

# CHURCH PLANTING MADE PRACTICAL

COMPILED BY  
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*Church Planting Made Practical*

Compiled by Ron Myer and Jeff Hoglen  
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Discussion art by I Create Stuff from the Noun Project

## DEDICATION

This book is dedicated to all those radical church planters  
who have forged the path of courageous church planting.  
The world will be forever changed due to your  
obedience to the Lord's call.

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## PREFACE

The DOVE USA Apostolic Team and I are excited to get this manual into your hands. Why are we excited? Because if you are reading this, it means something is stirring in your heart in regard to church planting. Church planting expands the Kingdom of our Lord, and that gets us excited!

We cannot possibly prepare you for everything you will encounter in this new adventure. But we desire to provide some tools to get you started and well on your way to seeing the dream of a church plant become a reality. We encourage you to take part in our DOVE Global Leadership & Ministry School, either in person, on a web campus, or through our online option. The school contains a wide range of practical ministry tools, impartation, and information that will assist you in church planting.

Tony Fitzgerald, founder of Church of the Nations and a recognized spiritual advisor of DOVE International, explains that God did not give the church a mission. Instead, Jesus came with a mission and He established His church as the most effective way to continue and ultimately complete His mission. What was this mission of Christ? It is clearly stated in Luke 19:10: “For the Son of Man came to seek and to save the lost” (ESV).

Michael Fletcher, in his book *Overcoming Barriers to Growth*, states, “Jesus established the church to further His cause in Jerusalem (the local area), Judea/Samaria (the region), and the uttermost parts of the earth. We seek growth for our churches so we can fulfill this mission more effectively, period. No other motive is acceptable.”<sup>1</sup>

Fulfilling the mission of Christ should be at the core of every church plant. It must be our motivation. If you do not fully agree with your whole heart, it is best that you close this manual right now and deal with that issue first—your motivation. I can assure you there will be many times throughout your journey of church planting that your motivations will be challenged. When we are serving the Lord, it is imperative that our motives are right from the beginning.

Fletcher also says, “When the leadership of a church makes growth its number-one aim, they miss the real secret of that growth and actually undercut the process. If they focus, however, on growing people and releasing them into ministry (the second reason for growing a church), the natural result is a numerical increase in active members.”<sup>2</sup>

The purpose of this manual is to help you prepare to grow people. Someone once said that church planting would be a whole lot easier if it weren’t for the people! True, but without people, there is no reason for the church to exist. The very ones that make a church the church are the very ones that can make the church seem difficult and challenging.

Expanding the Kingdom and growing people are the two desires of every church planter. May you find this manual to be a helpful tool, and may you find fulfillment in the call of the Lord upon your life. May the Lord bless you in this adventure!

Ron Myer

DOVE USA Apostolic Council Leader

#### Endnotes

1. Michael Fletcher, *Overcoming Barriers to Church Growth: Proven Strategies for Taking Your Church to the Next Level* (Bloomington, MN: Bethany House, 2009), p. 138.
2. Ibid, p. 138.

## INTRODUCTION

The Great Commission is about telling the world that there is a God who loves them and wants to have relationship with them through Jesus Christ. This manual shares the conviction that for maximum effectiveness in reaching people for Christ, we must plant new churches.

The purpose of this manual is to give those interested in church planting a simple, step-by-step process for planting a church. Ultimately, a church planter needs the guidance of the Holy Spirit to reveal the specific strategy that will reach his or her community. Just because something has worked well in one region does not guarantee it will bring success in another.

Only those who have clearly heard God’s call and are ready to follow the Spirit’s leading should plant churches. These will need to be people who are ready to invest their lives in service to the Kingdom. Once the call is accepted and the commitment is made, the church planter must settle down to the challenging yet joy-filled work of planning and preparing for the task.

Jesus said in Luke 14:28-30, “Suppose one of you wants to build a tower. Won’t you first sit down and estimate the cost to see if you have enough money to complete it? For if you lay the foundation and are not able to finish it, everyone who sees it will ridicule you, saying, ‘This person began to build and wasn’t able to finish.’”

Research and planning can never replace the call of God in the heart of the church planter. But neither does the call of God replace the need for diligent preparation for successful planting of a new church. Though the path of church planting is one of overcoming obstacles and solving problems, proper preparation is also necessary. Preparation can prevent some of these problems and obstacles from arising in the first place. Preventing problems is generally easier than solving them.

This manual focuses on three areas in its church planting approach: assessment, training, and coaching.

## 1. Assessment

Assessment provides tools that help determine the capacity, ability, and call of an individual who desires to plant a church.

**CAPACITY** Every person has a different capacity. Some persons may have the anointing to plant a micro church, another may be gifted to plant a larger community church, and others may have the capacity to start small with the intention of becoming a megachurch. All are viable structures and are determined by the call of the Lord and the capacity He has given you.

**ABILITY** Some individuals have greater ability than others. This assessment is designed to determine where your abilities lie in planting a church or if there are other things that need to be set in place before the plant is initiated. Many plants start as a word from the Lord but get shipwrecked because those who are planting lack the abilities needed to get the new plant off the ground. With some additional training, the plant may have had a totally different outcome.

**CALL** What is the Lord saying to you? Regardless of what you like or what you feel drawn to, the question remains: what style, type, and culture of church is the Lord asking you to build? This needs to be carefully considered. There are many good reasons to plant a church, but there is only one reason that will be able to stand the test of time—the Lord’s personal call to plant a church.

## 2. Training

It will be more difficult to reach full capacity without proper training. Consider what training and experience you had in the past and how it will impact your ability or inability to plant

currently. The DOVE Global Leadership & Ministry School is offered online, live, or livestreamed for a team. It has the training needed for the initial stages of the church plant. It encompasses solid Christian growth, ministry, and leadership development.

## 3. Coaching

Coaching, if desired, is available from the beginning process of planting a church if the church is within the DOVE USA network. This coaching gives the church planter the needed support and encouragement that is so vital in the early stages of the plant. It is available from persons who have been involved in church planting themselves. A coach will walk alongside a church planter with the practical tools needed to determine vision, call, and specific plans. Coaching is done in conjunction with apostolic oversight and may or may not replace apostolic oversight.

This manual should help you build a practical implementation plan for your vision of a new church plant. You will receive help to identify the vision, values, mission, and structure of your new church as well as to develop a church planting proposal and financial plan. Homework assignments are designed to move you toward this end.

It should be noted that this manual is designed to help anyone who is called to church planting. However, since our involvement in church planting is within the DOVE context, we do include the examples of the DOVE structure, methods, and systems in this manual.

## CHAPTER 1

# Why Plant Churches?

Not everyone has a vision or passion for church planting. In fact, many believers and even church leaders who sincerely love the Lord never thought of or considered church planting as a necessary part of church growth. It is therefore important that we speak the vision for church planting.

People often ask why we should plant more churches. They might say, “So many churches are closing down, so many churches are nowhere near full, and so many churches are struggling to stay afloat—why plant more?”

One of the primary responsibilities of the church planter is to address attitudes such as these and cast the vision for church planting.

The following are reasons for church planting.

### **Start with “Why!”**

The most important question you can ask yourself when you are contemplating planting a church is “Why am I planting this church?” There could be many reasons.

- To see people saved
- To better exercise the gift of leadership the Lord has given you
- To meet some of the spiritual needs in the community to which you feel called
- To develop other gifts in people the Lord brings
- To help people mature in Christ.

These are all wonderful and worthy reasons for planting a church, but there is only one reason that will take you the full distance to fulfillment: “The Lord is calling me to plant this church!” That is the only reason that will stand the test of time. In the life of every church plant there will probably come a time when the only reason you will continue on is because you know the Lord called you.

You may encounter many setbacks, unmet expectations, disappointments when people do not keep their commitments, and personal discouragement. One thing will carry you through: knowing that you are fulfilling God’s call! This is the one sustaining factor and mandate that will carry you through. God has not called you to failure. He has called you to success. When you have the “Why?” settled in your heart, you can discern the “How?” of planting the church!

## **How to Cast a Vision for Church Planting**

### **Small groups multiply, so churches should multiply**

Anything that is healthy and possesses life is created with an ability to reproduce and multiply. Obviously, the examples of this principle in the natural world are endless (Genesis 1:28).

In John 17:4, Jesus said He had completed the work that the Father gave Him to do. The Father has a similar work for every believer, every small group, and every local church. Each one should multiply. A healthy small group will grow and multiply into two small groups. The same would then be true for a healthy local church. It will reproduce and plant other churches.

### **Church planting is the New Testament pattern**

The New Testament church was a church planting movement. In Acts 2:37-47, the Jerusalem church was planted. In Acts 8:1-25, the Samaritan church was birthed. In Acts 9:20-22, the Damascus church came to life. Acts 9:31 reports churches that were meeting throughout Judea, Galilee, and Samaria. In Acts 19:9, we find out

about a church planting school that Paul ran in the lecture hall of Tyrannus. And the list goes on: Joppa, Caesarea, Antioch. The book of Acts reads like a church planting manual!

### **Church planting develops new leadership**

Church planting provides the opportunity for new and young leaders to stretch their wings and fly. We could consider the example of parents owning a house with different rooms. As they have children, each child may have a different room in the house to call his or her own bedroom. But there will come a time when just a room in their parent’s house is not enough. They will want their own houses. Healthy parents will release their children to get their own homes. It will be a stretching, learning experience for the children. Church planting allows our spiritual children to reach a new level of maturity they would not reach if they continued to live in our houses.

### **Church planting prevents church splits**

Could it be that one of the reasons churches split is that the next generation of leaders is not released and sent out to establish new churches? Insecure spiritual leaders frustrate developing leaders by not releasing them. “What if a new church plant grows to be larger than the sending church?” an insecure leader might wonder. Frustrated by a glass ceiling, sometimes young leaders eventually leave feeling disgruntled—and take people with them.

When you commission a new small group leader, you are not always sure that he or she is completely ready for leadership. It is sometimes like this for church planters. In fact, they might not be ready. But the challenge of the church plant might be the very thing that will spur them on to the next level of leadership. Remember, someone took a chance on each one of us! With God’s guidance, we also need to take chances on others.

When consulting with churches that are going through a season of disagreement and discontent, I often wonder if the church is really going through a “divorce” as it might appear, or whether the church is actually “pregnant” and ready to give birth to something



new. A church split may not be due to a rebellious spirit, but rather a pioneering spirit that is ready to be trained and released.

### **Church planting is efficient**

We believe that one of the most effective ways to reach people for Jesus is to plant new churches. Church planting provides the infrastructure to support and maintain the fruit that is coming forth. Teaching the biblical financial principles of tithing and giving provides the substance to support the new church as it grows.

### **Church planting stimulates existing churches**

A new church in an area tends to raise the spiritual interest of the local population, and if handled correctly, can be a benefit to existing churches. Any new church that truly has a heart to reach a targeted community will want all the churches in the community to be blessed, prosperous, and overflowing. Some of the new converts from church planting evangelism will go to the existing churches because they already have relationships there. Church plants are never meant to compete with existing churches, but rather to bring completion to their prayers for a move of God in their community.

### **Not all churches are supposed to be megachurches**

Let's not be mesmerized by thinking every church needs to have thousands of people. Some churches are meant to grow to around two hundred people (addition) and then start planting churches (multiplication). Whatever model is being used and whatever capacity each church has, every church planter needs to be true to what the Lord has placed within his or her heart.

