Vision & Strategy for a Church Planting Movement

Global Church Advancement, Inc.

The word of the Lord spread widely and grew in power.

Acts 19:20
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Global Church Advancement, Inc.
122 Hamlin Lane
Altamonte Springs, Florida 32714
www.gca.cc
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Introduction:

“Paul then at Ephesus was making tents, conducting a great course of apologetics for Christianity, fulfilling the function of the pastor, watching over the flock, admonishing with tears and teaching from house to house; but he was also directing a great missionary enterprise to that whole region round about Ephesus.

In all probability it was here in Ephesus that Philemon was brought to Christ and sent to Colosse for the formation of that Church. Probably also it was at Ephesus that fellow-worker with Paul in prayer, Epaphras, who watched over another Church, was first brought to Christ.

Think of this man. Think of the forces in Ephesus against him, against his Gospel, against his Lord. How did he finish that paragraph in the Corinthian letter? ‘If I must needs glory, I will glory of the things that concern my weakness.’ (II Cor. II:30).”  G. Campbell Morgan, The Acts of the Apostles, Pickering & Inglis, 1948, pp.352-353

A. Key Definitions & Goals

1. Developing a Church Planting Network

The strategy is not merely to train and coach individual church planters but also to develop a healthy, growing, regional Church Planting Network in our city/region.

“A Church Planting Network is an intentional communication and relational structure that brings together church leaders in a city or region with a common vision to resource one another to fulfill the mission of God for that region (adapted from Allen Thompson).”

2. Building a Church Planting Alliance

Since no one single Church Planting Network normally has the ability to do Gospel ministry effectively to all the diverse people groups in our city and region, our kingdom strategy is also to help start, strengthen and partner with other Church Planting Networks in our region.

A Church Planting Alliance is an intentional communication and relational structure that brings together Church Planting Networks from diverse people groups in a city/region to resource and support one another toward the common vision of the spiritual, cultural and social transformation of their city/region.

3. Birthing a Church Planting Movement

When Church Planting Alliances begin to pray fervently (Concerts of Prayer) for their city/region and serve their city/region wholeheartedly through holistic gospel ministries of word and deed, this is normally the means God uses to create a widespread spiritual awakening that makes God’s invisible Kingdom visible in every sphere of life in a region.

“A Church Planting Movement is a Spirit-directed activity which naturally builds, renews and expands the body of Christ in a given city/region through the recovery and application of the Gospel. A movement produces hundreds of new believers, scores of leaders and dozens of new churches that bring spiritual, social and cultural change to the city and surrounding region (Allen Thompson).”

- The strategy is to WORK HARD toward the GOAL of establishing a healthy, growing Church Planting Network & Alliance in our city/region.

- And to PRAY HARD for the DESIRE that through our network and alliance God will birth a true Church Planting Movement that will result in the spiritual, cultural and social transformation of our city/region and through us, the Nations, by the power of the Gospel.

“Do not pray only for your own spiritual renewal. Pray for a springtime of the Spirit which will enrich the church and the world, an awakening for which all earlier renewal movements have been only rehearsals.” Richard Lovelace, *Renewal as a Way of Life*

B. Foundational Assumptions

- **The Power of the Gospel to Change Culture**
  Christians who a) grasp the gospel and are thus saturated by a gospel-centered world and life view and b) are living in and engaging their cities/towns in sufficient numbers can change a major city and region.

- **The Need for Church Planting**
  Churches that are evangelistically focused and worship-discipleship oriented can train and send hundreds of Christians into the marketplace. To make a difference in a city, we probably need to see 1 church for every 1000 people.

- **The Need for Church Revitalization**
  Renewing and revived churches spread the dynamics of spiritual renewal into churches of the region. These dynamics include individual renewal (repentance for self righteousness, grasp and experience justification and adoption, humble-boldness, assurance and power); corporate renewal dynamics (depth proclamation of the gospel, kingdom centered prayer, revived leaders) and corporate renewal signs (theological depth, dynamic worship, intimate fellowship, assertive evangelism and social concern). Without renewal by God’s grace, churches stagnate and die.

- **The Value of Strategic Partnerships**
  The intentional cooperation with other churches and Christians from many major cultural institutions (community development and institutions for cultural enrichment) can impact the city or region with the Gospel.

- **The Need for a Long-Term Strategy**
  A church-multiplying and impacting movement takes time—at least 20-50 years. Revival becomes widespread in the first generation bringing hundreds into the Kingdom of God; in the second generation Christians rise and make their influence known. The third generation really begins to see the full harvest of a multiplication movement.

C. Essential Premises

- **Vision**
  (a) A network of churches must think, "we are not just a church, but a movement. We are a church planting church." (b) The movement is fueled by a vision for a region or people consciousness. You must have a vision beyond your church to focus on a transformed city or region or people group.

- **Vitality**
  One or more churches in the network must be evangelistically and spiritually vital and growing with the dynamics of spiritual life. Vital churches attract contacts and leaders for new communities and people groups. They generate core groups for daughter churches.

- **Partners**
  In the beginning, church planting movements within a new town or people group will not be able to fund and resource itself from the inside, or produce all its own leaders. To gain momentum, it ordinarily takes a network of partner churches outside the people group or region.

