

# INTRODUCTION TO MORE CHURCHES: VISION WORKSHOP

GUIDE FOR WORKSHOP PARTICIPANTS

## Description

This workshop helps leaders reflect on the tasks and abilities necessary to plant healthy churches. It includes topics such as: the biblical basis for church planting, the profile and family of the church planter, steps to planting churches, models for church planting, and the characteristics of a healthy church.



*more churches, stronger churches*

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<b>SUGGESTED SCHEDULE</b>	
Registration and Welcome	
Worship Time	30 minutes
<b>SESSION 1</b>	90 minutes
<b>SESSION 2</b>	90 minutes
Break	
<b>SESSION 3</b>	90 minutes
<b>SESSION 4</b>	90 minutes
Question & Answer Session, Evaluation, Closing	

### **Multiplication Network Ministries**

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## SESSION 1

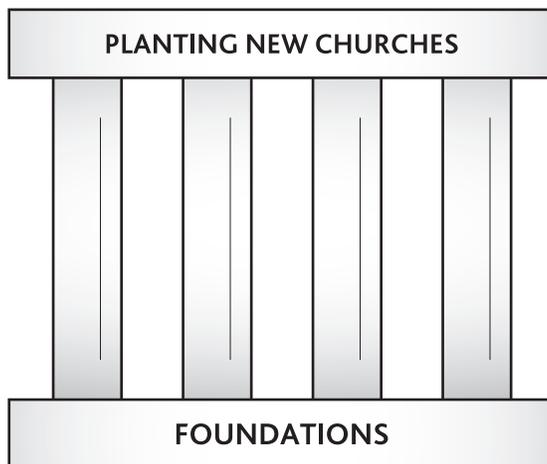
# WHY PLANT HEALTHY CHURCHES?

*"His intent was that now, through the church, the manifold wisdom of God should be made known..." Eph. 3:10 NIV*

### OBJECTIVE

The objective of this session is to provide biblical, theological, missiological, and strategic foundations for planting new churches. We will also respond to some of the more common objections to, and provide a wider vision for, establishing new faith communities.

### INTRODUCTION | Foundations



### DEFINITION

In chapter two of *Planting Healthy Churches*, Dr. Charles VanEngen gives the following theory on the biblical basis for planting churches:

*"The biblical motivation for multiplying healthy churches resides in the loving and compassionate mission of the triune God (missio Dei), who desires that all men and women be disciples of Jesus Christ and be responsible members of a church, the body of Christ. As such, these congregations are witnesses to the coming reign of God for the honor and glory of God."*

Answer the following questions about the above definition.

Which characteristics of God are mentioned in this definition?

1. \_\_\_\_\_
2. \_\_\_\_\_

According to the definition, what does God desire?

1. \_\_\_\_\_
2. \_\_\_\_\_

Established congregations are signs of what?

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Why do we plant churches?

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### Opening Activity: Reasons for Planting New Churches

#### BIBLICAL FOUNDATIONS

There are five biblical reasons for planting more healthy churches:

1. **Because God is the Father who seeks and finds the lost.**  
Key verses | Genesis 3:9; Psalm 23; Luke 14:15-24
2. **Because Christ's love constrains us.**  
Key verses | 2 Corinthians 5:14-20; Matthew 18:20; John 14:23
3. **Because the Holy Spirit has been sent to all people.**  
Key verses | Acts 2:9-11, 13:2-5, 1:8
4. **Because the local church is a branch of the Kingdom of God.**  
Key verses | 1 Peter 2:5, 9-10, 12; Colossians 1:13-23; Romans 12
5. **Because planting new churches brings glory to God.**  
Key verses | Ephesians 1:1-14; Revelation 7:9-12

#### THEOLOGICAL FOUNDATIONS

Stuart Murray summarizes the theological basis in his book *Laying Foundations*. Both church growth and the planting of new congregations

LOVING - MERCIFUL - DISCIPLES OF JESUS CHRIST - RESPONSIBLE MEMBERS OF THE CHURCH  
THE COMING KINGDOM OF GOD - FOR THE PRAISE OF HIS GLORY

PARTICIPANT'S MANUAL | INTRODUCTION TO MORE CHURCHES

have their basis in at least three principles:

### 1. THE INCARNATION

In the same way that God became incarnate in Jesus to identify Himself with humanity, the church must become incarnate in a specific community with its needs and bring the message of the whole gospel. A congregation is the body of Christ in a particular place, identifying with people to reach them with the Good News of life in Christ.

**Key verses** | Philippians 2:5-8  
John 1:1, 1:14

*"Throughout history there have been many men who have wanted to be like gods, but only one God who has become a man."  
-Unknown*

### 2. MISSIO DEI: "GOD'S MISSION"

The God of the Bible is a God who constantly goes looking for the lost and the needy in order to bring them salvation and transformation. In the same way, the Church must follow God in its commission to make disciples, transform communities, and be an agent of change on behalf of God and with God in His already present activity in the world.

**Key verses** | John 3:16  
Matthew 28: 18-20, Mark 16:15-16, Luke 24:46-49

*"The church exists by mission as fire exists by burning."  
-Emil Brunner*

### 3. KINGDOM OF GOD

The Church proclaims and points out what Jesus proclaimed and pointed out—the coming of the Kingdom of God! The Church points to, signals, incarnates, and teaches God's good, sovereign reign over creation and His creatures.

**Key verses** | 1 Peter 2:9-12  
Colossians 1:13

*"Seek first the Kingdom of God and His righteousness,  
and all these things will be added unto you."  
-Jesus Christ (Matthew 6:33)*

## MISSIOLOGICAL FOUNDATION

In his book *Essence of the Church*, Craig Van Gelder highlights three important points regarding the church and its mission:

### THE CHURCH IS, THE CHURCH DOES WHAT IT IS AND ORGANIZES WHAT IT DOES

1. What the Church \_\_\_\_\_ (its essence/nature) 1 Peter 2:9-10; Ephesians 4:24; 1 Corinthians 12:12-13

The Church, the community created by God to be His people, is also an agent of transformation in society and creation. The Church is the new humanity created in Christ Jesus, to be like God in true righteousness and holiness. The Church is the body of Christ, joined by His Spirit into one family.

2. What the Church \_\_\_\_\_ (its function/purpose). 1 Peter 2: 9-10, 12

What the Church does is based on who the Church is. The Church proclaims the kingdom of God in Jesus Christ, embodies the gospel in its particular context, and participates in the mission of God. Here we see that the edification of the Christian goes hand-in-hand with his function of proclaiming, serving, and ministering. It reminds us that the Church is the people of God in mission. The Church DOES according to what it IS. Just like a dog barks because it is a dog, the Church does mission because it is the Church.

3. The Church \_\_\_\_\_ what it does (its structure/organization).

Finally, the Church organizes and structures itself according to its context and its work strategy. The Church gives form to its function in order to complete the work it has been commissioned to do. Guided by the Holy Spirit, the Church plans, implements, evaluates and changes in order to follow its mission. The key principle here is that when the Church understands its nature and purpose, it will structure its organization around its mission.

### PRACTICAL FOUNDATION

Daniel Sánchez, in the first chapter of *Planting Healthy Churches*, provides several strategic reasons for planting churches, and also addresses some of the most common objections. They are summed up below.

