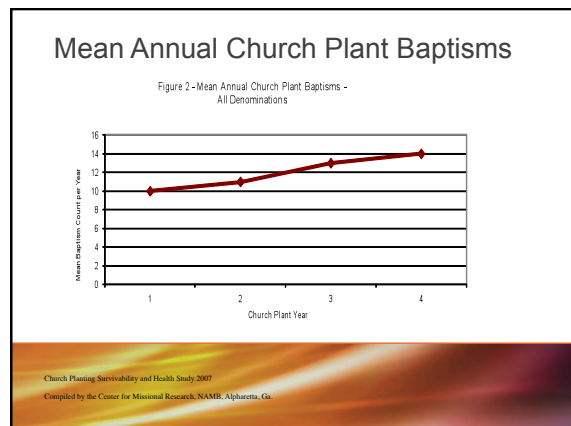


### Methodology

- Following the multi-denominational study for church planting survivability and health, further surveying and analysis of other denominations was requested. The goal of this over sampling was to learn what particular denominations are doing well among their church planting systems
- Over 100 factors for higher attendance and baptism were tested. Complete list of statistically significant factors by denomination in Appendix B
- Statistically significant factors were grouped together to form best practices for church planting by denomination. In most cases, these best practices are unique to the particular denomination.

Presentation includes slides from:

- Evangelical Free: George Klippenes
- Foursquare: Rod Koop
- Presbyterian: Steve Childers
- Assemblies of God: Steve Pike
- Baptist General Conference: Tom Nebel and Gary Rohmayer



### Factors for Higher Baptisms Church Plants Surveyed in Phase One

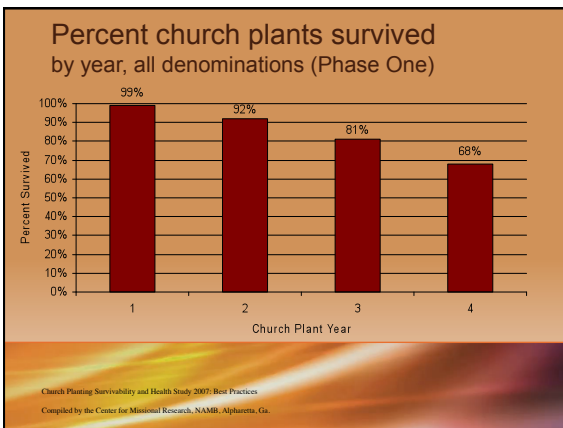
- engaging in ministry evangelism (i.e., food banks, shelter, drug/alcohol recovery)
- starting at least one daughter church < 3 years of the church plant
- having a proactive stewardship development plan enabling the church to be financially self-sufficient
- conducting a mid-week children's program
- conducting a children's special event (i.e., Fall Festival)
- sending out mailers for invitation to services and church events

Church Planting Survivability and Health Study 2007: Best Practices  
Compiled by the Center for Missional Research, NAMB, Alpharetta, Ga.

### Factors for Higher Baptisms Church Plants Surveyed in Phase One

- conducting a block party as an outreach activity
- conducting a new member class for new church members
- conducting leadership training for church members
- receiving church planting training in terms of a boot camp or basic training by the church planter
- working full-time over part-time as the church planter
- being assessed prior to the beginning of the church plant as the church planter
- delegating leadership roles to church members

Church Planting Survivability and Health Study 2007: Best Practices  
Compiled by the Center for Missional Research, NAMB, Alpharetta, Ga.



### Factors Associated with Survivability (Church Plants Surveyed in Phase One)

- Church Planter Expectations  
Increases survivability by 400%
- Church Member Leadership Development  
Increases survivability by 250%
- Church Planter Peer Group  
Increases survivability by 135%
- Stewardship Plan  
Increases survivability by 178%

Church Planting Survivability and Health Study 2007: Best Practices  
Compiled by the Center for Missional Research, NAMB, Alpharetta, Ga.