Currently there is a real stirring around the micro church model that is appealing to both new and established Christians. There is no exclusively correct model for church—only the model that is best for you.

## **Church planting is the only way to fulfill the Great Commission**

Conversions alone will not fulfill the Great Commission. Matthew 28:18-20 is very specific about teaching, baptizing, and making disciples. This is church activity: teaching, baptizing, and making disciples. We cannot effectively make disciples and teach them the commands of Christ outside a local church setting.

For example, an evangelistic campaign declares the gospel. It brings people to a place of decision, but it does not fully teach them all Jesus' commands. When properly understood, we see that the Great Commission is specifically a commission about church planting. Church planting challenges our spiritual children to reach a new level of maturity and leadership as they are discipled.

## **Church planting reaches Christians who are currently not in churches**

In almost any community in the western world, there are Christians who are not growing in their spiritual lives and who are not contributing to the kingdom of God. These believers feel as though they do not fit into the present churches in their community. What they really need is a new church where they can feel at home. A new church provides this entry point. When joining a new church, people do not have to try to break into an already-established group.

We find this to be even more true after the 2020-2022 time frame when the global pandemic prevented many from attending face to face gatherings. As churches transitioned back to pre-pandemic norms, many people did not return. The longer they stayed out of church, the more difficult it became to reassimilate.

According to Lifeway Research, the average U.S. Protestant church reports attendance at 74% of what it was prior to COVID-19, which means 1 in 4 pre-pandemic churchgoers are still missing from in-person worship services.<sup>1</sup>

Because some of these churchgoers have been away from corporate worship services for so long, they no longer feel connected

to the local church and are searching for a new church to call home. This is a great opportunity for them to start fresh by fully embracing their beliefs and finding ways to serve within a new faith community.

### Church planting provides more options for the unchurched

As long as there are unsaved people in our communities who are not being reached, there is a need for new churches. New churches provide more options for the unchurched. They are a key to outreach and generally grow better than already-existing churches. After all, we could argue that the maternity ward, where new life is coming forth, is the most exciting place in a hospital!

### History shows a link between church planting and revival

Different apostles have been involved in church planting in since the time of the early church. In the year 422, a man called Patrick had a vision for Ireland. In less than thirty years, he baptized over one hundred thousand converts and planted scores of churches. He became known as “the man who found Ireland all heathen and left it all Christian.”

John Wesley and George Whitfield were both great men of God. George Whitfield was the greater orator and drew the larger crowds, yet John Wesley is by far the most remembered because the strategy he used for church planting resulted in the Methodist movement. William Booth and the Salvation Army became a powerful force because of church planting.

Most major evangelical denominations can trace their beginnings to a revival which manifested itself through church planting. The John G. Lake Ministries website states, “In 1908 Lake and a small band of ‘faith’ missionaries left the U.S. for South Africa. Immediately upon arrival, the missionaries began to cause a stir among the people and a riot among the religious. During the next five years, ‘The Apostolic Faith Mission of South Africa’ (the organization founded by Lake) started over 700 churches.”

### New churches are fresh and hungry for growth

When established churches settle into a comfortable state, efforts to reach out to new people slow down dramatically. Many times, new churches are more zealous for souls, for growth, and for the integration of new people than the more established churches. As C. Peter Wagner says, “The single most effective evangelistic methodology under heaven is planting new churches.”<sup>2</sup>

### Conclusion

Church planting cannot be an option—it must be at the center of our mission. It is God’s method of bringing in the harvest. We are given the power to tangibly advance God’s kingdom, then confidently proclaim the need for church planting

### Endnotes

1. Earls, Aaron. **Lifeway research, available at** <https://research.lifeway.com/2022/03/01/churches-still-recovering-from-pandemic-losses>. Accessed 11 January, 2023.
2. C. Peter Wagner, *Church Planting for a Greater Harvest: A Comprehensive Guide* (Eugene, OR: Wipf and Stock, 2010), p. 11.

## Working It Out



1. Write out your top three reasons for planting a church. Be specific but expressive in your writing.
  
  
  
  
  
  
  
  
  
  
  
  
  
  
  
  
  
  
  
  
  
  
2. Write to someone you know and who you would see as a potential member of your church-planting team, and share with them your top three reasons for wanting to plant a church.

## CHAPTER 2

# What Kind of Church Do I Want to Plant?

The Lord is using diversified types of structures and methods to build His church today—from the traditional churches to the emerging micro church networks. Churches that operate within a more traditional setting and those that operate outside of traditional structures are all needed. Here we will examine three kinds of churches:

- Community churches
- Megachurches
- Micro churches

As you read, prayerfully consider which kind of church you desire to be involved in planting. There is no single correct model—only the model that is correct for you.

### **Community Churches**

Community churches appear in nearly every community around the world. They typically meet in a church facility on Sunday mornings and might hold various meetings at this same facility or in small groups primarily meeting in homes throughout the week. Their specific target area is the local community.

There are many styles and flavors of community churches: the Methodist flavor, Baptist flavor, Congregational flavor, Episcopal flavor, Presbyterian flavor, Assembly of God flavor, and many non-denominational flavors. The list goes on. They usually average between fifty to two hundred members. When they reach a thousand attendees, they fall into another classification: the megachurch. Community churches are like community stores. Most people pur-

chase groceries in a store which is close to where they live. Proximity and ease of access are a big part of the nature of the community church.

## **Megachurches**

In the early 1980s, nearly every church in America was a community church. Then Pastor Cho from Korea encouraged American churches to hear the voice of the Holy Spirit to train small group leaders and release the ministry of the church to these trained leaders.

With the structure of small groups in place, rapid multiplication and growth occurred. This new mentality led to a wave of megachurches mushrooming across America.

Megachurches could be compared to large superstores where one can buy just about anything. Megachurches are large and offer an abundance of services to the churchgoer. However, unlike the community church (where you may know nearly everyone), you probably know only a few people at a megachurch. Yet, church members thoroughly enjoy a megachurch since everything is easily accessible in one location. Worship is dynamic, teaching is energetic, and ministry is available in many forms to meet the needs of a vast group of members. It is not unusual for people to drive an hour or more to attend worship services at a megachurch.

When praying through the question of what type of church you are called to plant, it is important to understand the leading of Lord. It is very easy to slip into our natural ways of thinking and allow ego to override the vision God has given. Bigger is not always better. The more you have, the more you have—and that is not a typographical error. The more people that attend a church, the more people you will need to shepherd. The more square feet you have in the size of your building, the more costs you will have for utilities and the more work you will have in maintenance.

As the Word of God says, each person is given his or her own measure of faith. Our gifts differ according to the grace given to us. (See Romans 12:3, 6.) “Measure” speaks of capacity and “gifts

that differ” speaks to one’s calling. Each person’s faith and gifts are different. In church planting, we will miss the mark if our goal is to be like or be better than the churches around us.

## **Multi-site churches (a form of a megachurch)**

One of the interesting patterns that has developed in recent years is the multi-campus model. Many times, this model has facilitated expansive growth. One of the requirements of this model is an anointed and gifted speaker and teacher. Instead of having multiple services at one location, the services are sent out over satellite. The church is thereby able to hold services at many sites, reaching people in distant communities.

In this model, each campus has an on-site pastor. Some multi-campus structures allow for the campus pastor to do the teaching and ministry. Each multi-campus church has a central office that takes care of the finances and certain administrative services campus-wide.

## **Micro Churches**

The entire concept of micro churches requires a different way of thinking than we are used to. Believers in micro churches do not focus on growing larger like the community church or the megachurch. They focus on growth by starting new micro churches through multiplication. Micro churches are small; therefore, they can meet anywhere—in a house, in a college dorm room, in a coffee shop, or in a corporate boardroom. They meet in these locations and do not think in terms of growing to the size that would require the construction of a building to accommodate a larger group.

A micro church is meant to be a complete “small church.” Each church is led by a spiritual father or mother who functions as the elder along with a small elder team. He or she does not simply lead a meeting in a house, but rather provides an environment for people to grow spiritually in the context of everyday life. There is no need for a church building in which to meet, because each house church is a fully functioning church, meeting in a home.

This is not to say that a house church consists of only one group. A house church should encourage smaller groups to meet for prayer, encouragement, and accountability outside of the actual house church meeting. One group of people could regularly meet for breakfast before work and another group could meet to disciple a few new Christians in the house church.

When micro churches network together, they function like a shopping mall. The analogy of a micro church network would be equivalent to the stores in a shopping mall. If the average store in a mall were taken out of the mall and let to stand on its own, it would probably not survive very long. The normal store in a shopping mall needs the others. Each specialized store flourishes within the cluster of the other stores. Yet each store is fully a “store” in its own right, despite being in a mall.

House churches can be compared to these shopping mall stores. They are individual and specialized, yet they flourish when they network together with other house churches.

A micro church provides intimacy that is hard to achieve in a megachurch unless there are active small groups in that church. The micro church provides the ever-growing opportunity to develop leaders for the next micro church.

Finances are also different in that a micro church does not usually have building expenses. This allows the freedom for tithes and gifts to be distributed to various needs in the community and to global missionaries.

More about micro churches can be found in Larry Kreider’s book *Micro Church Networks*, available from House to House Publications.

## **Regional church**

We believe the Lord is restoring the unity He prayed for in John 17:21, “That all of them may be one, Father, just as you are in me and I am in you. May they also be in us so that the world may believe that you have sent me.” Walls that have divided denomina-

tions and churches for centuries are coming down throughout the world. Pastors in the same town who never knew one another are now finding each other, praying together regularly, and supporting each other. This kind of church unity is exciting!

Unity like this makes room for the regional church to emerge. The regional church will be comprised of all types of churches—community churches, megachurches, and micro churches—that are found in a particular geographical area. These churches, of many different denominations, will work together to represent the church (the body of Christ) in a region.

In the New Testament, each church was identified by its geographical location—there were no denominations back then! The body of Christ met in house churches within a city, and they were unified by their specific city boundaries: the church of Antioch, the church of Corinth, the church of Jerusalem, the church of Smyrna. However, today the church has been divided into many different denominations within one geographical area. Many times, things such as different doctrinal interpretations or preferred worship styles have given the impetus for the formation of various groupings in the body of Christ.

The regional church concept is not an attempt to do away with denominations or networks. We need to work within the current situation of what church families look like today. Local churches within a collective regional church will probably each maintain their distinct family flavor while working in a unified manner to more effectively share Christ in their geographical area. When unbelievers see the unity of churches in their community, they will be attracted to Christianity. Unity is what Jesus prayed for in John 17. Apostolic fathers and mothers will unify to lead the regional church.

In the coming years, we believe there will be an emergence of spiritual leaders from various backgrounds and denominations who will form teams of spiritual leadership to “parent” this collective, regional church. These apostolic fathers and mothers will serve the church in towns, cities, and regions to resource the body of Christ. They will not think only in terms of pastoring a church or churches,

but will sense a responsibility with other fellow servant-leaders throughout the body of Christ to pastor their region.

This initiative will not be contrary to their denomination or network's vision, but will bring wholeness. Although these "fathers and mothers of a region" will be concerned about unity, their main focus will be on the Lord and on His mandate to reach the lost.