- 1. The \_\_\_\_\_ is growing rapidly.
- 2. New churches reach \_\_\_\_\_ people than established ones.
- 3. Established churches tend to \_\_\_\_\_.
- 4. New churches help stimulate \_\_\_\_\_ churches.
- 5. Churches are needed close to where the lost \_\_\_\_\_.
- 6. New churches are more \_\_\_\_\_.
- 7. It is impossible for one church to reach \_\_\_\_\_.
- 8. New churches develop \_\_\_\_\_ quickly.
- 9. \_\_\_\_\_ aids discipleship.

**Reflect:**

Which of the reasons for church planting so far are ones you hadn't thought of? Which reasons are ones that would motivate the people you're working with to plant a church?

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## SOME COMMON OBJECTIONS

- 1. Starting new churches weakens established ones.
- 2. Starting new churches is expensive.
- 3. We may lose many people.
- 4. We already have so many needs.
- 5. We can't force church planting.
- 6. We won't be able to preserve our doctrines.
- 7. Planting churches creates denominational competition.
- 8. One church for every city is a New Testament practice.
- 9. Starting new churches won't help my ministry career.

### Reflect:

What have you learned in this first session that helps you respond to the most serious objections?

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## A vision for church planting:

Why is planting new churches so important? Stuart Murray has summed it up well when he says:

*Neither the growth of the church nor the planting of churches is the final goal. Both are subordinated to the theological principle of the advancement of the Kingdom of God. Church planting can often cause the Kingdom to advance in significant ways: forming communities of faith that incarnate the values and lifestyle of the Kingdom in new ways and in new places; proclaiming a holistic gospel; being salt and light in the society; bringing a prophetic perspective to the context; confronting injustice, advocating the cause of the poor and the oppressed; working with others to restore broken lives; and cooperating in the healing of people and communities. Planting churches of this type is a sign of the Kingdom of God.*

-Paraphrased from *Church Planting: Laying Foundations*

Planting churches is important because it spurs on the expansion of the Kingdom of God. Our goal is the Kingdom. Church planting forms an integral part of the Kingdom's expansion. God is already involved in this and He invites us to participate! Murray notes that Jesus said, "I will build *my* church," but He gave to Peter the "keys to the Kingdom" (86). Christ is the Word incarnate, who transforms lives and commissions us to go and make disciples who gather in new faith communities. God's agenda for the Kingdom includes church planting. After all, Jesus Himself is both Seed and Sower.

God's desire is for thousands of healthy churches to be planted on your continent! Will you participate in some way to make this a reality?



# SESSION 2

## WHO SHOULD PLANT CHURCHES?

### OBJECTIVE

The objective of this session is to provide a basic profile of some characteristics that an effective church planter should possess. We will highlight the importance of call and some of its biblical implications; discuss the role of formal education contrasted with vocational preparation; and provide a tool for the church planter's self-evaluation.

### INTRODUCTION



### Activity: Characteristics of Church Planters

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## TWO OPPOSING PARADIGMS



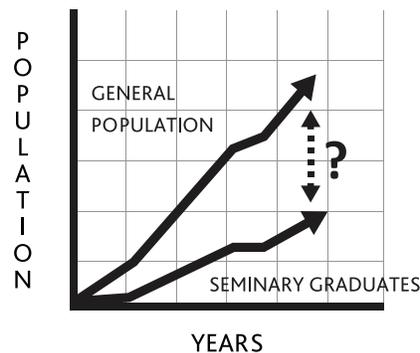
Some propose the following answers:

- a. **Formal education** | The man who works hard to get rich.

Faulty information without formal training can cause people to make serious errors.

- b. **No formal studies** | *Go and “dew” exactly what Joe “duz.”*

If we depend solely on people trained formally and graduated in seminaries and Bible institutes, we will never reach the general population. (There are not enough seminary graduates to work with all the people in the world!)



The opposite sides of the spectrum present us with a challenge:

***Who should we prepare to plant churches and how do we prepare them?***

c. **How to resolve the dilemma?** | The man who sharpens his blade

Work hard and intelligently

- Ecclesiastes 10:10
- Acts 18:24-28
  
- How formal training has helped you?  
 \_\_\_\_\_  
 \_\_\_\_\_
  
- What is something you have learned “*on the job*”?  
 \_\_\_\_\_  
 \_\_\_\_\_

### PRESENTATION OF THE MODULAR APPROACH TO TRAINING CHURCH PLANTERS

Between the one-day seminar and the four-year seminary is a skill-based, on-the-job-training method known as the modular approach.

### CHOOSING THE PLANTER

The job of identifying and recognizing a potential church planter requires that we consider some biblical and spiritual elements that should be present in the candidate we select.

a. **One mandatory principle** | The church planter must be called by God.

“Set apart for me Barnabas and Saul for the work to which I have called them,” Acts 13:1.

In his book, *El Sermón Eficaz (Effective Preaching)*, James D. Crane confirms the need for a call from God to those who have a ministry of the Word. He reminds us of two words that Paul uses in the Scriptures, which communicate revealing qualities of call. (2 Corinthians 5:18-20 and 1 Corinthians 4:1-2):

- **Dispenser (Oikonos)** | You can't give what you don't have.
- **Ambassador** | Represents the King's interests, not his own.

- b. **Four points related to the church planter's call** | Arturo Robles, an MNM partner, writes that the church planter's call must be:
1. **Divine:** from \_\_\_\_\_.
  2. **Confirmed:** by oneself and other \_\_\_\_\_.
  3. **Specific:** to a particular \_\_\_\_\_/ministry.
  4. **Fulfilling:** the church planter finds \_\_\_\_\_ in doing the ministry God directs him to.

### CHARACTERISTICS OF THE EFFECTIVE PLANTER

Dr. Charles Ridley is a professor in the doctoral program for psychological counseling at the University of Indiana and is recognized as a specialist in evaluation and ministerial selection. Ridley designed an evaluative instrument to determine the characteristics of an effective church planter. The following is a summary of his research.

#### EFFECTIVE CHURCH PLANTERS...

##### 1. ARE VISIONARY.

The effective planter possesses the ability to see opportunities in the midst of circumstances. She sees a clear picture of what the future can and should be and can share it with those who are part of his team. Her vision for planting a healthy church will help her persevere in difficult moments.

Nehemiah saw possibilities in the midst of the desolation of Jerusalem:

"Why should my face not look sad when the city where my fathers are buried lies in ruins, and its gates have been destroyed by fire?"  
Nehemiah 2:3.

"If it pleases the king and if your servant has found favor in his sight, let him send me to the city in Judah where my fathers are buried so that I can rebuild it," Nehemiah 2:5.

Example of Walt Disney

## 2. ARE SELF-MOTIVATED.

The planter is motivated internally for the task. Areas that concern the planter:

- Evangelism
- Preparation of sermons and Bible studies
- Administration
- Pastoral ministry
- Family
- Personal time
- Other responsibilities

(From Ed Stetzer, *Planting New Churches in a Postmodern Age*)

## 3. ARE ABLE TO INVOLVE OTHERS IN MINISTRY.

The planter knows how to include others in ministry so they feel a part of it. People join in the vision of the new church because the planter makes them an integral part of the mission.

“Two are better than one...” Ecclesiastes 4:9.

**DANGER** | More church planters than we’d like try to plant a church alone. They use other people as mere servants who carry out their wishes and don’t make use of the gifts and talents that the Lord has given each of His children.

**KEY** | By working in a team, one stays strong in the work and has people to lean on in both good and bad times.

## 4. REACH NON-BELIEVERS.

If the purpose of planting congregations is to seek the lost, we need to look for them where they are.

- Don't go fishing in the fish tank (or fish bowl or barrel)
- Jesus said to his disciples, “I will make you fishers of men.” Matthew 4:19; Mark 1:17; Luke 5:10.