- **Supervision**
  The stronger and closer the supervision, (a) the more leaders willing and able to plant a church and (b) the higher the success rate, which builds more momentum for vision, vitality and partnership. The more *indigenous* the supervision, the higher the success rate, too. *Ethnic movement leaders* are critical for strong and close supervision among ethnic peoples. There will be no "movement" without them.

- **Training & Education**
  For a region or people group to rapidly produce new churches, there needs to be available in the region or people group: (a) in depth church planter training and assessment, (b) theological training programs. Contextualized training centers will attract leaders to a region, recruit new leaders from a region and provide the quality needed for a higher success rate.

I. Establishing a Church Planting Network

A. Defining Church Planting Movement Components

Developing a regional church planting movement normally requires an intentional, multi-year process that equips leaders to implement leadership development systems (components) for raising up, equipping, and multiplying healthy, growing, reproducing churches.

- **Leadership**: Unifying leaders around a master plan
- **Vision**: Developing a regional vision & comprehensive strategy
- **Renewal**: Implementing gospel renewal dynamics & kingdom prayer
- **Coaching**: Coaching church planters
- **Training**: Training church planters & coaches
- **Resourcing**: Mobilizing the laity for kingdom mission
- **Recruiting**: Recruiting church planters
- **Assessing**: Assessing church planters
- **Farming**: Raising up leaders from the harvest for the harvest
- **Parenting**: Equipping churches to plant churches

Reference: Adapted from Robert E. Logan, *Church Multiplication*, Coachnet
Typical Network Components
Adapted from Steven L. Ogne, Church Resource Ministries

Essential Movement Components
B. Implementing Church Planting Movement Components

Developing a regional church planting movement normally requires an intentional, multi-year process that equips leaders to implement leadership development systems (components) for raising up, equipping, and multiplying healthy, growing, reproducing churches.

- **Planning Summit → Leadership Team → Establishes Church Planting Movement Components (Below)**

- **Vision Summit → Vision Leader → Establishes Vision Component**

- **Renewal Summit → Renewal Leader → Establishes Renewal Component**

- **Coaching Seminar → Coaching Leader → Establishes Coaching Component**

- **Training Seminars → Training Leader → Establishes Training Component**

- **Resource Seminar → Resource Leader → Establishes Resource Component**

- **Recruiting Seminar → Recruiting Leader → Establishes Recruiting Component**

- **Assessment Seminars → Assessment Leader → Establishes Assessing Component**

- **Farming Seminar → Farming Leader → Establishes Farming Component**

- **Parenting Seminar → Parenting Leader → Establishing Parenting Component**
C. Sequential Development of Church Planting Movement Components

**Developing Movement Components**

- **Planning Summit → Movement Leadership Team**
- **Vision Summit → Vision Leader**
- **Renewal Summit → Renewal Leader**
- **Coaching Seminar → Coaching Leader**
- **Training Seminars → Training Leader**

**Developing Movement Components**

- **Resourcing Seminar → Resource Leader**
- **Recruiting Seminar → Recruitment Leader**
- **Assessment Seminar → Assessment Leader**
- **Farming Seminar → Farming Leader**
- **Parenting Seminar → Parenting Leader**
D. Church Planting Movement Leadership Team(s)

- Leadership Team (Led by the *New Church Network Director*)
- Vision Team Leader
- Renewal Team Leader
- Coaching Team Leader
- Training Team Leader
- Resourcing Team Leader
- Recruiting Team Leader
- Assessing Team Leader
- Farming Team Leader
E. Establishing a Church Planting Movement *Ecosystem*

*How Do All The Systems (Components) Work Together?*

- **Recruitment**: Critical competencies (six) evaluated by a personal interview *(By Recruiting Leaders)*
- **Readiness Review**: *Apprentice Learning Contract* developed, 1-2 Day Seminar *(By Assessment Leaders)*
- **Apprenticeship**: *Apprentice Learning Contract* executed, 1-2 Year Apprenticeship *(By Farming Leaders)*
- **Assessment**: Evaluate Apprentice Competencies. *Church Planter Learning Contract* developed, 2-4 Day Seminar *(By Assessment Leaders)*
- **Basic & Advanced Training**: *Seminar for Church Planters & Coaches* *(By Training Leaders)*
  - For Church Planters (3-5 Day Basic & Advanced Training Seminars)
  - For Coaches (3-5 Day Basic Training Seminars & 1-2 Day Coaches Summit)
- **New Church Network**: *Trench Training on the Field*, 2-3 Years *(By Coaching Leaders)*
  - For Church Planters (2 Years, 2 meetings per month for 10 months a year)
  - For Coaches (2 Years, 2 meetings per month for 10 months a year)
- **Multiplying Church Network**: Developing Essential Movement Components

Beyond the ongoing ministries listed above overseen by the Recruiting, Assessing, Farming, Training & Coaching Leaders, there are also the ongoing ministries of the *Vision, Renewal, Resourcing and Parenting Leaders*.

**Note**: See appendix for larger display of *A Church Planting Movement Ecosystem*
What are the Practical Steps that Result from Establishing These Components?

