gathering the core group, children's programming, determining a cell group strategy, building a worship team and finding a suitable location to meet are all done in this stage. The parent church helps by holding the planter accountable and providing people and financial resources. **Parent Church role – Guide and give.**

(4) **BIRTH AND GROWTH PHASE:** Focuses on implementing the essential ministry systems of a new church to fulfill the Great Commandment and the Great Commission. Public worship begins, cell groups are expanded, new leaders are empowered and newcomers are assimilated by the new church. **Parent Church role – Get out of the way!** Don't make the mistake of being a controlling parent. Mother – don't smother! Allow your new daughter church the joy of following God's leading without interference.

Churches Planting Churches by Logan and Ogne, P. 4-5 & 4-7.

Insights About the Parenting Role

There are several facts about a parent church role that are worth noting:

(1) The parent church role decreases over time. The conception phase is when the parent church exhibits the most influence through choosing the planter and approving the proposal.

(2) Get agreements and understandings in writing before approving the planter and the written proposal. Over time, verbal agreements become fuzzy and hard to remember.

(3) Church Planters need good coaching relationships. It is best that the pastor not be the planter's coach. The temptation to interfere and control can be great.

(4) Avoid the four biggest mistakes: (a) moving ahead with plans before congregational ownership; (b) choosing the wrong planter; (c) not requiring a written planting proposal; and (d) not releasing control of the new church.

Churches Planting Churches by Logan and Ogne, P. 4-5 & 4-7.

Great Resources

Churches Planting Churches by Logan and Ogne © 1995, by CRM Publishing, Somis, CA. TO order call 800.253.4276

Planting Growing Churches for the 21st Century by Aubrey Malphurs © 1992 by Baker Book House, Grand Rapids, MI, P. 341-357.

Ripple Church by Phil Stevenson © 2004, Wesleyan Publishing House, Indianapolis, IN

(There is an image of the Lifecycle Model here that I can't type in.)

“If the conception and prenatal phases are done well, then you can expect a healthy new church to being – one that will thrive and be able to multiply by its third birthday. That’s what it’s all about.”

Churches Planting Churches

Step 12 – Be ready for rest and recovery.

Planning for Recovery

Just as a woman needs time to recover after the birth of a child, so a parent church needs time to recover after giving birth. Anticipate your need to recover in several areas:

- 1) **Physical rest** – Give your church time to recover from all of the activity needed to give birth to the new church. Recognize both privately and publicly those who have worked overtime in the birthing process. After the initial celebration of the new church, there will often be a corresponding down time that is needed.
- 2) **Emotional balance** – Giving birth uses up emotional energy also. The grand opening of a church is like the birth of a child and the marriage of that child all in the same day! Very quickly the new church thinks of itself more as an adult sister church rather than a daughter. Be prepared to let go quickly and rejoice in the new found independence and ministry competence of your daughter congregation.
- 3) **Financial restoration** – The time needed for this will depend on whether or not you chose to send people to the new church. It will also be affected by how long you committed to financially support the new church. Eventually you will recover financially what you invested. Remember it is impossible to out give God! Watch for God’s creative blessings in restoring your finances.
- 4) **Attendance regained** – If you commissioned 10% of your congregation toward the new church, it will usually take 3 months to a year to replace those who were sent. Effective outreach and assimilation systems will shorten the needed time considerably.
- 5) **Leaders replaced** – It will usually take several months to raise up new leaders. Consider apprenticing those leaders while the new daughter church is in the conception and prenatal stage. Rejoice in the truth that more new people are being mobilized into ministry.
- 6) **Vision renewed** – When an adequate time has passed, your people will need a new vision. Anticipate this and be ready to lead by pointing them to the harvest again! Dream about how many children, grandchildren and great-grandchildren your church can have!

Churches Planting Churches by Logan & Ogne, p. 12-6.

Reproducing Again!

Most parent churches want more than one kid. The thought of giving birth to three or four daughter churches is enticing. Here are some steps to consider:

- *Keep looking at the harvest!*
Continue to study your ministry area and keep praying for the unchurched.
- *Encourage other churches to become parents!*
Share your parenting experience with other leaders and reflect on the joy of giving birth.
- *Discover new opportunities to parent.*
Identify those who could become planters in your church.
Research other target communities needing churches.
- *Establish faith goals and develop actions plans.*
Ask God for His vision and leading on how to start many new churches in the next few

years!

Churches Planting Churches by Logan & Ogne, p. 12-6.