## 5. IF MARRIED, HAVE THE SUPPORT OF THEIR SPOUSE.

The married planter needs to have the support of his or her spouse. Together they should reach an agreement regarding the participation of each. Though the models and level of support vary, both the church planter and the spouse must be committed to the ministry.

A serious but common error:

The worst error a married church planter can make is to underestimate the importance of the spouse's participation in the ministry. No success in church planting can make up for the failure of one's marriage. One cannot do battle on two fronts for a long time without losing one side. If you are married, don't plant a church without the support of your spouse.

With your spouse:

- a. Ask your spouse how he/she feels about planting a church and what are the gifts and areas of interest are. Ask him/her what things about church planting make him/her uncomfortable. Talk about how you can address these areas.
- b. With your spouse, discuss what his/her involvement will be in the church plant and how you will nurture your marriage despite the demands of ministry.

## 6. CAN ESTABLISH RELATIONSHIPS WITH OTHERS.

The church planter has the ability to make healthy connections with other people and has influence due to his social gifts.

The planter relates well to:

- The team of leaders in the church plant.
- Those he wants to reach.
- Community leaders.
- People in the community.
- Other leaders.

People don't care how much you know until they know how much you care.

## 7. ARE DEDICATED TO THE HOLISTIC GROWTH OF THE CHURCH.

The planter of healthy churches believes in holistic church growth. She seeks not only numerical growth but also organic and spiritual growth.

- The church should grow in the following areas:
  1. The believers grow \_\_\_\_\_.
  2. The church should grow \_\_\_\_\_.
  3. The church should grow \_\_\_\_\_.
- The importance of follow-up

The church planter "plants" the church in every sense of the word because she evangelizes but she also disciples new converts. That is, she doesn't just sow the word, she also cultivates it.

In the same way that the ostrich forgets her young, the foolish church planter doesn't provide the follow-up the disciples need (Job 39:13-17).

## 8. RESPOND TO THE COMMUNITY.

The planter should know what the community is like and guide the church to relate to it. The church planter responds to the needs of the community. This enables him to get to know more and more what the community is like and how the church can serve it. Congregations that get involved with and focus on the needs of their communities are going to have greater penetration into the community and will be more accepted by them.

"During those days another large crowd gathered. Since they had nothing to eat, Jesus called his disciples to him and said, 'I have compassion for these people; they have already been with me three days and have nothing to eat,'" Mark 8:1-2.

Possible needs:

- Family/marriage problems
- Alcoholism
- Loneliness
- Injustice
- Hunger, poverty
- Literacy education
- Inadequate housing
- Employment
- Others

Reflect:

List the needs that you are presently aware of in the community where your church plant is:

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Analyze the needs—which are the most urgent:

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Ask God to help you discern which need to address. Pray for God to provide resources for you to minister to that specific need.

List the resources that you are aware of that can help meet the needs you listed:

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## 9. USE THE GIFTS OF OTHERS.

The effective church planter knows how to use the gifts of others in different aspects of the ministry. She motivates and involves others, according to their gifts, in order to accomplish greater results.

Activity:

List the people who are presently involved in your church plant and the gifts that you are aware of:

PERSON	GIFTS / TALENTS

Were you able to do this easily or do you need to identify the gifts of each person?

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In your church plant, teach about spiritual gifts and give each person an opportunity to identify their gifts.

**10. ARE FLEXIBLE.**

The planter recognizes that things do not always happen according to expectations and even less so when planting a community of believers. He needs to be able to make changes as situations require.

Two recommendations:

1. Working with human beings requires flexibility, since each person has her own will, her own ideas, and her own desires.
2. The planter should not interpret the suggestions of others as mandates, because not every idea is a good one. Being willing to consider people's ideas doesn't mean doing whatever others say without thinking things through.

Reflect:

Can you give a recent example of a situation where you needed to be flexible? How did you handle it? What would you like to change about your response?

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## 11. MAINTAIN UNITY IN THE CHURCH.

The planter knows how to create environments and spaces to foment commitment and fellowship. She knows how to deal with conflict in a healthy way, modeling patience, good listening, and respect for people with whom she disagrees.

"...so in Christ we who are many form one body, and each member belongs to all the others..." Romans 12:5.

The church planter isn't only concerned about bringing new sheep into the fold, she also works to unite them in a single body. For a body to work well, it has to be united, joined by the same cohesive understanding. The church is a cohesive body of individual believers that needs structure, reason, and purpose in order to be joined together and minister. The strength of the church is in its unity.

*May the brothers be united  
Because that is the first law;  
May they have true union  
At all times,  
Because if they fight among themselves  
Those from the outside will devour them.  
-Martin Fierro*

## 12. SHOW ADAPTABILITY TO THE CONTEXT.

The church planter adapts to his environment and identifies with his new context. He should be *a Roman to the Romans and a Greek to the Greeks* (see 1 Corinthians 9:19-21).

Paul encouraged Timothy to be circumcised since everyone knew his father was a Greek and he did not want to offend the Jews. A good church planter is willing to leave behind his citizenship, culture and preferences, understanding his surroundings, and accepting the necessary changes in order to reach the lost (Acts 16:3).

Example: the fish that adapt survive.

"I have learned the secret of being content in every situation, whether well fed or hungry, whether living in plenty or in want," Philippians 4:13.

### 13. PRACTICE THEIR FAITH.

No legitimate planter lives by her own efforts but by the power of God. The planter lives out her faith and believes in the faithfulness of God to provide everything necessary to reach the goal.

“Not by might nor by power, but by my Spirit,’ says the LORD,” Zechariah 4:6.

- Some work hard for the Lord but forget the Lord of the work.
- The desired results do not always come quickly. The church planter must have faith that the Lord will bring about fruit at the proper time.

### OTHER CHARACTERISTICS NOT MENTIONED

Compare the list you came up with at the beginning of the session with the 13 characteristics just listed. Which characteristics have not been mentioned?

Read over the list of characteristics and give an example of how a specific characteristic was evident or not evident in a church planter's ministry (without using names!). What difference did that make?

## Exercise | Self-evaluation

**Instructions:** Using the following scale (1-5), rank yourself in the points box.

1 = Not at all    2 = Rarely    3 = Sometimes    4 = Usually    5 = Always

CHARACTERISTIC	RATING	EXAMPLE OF WHEN YOU DEMONSTRATED THIS
I can picture the ministry.		
It comes about (vision).		
I am self-motivated.		
I include others in ministry.		
I reach non-believers.		
I have the support of my spouse.		
I can relate well to others.		
I am dedicated to church growth.		
I respond to the community.		
I use the gifts of others.		
I am flexible.		
I maintain unity in the church.		
I show adaptability.		
I practice my faith.		

**Key texts |** 1 Timothy 3 and Titus 1

### Ways to use this questionnaire:

1. Use your answers as a starting point for discussion with a person you trust, for example, a mentor or denominational leader, to help you determine if you really should be involved in planting a church. Ask your mentor to evaluate you in these areas and to help you grow in the areas that need attention.
2. Pick the two areas you are weakest in and write two actions steps that will help you grow in each area. Make sure you choose actions that are specific, realistic, and have a deadline. Report to your mentor on these.

### Conclusion:

- The experiences of various church planters, both those who were successful and those who failed, allow us to better define some of the characteristics that God uses to plant healthy churches.
- Remember that church planting is a task in which the Lord, on whom we depend, has a direct participation. The work does not depend only on the planter having certain characteristics. Paul said, "So neither the one who plants nor the one who waters is anything, but only God, who makes things grow," (1 Cor. 3:7). The church can be planted only if we collaborate with God. He will build His Church. No matter how well trained and how thoroughly evaluated the church planter may be, he will not be successful in his church planting ministry if God is not the head. He deserves all the glory and the honor.