**Table 7 – Factors Associated with Higher Church Plant Attendance**

Factor Description	SBC	BGC	EPCA	PCA	AG	FSQ	LN	ALL v11
meeting in a school in subsequent years	x							x
meeting in a hotel in subsequent years	x							x
meeting in a trailer in subsequent years	x							x
meeting in a church building in subsequent years						x		
having a facility that is highly visible						x		
using door hangers for communicating the church plant						x		
mailing invitations to services, programs, events						x		
engaging in ministry evangelism						x		
conducting a block party for the community						x		
conducting children's special events						x		
conducting new member classes						x		
starting at least one daughter church within three years of the church plant	x	x						x
having a proactive stewardship development plan	x	x						x
using a church covenant signed by new members			x					x
delegating leadership roles to church members								x
receiving demographic and/or research expertise from denomination								x
receiving funding from the sponsoring church			x					
sponsoring church permitted church plant to meet in its building			x					
receiving lay people on loan from the sponsoring church								x
perceiving that the financial compensation received met basic needs of planter	x	x						x
receiving health insurance - premiums paid by church or denomination	x	x						x
being full-time as a church planter								x
being financially compensated as the church planter								x
arriving with a staffed team funded by extorior sources								x
being full-time and paid full-time as the church planter								x
being assessed prior to planting the church								x
having the church planter's expectations realized	x							x
meeting at least monthly with a supervisor who guides in church planting work								x
having previous experience as part of a church planting team								x
meeting with a church planter peer group at least monthly								x
meeting with a church planter mentor at least monthly								x
receiving planting training as the church planter prior to the church plant								x
having the church planter's geographic needs near the church plant setting								x
having the church planter parents less than 300 miles from the church plant								x

**Table 8 – Factors Associated with Higher Church Plant Baptisms**

Factor Description	SBC	BGC	EPCA	PCA	AG	FSQ	LN	ALL v11
meeting in a school in subsequent years	x							
meeting in a church building in the first year						x		
meeting in a hotel in the first year	x							
meeting in a community hall in subsequent years	x							
meeting in a church building in subsequent years						x		
mailing invitations to services, programs, events						x		
conducting a block party for the community						x		
engaging in ministry evangelism	x							
conducting children's special events						x		
conducting a weekly children's program						x		
conducting new member classes						x		
starting at least one daughter church within three years	x	x						
having a proactive stewardship development plan	x	x						
using a church covenant signed by new members			x					
delegating leadership roles to church members								
leadership training for new members								
being provided a church planter mentor, coach, or supervisor								
receiving funding from the denomination			x					
receiving lay people on loan from the sponsoring church								
receiving funding from a single individual or foundation			x					
perceiving that financial compensation received met basic needs of planter			x					
being full-time as a church planter			x					
being full-time and paid full-time as the church planter			x					
arriving with a staffed team funded by extorior sources								
being assessed prior to planting the church								
having the church planter's expectations realized			x					
meeting at least monthly with a church planting supervisor								
meeting with a church planter mentor at least monthly								
having previous experience as part of a church planting team								
Completed Surveys	255	53	66	34	127	36	38	500
Response Rate	29%	21%	20%	21%	17%	21%	20%	22%

**Planter Vision**

- Planter reality: Stranded**  
No Planter Left Alone
- EFCA System: ACTS**
  1. Assessment
  2. Coaching
  3. Training
  4. Supporting

**Four Questions**

1. **Assessment:** Is he a planter?
2. **Training:** Does he have a good plan?
3. **Coaching:** Does he have someone to help him stay on target, on time, and in balance?
4. **Funding:** Does he have adequate funding to be successful?