As explained, the regional church will include all the types of churches in a geographical location: the community churches, the megachurches, and the house church networks. All denominations and church movements operating in a region have a redemptive purpose to meet the needs of that region.

## **Conclusion**

What is the Lord saying to you: megachurch, community church, or micro church network? What kind of church is He asking you to plant?

Again, there is no "correct" style of doing church. Use the style that the Lord is calling you to. It is not a matter of "one size fits all," but is based on what specifically fits you and your gifts and calling from God.

## **Working It Out**

List the strengths and weaknesses of each kind of church from your perspective.



### **Community Church**

Strengths

Weaknesses

### **Megachurch**

Strengths

Weaknesses

Micro Church  
Strengths

Weaknesses

## CHAPTER 3

# Where Do I Start?

Using the analogy of a baseball diamond, we will look at the essential components of a church planting vision and what it takes to birth a successful church plant. This teaching contains basic principles, not necessarily biblical requirements.

## Covering the Bases Sending, Training, Prayer, and Finance

### Cover your bases before launching out

Many sincere church planters and missionaries, after a few years of pioneering, seem to hit a brick wall. They are praying and believing, yet something does not seem to be working the way they anticipated.

There are spiritual bases for us to cover to be properly prepared to plant a church or launch out into a new area of ministry. In order to score in the game of baseball, the player must touch all the bases. If we learn to start correctly, it is easier to finish properly. Paul said, “I have finished the race” (2 Timothy 4:7). May we all do the same!

Peyton Jones in his book Church Plantology describes the process of planting a church as 1) the empowering of every believer, 2) the activation of every believer in their gifts, and 3) the deployment of every believer.<sup>1</sup>

Timing is crucial in this process. There is a price to pay in preparation for church planting. Moses initially missed the timing of God by forty years. The Lord then trained him to lead the children of Israel out of Egypt as he took care of his father-in-law’s sheep.



The playing field in this baseball analogy is the grace of God (1 Corinthians 15:10). We are completely dependent upon the grace of God. We are also responsible to actively pursue God's will and obey His instructions. Others may assist us, but we are responsible before the Lord.

### Home plate

Home plate is the sending base (Ephesians 4:16). Where is your primary connection to the body of Christ? Who is sending you out? 2 Corinthians 10:12-17 speaks of fields of ministry and responsibility in the body of Christ. Which field are you in?

In Titus 1:5, we see Titus as an apostle commissioned by Paul to appoint local elders in every city.

In Acts 13:1-4, Barnabas and Saul were sent out of their local church at Antioch to plant churches and then reported back to their church a few years later (Acts 14:26-28).

If you do not have a local church, find a connection somewhere for both apostolic and pastoral accountability and protection. According to Hebrews 13:17, our spiritual leaders are called by God to watch out for our souls. Who is watching out for your soul? In Acts 15:1-4, Barnabas and Saul reported to the apostolic leadership of the early church.

It will be important for the other pastors and church leaders in the area in which you are planting to know that you were sent from somewhere and that you are not just a lone ranger without any accountability. The sending base is vital to provide resources and laborers for the early stages of the church plant.

In the early 1980s, hundreds of independent churches were planted in the United States. Many of those joined years later with networks that were forming to provide connection and accountability. We believe that it is best for every church to be part of something larger than just the local expression.

### FIRST BASE: Training

First base is the training and preparation base. A lot of church planters are relatively inexperienced and are just starting out in ministry. The need for training is crucial.

Initially, we need to have a deep personal relationship with Jesus. This is our first area of preparation (John 17:3). Then, we should be trained in a small group setting. We need to learn to be faithful in little so that we can be faithful in much (Luke 16:10). We should lead a small group and see it multiply as a part of our hands-on training.

Some churches have designated apprenticeship programs. The "mother" church will identify potential church planters and have them apprentice at their church for a minimum of one year. The more successful programs have multiple churches in which the apprentice can experience various sizes of church models and the different situations that are likely to be experienced in these different church models.

It is important to learn from others with experience. Most missionary and leadership problems concern relationships with other leaders. We can learn so much about working with people in a small group setting. Self-perception is key to the life of any leader. How well you know yourself will help you determine your strategy and need in church planting.

These are some questions we should ask:

- Do we recognize our limitations and strengths?
- Do we have a ministry gift, a ruling gift, or both?
- Do we recognize our need for a team with various gifts?
- Do we understand healthy church government and decision-making?
- Do we know our role in leadership?
- Are we a primary leader or a supportive leader?
- Do we understand group dynamics?

A learning path like the DOVE Global Leadership & Ministry School ([dcfi.org/online-school](http://dcfi.org/online-school)) would be an important training piece for preparation in church planting. While there is a specific learning path for church planting, the entire school covers a plethora of subject matter that will enhance your leadership abilities and skills.

### **A biblical training base has a two-pronged focus:**

- Impartation of knowledge and inspiration in a classroom setting. Paul taught future leaders in the School of Tyrannus (Acts 19:9).
- Experiencing practical ministry through a mentoring (coaching) relationship. Paul mentored Timothy (Acts 16:1-5).

### **SECOND BASE: Prayer**

Second base is the prayer base. You must break through the spiritual strongholds in the potential church planting area. You need a team of dedicated prayer partners and intercessors who will stand in the gap for you and with you. In Acts 12:12-16, we see Peter getting out of prison as Mary and the “small group” were praying for him. In Luke 6:12, Jesus prayed all night and then chose His disciples. Jesus never did anything in His ministry without consulting His Father in prayer. Jesus said, “When you have lifted up the Son of Man, then you will know that I am he and that I do nothing on my own but speak just what the Father has taught me” (John 8:28).

Be sure to view the class from the DOVE Global Leadership & Ministry School entitled “A Leader’s Prayer Life” by Larry Kreider. Later we will look at how to form a group of personal intercessors for you and your family.

### **THIRD BASE: Finances**

Third base is the financial base. God’s plan to finance the local church is through the tithes (10% of income) and offerings (Malachi 3:8-11; Matthew 23:23). However, when a church is being planted,

there usually are not enough tithes to support a leader for the church. We need to prayerfully consider various options and take personal responsibility for our finances.

How does the Lord desire to fill your cup to provide for you and for your family? Luke 6:38 tells us that men will “give into our laps” (fill our cups) as we, in obedience, give to others. We must allow the Lord to fill our cups any way He chooses. Luke 16:10-11 teaches us that God uses our proper handling of money to prepare us for spiritual ministry. Our cups may be filled by a combination of sources. Here are some of the potential sources of provision the Lord may use.

### **Tent making**

“He stayed with them and worked” (Acts 18:1-3). Tent making refers to working at a job or business to earn income to finance our families and the new church plant during the planting season. If your church grows more slowly than you anticipated, tent making will allow you to continue serving indefinitely if needed. Working part-time (at the least) is a proven way to release much-needed finances to support ministry.

In addition, tent making provides natural oikos relationships. Oikos is the Greek word for “household” or “house of people.” Your oikos is that group of people whom you relate with on a regular basis. Every believer should utilize the oikos principle in order to impact his or her spheres of influence with the gospel of Jesus Christ.

Acts 10:2 speaks of Cornelius and all his family (oikos). He and all his family were devout and God-fearing; he gave generously to those in need and prayed to God regularly. “Cornelius was expecting them and had called together his relatives and close friends [his oikos]” (Acts 10:24).

### **Co-Vocational Ministry**

While tentmaking (bi-vocational ministry) is a solid option, co-vocational ministry should also be a possible consideration. A bi-vocational church planter is one who has a job or is self-employed.

Bi-vocational status could be viewed as somewhat temporary, especially if the church planter hopes that the new church will eventually be able to provide the financial provision so that he or she can focus full time on the church and not need to seek other employment.

Co-vocational church planters, on the other hand, are those who believe they are called to the marketplace and have no intention of leaving their job. They know that God has called them in the field of management, teaching, mechanics, social work, or any other profession. They desire to integrate that calling into the plan of the new church plant.

### **Supernatural provision**

In Matthew 17:27, Peter found a coin in the mouth of a fish to pay his and Jesus' taxes. This was not the normal way Jesus was provided for. However, we do see instances of supernatural provision in Jesus' ministry. For example, he fed the five thousand supernaturally.

### **Support team of family and friends**

In Luke 8:1-3, we read that Jesus had a team who supported Him from their substance. Many parachurch ministries encourage missionaries and church planters to build a support team, send out newsletters, and visit these supporters. This is a scriptural way to experience God's provision.

When raising a support team, you must first identify potential supporters then make a personal contact with them. Share your vision for extending the kingdom of God through church planting. Ask these people or churches for financial support. Regular ongoing communication with those who invest in the church plant is very important.

### **Local church support**

In 2 Corinthians 8:3-4, a gift was given to Paul from the local church. Some missionaries and church planters are blessed by the support of their local churches as God's way of providing for them. Sometimes a local church will segregate the tithes of those on the

church planting team for a designated period of time leading up to the plant to collect and save funds for the plant. This support may continue for a year or two until this new church becomes more financially stable and is able to support itself.

### **Living from the gospel**

1 Corinthians 9:7-14 teaches us that those who preach the gospel should live from the gospel. Galatians 6:6 (NKJV) says, "Let him who is taught the word share in all good things with him who teaches." If a traveling fivefold minister (Ephesians 4:11-12) preaches the Word to a small group or local church, the believers should bless him or her financially. This helps to fill the cup of that minister.

### **"Honor" given to an elder who is sent out**

Timothy 5:17-18 tells us the laborer is worthy of his wages. Sometimes a local church leader will be supported as a local elder as he or she ministers for a season in another part of the world.

In a church plant, it may be possible to provide a monthly stipend until the church grows in its ability to support its leaders. In the micro church model, most leaders receive limited or very little financial support due to the ministry requirements of the micro church. Most micro church leaders have full- or part-time jobs that provide finances for them and their families.

### **Inheritance**

Proverbs 13:22 says a good man leaves an inheritance to his children's children. Some families have used inheritance money as God's provision to support them as missionaries or church planters. In some cases, these inheritances and investments are so bountiful that the leader has not needed any financial remuneration from the church.

### **Investments and business**

In Matthew 25:14-18, Jesus gives the Parable of the Talents. Some successful businessmen who have been blessed to use their

talents wisely give a season of their lives to missions and church planting. Retired military personnel have at times used their pension to support them financially in church planting and missions.

Some planters will invest in real estate which can provide passive income when leveraged correctly. Others have used their homes as an Airbnb type rental.

The “gig economy,” or freelance work, is also another option for income. If a church planter has skills such as website development, graphic design, or video editing, he or she can use those talents to work from home on a contract basis. The “gigs” are temporary and flexible in nature and will give the planter the opportunity to provide for the family while planting the church.

### **The ant method (work and save)**

Proverbs 6:8 tells us that ants “labor hard all summer, gathering food for the winter” (TLB). Some church planters work hard and save for a season and then use the money that is saved to support them on the mission field and in church planting.

### **Kingdom provision**

Luke 10:7 tells us the laborer is worthy of his wages. “Kingdom provision” refers to being paid by the church or Christian ministry as a staff member of the church or ministry.

### **Team members**

One of the benefits of a sponsoring church is to provide you with team members to go with you who also help support the church plant financially. These people are those who share your vision and are willing to help you with the financial load.