## SESSION 3

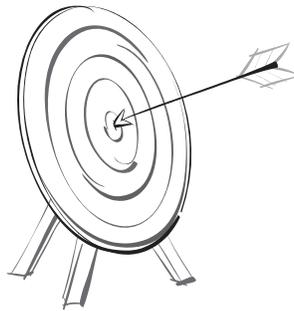
# WHAT DOES THE CHURCH WE ARE GOING TO ESTABLISH LOOK LIKE?

### OBJECTIVE

The objective of this lesson is to describe some of the essential characteristics of a healthy church, the goal of church planting. First we present five commitments of the healthy church and then its five key functions, with special attention to the kind of leadership needed for a healthy church.

### START WITH THE END IN MIND

- Story of the archer: some people shoot the arrow and wherever it falls they paint a circle around it.
- Examples: painter and architect



In church planting, it is important to start having the end in mind.

- What are we shooting for?
- Toward what end are we working?
- What does the church we desire to establish look like?
- What are the key ingredients necessary to have a healthy and growing church?

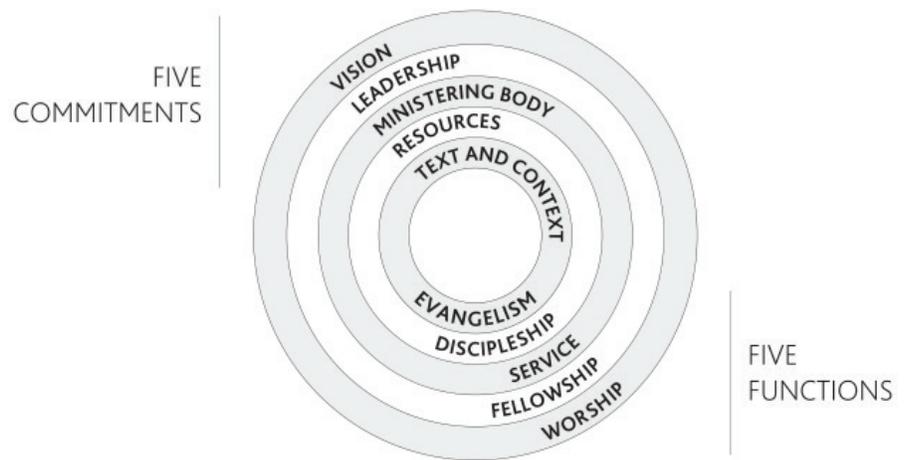
What follows is a missional and organizational model that can prove helpful when starting new churches.

### Opening Activity | Vital Signs of a Healthy Church

## SIGNS OF A HEALTHY CHURCH

“Consequently, you are no longer foreigners and strangers, but fellow citizens with God’s people and also members of his household, built on the foundation of the apostles and prophets, with Christ Jesus himself as the chief cornerstone. In him the whole building is joined together and rises to become a holy temple in the Lord,” Ephesians 2:19-21.

What follows is an organizational and missional plan that helps church planters begin with the end in mind. This illustration summarizes the five vital commitments of a healthy congregation and the five functions of a healthy church all in a particular context.



A healthy church makes a difference in its community by serving others in the name of Jesus Christ. It calls people to new life in Christ and helps them to live in Him. Each church has its own distinct personality and unique combination of gifts in order to become the growing family of God. Healthy churches are empowered by the Holy Spirit to respond to the needs of the community for the glory of God.

## FIVE KEY COMMITMENTS

### 1. CLEAR AND INSPIRING VISION

**Definition** | Having vision means looking toward the future to see what God wants to do through you to achieve his redeeming purposes.

“Vision allows the church to see clearly what God wants it to be and do, so that the Body of Christ may be unified as it gives witness to God’s new creation in its community.”

-Tim Koster and John Wagenveld,  
*Take Your Church's Pulse*

**Reflect** | What does God want the church you are planting to be and do? With your church plant’s leadership, write a vision statement that summarizes what God is calling you to be and do as a church. Use this to stay focused in your ministry.

### 2. MOBILIZING LEADERSHIP

**Definition** | Aubrey Malphurs, in *Planting Growing Churches for the 21st Century*, defines leadership in the following way: “Christian leaders are people committed to God (character), who know where they’re going (vision) and who have followers (influence).” Having chosen a person to serve as a church planter, we need to consider certain steps in developing his or her leadership.

“Leaders are those who understand and embody the vision, who communicate that vision clearly to the congregation, and who organize the body so the vision becomes reality.”

-Tim Koster and John Wagenveld,  
*Take Your Church's Pulse*

**Introduction** | How Paul developed workers. 2 Timothy 2:2

For Paul, developing the leadership of each local church was crucial for its permanence. This is what he did:

1. He gave the leaders space. He put them in charge of the work.
2. He was committed to preparing them.
3. He trusted them.

## Two Dangers

### 1. Messiah Syndrome

This problem is the antithesis of what Paul did. While the apostle's style is the motor for producing leaders, the Messiah Syndrome puts a halt to leadership multiplication. Its symptoms are clear and easy to identify. They are as follows:

- a. Thinking I am indispensable.  
Example: Moses (Exodus 18:13-27)
- b. Believing the needs of others always have priority over my needs.

How do we confront this syndrome?

Step 1 | \_\_\_\_\_ the problem

Step 2 | \_\_\_\_\_ the attitude of a learner

Step 3 | \_\_\_\_\_ God's work in us

### 2. The "Do it All" Planter

The "Train in the Valley" story illustrates the risks that exist when the planter takes ownership of all the leadership areas and exercises direct control over everything that happens in the new church plant.

## Four Characteristics of Biblical Leadership

Dr. David Ramírez identifies four key New Testament images:

- a. **Leader as apostle** | Romans 1:1-5. Sent to people and places where the gospel hasn't been introduced before.
- b. **Leader as servant** | Mark 10: 45; Philippians 1:1. Serving with humility and love.
- c. **Leader as visionary** | Ephesians 1:17a. Seeing what God wants to do in a community.
- d. **Leader as empowerer and equipper** | Ephesians 4:11-12. Preparing others for ministry.

### 3. MOTIVATED MINISTERING BODY

**Definition |** “The members of the church work in unity, using their gifts to serve their congregation and the community.”

-Tim Koster and John Wagenveld,  
*Take Your Church's Pulse*

“Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms. If anyone speaks, they should do so as one who speaks the very words of God. If anyone serves, they should do so with the strength God provides, so that in all things God may be praised through Jesus Christ. To him be the glory and the power for ever and ever. Amen,”  
1 Peter 4:10-11.

#### Five Practical Steps

1. Prepare your leadership to mobilize the entire \_\_\_\_\_.
2. Teach about \_\_\_\_\_ and the stewardship of \_\_\_\_\_.
3. Identify the gifts and the areas of \_\_\_\_\_ of each believer in the congregation.
4. Put each member to work in a \_\_\_\_\_ or area of \_\_\_\_\_.
5. Keep an eye on how the different \_\_\_\_\_ of church life are going and make the necessary adjustments.

*“Use your ministry to build people,  
not people to build your ministry.”  
- Jacqueline Heasley*

### 4. PROPER STEWARDSHIP OF RESOURCES

**Definition |** The Church models and challenges its members to be good stewards of their possessions, their resources, and their goods (time, talent and treasure); and it uses these material and financial gifts to accomplish the work of the Kingdom of God in the church and in its community.