Global Church Advancement (GCA)  
Training Systems (Presbyterian)

*Advancing Church Planting Movements  
Through Kingdom Partnerships*

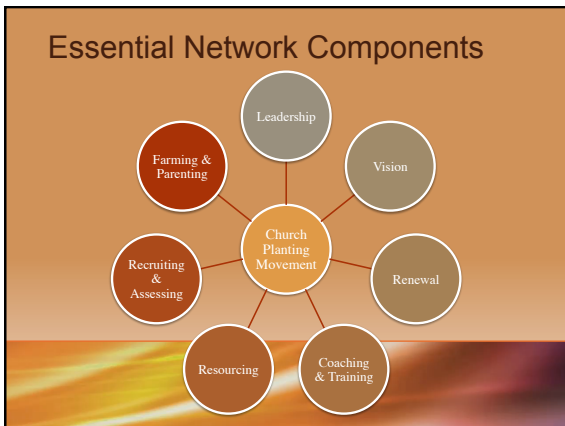
Steve Childers

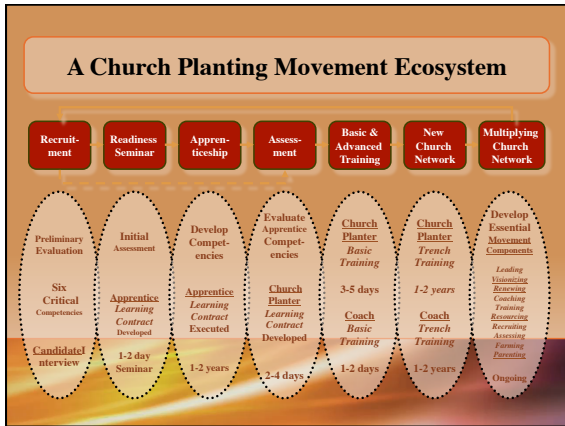
**A Church Planting Movement:**

A *movement* is a work of God's Spirit that produces indigenous, healthy, growing, reproducing Gospel-Centered Churches that result in the spiritual, social and cultural transformation of a community.

**The Tactical Approach**

- An intentional, multi-year process that equips leaders to develop the *Essential Components* necessary for a Church Planting Network





### GCA Training Systems

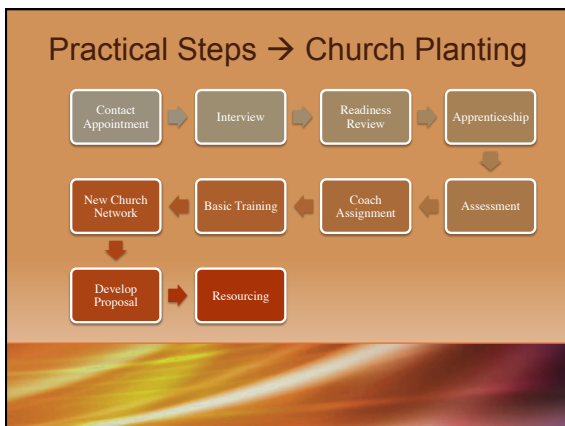
- Recruitment (Interviews)
- Readiness Seminar (1-2 Days)
- Apprenticeship (1-2 Years)
- Assessment (2-4 Days)

### GCA Training Systems

- Basic & Advanced Training (2-5 Days)
  - Seven Seasons of Church Planting
- New Church Network Training (2 Years)
  - Seven Seasons of Church Planting
- Church Movement Training (Ongoing)
  - Seven Seasons of Church Planting