Practical Steps Toward Church Planting

1. Contact Appointment
2. Interview
3. Readiness Review
4. Apprenticeship
5. Assessment
6. Coach Assignment
7. Basic Training
8. New Church Network
9. Develop Proposal
10. Resourcing
II. THE NEW CHURCH NETWORK: A CLOSER LOOK

Ref: *New Church Incubator*, Robert E. Logan, Steven L. Ogne
*Church Planter Network*, North American Mission Board (SBC)

A. The Definition of the New Church Network (NCN)

The New Church Network (NCN) is a coaching support system for church planters that helps church planters and church planting teams advance God’s kingdom by planting healthy, growing, reproducing churches.

B. The Four Key Dynamics of the New Church Network (NCN)

1. **Personal Coaching Relationships:** Relating, Reflecting, Refocusing, Resourcing

2. **Network Support Relationships:** Supporting: Other Coaches, Church Planters, Wives

3. **Ministry Skill Development:** Skill Training, Strategy Development, Resources

4. **Spiritual Dynamics:** Intercessory Prayer, Gospel Renewal Dynamics

**APPLICATION:** The Danger of Imbalance
C. The Participants in the New Church Network (NCN)

1. Church Planters
   
a.) Pre-Plant (6 months before arriving on the field)

   b) Post-Plant (12-24 months after the first public worship)

2. Church Planter Spouses (strongly encouraged)

3. Church Planter’s Key Leaders (Launch Team)
   
a.) Lay leaders

   b) Church staff

4. Coaches
   
a) Lead Coaches

   b) Assistant Coaches

5. NCN Team Leaders (Vision Team, Renewal Team, Resourcing Team, etc.)

6. NCN Director (Apprentice Director)
D. The Developmental Goals for Network Church Planters & Coaches

**Holistic Model for Church Planter Development**

Note: See appendix for larger display of Holistic Model for Church Planter Development

1. **Knowledge Competencies (Biblical/Theological/Practical)**
   - **Biblical & Theological Understanding of Life and Ministry**

   The church planters are encouraged to grow in their understanding and application of biblical and theological truth to their lives and ministries.


   - **Practical Understanding of Life and Ministry**

   The church planters are also encouraged to grow in their understanding of practical truth: how to minister God’s truth (including biblical and theological truth) in the context of gospel ministry.

2. Character Competencies (Personal Godliness)

“Hire character. Train skill.” Peter Schutz

- Prayer
- Spiritual Vitality
- Integrity
- Sense of calling
- Family Life
- Financial Stewardship
- Conscientiousness
- Humility
- Boldness
- Others:

3. Ministry Competencies (Ministry Gifts & Skills)

- Leadership
- Evangelism
- Management
- Preaching
- Teaching
- Philosophy
- Training
- Others:

4. Relational Competencies (Interpersonal Skills & “EQ”)

(a) Interpersonal Skills

- Flexible
- Likable
- Stable
- Sensitive
- Winsome
- Others:

(b) Emotional Intelligence (“EQ”—Daniel Goleman)

- Self-Awareness
- Self-Regulation
- Motivation
- Empathy
- Relational

Note: See Appendix for explanations of Emotional Intelligence

E. The Major Processes in NCN Church Planter Development

Ref: Leadership Training Models, J. Robert Clinton (See Appendix)

1. Rail One: Understanding Concepts  (Church Planter Basic Training)

2. Rail Two: Ministry Experiences  (Church Planting Ministry Experience)

3. Railroad Ties: Periodic Dynamic Reflection  (Bi-Monthly NCN Meetings)

4. Gravel Foundation: Spiritual Formation  (Bi-Monthly NCN Meetings)
F. The Network Training Curriculum (20 Training Modules Over 2 Years)

New Church Network Training Curriculum (For Planters & Coaches)

1. Year One (Ten Monthly Meetings):
   - **Orienting**: Vision & Orientation
   - **Clarifying**: Values & Focus
   - **Focusing**: Mission & Model
   - **Planning**: Planning & Goal Setting
   - **Renewing**: Gospel Renewal & Prayer
   - **Witnessing**: Networking & Evangelizing
   - **Communing**: Building Christian Community
   - **Leading**: Mentoring Gospel-Centered Leaders
   - **Discipling**: Developing a Learning Community
   - **Worshipping**: Gospel-Centered Worship

2. Year Two (Ten Monthly Meetings):
   - **Recasting**: Renewing Vision
   - **Praying**: Cultivating Kingdom Prayer
   - **Preaching**: Developing Gospel-Centered Preaching
   - **Unifying**: Managing Church Conflict
   - **Growing**: Leading Your Church to Growth
   - **Organizing**: Managing Your Time & Life
   - **Managing**: Leading & Managing Your Church
   - **Mobilizing**: Mobilizing the Laity for Kingdom Mission
   - **Serving**: Diaconal Witnessing
   - **Living**: Ordering Your Private World
G. The Structure of the New Church Network

**Two-Year Cycle: With Two Meetings Monthly** (i.e. December and July off)

1. Monthly Group Meeting (Coaches, Church Planters, Spouses, Key Leaders)
   - Monthly Meeting (normally morning) including a meal (Breakfast or Lunch)
   - Coaches Meeting (1 hour) immediately following the meeting
   - New Church Network (NCN) Meeting Format:
     --Renewing Our Vision (Church Planting Movement)
     --Praying Kingdom Prayers (Lord’s Pattern Prayer)
     --Learning Together (Basic Training Modules—1 per meeting, 20 Total)
       Note: See 20 Monthly Basic Training Modules below.
     --Supporting Each Other (Church Planter Group Consultations)
     --Sharing Our Lives (Coaches & Church Planters Breaking Bread Together)