“Honor the LORD with your wealth, with the firstfruits of all your crops; then your barns will be filled to overflowing, and your vats

will brim over with new wine," Proverbs 3:9-10.

### How do I Finance the Church Plant?

When one feels called by God to plant a new congregation, one of the questions that arises is, "How will we fund the birth and development of a new church?" There are two important concepts regarding this idea:

1. Trust in God. Do we believe God? Philippians 4:6-7; 19
2. Contentment. God's promise of divine provision covers all of our needs, not our wants or personal tastes. Philippians 4:11-13

### Ways to Finance a New Church Plant

1. Support from the mother church
2. Support from the denomination, mission, or organization
3. A special support group
4. Support from investors, friends, and relatives
5. Support from the sale of properties
6. Support from a second salary in the household
7. Bi-vocational ministry

*"The calendar and the checkbook are theological documents. They say who we are and who we worship."  
-Brian Kluth*

*"Man goes through three conversions: the head, the heart, and the pocket. Unfortunately they do not all happen at the same time!"  
-Martin Luther*

**Reflect |** How will the church plant you're working on be funded? How will you teach people about tithing?

## 5. INTEGRATION OF TEXT AND CONTEXT

**Definition |** A healthy church takes into account its context (geographic location, social and economic factors, cultures, etc.). While the message of the good news in Jesus Christ does not change, the methods for sharing it do.

"All Scripture is God-breathed and is useful for teaching, rebuking,

correcting and training in righteousness, so that the servant of God may be thoroughly equipped for every good work," 2 Timothy 3:16-17.

## FIVE KEY FUNCTIONS | A Five Star Church

### 1. COMPELLING WITNESS

**Definition |** "The Church announces the good news of Jesus Christ in word and deed and invites people to be part of the Kingdom of God."

-Tim Koster and John Wagenveld,  
*Take Your Church's Pulse*

"But you will receive power when the Holy Spirit comes on you; and you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth," Acts 1:8.

"And the Lord added to their number daily those who were being saved," Acts 2:47b.

- Engel Scale
- Calendar and checkbook: These documents let us see if the church is really interested in and committed to evangelism.

*"The Great Commission is not an option to be considered;  
it is a command to be obeyed."*

-Hudson Taylor (missionary to China) )

### 2. COMPREHENSIVE DISCIPLESHIP

**Definition |** "The Church helps people to see Jesus clearly and to know his will for their lives. It equips them to follow him in all aspects of life."

-Tim Koster and John Wagenveld,  
*Take Your Church's Pulse*

"But grow in the grace and knowledge of our Lord and Savior Jesus Christ. To him be glory both now and forever! Amen," 2 Peter 3:18.

"They devoted themselves to the apostles' teaching and to fellowship..." Acts 2:42a.

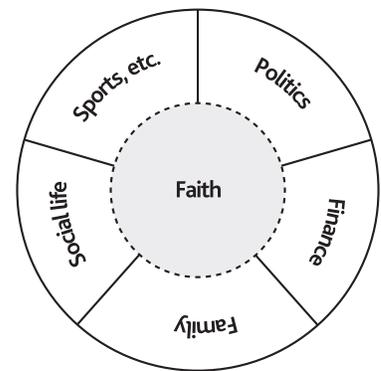
The Four C's of Discipleship:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_ of the gospel
4. \_\_\_\_\_

Diagram | Segmented Faith vs. Integrated Faith



Segmented Faith



Integrated Faith

Reflect

What areas of life do people in your church need help connecting to their faith in Christ?

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How can you help them make the connection?

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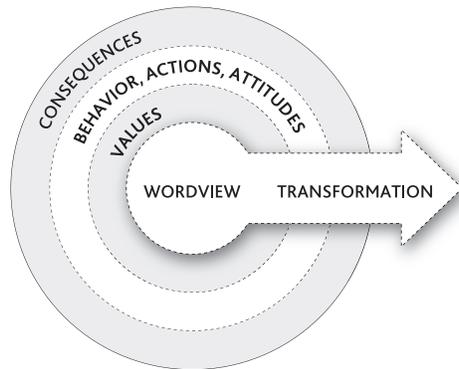


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## Diagram | Biblical World and Life View: The Foundation for Discipleship



As we learn more about God, the world, and ourselves from Scripture, we are challenged to bring every area of our lives into obedience to God. This is what discipleship is—growing in our knowledge of God, the world, and ourselves and living as God's people in every situation.

*"Men do not decide their own futures. They decide which will be their habits and their habits decide their futures."*  
-Unknown

*"Those who teach doctrine must first teach with their life... otherwise they are tearing down with one hand what they build with the other."*  
-Matthew Henry

### 3. COMPASSIONATE SERVICE

**Definition |** The Church addresses the needs of people in the name of Christ and invites them to be His disciples.

"Selling their possessions and goods, they gave to anyone as he had need...enjoying the favor of all the people..." Acts 2:45, 47.

#### Three Types of Relationship Between Service and Evangelism

1. Ministry as a \_\_\_\_\_ of evangelism: conversion to Christ makes us attentive to the needs of others and eager to meet them.

2. Ministry as a \_\_\_\_\_ for evangelism: service to others as the starting point that later makes them willing to hear the gospel.
3. Ministry \_\_\_\_\_ evangelism: speaking of Jesus while serving others.

*"Only a life in service to others is a life that is worthwhile."  
-Albert Einstein*

*"No one has made a worse mistake than the one who didn't do anything because he could only do a little."  
-Edmund Burke*

#### 4. CARING AND WELCOMING COMMUNITY

**Definition |** Members help carry each other's burdens, showing the love and compassion of Christ.

"They devoted themselves...to the fellowship...All the believers were together and had everything in common....Every day they continued to meet together with glad and sincere hearts..."  
Acts 2:42, 44, 46.

**John 17:20-23 |** The unity of the church is based on the union between Jesus and the Father. That same testimony continues to be the missionary force that drives the church today.

**Small Groups |** Provide an opportunity to grow spiritually, to find friendship and fellowship, to get advice, to serve others in times of need, to pray together and to receive support to face life's situations. Since the first century after Christ, Christians have met together in homes: Acts 2:24; 5:42; 10:22; 12:12; Colossians 4:15.

**Conflict Resolution |** Conflict is a normal and real part of life. The goal is not to avoid all conflict (which is impossible) but to find ways to examine the situation as objectively and calmly as possible and try to reach a solution through clear and effective communication.

When conflict occurs:

- Pray together asking for God's guidance through the issue and for the Holy Spirit to rule in each heart.
- Listen to others and make sure that you understand their point of view.

- Do not assume you know what others are thinking.
- Focus on the problem, not on the person.
- Identify possible options and the consequences of each.
- Work to reach consensus (agreement on a particular solution even if it's not everyone's first choice) rather than win/lose votes.

*"Has it ever occurred to you that one hundred pianos tuned to the same tuning fork are automatically tuned with each other? They are in tune, not because of each other, but because they are tuned to a higher standard. In the same way, one hundred believers are closer to each other by fixing their sights on Christ, than they would be by focusing independently on unity to reach greater fellowship."*

-A.W. Tozer

*"There are many things that you can do alone...but being a Christian is not one of them; the love of brother is inseparable from the love of God."*

-William Ham

*"There is only one way to love those who hate us... forgetting to consider their evil intentions and perceiving the image of God in them that leads us to love them."*

-John Calvin (16th century Reformer)

## 5. DYNAMIC WORSHIP AND PRAYER

**Definition** | The Church gathers as the family of God to meet with the Father in worship, confession, and gratitude, as well as dedicating themselves to service and prayer.