### SEVEN SEASONS OF CHURCH PLANTING & MULTIPLICATION

	Preparing Preparing to Plant the Church (Seed)	Gathering Gathering a Worshipping Community (Seedling)	Developing Developing Gospel- Centered Ministries (Young Plant)	Mentoring Mentoring Gospel- Centered Leaders (Young Tree)	Growing Leading church to growth & planting (Fruit Bearing Tree)	Locating Establishing a church at community presence (Respective Roots)	Multiplying Establishing a church multiplication movement (Multiply Fruitful Trees)
Overseer	Overseer Coach Lunch team Apprenticeship Newcomers	Overseer Coach Core group Lunch team Apprenticeship Newcomers	Overseer Coach Emerging leaders Apprenticeship Church members Newcomers	Overseer Coach Elders & Deacons Latterday Discipleship Church members Newcomers	Overseer Coach Apprenticeship Core class members Lunch team Newcomers	Overseer Coach Recruiter & buddy mentors/hosts Church members, apprentices & more	Overseer Coach Recruiter & buddy mentors/hosts Church members, apprentices & more
Church Planter	Conform the church planter's vision & call Determine ministry focus, proposal & area Establish paper support Begin planting training & coaching Develop ministry philosophy & models Design a church planting action plan Create a church planting proposal Establish financial support base	Establish training & coaching relationships Implement mentoring & evangelism (word & deed) Implement nurture & cell group ministries Develop core group & launch team Manage conflict for unified vision & vision Establish essential relational systems Launch public worship/ministry	Develop frontline kingdom prayer Develop gospel witness & preaching Develop transformational learning communities (all ages) Develop authentic caring community/cells Develop need-oriented megachurch ministries (word & deed) Develop lay & gift-oriented ministries Develop emerging functional structures	Develop mentoring leadership philosophy & strategy Develop mentoring process for healthy disciples Develop mentoring process for group & ministry leaders Develop mentoring process for intergenerational Develop mentoring process for pastors Develop mentoring processes for equipment leaders	Establish church health & growth (renewal dynamics) Establish church health & growth goals Lead the church to expansion growth Lead the church to internal growth Lead the church to bringing growth Lead the church to organizational growth	Determine whether (multiplying) household churches (or other) are to be conducted (meeting facilities) Find adequate facility and/or real estate (rental or purchase) (Oversee fundraising for relocation and/or building construction) (Oversee relocation and/or building construction) Repeat the locating process (above) if and/or when necessary	Develop a unified vision & strategy Implement spiritual renewal dynamics Overcome barriers & cultivate leadership Establish recurring assessment systems Establish coaching & training systems Establish CP parenting & farm systems Develop fundraising for the movement Develop church planting networks & movements
Time	Six to Twelve Months	Six to Twelve Months	One to Two Years	Two Years & Ongoing	Ongoing	Two Years & Ongoing	Ongoing
Goal	Qualified & equipped planter with a clear philosophy & strategy	Worshipping community with essential ministries established	Effective gospel ministries developed by emerging leaders	Ordained leaders overseeing indigenous, healthy church	An indigenous, healthy growing, reproducing church	Adequate facilities for emerging gospel ministries	Church multiplication networks & movements



### Church Planter Assessment

*A Closer Look*

### History of Planter Assessment

- 1980s—Tom Graham, Charles Ridley
- 1990s—Allen Thompson, PhD Study
- Developed Planter “Competencies”

### Planter Competency Categories

- Personal (Character)
- Professional (Ministry Skills)
- Inter-Personal (People Skills)
- Theological (Knowledge)
  - Denominational Responsibility

### Key Church Planter Competencies

- Spiritual Vitality
- Calling
- Leadership
- Evangelism
- Preaching
- Family Life

### Planter Assessment Process

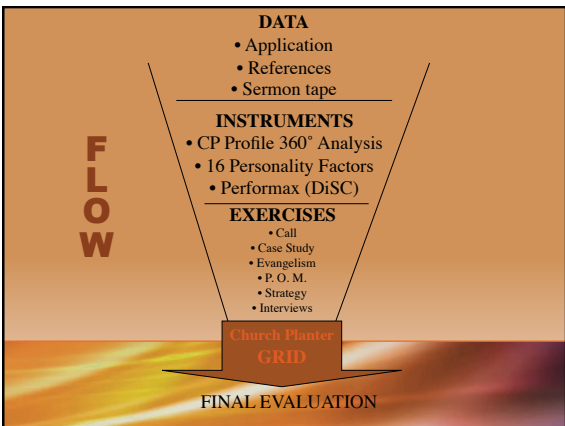
Derived Information

- Application
- References (360 Degree Assessment)
- Sermon Recording
- Instruments (CP Profile, DISC, etc.)