### **Special fund raising**

There are a variety of ways to raise funds for a new church plant. Events like a special dinner or sale of unique baked goods are sometimes used. You could have a new church “baby shower” where people donate supplies from a list is sent in advance.

People will give to genuine needs. If you are in the planting process and you need a sound system, you could form a group on social media and share that specific need. Sometimes we have not because we ask not.

### **Count the Cost**

“Suppose one of you wants to build a tower. Won’t you first sit down and estimate the cost to see if you have enough money to complete it? For if you lay the foundation and are not able to finish it, everyone who sees it will ridicule you, saying, ‘This person began to build and wasn’t able to finish’” (Luke 14:28-30).

Count the cost by asking these questions about provision:

- “Lord, have you called me to be a church planter?”
- “Lord, how do you desire to fill my cup?”
- “Lord, what can I do now to get started?”
- Am I willing to count the cost and “bear the cross” if God’s choice of provision is not the same as what I would prefer?
- When one door of provision closes, am I willing to allow God to open another?

### **Unmet Expectations**

Unmet expectations bring a death blow to many church planters, spiritual leaders, trans-local fivefold ministries, and missionaries. Here are some danger signs to avoid:

- Dictating to God how to fill your cup.
- Comparing how God is filling your cup with how He fills others’ cups (2 Corinthians 10:12; John 21:21-22).
- Seeing one area of provision as more spiritual than another and allowing it to become an idol in our hearts (Ezekiel 14:3). If I believe one type of provision is more spiritual than another, my eyes are taken off the Lord and His purposes.

- Not being willing to pay the “timing price.” We should realize that the Lord often uses the process of discerning how to fill our cups to simultaneously prepare us in the spiritual realm for the service He is calling us to.
- Expecting another person, mission agency, or church to take the responsibility to provide the funds to fulfill “my” vision.

### A Home Run

A home run occurs when you are sent out to plant a church or launch into a new ministry. God’s timing is crucial. The church planter may have all the information, plans, and strategies possible, but if the timing is not accurate, not much is accomplished. On the other hand, another church planter can go in without detailed plans or strategies, but get the timing right and have immediate success.

Church planting needs to be approached from both a spiritual and a practical perspective. Prayer is often the key for knowing God’s timing. The sending church can rejoice with you as the new church is established.

While the sequence in which we cross these bases can change, the key is that we cover all of them in preparation for reaching the goal of a successful church plant.

### Endnotes

1. Jones, Peyton, *Church Plantology: The Art and Science of Planting Churches*, Grand Rapids, Michigan: Zondervan Publishing, 2021.

### Working It Out



1. Why is an intentional prayer team important to the formation of a new church? List all the reasons you can think of.
2. As you consider whom you can ask to pray for you and your church planting venture, it will be helpful to think in categories: family members, co-workers, friends, et cetera. Brainstorm and write down categories of people you can approach to request prayer for you and the new church.
3. Make a list of actual names of people from the categories in number 2 that you will approach with an invitation to pray. Try to come up with at least twenty-five names.

4. Establish and clarify in writing the commitment you are asking from your prayer team. Be sure to cover the following expectations.
  - Frequency (daily, weekly, etc.)
  - Duration (one year, eighteen months, etc.)
  - Time. How much time are you asking them to commit in prayer?
  - Communication. How they will receive your prayer requests and know the areas in which to focus prayers?
  - Reporting and accountability. How often they will receive updates from you or another team member?

## CHAPTER 4

# What Is the Vision?

The development of core values, a mission statement, and a vision statement creates a blueprint for what the church plant will become. The actual construction of the church will always be done while referencing the original blueprints. We will start the process by first establishing core values, then writing a mission statement, and finally developing the vision statement.

### Developing a vision statement

Your vision statement will affect all that you do. What kind of church do you want to plant? Why would someone be interested in coming to this church? What things do you value? What is the purpose of this church? What is its mission?

When you are in God's presence, the vision and mission will become clear. However, it is important to remember that God does not bypass our intelligence. Our mission and vision statements should reflect sound biblical principles. Many churches wander around aimlessly simply because they have not stopped and worked out a vision statement. Habakkuk 2:2 (NKJV) says, "Write the vision and make it plain on tablets, that he may run who reads it."

### A vision:

- points to the coming reality toward which all can give their energy
- is the picture of the desired future you will pursue
- looks at what could happen if you knew you could not fail

- focuses on the future
- tries to get a glimpse of reality from God's perspective
- recognizes God's desire to bless His people
- flows out of God's redemptive purpose
- seeks God's specific assignment
- is a description of what God desires to create or form.
- is not yet realized in the present.

To address the above criteria, it is helpful to start by describing your designated goal, or where you want to reach, then working backwards. Isaiah 46:10 says, "I make known the end from the beginning, from ancient times, what is still to come. I say, 'My purpose will stand, and I will do all that I please.'"

To begin the process of developing a vision statement, picture what the church will look like in five years. On the "Vision Statement Worksheet 1" on page 38, make a list of thirty reasons why someone would want to be involved in this church. Keep trying until you can list thirty. If you get stuck as you attempt to complete this list, try writing a newspaper article that describes your church five years from now. Then go back to work on the list of thirty reasons why someone would attend your church.

More times than not, you will not attract the people you want as much as the people who think and dream like you. Make sure your vision reflects who you are.

### Core Values

Core values are the convictions that govern all we do and the way we do it. They are the principles and standards that we hold to be essential and non-negotiable.

### Values are:

- passionate, non-negotiable convictions that are expressed in consistent behavior—what we do demonstrates what we truly value
- constant, motivational, and observable
- our core convictions that serve as the internal guide by which we make decisions and formulate plans
- revealed by how a person or a group uses time and resources
- the "why" behind the "what."

### Values are not:

- **a statement of faith or doctrine.** What is "believed" is not necessarily valued. We all say we believe in evangelism, but do we do it? If we do it, then it is truly a value.
- **methods or programs we employ.** The methods and programs are the delivery systems for our values. Values have great influence on our attitudes, which then affect our behavior. Jesus said it this way: "Where your treasure is, there your heart will be also" (Matthew 6:21).

For those planting with DOVE International, review the values of DOVE International in Appendix A. Do these reflect the core values you hold for the church you want to plant? If so, write them out in complete sentences using your own words. Use the "Vision Statement Worksheet 2" on page 40 to compile a list of fifteen scriptural values for the church plant.

**Vision Statement Worksheet 1**

16.

Why would someone want to be involved in this church?

17.

1.

18.

2.

19.

3.

20.

4.

21.

5.

22.

6.

23.

7.

24.

8.

25.

9.

26.

10.

27.

11.

28.

12.

29.

13.

30.

14.

15.



## Vision Statement Worksheet 2

### Core Values Statement

List fifteen scriptural values for the church plant.

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.
- 11.
- 12.
- 13.
- 14.
- 15.

### Mission Statement

What is the divine purpose of this church? Who is it going to reach? What is going to be done to reach them? How is it going to be carried out? The mission statement answers all the previous questions in one paragraph.

Go ahead and write a first draft of your mission statement. Remember, it must answer the questions “who?”, “what?”, and “how?”

After writing, ask a few of your peers to read your mission statement and give their input. From a theological perspective, it should include some aspect of worshipping God, building His body and evangelizing the lost.

Compare what you have written with other mission statements.

The DOVE mission statement is: “Our mission is to exalt Jesus Christ as Lord, obey His Word, and to encourage and equip each believer for the work of ministry. This mission will essentially be accomplished by the threefold mandate God has given us: prayer, evangelism and discipleship.”

Review the thirty reasons why someone would want to be involved in your church. Does your mission statement correspond to the thirty reasons you gave as you pictured what the church would be like in five years?

Modify your mission statement into one paragraph. Be sure this mission statement is what is on your heart. It will be challenged. People may question it. The enemy will oppose it—so you must be highly committed to it.

### Vision Statement

Now you want to boil that mission statement down to one concise, easy-to-say, motivational statement. Your vision statement should be able to fit on a banner, but also make sense on a bulletin cover. This is the toughest step of the process and may take the longest time to complete.

Vision needs to be more focused than mission. In other words, most churches ought to have a similar mission, but few churches will have the same vision. The vision should be tailor-made to the individual gifts within the church, the specific call of the church plant, and the defined target group.

DOVE's vision statement is: "To build a relationship with Jesus, with one another, and to transform the world from house to house, city to city, nation to nation."

Pray, pray, fast, and pray. This is very important. Complete the vision statement, get some input from peers or team members, and revise it if needed. Be sure this statement communicates accurately what is in your heart for the church plant.

### **Church vision statement samples**

The following are actual church vision statements:

"To lead the people of northern Bedford County to salvation in Jesus Christ and growth in Christ-likeness through a dedicated, innovative and equipped body of gifted people."

"We are ordinary people with a mission to transform our community and the world by connecting people with God and each other. It is our purpose to unleash God's extraordinary love with the healing, freedom, and hope available to all through Jesus Christ."

"To provide the greater metropolitan area with a church geared to the needs of baby boomers who are nominal Christians, offering a ministry that is sensitive in personality and characterized by a loving, forgiving, accepting environment."

"To equip professionals in New York City to impact their web of relationships, focusing on reaching non-Christians through cell groups and marketplace ministries that address urban needs."

"To present Christ in a contemporary, creative, credible and caring way to all people, in an environment where people from the community can grow to their full potential in Christ."

"To identify, train and support believers as leaders who carry the ministry of the local church into the world. We will provide them with a place to encounter God in worship and encouragement."

"Our vision is to know the King and advance His kingdom."  
"Our mission is to exalt Jesus Christ as Lord, obey His Word,

and to encourage and equip each believer for the work of ministry. This mission will essentially be accomplished by the threefold mandate God has given us: prayer, evangelism and discipleship."

"The Fireplace encourages a personal relationship with God the Father by way of Jesus, His Son – being filled with the Holy Spirit. We believe one way this is accomplished is through personal time spent with the Lord daily. Our celebration time on Sunday morning is designed for corporate prayer, worship, praise, and a message from God's Word as well as fellowship with one another."

### Vision Statement Worksheet 3

5.

Write out your vision statement, mission statement, and core values below:

6.

Vision Statement (one sentence)

7.

8.

9.

10.

11.

Mission Statement (paragraph)

12.

13.

14.

15.

Core Values (list of fifteen values)

1.

2.

3.

4.

## Working It Out

Complete the following exercises to help you refine the communication of your vision.



1. Is there anyone else who can assist you in distilling and clarifying your vision? Share with them for clarification and definition.
2. Who are the next individuals with whom you should share the vision?
3. What have you done up to this point to share vision with the leaders you currently have on your team? What is your next step in sharing the vision with your leadership team?
4. Identify the various audiences you will have in the community when you are planting. List them.

5. Brainstorm with your team to come up with creative and consistent ways to communicate the vision to these various groups/cultures or individuals.

5. How are you living out the vision? How could you live out the vision even better?

## CHAPTER 5

# How Will I Plant a Church?

The purpose of this chapter is to help you determine which method or combination of church planting methods the Lord is directing you to use. We will look at many methods that are used in church planting.

### Methods of Church Planting

There are many models and methods of small group-based church planting or house church planting. The book of Acts itself describes many of these.

The following are some methods we have observed both in the Scriptures and in the body of Christ. Sometimes two or more of these methods are combined in church planting.