"They devoted themselves... to the breaking of bread and to prayer...praising God..." Acts 2: 42, 47.

### Define Your Content and Style | Worship Style

There are many factors that impact the worship style of a church. The following tool will help you analyze some of the perceptions of its leaders. There are no correct or incorrect answers.

The purpose of the tool on the next page is to create good conversations for evaluation and planning. It helps you to objectively analyze the worship style your church has developed, what things to keep the same and what things you want to modify.

**ANALYSIS | Worship Style**

Spontaneous		PLANNING		Detailed
1	← 2	3	4 →	5
Emotional		EMOTION		Reserved
1	← 2	3	4 →	5
Little		VARIETY		A Lot
1	← 2	3	4 →	5
Few		PARTICIPATION		Many
1	← 2	3	4 →	5
Little		TECHNOLOGY		Much
1	← 2	3	4 →	5
Non-believers		EMPHASIS		Believers
1	← 2	3	4 →	5
Traditional		MUSIC		Contemporary
1	← 2	3	4 →	5
Intellectual		PREACHING		Emotional
1	← 2	3	4 →	5
Little		ALTAR CALLS		Many
1	← 2	3	4 →	5
Public		RESPONSE		Private
1	← 2	3	4 →	5
Open		VISITORS		Closed
1	← 2	3	4 →	5
Individual		LEADERSHIP		Team
1	← 2	3	4 →	5
Liturgical		PROTOCOL		Informal
1	← 2	3	4 →	5
Celebrative		ATMOSPHERE		Somber
1	← 2	3	4 →	5

With your church's leaders, analyze what your church's worship services are like. The purpose is to recognize your perceptions. There are many factors that affect worship style. Included in the analysis are some, but you can also add other categories according to your particular situation. This diagnostic tool measures the perceptions of each participant and serves to generate conversation and evaluation of your worship services. We recommend that a small group does this individually first and then takes the average of the group and talks about the results. The evaluation questions can guide your conversation.

What worship style is appropriate to your context?

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What type of music, technology, etc. are going to help people respond well to God in praise, confession, thanksgiving, and petition?

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*"Worship is...  
-submitting our whole being to God.  
-understanding his Holiness.  
-sustaining our mind with the Truth.  
-the purification of the imagination by His beauty.  
-the openness of the heart to His love.  
-obedience to his will and purposes for our lives.  
And all this is translated into praise, the most intimate emotion, the best antidote for self-centeredness, which is the original sin."  
-William Temple*

*"Evangelism is not the final goal of the church.  
That place is taken by worship.  
Evangelism only exists where there is no worship."  
-John Piper*



## SESSION 4

# WHAT STEPS SHOULD WE TAKE TO PLANT A CHURCH?

### OBJECTIVE

The book *Planting Healthy Churches* presents the recommendations of two experienced authors regarding the steps that we should take to start a church. Here we summarize the most basic steps that appear in most of the models for church planting. The goal is to provide the church planter with a pattern for work that leads to a healthy congregation.

### BEFORE PLANTING THE CHURCH

As you listen to the description of the types of preparation, make note of the kinds of preparation you have had or you have done for your particular church planting ministry:

#### 1. Spiritual Preparation:

- Example: the church of Antioch (Acts 13:1-3)
- Prayer (alone and with others), fasting, study of Scripture
- Team of intercessors praying for specific aspects of the ministry

#### 2. Vocational Preparation:

- Sense of call to this type of ministry, conviction that God will bless this ministry
- Ability to motivate and involve others in ministry tasks
- Training in evangelism, preaching, teaching, administration

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### 3. Sociological/Demographic Preparation:

- Knowledge of the characteristics of the community
- Awareness of the resources and challenges of the community

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### 4. Philosophical Preparation:

- Clear sense of the goal for the church plant:
  - The congregation's identity as the Church of Jesus Christ in that location
  - What the church will do (worship, education, service, evangelism, etc.)
  - How decisions will be made and challenges will be addressed
  - How the ministry will be financially sustained

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### 5. Strategic Preparation:

- Identify which model of church planting you will use
- Identify people's gifts, the target group, the resources available

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### 6. Emotional Preparation:

- Ability to discipline oneself and make hard choices
- Ability to accept criticism and learn from it
- Attention to one's family and one's personal well-being

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## FIVE STEPS TO PLANT A CHURCH



- Analogy of the Planter | 1 Corinthians 3:6-9
- Analogy of the Builder | 1 Corinthians 3:10

### 1. EVANGELISM | \_\_\_\_\_ new contacts

Where will you find the people who will become part of your church?

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What strategies will you use to evangelize people?

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### 2. DISCIPLESHIP | \_\_\_\_\_ small Bible study groups

How will you disciple new converts?

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What do the new converts need to learn?

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**3. MEMBERSHIP | \_\_\_\_\_** commitment to the local church

What will be the process to integrate the disciples into the congregation?

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What will be the requirements and the responsibilities for members?

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**4. LEADERSHIP | \_\_\_\_\_** and develop leaders

How will you identify new leaders?

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How will you train the new leaders?

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**5. WORSHIP SERVICE | \_\_\_\_\_** the worship services and ministries in the community

When and how will you start holding worship services?

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What community ministries will you develop first?

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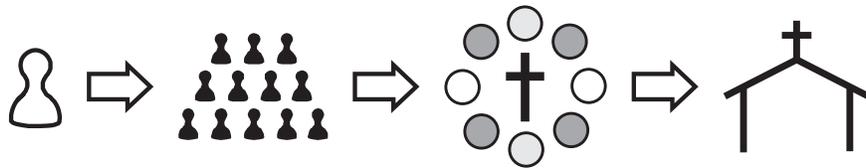
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## EIGHT MODELS TO PLANT CHURCHES

There are more than 22 models for church planting, each with its own advantages and disadvantages. In this section, we'll review eight of the most common ones.

### INDEPENDENT PIONEER MODEL



PIONEER

EVANGELISM

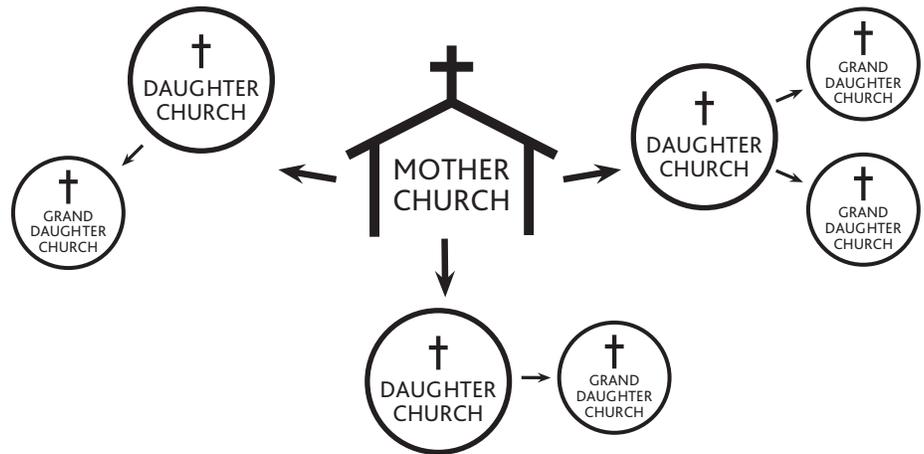
SMALL GROUPS

NEW CHURCH

In this model, the church is started in a place not previously evangelized. The church is started by a planter that does not have institutional support (for example, a mother church or denomination). Once the church is planted, the pioneer looks for a new place to plant a church.