### Planter Assessment Process

Observed Information (3-5 days)

- Calling Exercise
- Case Study Exercise
- Evangelism Exercise
- Philosophy of Ministry Exercise
- Strategic Planning Exercise
- Interviews



Final Evaluation Criteria

- Self & Spousal Ratings
- Reference Ratings
- Assessor Ratings

Final Evaluation Criteria

- Self & Spousal Ratings
- Reference Ratings
- Assessor Ratings



**CHURCH PLANTER**  
CANDIDATE ASSESSMENT

**Multiply**  
Toward Church Multiplication Movements in Australia

**Multiply**  
Toward Church Multiplication Movements in Australia  
Session 2b: Raising Leaders for the Harvest

Based on *Raising Leaders for the Harvest* by Robert E. Logan and Neil Cole

**RAISING LEADERS FOR THE HARVEST**



### Leaders for the Harvest

Pastoral leaders are responsible to raise up the next generation of pastors, church planters and missionaries.

- Ephesians 4:11-16
- 2 Timothy 2:2

### Leaders for the Harvest

Must increase the capacity to multiply disciples, groups and churches.

### Leaders for the Harvest

- The current need outpaces present capacity
- Recruitment is not a long-term solution
- Formal training by itself is inadequate
- Simple addition is insufficient
- Raise up leaders *for* the harvest and *from* the harvest to facilitate a movement

### Purpose of leadership farm systems

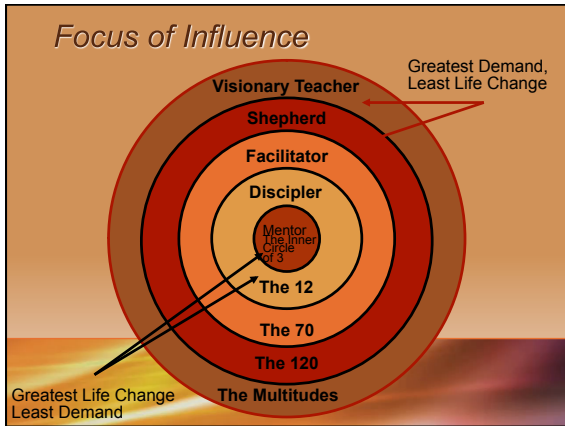
To raise up leaders *for* the harvest and *from* the harvest through a more effective and reproducible process of leadership development within local churches, resulting in church multiplication movements.

### Goals of leadership farm systems

More and better leaders  
More and better churches  
Church multiplication movements

### Defining Success

Faithfulness  
Fruitfulness  
Finishing well



### Leadership Roles & Priorities

In what roles do you need to invest more time?  
What needs to change in how you use your time?

- ### School of Tyranus
- Regional base of church planter development
  - Teaching/mentoring strategy by life example
  - Used evangelism & discipleship to train leaders
  - Allowed the Holy Spirit to lead the emerging leaders into ministry
  - Mentored individuals on a one-to-one basis
  - Empowered his leaders with accountability to God

### Extension training model

Using reflect, refocus, resource mentoring process

Holistic and flexible step-by-step approach that focuses on loving obedience to Christ, raising up pastoral leaders from the harvest

### Insights

Needs & ministry experience of the emerging leader determines training agenda.  
Simple & flexible enough to apply to each leader wherever he or she is on the spectrum of development.  
Keep mentoring less formal in the earlier phases & increase the formal relationship as the leader progresses.

### From the harvest...

Non-disciple  
Disciple  
Disciple-maker  
Disciple-making leader  
Disciple-making coach/mentor  
Pastor, church planter, missionary  
Leader of church multiplication movements

*...for the harvest!*



### **Action Steps**

- Prepare yourself.
- Prepare your church.
- Start at the beginning.
- Start with the end in mind.
- Invest in people wisely.
- Keep focused on the harvest.
- Multiply disciples, groups and churches all over the place!



**Multiply**  
Toward Church Multiplication Movements in Australia