### One small group

A church planter and team will target an area and believe God for people to come in and join a small group through some creative and divinely inspired methods. One small group becomes two, two become four, and the church multiplies.

### Hiving off

“Hiving off” is a common way to plant a church. One or more small groups from an existing church are commissioned to start a new church. Hiving off usually occurs with a cluster of small groups in an area that is not very close geographically to the sending church, but this is not always the case. DOVE International has used this method many times.

## **Colonization**

Colonization is a radical form of hiving off. In this case, a small group or a group of people from the sending church become a church-planting team that relocates to a different geographical area. They move, find new homes, find new jobs in the target community, and plant a church.

## **Adoption**

Adoption involves a church that was started by someone else that for some reason wants or needs to be adopted. In some cases, crisis in leadership or a change in vision may lead to these adoptions.

During the past few years, we have seen an increased number of adoptions. The majority of adopted churches were in decline and reached out to the leadership of a healthy church for advice and encouragement. Many existing churches will try revitalization. This takes time, money, and people that are ready to move forward. When finances are depleted or the age of the congregation makes manpower impossible, adoption becomes the best option.

Adoptions are not mergers. Mergers would indicate there are two healthy churches combining with a “better together” mindset. Adoption, however, takes place when a healthy church takes leadership of a church that is in decline or is on the verge of closing.

## **Accidental parenthood**

No one likes it, but church splits do produce new churches. This would not be a planned church plant. Sometimes the core group of a new church plant will separate for reasons that may be carnal. Personality conflicts, different visions, and theological disagreement can all cause a church to split. However, if reconciliation occurs, God does seem to prosper both groups. This could be compared with a baby born out of wedlock. God loves the baby and has a plan for its life!

## **Satellite model**

The satellite model is best described as a branch church. A separate celebration of small groups is sent out, but remains under the authority and leadership of the sending church. Generally, a satellite church plant has its finances pooled with the original church. Eventually satellite churches could become their own churches if desired.

Some satellite models utilize video streaming for centralized teaching while still maintaining an on-site pastor at each location. Others have a campus pastor that shepherds the local congregation and does the majority of the speaking. Since this model is typically one church with various locations, the teachings are based on a common outline which the campus pastor tweaks to make it his or her own.

Typically, a centralized administration department handles the finances, church communications, and human resources.

## **Multi-congregational churches**

In some multi-congregational churches, the same building will be used for different congregations. Each congregation will appeal to a specific group based on music, age, church tradition, or a wide variety of other commonalities or unique traits.

## **Multicultural/Multiethnic Church Plants**

Like the multi-congregational churches, the same building will be used for different congregations but each is based on the native language for each group. This model has been utilized successfully in European nations as well as urban populations within North America.

or any other factor. Each congregation will be a network of small groups. A church building could be used Saturday night for a youth church, Sunday morning for a more traditional-style church, Sunday afternoon for another style of church, and Sunday night for yet another style. One building can be utilized to reach multiple age

groups and cater for persons with different preferences in terms of styles of worship.

### **Multiple campuses**

As previously stated, a multi-campus church meets in various locations but is considered to be one church.

The local pastor may travel from location to location. Livestreams to different locations have an on-site pastor in ministry. There are many variations to this model, and many growing churches are expanding with this model.

### **Mission board**

In this model, a mission board will recruit, sponsor, finance, and send a team of church planters to another location, usually another nation. The mission board is usually supported by a group of churches.

### **Catalytic church planter**

A catalytic church planter is a pioneer. He or she likes to go into an area, clear new ground (plant a church) and then turn it over to someone else to steward growth. The pioneer church planter will usually then move on into yet another new area to plant another church. Pioneers tend to plant many smaller churches which will grow according to the spiritual gifts of the incoming leaders.

It is important not to require a catalytic church planter to stay in one place too long. Such a person carries a strong apostolic/evangelistic anointing and thrives on starting something new. A catalytic church planter must be able to produce new leaders to turn the church plant over to lest the new fledging church fails for lack of leadership.

### **Homestead church planter**

The homestead church planter likes to go into a new area, plants a church, and continues to build it up for an extended period of time.

The church will become a place of great strength in a community. That church planter will raise up spiritual sons and daughters who will in turn be sent out to plant churches. It is important not to require the homestead church planter to move on to a new location.

### **Independent church planter**

An independent church planter goes out on his or her own to start new churches. This is a possible approach to church planting, but is not recommended. We believe churches need spiritual protection and the correction that is found in relationships of accountability.

### **The apostolic church planter**

A group of churches that are in relationship with apostolic covering and spiritual oversight will send out church plants with an emphasis on spiritual gifts and the ministries mentioned in Ephesians 4:11-12. The new churches will usually have separate legal standing and have their own property, but the pastor will be under the spiritual oversight of an apostle or apostolic team in the movement. The apostle's authority is not legal, but spiritual. The Holy Spirit produces and sustains this mentoring relationship.

### **Spontaneous church**

Believe it or not, some churches just happen without any intention or plan. The Holy Spirit is poured out in a home or workplace and people start to come to faith in Christ. Eventually, a leader emerges from the group.

The following testimony is one example of a spontaneous church. A man in Nepal received a piece of gospel literature and decided to request a correspondence course that would teach him more about Jesus. He walked five hours to a post office where he met another man mailing a request for the same material. As they headed toward home, they met a group of men headed for the post office to request the same course. The fifteen men agreed to gather for worship on Saturday, and when the Holy Spirit moved in their

midst at that meeting, they decided to gather weekly. This became a church!

### **Outpost preaching points**

In the outpost preaching points method, a gifted individual will draw people to public places for preaching or teaching by returning to the same geographic places repeatedly. At first, this seems to run counter to the small group vision. But with care, a large group can be taught small-group accountability values and be assimilated into small groups over a period of time. While this method can work, it also has the potential to bring awkward and unique challenges such as the transition from a one-off meeting to consistent and dedicated church membership, among others.

### **Mission Sunday school**

The mission Sunday School starts by reaching the children in a community. When children get involved in Sunday School, church, and children's cells, the parents and other relatives tend to follow. Household salvation was very common in the early church, seen for example in Acts 16:31-34.

### **Regional presbytery church plant**

A regional presbytery church plant involves a group of churches in an area who work together to plant a church. Two, three, or more churches pool their resources, talents, and money to see the new church established. The sending churches more often are of the same spiritual family of churches but could also come from different church families.

### **Bible study group**

Many churches started out as a Bible study in a living room. This method can be very effective in intellectual communities such as those that are close to universities. The concept of a small group might be new for people, but often they are willing to attend an issue-based Bible study. The Bible study then can become a small group or

continue as an outreach while the first small group meets on another night. The Alpha Course is a good example of an inductive Bible study method that has been effectively used for church planting.

### **Signs and wonders**

The signs and wonders model is simple and profoundly effective. Look for a home where someone is sick. Pray for the sick person and see them healed. Then start a small group right in that home. Very often the whole family and extended family will get saved. Other supernatural aspects of the gospel—such as the manifestation of spiritual gifts and deliverance—often provide the base for a church plant as people have a hunger for the supernatural power of God.

### **Youth ministry**

Youth ministries often become churches. As new converts and new leaders mature, the youth ministry will mature into a church. The first DOVE International church was birthed out of a youth ministry.

### **Micro church networks**

Many times new churches are planted in homes. Rather than eventually renting or purchasing a larger building for a celebration, leaders are sent out to start new micro churches. These churches can be small group-based and give the opportunity for more leaders to be trained and released.

To be the most effective, micro churches need to network together with other micro churches and with the body of Christ. Micro churches could possibly meet together periodically for a larger celebration.

### **Internet-based marketing**

Internet-based marketing involves utilizing the internet to get the message out concerning a new church. Social media plays a huge role in communicating with the community who you are and the “why” of your church plant. Keep in mind that in any messaging, you do not want to tear down any other existing church or ministry. In the communication, you are merely letting your presence be known, trusting that the Lord will bring the increase.



## Website and marketing promotions

It is said that your website is the new foyer. In the article title “Most First-Time Visitors Decide if They’ll Return in the First 10 Minutes: Don’t Lose Them”, author Carey Nieuwhuis says, “Most people will check out a church online long before they check out a church in real life. It doesn’t matter whether you livestream your services or not—a simple website with basic information for a first-time guest is helpful.”<sup>1</sup>

Having a well-cared-for website communicates that you are investing in those who are considering investing in you and the ministry that you are championing.

Years ago, the only way to watch football was to go to a stadium personally. Then radio came on the scene and one could listen to the radio to hear what was taking place. Then television was invented and we could see what was taking place without actually going to the location. Today, we can literally experience almost everything that is happening in the stadium—except maybe the taste of the hotdogs. We can hear the grunts, the thuds, and the referees calling fouls. The interesting thing is that TV has not hindered the attendance at football games. The more people are engaged online, the more people come for the live experience.

Take care of your website and livestream platforms. These tools are here to stay and their prominence is on the rise.

## Virtual church

In today’s environment and the advanced use of the internet, it is entirely possible to plant a virtual church that meets online. While the limitations are real and many, the possibilities of reaching out are also expansive.

## Other methods

We believe that in the season of church planting ahead, the Lord will continue to raise up new methods that are not yet identified or used. We need to be alert to new and creative ideas for church plant-

ing. Some people have opened bookstores, coffee shops, medical clinics, and drilled wells all in the name of church planting. There are many more strategies to come.

## Person of peace

The concept of a person of peace is based on Luke 10:5-9 where Jesus sent out His disciples and told them to bless the house of “someone who promotes peace” in the community. This model can be started with prayer walks in a neighborhood as you ask the Holy Spirit to lead you to a person of peace. The focus is to allow the Holy Spirit to direct you to an individual who has a spiritual need and is open to being prayed for regarding that need. Through subsequent visits and relationship building, there is openness to an in-home meeting or gathering consisting of the person’s already established relationships.

## Discovery Bible Study

The Discovery Bible Study (DBS) is a model of seeking people who have a desire to learn more about God. It is started when two or three believers in an area reach out to other non-believers and start a Bible study utilizing the DBS methodology. As time progresses, this study can grow into an established micro church and foster the starting of new DBS groups as its newly saved members reach out to their networks of relationships.

The Discovery Bible Study method works well with unbelievers who have a desire to know more about God. It can be started by a believer who has a number of unsaved friends, co-workers, neighbors, or acquaintances. It normally runs for a pre-determined period of time. It often starts in a house. As people get saved, they become part of a micro church. When these new believers who are now part of a micro church start a new DBS with their friends, the process begins again.

## Conclusion

If you are called to church planting, this chapter should have increased your zeal. Which method(s) for church planting appeal to you the most?

## Endnotes

1. Carey Nieuhof. "Most First-Time Visitors Decide if They'll Return in the First 10 Minutes: Don't Lose Them." Accessed 28 April, 2022.

## Working It Out



1. Are you more of a catalytic church planter or homestead church planter? Why?
2. What are your thoughts about accidental parenthood as a church planting method?
3. Give an example of a spontaneous church plant that you have read about or are aware of.
4. Suggest two additional methods of church planting that are not explained in this manual.

## CHAPTER 6

# Who Will Help?

In order to find others who will walk with you in church planting, you need to first clarify your own roles related to your personal gifting, abilities, and calling. While it is strategic to know what you are good at, it is imperative to also acknowledge what you are not very good at and to find others to fill those roles. If these persons are not available, you might want to put off the launch date until the Lord provides these strategic players for the team.