ADVANTAGES	DISADVANTAGES
<ul style="list-style-type: none"> <li>a. The pioneer spirit of the planter is <b>contagious and motivates</b> the group to face challenges.</li> <li>b. There is a great loyalty to the <b>church planter/founder</b> and people share his enthusiasm as well as his sacrifice.</li> <li>c. There are many opportunities for <b>leadership and service</b>.</li> <li>d. The pioneer has a great deal of freedom to make decisions because there is no one in <b>authority</b> over him.</li> </ul>	<ul style="list-style-type: none"> <li>a. Because there's no authority over the church planter and <b>no accountability</b>, he lacks advice that could help him prevent making mistakes.</li> <li>b. The family relationships of the church planter may be strained because he ends up working long hours without <b>external</b> support.</li> <li>c. Frequently there's a lack of adequate <b>financial</b> resources.</li> <li>d. The church planter may become proud and try to maintain <b>control</b> over the members.</li> <li>e. The lack of support for the church planter can result in discouragement and eventually his <b>abandoning</b> the church plant.</li> </ul>

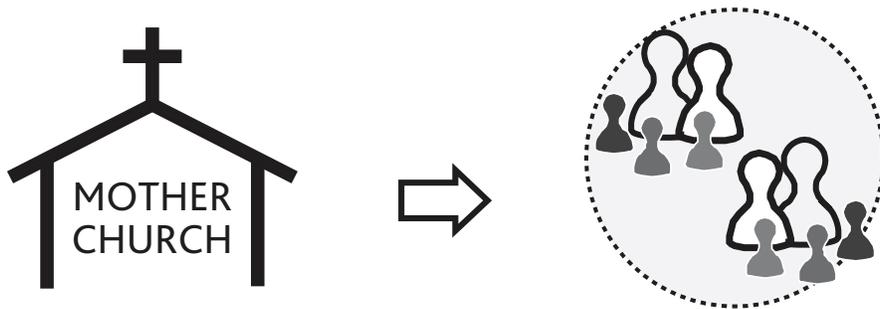
## 2. MOTHER-DAUGHTER MODEL



This is the most commonly-used method to plant churches. A “mother” church sends families and leaders to a new place and provides them with economic resources and support. It’s a very successful model.

ADVANTAGES	DISADVANTAGES
<ul style="list-style-type: none"> <li>a. The members of the initial group starting the church <b>share</b> the same ministerial philosophy of the mother church.</li> <li>b. There are enough <b>resources</b> from the mother church for the daughter church to get started.</li> <li>c. The mother church is forced to <b>develop</b> new leaders.</li> <li>d. The mother church provides continuous support and <b>supervision</b> to the church planter.</li> <li>e. They can achieve more in less time because they <b>have</b> the necessary resources.</li> <li>f. The church plant immediately <b>acquires</b> visibility and stability in the community.</li> </ul>	<ul style="list-style-type: none"> <li>a. It takes much <b>planning</b>, preparation, and sacrifice.</li> <li>b. It’s possible to <b>depend</b> too much on the mother church.</li> <li>c. The church plant can try to be too much like the mother church (a ‘clone’) and not <b>develop</b> its own identity and ministry.</li> <li>d. It can cause <b>emotional</b> difficulties in the mother church due to the loss of the members who are sent to the daughter church.</li> </ul>

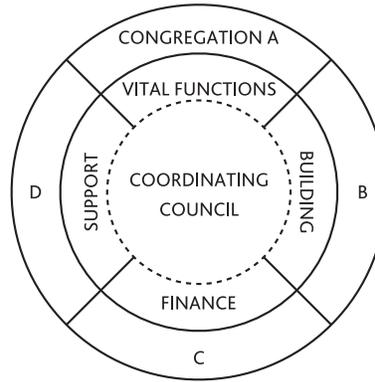
### 3. COLONIZING MODEL



This is identical to the mother-daughter model with the exception that the group starting the church moves to a place far away, paying their own expenses, finding new jobs, and establishing themselves in the new place.

ADVANTAGES	DISADVANTAGES
<ul style="list-style-type: none"> <li>a. This group has a high level of <b>commitment</b> to Christ and to the Great Commission.</li> <li>b. The members of the colonizing group offer their <b>homes</b> to get things started.</li> </ul>	<ul style="list-style-type: none"> <li>a. The number of members at the start is very <b>small</b>.</li> <li>b. The physical distance from the mother church makes it hard to have adequate <b>supervision</b> of the church plant.</li> </ul>

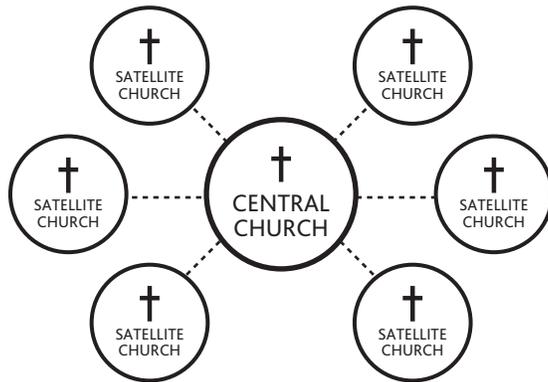
### 4. MULTI-CONGREGATIONAL MODEL



An urban church uses the same building at different times for different ethnic groups with their own pastors and autonomous leaders (Anglos, Hispanics, Asians, etc.), where each group contributes economically to maintain the facilities.

ADVANTAGES	DISADVANTAGES
<ul style="list-style-type: none"> <li>a. It makes sense <b>economically</b>.</li> <li>b. It maximizes the use of the <b>property</b> and facilities.</li> <li>c. It is attractive <b>evangelistically</b>.</li> <li>d. It offers <b>options</b> for languages and kinds of worship services.</li> <li>e. It promotes the breaking down of <b>discrimination</b> and racism.</li> </ul>	<ul style="list-style-type: none"> <li>a. The frequent use of the building makes it necessary to have strict scheduling of programs, leaving little margin for activities <b>outside</b> the established ones.</li> <li>b. If the congregations aren't prepared for the challenges of diversity, for example, they don't have good communication skills, don't value people over things, etc., there can be <b>problems</b> between the different ethnic groups, which is precisely what they need to avoid.</li> </ul>

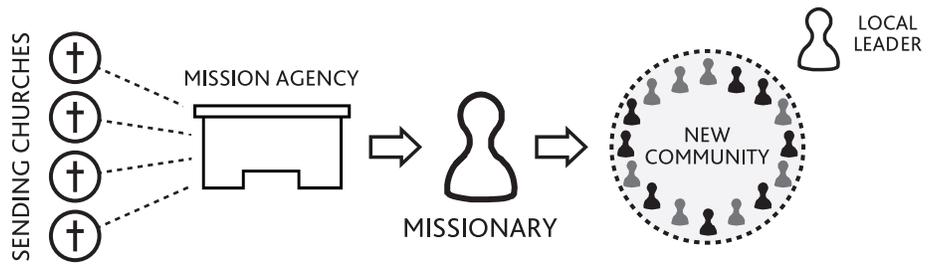
## 5. SATELLITE MODEL



This model has one single church meeting in several semi-autonomous groups. The satellites have a close relationship with the mother church, although they have a great deal of freedom.

