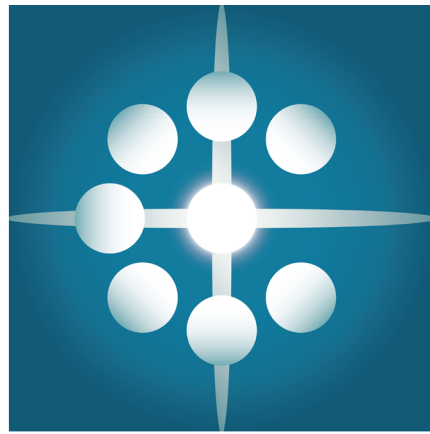


Twelve Steps to Parenting a New church



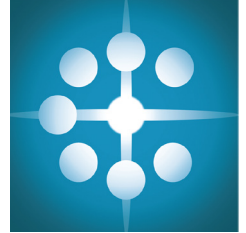
CONVERGE
CHURCH PLANTING

Converge Church Planting
Dan Maxton

Step 1

Twelve Steps to Parenting a New Church

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.

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 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.

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, a 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 you 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.

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.

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

Twelve Steps to Parenting a New Church

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 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 South-erland © 1999, Zondervan, Grand Rapids, MI

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

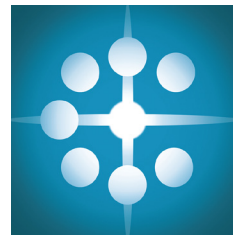
What is Vision?

- 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

Twelve Steps to Parenting a New Church

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

Seven 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

Twelve Steps to Parenting a New Church 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% |

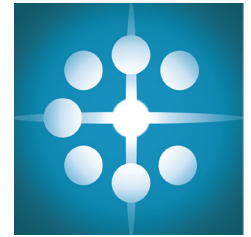
"Before you would consider leading your church to parent, which factors would be most important?"

| | |
|--|-----|
| 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

Twelve Steps to Parenting a New Church 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 church- es who combine their resources for one church start. This is appealing when financial and people resources appear to be limited. Prayer cultivates godly compassion and 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, generation- al 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 start- ed by another existing congre- gation.

Step 6

Twelve Steps to Parenting a New Church

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 web sites and the local Chamber of Commerce will provide useful information about population trends.
- (2) **Do an on site 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. Daniel 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

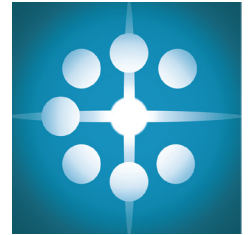
Starting a New Church by
Ralph Moore © 2002, Regal Books, Ventura, CA

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

Twelve Steps to Parenting a New Church 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 un-churched people cannot be reached by the existing churches in the United States. There is no town in America 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 today that has a greater church population than ten years ago.

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 pg. hit **maps** & type your **church address** & 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 & 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 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 blockers.
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

Twelve Steps to Parenting a New Church Choose an Entrepreneurial Church Planter



Key Qualities to Look for in a Planter

An **EFFECTIVE** church planter...

- (1) has a **VISIONING 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 selection.
- [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?”

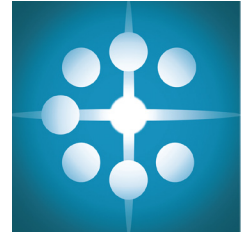
How to Screen a Planter

- 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

Twelve Steps to Parenting a New Church

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 in 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 Parent- ing Relationship

- Commission and prayer 92%
- Financial Support 77%
- Church Office Support 77%

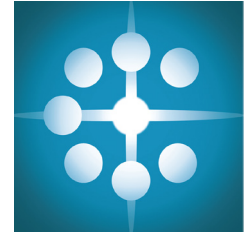
"Church Planting involves risk. But it's part of the adventure! Otherwise we lead little, predictable, safe lives. I always think of the parable of the talents. There is safety and security in burying the talent ... but that second guy, even though he only had two talents, he invested them. That's what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

Twelve Steps to Parenting a New Church 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. Celebrates 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 a 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 face-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 Coaching 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 e-mail cuttingedge@vineyardusa.org.

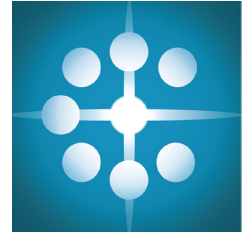
The Fine Art of Mentoring by Theodore Engstrom © 2005, Wolgemuth and Hyatt, Brentwood, TN

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 or a face-to face visit.

Step 11

Twelve Steps to Parenting a New Church 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 is 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, Somas, 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 Steven-
son © 2004, Wesleyan Pub-
lishing House, Indianapolis, IN

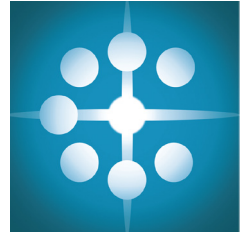
"If the conception and prenatal phases are done well, then you can expect a healthy new church to begin - one that will thrive and be able to multiply by its third birthday. That's what it's all about."

Churches Planting Churches

Step 12

Twelve Steps to Parenting a New Church

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 exciting. 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. 12-7.

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?