You can alternatively ask for short-term commitments (six to twelve months) from people who are gifted in a specific role but may not necessarily feel called to be involved in the church plant long-term. While this can be a “gap filler,” you will need to actively pursue others to fill these roles in the new plant as time progresses. Some people love to commit to getting something started. There is also the possibility that someone who was initially committed to short-term involvement could receive a call while serving to continue with the church plant long-term.

### Strategic Team Roles Needed for Launch

1. **Worship Leader or Facilitator** – This person needs to be able to lead people into the presence of God or at least able to guide others in doing so. This is a strategic role and very necessary for a church plant.
2. **Children’s Ministry Leader** – What to do with the children is one of the most often asked questions in a new church. Having an individual who handles ministry to children on the team paves the way to plant a church that is geared toward the entire

family. This person needs to be able to build a team around ministry to children.

3. **Administrator** – Every new plant needs administration. While some visionaries have some administration in their gift mix, many are a bit lacking in this area. It can save a lot of potential frustration if there is an administrative presence to make sure communication and details are covered. Communication is key in helping a team to flow together.
4. **On-Site Administrator** – This can be the same person as the administrator, but someone who will cover details for the larger gathering. Having someone apart from you who is available to answer questions or solve simple problems will help allow you to focus on meeting itself.
5. **Financial Person** – It is always preferable that someone other than the church planter takes care of the money. While you will have the final say in how monies are being spent, it is far better to have someone else counting offerings, depositing funds, and writing checks. It removes any questions of improper handling of finances and gives you as the church planter the freedom to take spiritual and practical care of the people the Lord is bringing to the new church. Building people will ultimately lead to church growth.

## How do I build my team?

It takes longer to plant a church without a team, and the likelihood of success is much lower. A team helps to carry the load and see the project to completion.

The concept of teams is seen often in the New Testament. Paul went out with teams. We see an example in 1 Thessalonians 1:1. Aquila and Priscilla formed a team in Acts 18:2. The disciples were also sent out in teams as explained in Luke 9:1 and Luke 10:1.

The team concept works exceptionally well in establishing a new church. A team always has a leader, and a church plant will also have a leader. Developing a core team should not be viewed as optional.

The team will help the church planter to pray and intercede for the success of the plant. Team members will help in sharing the load and fulfilling the responsibilities of planting a church. Their spiritual gifts will add depth and expertise to the church. They will share the vision for the church plant and recruit others to the church.

It is imperative that the team share the same approach to ministry as the leader of the church plant. The team is joining the leader and not vice versa. The leader needs to exercise the freedom to screen all those interested in joining the church-planting team. While it is good to have a diversity of gifts and personalities on the team, note that not all team members have to be dynamic, charismatic leaders. Church planting includes many tasks that any believer who is willing to serve can accomplish. What you are truly looking for is people who have different gifts and abilities but who carry the heart of the church planter.

After a church planter has shared the vision as many times and in as many places as possible, the following guidelines will help you build a church-planting team.

## Building a Church-Planting Team

### Build with vision

God has a vision for His people. Vision always precedes reality. Vision is a gift God places in the church to inspire people to see something they would not otherwise see and to believe what they would not otherwise believe. Every church planter must lead with vision. This will motivate the group to make the required sacrifices. Write the vision down so the team can run together (Habakkuk 2:1- 4). The process of developing a vision statement is covered in chapter 4 of this manual.

Visionary leaders can expect to be criticized. Many people resist change. Initiate the general vision, but allow the team to help

develop the final vision. Don't criticize the vision of others on the team, but look for a way to implement various ideas within the context of the overall vision. Common vision is essential for the success of any team.

### **Build in holiness**

Although we want to welcome a diversity of personalities on our church-planting team, it is important to build in purity and holiness. Sin—especially the sin of rebellion—divides and opens the door for more sin. Confront sin prayerfully, gently, and firmly. Confront sin by teaching the truth (Romans 2:4). Set a biblical standard and teach it clearly. Announce your expectation, then hold people to it. Focus on the nature and holiness of God. Leaders must live to a higher standard.

### **Build a diverse team with unity**

John C. Maxwell says, "Who you are is who you attract." He calls this the law of magnetism. While this can be a good thing, in church planting it can be challenging as well. You will want a variety of gifts—especially the ones you, the planter, do not have—to be included in your church planting team. Unity does not come from uniformity. A diverse team reflects the character of God.

Unity is not a nebulous concept that either exists or does not exist. People can learn how to walk in unity. Matthew 18:15-17 explains how conflicts can be resolved. Unity begins as every team member affirms other persons on the team (1 Corinthians 1:10). Unity is best built around common values, not common personalities. Common values are essential for the success of a team.

### **Build through inclusiveness**

Teach your team that the Great Commission is more important than any doctrinal differences. We want to major on majors and minor on minors. Build diversity on your team as you utilize those of differing race, background, and gender.

Listen, respect, and acknowledge the input of your team. Be inclusive in how you make decisions. The first step in clear communication is listening and respecting what you hear and taking it seriously. Accept all team members. Understand them and value their input. James 1:19 explains that we should listen first and not be too quick to speak. This is particularly good advice for a church planter.

The longer a leader has been in ministry, the more internal hurts he or she is likely to have suffered. Church planters need to be able to start fresh with their team rather than dwell on the history which has caused them to become cynical or shut people out. The DOVE Global Leadership & Ministry School includes many sessions on developing quality leadership. It is powerful when a church planting team goes through the school together as a group. It helps the leaders to clarify culture and ministry focus and learn how godly and mature leaders lead successfully.

### **Build by following**

Build team unity by being under authority. If you cannot come under authority, you should not be in authority. The more mature you become, the more people you are willing to come under. Authority doesn't mean anything in our lives until we give something up and submit to godly leadership the Lord has given us.

Authority is not a title; it flows out of who you are. It is the reflection of maturity, wisdom, character, experience, and spiritual gifts. People will more likely submit to your authority if you submit to those God places over you (Romans 13:1-7).

### **Build team unity joyfully**

The kingdom of God is supposed to be fun. Church planting is no different. Yes, it is a serious task, but it is not to be a drudgery. Include celebration in the life of the church-planting team. God made us with the capacity to laugh. Mark special events with celebration. If joyful celebration does not come to you naturally, request others on the

team to initiate such activities then release them to implement their ideas. Enjoy your team.

The people of Israel had seven expressions of celebration as they served together. Worship should be a joyful celebration of God's goodness. Life should be celebrated (Nehemiah 8:10). Remember, what you celebrate multiplies itself and sets the tone for the church culture.

### **Build with discernment**

We are fighting against the powers of darkness. Discern the tactics of the enemy that are specifically aimed at your church-planting team. We must saturate our minds with the truths of God's Word to discern what is of God and what is not.

You might not be able to find a manual that prescribes how to make every decision, but heed the Holy Spirit's guidance and foster a keen ability to discern God's voice (Ephesians 6:12; John 8:32).

Leaders have a protective role over the team. A leader should be careful about who is invited to impart into the team. Get to know someone before opening the door for him or her to give input to your team.

Help people discern the impact of the culture they are living in and how that keeps them from developing community on the team. Continue to ask the Lord for wisdom and discernment (James 1:5).

### **Build as learners**

Ask questions. Identify your own biblical beliefs and framework and test any other ideas based on those biblical truths. An effective method of leadership is to ask questions. Learn from others in their spiritual walk. Never stop learning. Go to retreats and find ways to be alone. Take days off so that you can rest, reflect, and pray (Matthew 13:1; 14:23). Stretch your mind. Read books you may not necessarily agree with. Take your team to a conference where you can learn and discern together.

Something powerful happens when we go beyond the two-hour

mark in a meeting. Most meetings are in the two-hour range and require that we stay on task. Going somewhere and having longer times together opens people up to share their hearts and lives in ways that will not usually happen in a regular meeting.

### **Build with good communication**

Speak consistently and clearly and stick with what God says. Speak lovingly; inspire people; encourage people. Sound a sure, steady note. If people are having a conflict, bring them together and help them to work it through. Develop skills to manage conflict. Conflict can be a gift-in-disguise that helps people work out character flaws (See Acts 15.)

Respond to manipulators with clarity and directness. Don't take responsibility for the problems of others. Set the tone on your team by only talking about that which edifies other people (Ephesians 4:29), unless you are directly involved in helping a person solve a problem. Use only the details that are needed and keep a dispute contained within the smallest group possible. Don't correct the whole group when only one person has an issue, but rather go to the one person who needs to be corrected individually.

When dealing with a core team, it is important that nobody feels left out. As a staff member, there are times when communication is on a need-to-know basis. Again, use careful discernment in implementing the communication system.

If your church plant has momentum and has many moving parts, you may want to use a simple yet robust system such as Microsoft Teams. File sharing, one-on-one messaging and group messaging are all available in one place. The key is to land on a system and train the team on how to use it and even set it up on their mobile devices.

Use any and every form of communication that works for the group. This could be e-mail, text messages, WhatsApp, Viber, Messenger, Zoom, Facebook, or any other current app. Some people are great with one communication platform yet ineffective with others.

Find the one that works best for each member as well as for the team.

### **Build with good planning**

Good planning will help you avoid confusion and will increase unity. Nehemiah gave clear job descriptions for those who were building the wall (Nehemiah 4:13-14). Write down the vision and include benchmarks that will allow you to measure progress along the way. Speak the vision repeatedly and in different ways. A vision for church planting should include information about who you will reach, how you will reach them, and what steps you will take when you reach them. Common procedures are essential for the success of any team.

When you have a team meeting, be prepared with an agenda. Where possible, send out the agenda in advance so team members will know what to expect and prepare accordingly. Good management builds team unity. Communicate clearly with people when they are not doing their job. Implement regular evaluations. Budgets and staff positions should be planned in advance. The book of Nehemiah contains excellent instruction in people management and examples of healthy, godly leadership.

### **Conclusion**

If you have not yet recruited team members, make a list of those whom you would consider asking to serve on your team. Start to think about how you will structure team meetings to incorporate relevant team building ideas into the church plant.

### **Working It Out**



Leadership is not so much about delegating tasks as it is developing people.

1. What are you currently doing to develop your team prior to launching the church plant?
2. What are some other ideas for developing your team before launching your new church? What does the Bible say about team ministry?

## CHAPTER 7

# What's the Plan?

“The plans of the diligent lead to profit” (Proverbs 21:5).

A person who is starting a new business would consider it common sense to write a business plan and get feedback on the plan before initiating the new business. He or she would never expect investors to buy into the business unless there was a clear business plan. Why, then, would church planters expect people to move out of their home church to join a church-planting team, pour finances into the church plant, and invest their time unless there is a clear plan?

A church-planting plan is somewhat like a game plan for a sports game. The game almost never goes exactly as planned. Often, adjustments are needed. This does not mean, however, that the coach goes into the game without a game plan. Likewise, no general goes into battle without a battle plan.

Church planters in the DOVE family will have supportive structures in place. The church planter will come up with a plan or proposal and the support person will help church planters go step by step and ensure nothing is missed. The plan should have milestones identified in advance that are regularly monitored and used as evaluation points. Milestones are important for the support person as well as the planter.