ADVANTAGES	DISADVANTAGES
<ul style="list-style-type: none"> <li>a. It combines the characteristics of <b>large</b> churches and cell groups.</li> <li>b. It provides opportunities for <b>seminary</b> students to get experience evangelizing and teaching.</li> <li>c. The reproduction, reach and growth of these churches is <b>wide</b>.</li> </ul>	<ul style="list-style-type: none"> <li>a. The use of different properties can mean an increase in <b>expenses</b>, which should be taken into account ahead of time.</li> <li>b. The roles of the mother church and the satellites may get <b>confused</b>. The roles of both should be clearly defined to avoid discrepancies and overlap from the start of initial autonomy to full independence.</li> </ul>

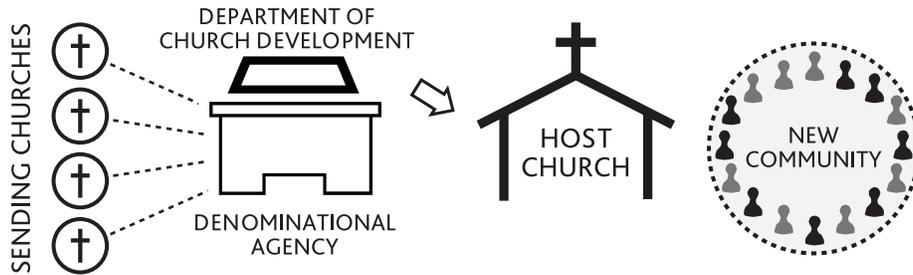
## 6. MISSIONARY MODEL



This is the model that's most familiar to North American Evangelicals. The missionary pastor starts a church plant with the support of the churches centralized in the missionary agency. As soon as the church is formed and is established in terms of its doctrine, leadership, and finances, the pastor resigns and leaves a leader in charge.

ADVANTAGES	DISADVANTAGES
<ul style="list-style-type: none"> <li>a. This works well in <b>pioneer</b> situations.</li> <li>b. The missionary <b>pastor</b> who is sent generally has a good deal of experience.</li> <li>c. The pastor and his family have solid <b>financial</b> support.</li> <li>d. The economic support for the church plant allows them to <b>build</b> a sanctuary soon.</li> </ul>	<ul style="list-style-type: none"> <li>a. The church plant tends to <b>depend</b> a great deal on the missionary agency's resources or the churches that send the pastor.</li> <li>b. The missionary pastor usually has to be <b>absent</b> from the work in order to report back to the sending churches and to raise additional financial support.</li> <li>c. On some occasions the church becomes dependent on the agency and fails to become responsible for its <b>own</b> finances.</li> <li>d. It is <b>hard</b> to make a successful transition from an initial missionary pastor to a permanent local pastor.</li> </ul>

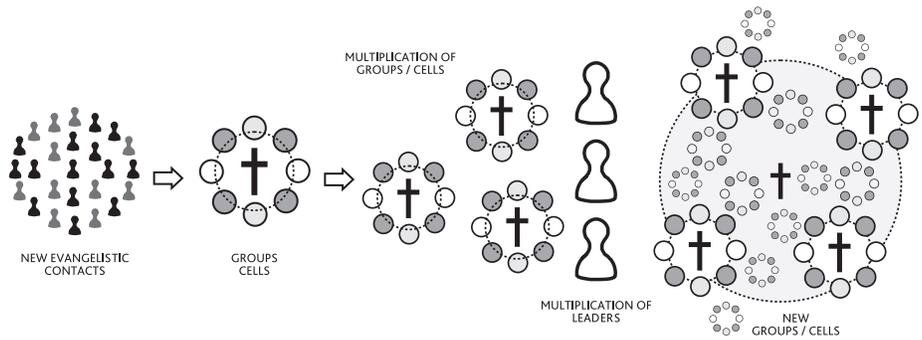
## 7. DENOMINATIONAL MODEL



This is the association kind of model. It occurs when many churches unite in a covenant to start churches, uniting resources, and sharing their experience in order to do studies, select areas, and set goals for church planting.

ADVANTAGES	DISADVANTAGES
<ul style="list-style-type: none"> <li>a. There is a great deal of <b>available</b> financial resources. The financial burdens are shared.</li> <li>b. It has an effective <b>administration</b>.</li> <li>c. There is a wide <b>network</b> of people and ideas available.</li> </ul>	<ul style="list-style-type: none"> <li>a. It can leave little room for <b>initiative</b> and participation on a local level.</li> <li>b. The church planter can feel <b>limited</b> to work within the program established by the denomination.</li> <li>c. It can create "provincialism" if leaders lose sight of the <b>needs</b> of other regions.</li> </ul>

## 8. CELLULAR MODEL



This is the way of organizing a church using small groups and meetings in homes as the central axis of the church's work. It anticipates the multiplication of cells and, therefore, of leaders.

ADVANTAGES	DISADVANTAGES
<ul style="list-style-type: none"> <li>a. It promotes the <b>development</b> of leaders.</li> <li>b. It creates a friendly <b>environment</b> for non-believers.</li> <li>c. It provides <b>opportunities</b> for more direct interaction.</li> </ul>	<ul style="list-style-type: none"> <li>a. If the leadership isn't <b>dynamic</b>, it tends to kill the church or the church becomes stagnant.</li> <li>b. It requires a large enough <b>number</b> of leaders to develop the model.</li> <li>c. It can create resistance to multiplication because of the <b>comfort</b> factor--people bond with others in their group and don't want to form a new one.</li> </ul>

### REFLECT:

- Which of the church planting models are you most familiar with?
- Which of the church planting models are you using in the church you are presently planting or will you use?
- How can you maximize the advantages of that model?
- How can you compensate for the disadvantages of that model?

## CONCLUDING THE WORKSHOP

### THREE IMPORTANT INGREDIENTS:

#### **Accountability**

It has been proven in many places that the church planter will have more success when he knows that he has to report to others in a simple, brief way. This report should be turned into his work team, his supervisor, or some advisor who is supporting the church planter in his work.

#### **A Mentor**

The church planter will be much more effective if she is accompanied by a person who can give her emotional and spiritual support and who is concerned about her and her work. The frequency of visits may vary, but they should not be any less than once a month.

#### **External or Structural Support**

Studies show that those who have the recognition, nurture, and interest of a larger structure or external support have a great advantage over those who work alone. This does not refer to economic support, although at times that is included.

**EVALUATION FORM**

**1. How would you evaluate this Introduction to More Churches workshop?**

- Excellent   
  Very Good   
  Good   
  Average   
  Poor

**2. Would you recommend this workshop to someone else?**

- Yes   
  Probably   
  Not likely   
  No

**3. What would you add to this workshop?**

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**4. What would you eliminate from this workshop?**

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**5. How would you rate the preparation of the workshop leaders?**

- Excellent   
  Very Good   
  Good   
  Average   
  Poor

**6. Were the diagrams/slides helpful for you in understanding the sessions?**

- Very Helpful   
  Somewhat Helpful   
  Not Very Helpful   
  Not Helpful

**7. Circle the number that indicates your opinion of the sessions:**

	HIGH VALUE				LOW VALUE
SESSION 1   Why Plant Healthy Churches?	5	4	3	2	1
SESSION 2   Who Should Plant Churches?	5	4	3	2	1
SESSION 3   What Does the Church We Are Going to Establish Look Like?	5	4	3	2	1
SESSION 4   What Steps Should We Take to Plant a Church?	5	4	3	2	1

**8. Any other comments or suggestions:**

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multiplication  
network

*more churches, stronger churches*

## *Certificate of Recognition*

For having satisfactorily completed the workshop

# INTRODUCTION TO MORE CHURCHES

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