2. Monthly One-on-One Meeting (Coach & Church Planter)
   - One Meeting between the Monthly NCN Meetings (Bi-Monthly Support Goal)
   - 1-2 Hour Meetings (Face to Face)
   - Focus on Both Ministry & Personal Needs (Special Focus on the Unique Season)

   One-on-One (Coach & Church Planter) Meeting Format:
   --Relate (personal life, ministry realities, coaching relationship)
   --Reflect (ministry progress, problems, areas of greatest need)
   --Refocus (priorities, new strategies, action plans)
   --Resource (people, tools, training, books, tapes, websites)

   Ref: Empowering Leaders Through Coaching, Thomas Nebel, Steven Ogne
H. The Network Leadership Covenants (Church Planters & Coaches)

1. Church Planter Covenant (Case Study: Central Florida Network)

- Church planters who are members of the Central Florida Presbytery (PCA) are directly responsible to the MNA Committee of the Central Florida Presbytery (PCA). The role of the NCN coach is primarily to come alongside the church planter for support and encouragement.

- Church planters who are not in the Central Florida Presbytery are directly responsible to their own ecclesiastical organization but agree to abide by the general policies and guidelines set by the Central Florida MNA committee for all NCN church planters.

- Church planters are expected to affirm the vision and values of the Central Florida Presbytery, show care for the personal and family well-being of the other church planters and coaches, and give evidence of a sincere desire to grow both personally (spiritually) and in their expertise in church planting principles and practices.

- Church planters are expected to meet face-to-face at least one time per month with their coach(es)—unless truly providentially hindered. This commitment is seen as equal to the pastor’s commitment to preach when scheduled on a normal Sunday. Church planters are also expected to participate in periodic evaluation processes conducted by their coaches.

- Church planters are expected to participate in the monthly New Church Network (NCN) group meetings with their coaches—unless truly providentially hindered. This commitment is also seen as equal to the pastor’s commitment to preach when scheduled on a normal Sunday.

- Church planters are expected to recruit and include key Launch Team leaders (lay or staff) in the monthly NCN meetings and share ministry resources they find helpful with the other NCN members.

- Church planters are expected to attend the 5-day Church Planter Basic Training Seminar (offered every January & July) and thereby become familiar with the NCN Training Curriculum (Seven Seasons of Church Planting)

- Church planters are expected to raise the financial support ($1500 per year) and pay this amount to the Central Florida Presbytery MNA Committee for the annual Coaching fees. Full payment must be made to the MNA Committee prior to the first NCN meeting.

- Church planters are expected to participate in recruitment and vision casting for the church planting movement in Central Florida.

Ref: New Church Incubator, Robert E. Logan, Stephen L. Ogne
2. The Coaches Covenant (Case Study: Central Florida Network)

- Coaches are appointed on an annual basis by the MNA Committee of the Central Florida Network (PCA) and are directly responsible to the New Church Network (NCN) Director who reports to the MNA Committee.

- Under the general oversight of the MNA Committee, coaches are to assume the oversight of their assigned church planters, giving guidance and referrals as necessary. Coaches are to affirm the vision and values of the Central Florida Presbytery and agree to abide by the general policies and guidelines set by the MNA committee for all NCN coaches.

- Coaches are expected to meet face-to-face and coach at least one time per month with their church planter(s)—unless truly providentially hindered. This commitment is seen as equal to the pastor’s commitment to preach when scheduled on a normal Sunday. Coaches are expected to evaluate and coach their church planter(s) according to the *Church Planter Competencies*.

- Coaches are expected to participate in the monthly New Church Network (NCN) group meetings, with their church planters, unless truly providentially hindered. This commitment is seen as equal to the pastor’s commitment to preach when scheduled on a normal Sunday.

- Coaches are expected to participate in the monthly Coaches’ Meeting (immediately following the monthly NCN meeting) led by the New Church Network Director. At this meeting coaches are expected to report on the status of their church planter(s) and give evidence of a desire to grow in their expertise in church planting and coaching principles and practices.

- Coaches are expected to attend the 5-day *Church Planter Basic Training Seminar* (offered every January & July) and thereby become familiar with the NCN Training Curriculum (*Seven Seasons of Church Planting*). Coaches are also expected to attend the 1-day *Coaches Summit* offered annually in order to become familiar with NCN coaching principles and practices.

- Coaches are expected to participate in recruitment and vision casting for the church planting movement in Central Florida. Coaches are expected to support, pray for and encourage the NCN church planters, each other, the Director of the New Church Network, and the MNA Committee.

- Coaches will be evaluated annually by the Director of the New Church Network (NCN).

- Coaches will be remunerated monthly ($100.00 for 10 months) by the MNA Committee and reimbursed (up to $50.00 per month) for travel and meal expenses related to coaching.

Ref: *New Church Incubator*, Robert E. Logan, Stephen L. Ogne
I. ESTABLISHING NETWORK FEEDBACK COMPONENTS

The Key Question is: “What must we do to develop emerging church planters so that they can function successfully as pastors and movement leaders in our region?”

It would be very naïve to think that the plans outlined above will answer that question and thereby accomplish all of these goals. It would also be naïve to think that these proposed plans will produce all the results we hope for without also producing some unintended negative consequences.