The following exercise of examining the steps for planting a small group-based community church can serve as a sample or model for a church planter. The plan can be used as a template, but needs to be personalized so that it will be applicable for your situation. For example, those planting micro church networks would be starting micro churches and not small groups as identified in the following plan.



## Steps to Planting a New Small Group-Based Church

### Three steps are needed to establish a church plant.

A stool with three legs is solid and will not wobble. Likewise, there are three legs to establish a solid structure in a church plant. It is helpful to look at your goals for the church plant and then make sure you are doing the right things to achieve the desired result.

We find three things that define a small group-based church in Acts 20:20:

- **House to house** (small groups or house churches)
- **Temple meetings** (celebration of small groups or house churches)
- **Leadership** (In this case, it was Paul addressing the elders at Ephesus.)

Our desired end is for these three legs to be established in the church plant. Let's examine how we get there.

### Pray, pray, pray

The prayer room is the war room. It is from this position and posture that the success or failure of the new plant will be determined.

The primary leader must increase his or her prayer life. They must hold group prayer meetings and recruit intercessors who will support the work in prayer. From this initiative of prayer will come guidance concerning location, timing, evangelistic strategies, and future reproduction of the new church. All the resources concerning church-planting techniques should only be a supplement to prayer. The first church plant in the book of Acts was preceded by much prayer (Acts 1-2).

Prayer and fasting breaks through spiritual opposition. It would be beneficial to include times of extended fasting in the calendar for the first two years of the church plant.

Recruit an intercession team that is not a part of the church plant. The following is an action plan to establish a team of intercessors:

- An excellent book to read is *Prayer Shield* by C. Peter Wagner.
- Pray and ask God to provide intercessors for you, your family, and the church plant.
- Make a list of possible intercessors. Recruit some from your local church. See homework from Chapter 3 on page 32.
- Invite intercessors to join your team. It is better to have a smaller committed group than a large group that does not remember to pray for you regularly.
- Clarify prayer commitments and expectations.
- Pray that God will protect your intercessors.
- Meet with intercessors a few times a year to give them updates and prayer requests but also to hear from them what God is showing them as they pray for you.
- Email intercessors at least once a month with an update and scriptural encouragement.

### Assembling a team

Read Acts 13-14.

Church planting without a team takes longer and is sometimes less successful. A team is essential, even if it is a small one. It is okay to recruit people when they feel a genuine call from the Lord. Jesus recruited the disciples. Note that "recruiting" is a military term. We use this term intentionally because it will require spiritual warfare to start a new church. Assemble the group and start to pray. Share vision at every opportunity. As you meet with those you have, God will add to your team. It is appropriate to fast when selecting those who will be on your church-planting team.

## Developing a vision and mission statement

If people are going to commit their time, effort, and lives to this church plant, they need to know what the vision is and be able to consider it in written form. Chapter 4 gives the step-by-step procedure to develop a vision and mission statement.

If this plant is sending a church plant from a mother church, you may want to consider a team with a six- or twelve-month commitment. The team is committed to helping this new church get off the ground.

## Spiritual warfare

Books and resources about spiritual warfare are identified in the recommended reading list in Appendix C. Without giving a detailed teaching about spiritual warfare here, we want to emphasize that spiritual warfare is necessary. You are carving out something new in enemy territory, so the strongman in your territory must be bound in order to take his goods (Matthew 12:29). You must exercise your authority over Satan to set those free that have been enslaved. This, again, is an appropriate time to accompany your prayers with fasting (Ephesians 6:12). The book *Hungry for God* by Brian Sauder is an excellent resource on the power and practicalities of fasting.

The victory has been won for all people by the blood of Jesus on the cross. The price has been paid, and the enemy is defeated. It needs to be proclaimed!

## Develop a budget

It is important for church planters to have a good idea where the money will come from to support them and to pay the other church expenses until the church grows large enough to pay its own expenses. The completion of a budget worksheet will help you in financial planning. Chapter 12 looks at this in greater detail.

## Finding people willing to listen

The church plant needs to have a specific evangelistic strategy. This is where your church-planting techniques, cultural awareness, and evangelism tools come into play. Seek out and pray for divine contacts. Believe God for heads of households to be saved. Look for the “man of peace” (Luke 10:5-9) who might be a key for opening a whole neighborhood or people group.

You may connect with scattered or backslidden Christians, but don't let them become your primary focus if your primary vision is to reach the lost. If you target the unsaved, these other Christians will also come. In God's directed time, call in all the reinforcements from the sending church to help with evangelism.

## Begin networking

It is best to contact other pastors and leaders in the area prior to launching the church plant. Let them know who you are and what you are doing. They may not initially receive you openly, but keep blessing them. Relationships take time to develop. Find the regional gatherings of leaders who pray together. If there isn't such a gathering already, look for other leaders who have a heart to pray and begin praying with them. As others become aware, they will join in. Sometimes it just takes a catalyst to get things rolling.

Approach these spiritual leaders with a humble spirit. Remember that the call of the Lord on your life to plant a church in that location is very likely a direct result of the efforts of others who have prayed for a move of God in that region. In that way, others have indeed laid the groundwork, and the Lord is directing you in response to their prayers. Always approach the conversation with the heart of a servant. You are not in the area for competition, but to help bring accomplishment to what the Lord desires to do in the region.

The early stages of a church plant provide a good time to frequent coffee shops or other places where people gather. Possibly join the Chamber of Commerce, get involved in the local schools'

activities, or find other ways that you can connect with society around where you are planting. Remember, you are there to make connections, and many connections are made in the marketplace.

### Starting small groups or house churches

You might consider the church-planting team as your first small group. You can add to it or seek to establish it as a small group in the home of one of your initial contacts. The first small group will include Christ-centered sharing, laying foundations in people's lives, and speaking vision.

The oikos evangelism principle should be taught and used. Your oikos is people of like interests, family members, and people you relate to on a regular basis—like bank tellers, store clerks, or people you consistently encounter during your prayer walks. This will lead to the growth and multiplication of small groups or micro churches. Your team members should already be trained to lead these small groups. Water baptism and Holy Spirit baptism should be happening in these groups.

### Starting a public meeting

It is possible to bring two small groups together for a public meeting. However, if you wait until there are at least three, there may be a broader base from which to support the celebration. Many servant leaders—such as children's workers, greeters, worship leaders, administrative leaders, and ministers of the Word—are needed to have a successful celebration meeting. Most house church networks will also have some kind of regular network celebration meeting. Chapter 15 covers this topic in greater detail.

When planting a community church, the number of laborers and small group leaders you have ready will be crucial to your timing. Of course, you should have a clear sense of God's leading in terms of the time to start regular public meetings.

Here are practical places where you can start a church plant:

1. House
2. Hotel ballroom
3. Theater
4. Restaurant
5. Public school
6. Coffee shop
7. Community center
8. Give the church a name

It will be important to select a name for the church plant. Names are important, so the team should pray and ask God to reveal what it should be. The name should be distinctive, relevant, easy to remember, and inclusive. But most importantly, it must be the name that God gives you. It communicates who you are and something about your vision. Be cautious not to select a name that is already being used in the region or one that is so close that it will be confused with another ministry.

Here are things to consider in naming the church plant:

- Ease of pronunciation
- Does the name suit your style and culture?
- Will it be clear to first-time visitors, or is there a hidden meaning that will confuse guests?

You will need have a church name in order to start the process of incorporation. The name can also include a descriptive by-line that encompasses the vision in a few words. Taking the time to pray through this before the launch is extremely important, as will resonate with those whom the Holy Spirit is drawing to be part of this new expression of God's kingdom.

### Set up your organization legally with the government

The practical aspects of legal registration are covered in chapter 11. In some cases, the church may function under the legal organization of another church or a micro church network.

## **Teaching and identifying spiritual gifts**

The church planting context is set within the framework of a new church. Membership will be equated with ministry, as every member ministers according to Ephesians 4:11-16. Guide people to use their spiritual gifts as everyone contributes to the ministry.

The fivefold gifts listed in Ephesians 4 are extremely important in the beginning life of a new plant. The gifts of evangelist, pastor, teacher, prophet, and apostle will help to lay the foundation of this plant and equip the saints for the work of ministry (Ephesians 4:12). One important revelation for every church planter is that they are not called to work alone but that Jesus provides those who carry these equipping gifts to equip the saints for the work of ministry. While all of these gifts may not be resident in this new expression, the need to hear and receive from each of these gifts is both ongoing and imperative. The fivefold gifts should be introduced into the life of the new plant.

Often in the beginning, you will need to bring these gifts in from outside the local body. Make sure the ministers you invite are of like heart and carry the sole purpose of helping you build what the Lord is doing in your midst. They can also be used to discern others within the group of like gifting and to train and equip them to function in these gifts. Remember, a fivefold gift is one that builds and equips. A fivefold minister is not as concerned about his or her ministry as about serving you and equipping others.

The evangelist will inspire others to share their faith in a natural way with those whom they are in relationship with. People feel empowered to believe for the supernatural and take steps of faith to believe for others to come into the kingdom through their testimonies. A fivefold evangelist always empowers others to share their faith.

The pastor will impart an understanding of how important other people are to Jesus. Jesus loves them so much that He willingly gave His life for them on the cross. When the revelation of how much Jesus loves others hits a person in his or her heart, it ignites a passion

and desire to share with others the message of freedom in Christ.

The teacher will ground people in the Word of God so that they will not be tossed around like a rag doll with every new thing that comes along. People's faith will remain strong in the midst of adversity when they are grounded in the Word.

The prophet declares the word that the Lord is speaking to a body of believers. A prophet must never contradict Scripture and will always submit to the leadership of the local church. The prophet will inspire, proclaim, and call forth others to their rightful place in the kingdom.

The apostle will impart vision and courage to believe for growth and expansion. Apostles call people to a core connection with the Holy Spirit and the destiny of the new plant, causing people to rise up in faith. This makes the seemingly impossible fully possible.

To receive more impartation about understanding the fivefold and developing these gifts in your congregation, we highly recommend *Fivefold Ministry Made Practical* by Ron Myer, available at [store.dcfi.org](http://store.dcfi.org).

## **Training leaders**

Provide a clear small group or house church leadership track for training. It should be visible and recognizable so that people can get started. Also provide a clear discipleship track for new Christians.

After the public meeting is functioning alongside small groups, it is time to determine the long-term leadership of the church. This is a good time to evaluate the original team. In many situations, some of those on the original team do not continue with the church plant long-term. They helped with the birthing, or perhaps provided the scaffolding to build the wall. This is one reason why, in most cases, elders should not be appointed in the beginning of the church plant. In Acts 14:22-23, Paul and Barnabas appointed elders about two years after the church was birthed.

Are you, the church planter, a homesteader or a pioneer? That is, will you stay and continue to build a sending base for future church plants, or will you move on and start the next church plant? In either case, the elders of the local church must be trained and commissioned. Apostolic overseers need to be involved in this process. The elders are responsible to protect, direct, and correct the local church and thus see it grow and prosper (Acts 14:23; Titus 1:5).

Incorporate impartation on spiritual mothering and fathering in the beginning stages of the plant, thus establishing the culture of discipleship. This is not just for leaders but for many who can become spiritual parents to new believers. Teaching the importance of pouring our lives into others is a foundational aspect of growing and reproducing churches.