Interesting Questions to Ponder

- Do you plan to reach a community, a city or a country through your ministry?

- Does your vision for church planting include the reproduction of future churches in the area, this country or overseas?
- Are you aware of any churches in your area that are parenting new churches? What are they doing? How might this knowledge help you to do the same either now or in the future?
- What are your personal feelings about helping a new church in the area of finances? Does the idea of taking funds away from your church seem a little frightening? How do you think people in your church will feel about this?
- How do you feel about people leaving your church to be a part of a new church?
- Would you be willing to let a church planter recruit some of your people? Would that include staff and board members? How about substantial givers?
- Have you ever considered leaving your church and becoming a part of the daughter church? How would your family feel about this?
- How much time would/do you pray for daughter churches? What specifically would/do you pray for? Is God answering your prayers?

*Twelve Steps to Parenting a Daughter Church is provided by
Converge USA · 17645 W Bernardo Dr · San Diego CA 92127 · 858.442.2282 · dan@lifebridgesd.org*

Are you thinking about church planting but facing fears or doubts?



You are not alone.

The church planters at Church Extension Ministries of the Bible Fellowship Church have worked through many of the same questions you have, including:

- Am I qualified to be a church planter?
- Can my family afford it?
- How will church planting impact my wife and children?
- How will the details come together with a core group, a location, a vision, and more?

Watch the video to think through the challenges of church planting with experienced church planters.

ChurchPlantingBFC.org/Plant





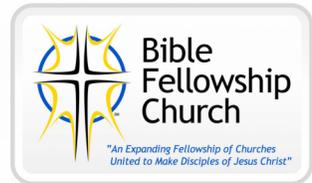
WHAT IS CHURCH EXTENSION MINISTRIES?



CHURCH EXTENSION MINISTRIES IS THE CHURCH PLANTING DEPARTMENT
OF THE BIBLE FELLOWSHIP CHURCH.



CALL TO FIND OUT MORE
610-769-4337



THE BIBLE FELLOWSHIP CHURCH

The Bible Fellowship Church consists of about 70 churches mostly in Pennsylvania, New Jersey, Delaware, Maryland with congregations also in New Mexico, Florida, New York, and Florida. We also have three congregations in Mexico.

WHY PLANT WITH CHURCH EXTENSION?



COACH PROVIDED

Monthly meetings



GUARANTEED SALARY

Through guided support raising



INDIVIDUALIZED ATTENTION

For your church planting plan

THE BIBLE FELLOWSHIP CHURCH HOLDS TO:

- the doctrines of grace including election and perseverance of the saints
- believer's baptism by immersion
- rule by elder
- autonomy of the local church
- premillennial eschatology

View the complete Article of Faith on BFC.org

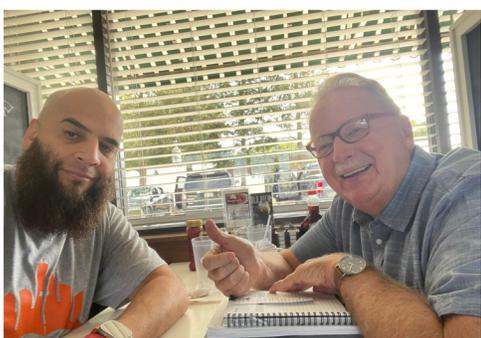
Why church plant with Church Extension Ministries of the Bible Fellowship Church?



There are many church planting organizations out there.

What is the advantage of church planting with Church Extension Ministries?

- Church planters receive personal, **monthly coaching** with an experienced church planting coach. Other organizations suggest you find your own coach; we provide one for you.
- Each church planter also works with a **mentor** in addition to coach. A mentor comes alongside you as a listener and an encouraging and safe place to think through decisions. A coach helps you set goals and create a plan to reach the goals.
- Each church plant is given a **Transitional Leadership Team** consisting of pastors and elders from other Bible Fellowship Churches. The Transitional Leadership Team meets monthly to pray for and to guide the work.
- The Bible Fellowship Churches care about church planting and will support you with **prayer and finances**.
- We only church plant between 8-12 church plants at one time so you know **you will not get lost in the shuffle**.
- You will receive a **regular paycheck**. Church Extension establishes a steady salary and guides you through the partnership support raising process. Any deficit between the support raised and your planned salary will be covered by the ministry.



Find out if Church Extension is the right fit for you with a 30 minute introductory phone call.

Schedule at ChurchPlantingBFC.org/Plant