For this reason we must design and construct a feedback system for the ongoing critical evaluation and further development of the various elements of this plan.

A. Assessing Our Incoming Church Planters (Feedback Component One)
This component involves evaluating the emerging church planters competencies as they enter the movement. This feedback information will help us determine who the incoming leaders are. This information will effect their training experience and may effect our future training curriculum.

B. Evaluating Our Training Processes (Feedback Component Two)
This component involves our evaluation of the curriculum in the broadest sense--that is, the trainers, coaches, content of training, training resources, training methodologies, etc. This component includes every element that will impact the church planters as they participate in the network ministries. This feedback information will help shape the training processes, even as the training processes are being implemented.
C. Assessing Outgoing Church Planters (Feedback Component Three)
This component involves our evaluation of the participants as they function in ministry with the training they received. This feedback information will help us continue shaping the training processes for future church planters.

D. Implementing Our Findings (Feedback Component Four)
This component involves our evaluation of the use we are making of the data gathered from the above three components. This is the assessment of our evaluations and implemented changes to improve the training processes.

Although it is highly regimented and bureaucratic under garrison conditions, when the Army gets in the field, it relaxes and the individual initiative comes forward and does what has to be done. This type of flexibility was one of the great strengths of the American Army in World War II. Experiments involved welding pipes or steel teeth onto the front of the Sherman tank. Lt. Charles Green, a tanker in the 29th Division, devised a bumper that was made of salvaged railroad tracks that Rommel had used as beach obstacles. It was incredibly strong and permitted the Shermans to bull their way through the thickest hedgerows. In the 2nd Armored Division Sgt. Curtis Culin, a cab driver from Chicago, designed and supervised the construction of a hedgerow-cutting device made from scrap iron pulled from a German roadblock. The blades gave the tank a resemblance to a rhinoceros, so Shermans equipped with Culins’ invention were known as rhino tanks. ‘In its search for solutions to the difficulties of hedgerow combat, the American army encouraged the free flow of ideas and the entrepreneurial spirit. Coming from a variety of sources, ideas generally flowed upward from the men engaged in the battle.’ They were learning by doing.       Stephen Ambrose, Citizen Soldiers, pp 65-67
III. NEW CHURCH NETWORK CASE STUDY: CENTRAL FLORIDA

A. Our Purpose: What is our Purpose?

Our purpose is to glorify God by advancing a movement in Central Florida that is multiplying churches and disciples through the transforming power of the gospel. Through this movement we are seeking to advance God's kingdom in word and deed over every sphere of life by raising up churches in our region that share a passion for the glory of God in his church.

Making the invisible kingdom visible in Central Florida through starting and strengthening churches.

B. Our Vision: What is our Vision?

In dependence upon God's grace, our vision for central Florida includes:

- Establishing indigenous, healthy, growing churches that are making a significant gospel impact within our cities and towns and among all of our culturally diverse people groups

- Developing kingdom-minded churches throughout our region with a strong focus on transforming our cities and towns through deeds of mercy and justice as well as words of truth

- Growing our churches primarily through relentless, effective evangelism and gospel-centered discipleship that results in the regular conversion and transformation of individuals and families

- Developing a cooperative church planting network that is recruiting, training, and mentoring emerging church planters to multiply churches among our region's diverse groups of people

- Establishing a missional church planting movement that is working in strategic partnerships with other ministries to facilitate more and better church planting movements at home and abroad.

“Our vision not merely to reach Central Florida with the Gospel but for Central Florida to become a “Sending Region” to all Nations!”
C. Our Values: What are the core convictions that motivate what we do?

- Gospel-Centeredness
- Leadership Development
- Cultural Transformation
- Missional Ministries
- Theological Integration
- Movement Mindset
- Strategic Partnerships

D. Our Focus: Who are we here to serve?

a. Church planters in the field in central Florida
b. Emerging church planters for central Florida
c. Emerging core groups in central Florida
d. PCA churches in central Florida
e. Other PCA Presbyteries (Florida & North America)

f. Other Denominations & Agencies (Florida & North America)
E. Our Strategy: What is Our Action Plan?

Developing a regional church planting movement normally requires an intentional, multi-year process (3 years average) that equips leaders to implement leadership development systems for raising up, equipping, and multiplying healthy, growing, reproducing churches.

Implementing *Leadership Development Systems* (Essential Components):

1. **Planning**: Spring 2002, Planning Summit & CP Movement Training

2. **Refocusing**: Summer 2002, Vision & Strategy Summit (August 6,7)

3. **Renewing**: Fall 2002, Spiritual Dynamics Summit (October 8,9)

4. **Recruiting**: Fall & Winter 2002, Recruiting Strategies Workshop

5. **Assessing**: Spring 2003, 2004, Presbytery Assessment Centers (March)  
   Fall 2003, 2004, Presbytery Readiness Seminars (October)

6. **Coaching**: Spring 2003, Coach training (May 22)

7. **Training**:
   - Summer 2003, New Church Network Orientation (June 4)
   - Summer & Winter 2003-5, Church Planter Basic Training

8. **Resourcing**: Summer & Fall 2005, *Resource Component Focus*

9. **Farming**: Summer & Fall 2005, *Church Planter Apprenticeship Focus*

10. **Parenting**: Summer & Fall 2005, *Churches Planting Churches Focus*
F. Our Leadership Team: Who are the Church Planting Movement Leaders?

Leaders are needed to develop and oversee each essential component below in order to develop a regional church planting movement:

- **Leadership Team**: Mission to Central Florida Committee (Leadership Team)
- **Vision Team**: Chuck Holliday, Mike Malone, Steve Childers
- **Renewal Team**: Mike Francis, Mike Malone, Jeff Birch
- **Coaching & Training Team**: Brent Drake, Bart Johnson, Steve Childers
- **Resource Team**: Bart Johnson, Steve Childers, Mike Mikkelson
- **Recruiting & Assessing Team**: Mark Bates, Dan Thompson, Ted Strawbridge
- **Farming & Parenting Team** (*Apprenticeships & Daughter Churches*): Ray Cortese, Mark Bates
G. The NCN Curriculum: What is Our Training Curriculum (2 Year Cycle)

Year One (Ten Meetings):

- **Orienting** (August 2003)
- **Clarifying**: Values & Focus (September 2003)
- **Focusing**: Mission & Model (October 2003)
- **Planning**: Planning & Goal Setting (November 2003)
- **Witnessing**: Networking & Evangelizing (February 2004)
- **Communing**: Building Christian Community (March 2004)
- **Leading**: Mentoring Gospel-Centered Leaders (April 2004)
- **Discipling**: Developing a Learning Community (May 2004)
- **Worshipping**: Gospel-Centered Worship (June 2004)

Year Two (Ten Meetings):

- **Praying**: Cultivating Kingdom Prayer (October 2004)
- **Preaching**: Developing Gospel-Centered Preaching (Nov 2004)
- **Unifying**: Managing Church Conflict (December 2004)
- **Growing**: Leading Your Church to Growth (January 2005)
- **Organizing**: Managing Your Time & Life (February 2005)
- **Managing**: Leading & Managing Your Church (March 2005)
- **Mobilizing**: Mobilizing the Laity for Kingdom Mission (April 2005)
- **Serving**: Diaconal Witnessing (May 2005)
- **Living**: Ordering Your Private World (June 2005)  

  YOU ARE HERE!
IV. NEW CHURCH NETWORK CASE STUDY: NORTH GEORGIA

Ref: North Georgia Vision Summit Outcomes (Winter 2004)
Tom Wood, New Church Network Director

A. Our Purpose: Why Does the North Georgia Network Exist?

As a people of God’s grace, called to promote His Glory, our vision is to make visible by Word and deed, the invisible Kingdom of God, in such a way as to transform North Georgia and through us, the nations, by the power of the Gospel.

B. Our Vision: What is Included in our Vision for North Georgia?

In dependence upon God’s grace, our vision for North Georgia includes:

- Establishing indigenous, healthy, growing churches that are making a significant gospel impact within our cities and towns and among all of our culturally diverse people groups

- Developing kingdom-minded churches throughout our region with a strong focus on transforming our cities and towns through deeds of mercy and justice as well as words of truth

- Growing our churches primarily through relentless, effective evangelism and gospel-centered discipleship that results in the regular conversion and transformation of individuals and families

- Developing a cooperative church planting network that is recruiting, training, and coaching emerging church planters to multiply churches among our region’s diverse groups of people

- Establishing a missional church planting movement that is working in strategic partnerships with other ministries to facilitate more and better church planting movements at home and abroad.

“Our vision not merely to reach North Georgia with the Gospel but for North Georgia to become a “Sending Region” to all nations!”
C. Our Values: What are the Core Convictions that Motivate Us?

- **Kingdom-Minded**
  
  We understand that as a means to glorifying God in North Georgia, we must see His Kingdom cross ethnic, cultural, social and generational lines. So we will work toward loving unity, while celebrating our diversity in styles and emphases. And since God’s Kingdom is bigger than any one church or group of churches, we will collaborate with other Kingdom-minded churches in our region.

- **Gospel-Centered**
  
  Our primary motive and means for planting churches in North Georgia is rooted in the Good News that our God now reigns over all things through the person and work of Jesus Christ. In this Good News everyone who believes can find deliverance from both the penalty and the power of sin.

- **Leader-Focused**
  
  The church planter and family is job one. We are committed to individual coaching for each planter, continued training and assistance. Our Network is also committed to the training up of new leaders in our churches.

- **Culturally-Engaged**
  
  We are certain that the Kingdom of God is able to transform the moral, social, educational and political structures to reflect Kingdom values. So we will practice incarnational ministry, involving mercy and justice.

- **Prayerfully-Confident**
  
  We practice dependent prayer with bold faith, realizing that our Father has invited us to ‘ask the Lord of the harvest’ that His Kingdom come, on earth as it is in heaven.

- **Theologically-Grounded**
  
  Theology is application. We share a winsomely Reformed world view. Because our theology is integrated to all sphere’s of life, it drives our missional focus; we can collaborate with others in ministry. We have no need to fear culture, nor embrace it, but to engage it with the Gospel.

- **Contextually-Adaptable**
  
  We are intentional, bold, compassionate and thoughtful in our approach to sharing the message of the Gospel in each context; whether that is an individual or a culture.
D. Our Mission: What is our Mission as a Church Planting Network?

Our mission is to start and strengthen healthy, Reformed, reproducing churches in greater North Georgia that are advancing God's Kingdom through the power of the Gospel.

Who are We to Serve?

1. Church planters in the field in North Georgia

2. Emerging church planters for North Georgia

3. Presbytery churches in North Georgia

4. Emerging core groups in North Georgia

5. Other PCA Presbyteries (Georgia & North America)

6. Other Denominations & Agencies
E. Our Strategy: What is our Strategic Plan for Developing this Movement?

1. Developing a Church Planting Network

Our strategy is not merely to train and coach individual church planters but also to develop a healthy, growing, regional PCA Church Planting Network in North Georgia.

“A Church Planting Network is an intentional communication and relational structure that brings together leaders with a common vision to resource one another to fulfill the mission (Allen Thompson).”

2. Building a Church Planting Alliance

Since no one single Church Planting Network has the ability to do Gospel ministry effectively to all the diverse people groups in North Georgia, our kingdom strategy is also to help start, strengthen and partner with other Church Planting Networks among non-PCA churches in North Georgia.

A Church Planting Alliance is an intentional communication and relational structure that brings together Church Planting Networks from diverse people groups in a city/region to resource and support one another toward the common vision of the spiritual, cultural and social transformation of their city and region.

3. Birthing a Church Planting Movement

When Church Planting Alliances begin to pray fervently (Concerts of Prayer) for their city/region and serve their city/region wholeheartedly through holistic gospel ministries of word and deed, this is normally the means God uses to create a widespread spiritual awakening that makes God’s invisible Kingdom visible in every sphere of life in a region.

“A Church Planting Movement is a Spirit-directed activity which naturally builds, renews and expands the body of Christ in a given city/region through the recovery and application of the Gospel. A movement produces hundreds of new believers, scores of leaders and dozens of new churches that bring spiritual, social and cultural change to the city and surrounding region (Allen Thompson).”


- Our strategy is to WORK HARD toward the GOAL of establishing a healthy, growing Church Planting Network & Alliance in North Georgia.

- And to PRAY HARD for the DESIRE that through our network and alliance God will birth a true Church Planting Movement that will result in the spiritual, cultural and social transformation of North Georgia and through us, the Nations, by the power of the Gospel.

“Do not pray only for your own spiritual renewal. Pray for a springtime of the Spirit which will enrich the church and the world, an awakening for which all earlier renewal movements have been only rehearsals.” Richard Lovelace, Renewal as a Way of Life
F. What is our Tactical Plan for Establishing This Movement?

Establishing the essential components for a regional church planting network normally requires the development of Movement Leadership Teams (via Leadership Summits and Training Workshops) which are needed to establish and strengthening the Essential Network Components.

- **Movement Leadership Summits & Seminars** help train and mobilize Church Planting Movement Leadership Teams

- **Movement Leadership Teams** oversee the development of each essential component necessary for a church planting network
G. What is Our Action Plan for Establishing a Church Planting Network?

Developing a regional church planting movement normally requires an intentional, multi-year process (3 years average) that equips leaders to implement leadership development systems for raising up, equipping, and multiplying healthy, growing, reproducing churches.

1. **Planning:** Fall, 2003, Strategic Planning (3 Planning Summits)
   
   Note: The MNG Committee is the Planning Team

2. **Focusing:** Winter, 2004 Vision Summit (Vision Team formed)

3. **Renewing:** Spring 2004, Renewal Summit (Renewal Team formed)

4. **Resourcing:** Spring 2004, (Resource Team formed)

5. **Coaching:** Summer 2004, Basic Training (Chicago) & Coaching Summit
   
   Fall 2004-Spring 2005, Coach Trench Training (NCN Meetings)
   
   Winter 2005, Basic Training (Orlando) January 24-28, Summer 2005,
   

6. **Training:** Fall 2004-Spring 2005, Planter Trench Training (NCN Meetings)
   
   Winter 2005, Basic Training (Orlando, January 24-28) Summer 2005,
   

7. **Assessing:** Spring 2005 Assessment Center (Assessment Team)

8. **Recruiting:** Summer 2005, Recruiting Strategies (Recruiting Team)

9. **Farming:** Fall 2005, Church Planting Apprenticeships (Farming Team TBA)

10. **Parenting:** Spring 2006, Churches Planting Churches (Parenting Team TBA)

Under the oversight of the Mission to North Georgia Committee, movement leaders, mobilized in teams, oversee the development of each Essential Network Component (listed above) in order to develop a regional church planting movement.
H. Leadership Teams: Who are the Present & Future Movement Leaders?

Leaders are needed to develop and oversee each essential component below in order to develop a regional church planting movement:

- **Leadership Team**: Mission to North Georgia Committee (Leadership Team)
- **Vision Team**: Jim Whittle, Scott Sherman, Bob Cargo, Shayne Wheeler
- **Renewal Team**: Rick Holmes, Jon Adams, Charles Hooper
- **Coaching & Training Team**: Rod Entrekin, Tom Wood, Alan Foster
- **Resource Team**: Lloyd Meese, Kenney Smartt, Tom Wood
- **Recruiting & Assessing Team**: Bob Cargo, Tom Wood
- **Farming & Parenting Team** *(Apprenticeships & Daughter Churches)*: Dale Weldon, Tom Wood
I. The NCN Curriculum: What is Our Training Curriculum (2 Year Cycle)

1. Year One (New Church Network Meetings for 2004—2005)
   - Coaching Summit: Vision & Orientation (August 2004)
   - Clarifying: Values & Focus (September 2004)
   - Focusing: Mission & Model (October 2004)
   - Planning: Planning & Goal Setting (November 2004)
   - Renewing: Renewal & Prayer (December 2004)
   - Witnessing: Networking & Evangelizing (January 2005)
   - Communing: Building Christian Community (February 2005)
   - Leading: Mentoring Gospel-Centered Leaders (March 2005)
   - Discipling: Developing a Learning Community (April 2005)
   - Worshipping: Gospel-Centered Worship (May 2005)
   - Ordering: The Leader’s Private World (June 2005) ➤ YOU ARE HERE!

2. Year Two (New Church Network Meetings for 2005-2006)
   - Recasting: Renewing Vision (August 2005)
   - Praying: Cultivating Kingdom Prayer (October 2005)
   - Preaching: Developing Gospel-Centered Preaching (Nov 2005)
   - Unifying: Managing Church Conflict (December 2005)
   - Growing: Leading Your Church to Growth (January 2006)
   - Organizing: Managing Your Time & Life (February 2006)
   - Managing: Leading & Managing Your Church (March 2006)
   - Mobilizing: Mobilizing the Laity for Kingdom Mission (April 2006)
   - Serving: Diaconal Witnessing (May 2006)
   - Focusing: Focusing on the Leader’s Priorities & Plans (June 2006)
Appendix
A Church Planting Movement Ecosystem

Recruitment → Readiness Seminar → Apprenticeship → Assessment → Basic & Advanced Training → New Church Network → Multiplying Church Network

Six Critical Competencies

- Preliminary Evaluation
- Initial Assessment
- Apprentice Learning Contract Developed
- Apprentice Learning Contract Executed
- Develop Competencies
- Evaluate Apprentice Competencies
- Church Planter Basic Training
- Church Planter Trench Training
- 1-2 years
- 2-4 days
- 3-5 days
- 1-2 years

Candidate Interview

- 1-2 day Seminar
- 1-2 years
- 1-2 days
- 1-2 years

Develop Essential Movement Components

- Leading
- Visionizing
- Renewing
- Coaching
- Training
- Resourcing
- Recruiting
- Assessing
- Farming
- Parenting
- Ongoing
Holistic Model for Church Planter Development

**Instruction**
(Foundational Principles/Concepts)

**Integration**
(Contextual/Relational/Intentional)

**Transformation**
(Transformed Character/Being/Heart)

- Biblical Instruction
- Practical Instruction
- Theological Instruction

**Application & Reflection In-Ministry**

- Knowledge / Understanding
- Affections / Inclinations
- Behaviors / Skills

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### SEVEN SEASONS OF CHURCH PLANTING & MULTIPLICATION

<table>
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<tr>
<th>Seasons</th>
<th>Preparing</th>
<th>Gathering</th>
<th>Developing</th>
<th>Mentoring</th>
<th>Growing</th>
<th>Locating</th>
<th>Multiplying</th>
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<tr>
<td>People</td>
<td>Preparing to Plant the Church (Seed)</td>
<td>Gathering a Worshipping Community (Seeding)</td>
<td>Developing Gospel-Centered Ministries (Young Plant)</td>
<td>Mentoring Gospel-Centered Leaders (Young Tree)</td>
<td>Growing Leading church to growth &amp; planting (Fruit Bearing Tree)</td>
<td>Locating Establishing a community presence (Deepening Roots)</td>
<td>Multiplying Establishing a church multiplication movement (Multiply Fruitful Trees)</td>
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<td>Processes</td>
<td>Church planter (Coach) (Launch Team) (Apprentice/Intern) Intercessors</td>
<td>Church planter Coach Core group Launch team Apprentice/Intern Intercessors</td>
<td>Church planter Coach Emerging leaders Apprentice/Intern Church members Intercessors</td>
<td>Pastor Coach Elders &amp; deacons Leaders/Apprentice/Intern Church members Intercessors</td>
<td>Pastor Peer mentors Apprentice/Intern Cross cultural missionaries Launch team Intercessors</td>
<td>Pastor Peer mentors Relocation &amp; building construction team Ministry leaders, apprentice, intern, members Intercessors</td>
<td>CP movement leader(s) Peer mentors in parenting church network Church Planting Institute Church planters, apprentices &amp; interns Intercessors</td>
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<td>Time</td>
<td>Six to Twelve Months</td>
<td>Six to Twelve Months</td>
<td>One to Two Years</td>
<td>Two Years &amp; Ongoing</td>
<td>Ongoing</td>
<td>Two Years &amp; Ongoing</td>
<td>Ongoing</td>
</tr>
<tr>
<td>Goal</td>
<td>Qualified &amp; equipped planter with a clear philosophy &amp; strategy</td>
<td>Worshipping community with essential ministries established</td>
<td>Effective gospel ministries developed by emerging leaders</td>
<td>Ordained leaders overseeing indigenous, healthy church</td>
<td>An Indigenous, healthy, growing, reproducing church</td>
<td>Adequate facilities for emerging gospel ministries</td>
<td>Church multiplication networks &amp; movements</td>
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