### **Planning to reproduce**

From the very beginning, cast a vision of reproduction. People who come in should know that this church will be planting another church. As you review your basic leadership paradigm, ask questions such as these:

- Are we establishing opportunities for people to grow spiritually?
- Are we setting up a structure that will produce more leaders?
- Are we training people who will know how to lead evangelistic small groups?
- Are we establishing the faith and expectation that we will release some of our brightest and best people into a launch team for another church?

Consider the paradigm shift you may have to make in your own thinking to create a system which trains leaders internally for new church-planting teams.

If every new church believes that church planting is the best way to reach people and make disciples, the multiplication process will be in the DNA of the new plant. Every new plant should be

thinking in terms of planting a new expression as soon as possible. My experience in church planting is that there needs to remain a consistent focus on multiplication of some type of new plant. I have seen that when the mission to plant something new is lost, there can easily be a mission drift from expansion to maintenance.

A vision for multiplication goes hand in hand with high conversion growth. When asked how many times their church will “multiply” in the next five years, church planters who reported an expectation of ten times or greater than ten times had better results than those who had no plans for multiplication.

As the primary vision carrier, ensure that the multiplication DNA placed in you from the very beginning is written into the DNA code of this new church plant.

### **Conclusion**

Go back through the steps and consider which ones you have accomplished. Which ones are next on your priority list?

## Working It Out



Identify your church's core pillars of growth and development (potential list below), looking through the lens of your encompassing vision. Then attach initiatives to each pillar that will facilitate the development of that pillar.

You can use a poster or white board with sticky notes, to capture your thought process.

Write the different initiatives and attach them to each pillar. Some initiatives will be supportive of more than one pillar and therefore can be attached accordingly to more than one.

1. A focus of prayer
2. An environment of care
3. Developing community and connection
4. Intentional discipleship
5. Outreach to the community outside the church
6. Leadership development

## CHAPTER 8

# Who Do I Answer To?

Multiple networks and potential avenues for oversight are available for a church planter. Look at the DNA and key relatable factors before you make a decision. Obviously, do what seems right to you and the Holy Spirit. It is worth doing due diligence to make sure the connection you are making is the right one. In times of pressure, you need to be assured that the network you are in is exactly where the Lord has connected you.

As stated earlier, a DOVE USA church planter will have a coach available to give support during the church-planting process. This person might be the lead elder from the sending church, a lead elder from a nearby church, or an apostolic overseer. This is different than oversight, although there are times where the coach and oversight may very well be the same person. The key is the thought process that these different roles originate from. Coaching is intended to provide insight and experience to the process of church planting, while an overseer provides spiritual protection and a line of accountability.

Two key components will make this coaching process successful: relationship and respect. This involves a relational trust for the coach as well as trust for the input and mentoring that the coach offers.

Having stated this, let's look at what apostolic oversight in general looks like in DOVE USA.

### **Apostolic oversight in DOVE USA**

Spiritual oversight is about relationship. It involves looking out for the best interests of another while providing spiritual protec-

tion. We could use the example of a classical shoot-out in a Western movie. Someone shouts, “Cover me!” and runs out into the line of fire. Protecting that person involves looking out for them, protecting their backs if needed, and engaging the enemy while the “covered” is free to go and do what they need to do. That is what spiritual oversight is all about.

### What spiritual oversight is not

Spiritual oversight may mean different things to different people. Because of various movements that have emphasized shepherding but have not given a healthy example of it, some people think of spiritual oversight as control. Others, because of a denominational understanding, think of spiritual oversight from an organizational viewpoint only and overlook its relational aspect. For yet others, spiritual oversight is a formal term on paper but has little practical meaning. Still others may think of spiritual oversight as a backup that would only be needed or called upon if a major problem arises.

## What DOVE International Offers

### Pastoral care

When we provide spiritual oversight for a church or ministry, we look out for that church’s or ministry’s well-being. We pray for the leadership and work with them to help solve difficult problems and walk through troubling situations. We defend them when necessary. We strive to protect the vision of the lead elder and the purpose for which the church or ministry was created.

We also provide an “outside court of appeal” for people within the church or ministry if there is a situation that the leadership team is unable to work through. Often, someone from outside the immediate situation is able to bring a clearer perspective and be more objective than those who are directly involved. We will travel on-site to provide problem-solving and relationship-restoring input. The goal of this care is to help the team fulfill their God-given vision and plan.

## Accountability

When a church or ministry chooses to come under the apostolic oversight of DOVE International, the leaders are asking for accountability. The leader and the team are requesting that we, as spiritual overseers, speak into their lives and their ministry. Oversight must be established and built by relationship. While most accountability for a church or ministry is between the elders or board and the lead elder, the apostolic overseer provides a level of accountability for the lead elder.

The apostolic overseer’s primary communication and relationship is with the lead elder. However, he or she also maintains relationships with the elders and/or board members of the ministry. In case a problem arises that cannot be solved as a team, the elders or ministry board members have the freedom to go to the overseer as an outside court of appeal.

Here are some of the practical ways in which the apostolic overseer serves the lead elder and team.

- We pray regularly for the lead elder, team, and ministry.
- We meet with the lead elder on a regular, consistent basis.
- When a church or ministry is outside our immediate area, we meet with the leader and the church at least once per year, often more frequently. We maintain contact via phone or email every two to four weeks.
- While the apostolic oversight normally initiates relationship connection, the lead elder does not need to wait for that connection to be initiated. Lead elders are encouraged to connect with their oversight whenever they desire to.
- We ask questions related to a leader’s personal life as well as how the team is functioning.
- We ask about the lead elder’s personal walk with the Lord.
- We ask about the lead elder’s marriage and family.
- We monitor the functioning of the team.



- We inquire about staff and staff relationships.
- We help with ministry functions.
- We help develop goals for growth and expansion.
- We provide encouragement in what the Lord has been speaking to the team.
- We evaluate current functions and objectives.
- We provide financial accountability.
- We encourage and assist in the training, developing, and releasing of young leaders.

We meet with the team as necessary (at least once a year) to check on how the team is functioning and relating to the lead elder and his leadership style. Our desire is to see the team functioning well within the framework of biblical decision-making (see DOVE International's leadership handbook for an explanation of leadership and decision-making). We ask questions such as these:

- How is the leader relating to the team?
- How are decisions being made?
- Is there proper communication between the leader and the team?
- Is the team playing its role appropriately?
- Is there an ongoing developing vision?

### **An equation for a healthy church or ministry**

DOVE USA believes that healthy individuals make healthy leaders, which in turn build healthy teams. Healthy teams produce healthy churches and ministries, and healthy churches lead to healthy expansion. All these components are necessary in order to build healthy churches that stand the test of time and withstand attacks from the enemy.

The true heart of any apostolic ministry should be to see the local church or ministry become a success and fulfill the vision God gave them. As apostolic overseers, we are not involved in day-to-day

ministry unless we are requested to provide input in a specific area. Our focus is to help ministries succeed and be alert to any possible pitfalls that would prevent that success.

Apostolic oversight is provided on an invitation basis. If a church or ministry requests engagement or partnership with DOVE International, they are requesting apostolic oversight. That process serves as our "invitation." In the call to apostleship, we lay down our lives to serve the church or ministry to see them become all that the Lord intends them to be.

## **Working It Out**



1. Describe the attributes you would like to see in your apostolic overseer.
2. Describe the attributes you would like to see in your church-planting coach.

## CHAPTER 9

# What Is My Job Description?

## A Church Planter's Responsibilities

### Job vision

To develop a growing congregation which will evangelize, disciple believers, mobilize people for ministry, and eventually reproduce other new congregations.

### Job activities

- **Pray** – Intercede regularly for others working in the church plant. Pray against the forces of darkness that would hinder the full release of the Holy Spirit.
- **Plan** – Establish appropriate priorities and develop a specific plan of action for starting and developing a new church.
- **Recruit** – Recruit and develop a team of workers to assist in the church-planting effort.
- **Evangelize** – Lead by example and regularly engage in sharing your faith. Develop a network of relationships with unchurched and undisciplined individuals among pre-Christians.
- **Train** – Develop an expanding team of small group leaders or house church leaders and apprentices, providing adequate skills training and supervision.
- **Build unity** – Conduct team-building activities, teaching, and prayer times to build unity and focus.

- **Provide accountability** – Supervise all delegated tasks in the church plant. Teach foundational doctrine – For a new church plant to start well, the core team needs teaching and training on foundational doctrines. Usually, the core team is comprised of people who have already been established in the things of God, but may come from various backgrounds and church experiences. It is therefore imperative that foundational doctrines be established. We call these doctrines our non-negotiables. They would include things like the birth, death, and resurrection of Jesus Christ, Jesus being the only way to the Father, water baptism, the return of Christ, and the baptism of the Holy Spirit, as well as other core beliefs that you hold as a church planter. They need to be clearly defined and taught.

Other doctrines could be classified as negotiables, meaning that we are open to discussion about them. While we may not agree on certain things, we can still walk together. Things like eschatology, end-time events, and divorce and remarriage may fall into this category. It is important for the core team to be in unity and understand what the non-negotiables are prior to committing to this new plant. This will help prevent problems from cropping up further down the road. If someone thinks a non-negotiable is actually negotiable and then finds out it is not, it may be the very thing that brings division in the camp. This could be avoided by merely teaching what the foundational doctrines really are from the start.

- **Write** – Put suitable job descriptions for small-group leaders, deacons, elders, and all staff positions in writing. Clearly define what is expected of these leaders.
- **Develop** – Guide the emerging church through the various stages of development.
- **Consult** – Meet at least once a month with your coach and/ or overseer.

- **Report** – While the apostolic oversight initiates relationship connection, the lead elder does not need to wait for that connection to be initiated. Lead elders are always encouraged to connect with their oversight whenever they desire to.
- **Vision casting** – Continually articulate the vision and purpose for planting the new church. The first task of every church planter is to craft the vision dictated by the Lord for the church plant. When that is clear, developing a core team to bring that vision into reality becomes the next step. While there are many other dynamics that are crucial to the success of this plant, clear vision and a committed core team are two key and foundational requirements for every successful church plant.

### Job relationships

- Remain accountable to the church planting coach and the DOVE USA apostolic leader.
- Build relationships with the unchurched in your area.
- Build relationships with those on the church planting team and potential small group leaders.
- Nurture a good relationship with other pastors and leaders in the community and in the DOVE International family.

### Job qualifications

- Committed to fulfill the Great Commission through evangelism and church development.
- If married, show evidence of a wholesome marriage and good family relationships. If single, show evidence of wholesome relationships with significant others.
- Demonstrate effective leadership qualities of faith, servanthood, communication, and Holy Spirit anointing.

- Understand and apply the basic principles of discipling new believers and church growth. Resources include the Biblical Foundation series and Walking with Jesus, a guide for a one-on-one discipling relationship.
- Model a Christian lifestyle consistent with biblical values and behavior.
- Be willing to receive counsel and be accountable in tangible ways with a coach.

## Working It Out

Part of the church planter's job description is to clarify roles for team members. See the example and complete four ministry portfolios for the church plant. Start with small-group leaders.



Created by iCreate Staff  
from Koinonia Project

### Example

#### **Ministry: Worship**

**Role:** Worship Leader

**Responsibilities:** Formulate song lists, build a team of musicians, schedule and carry out worship practices

**Spiritual gifts needed:** Leadership, teaching, administration

**Skill set needed:** Good voice, team building, sense of rhythm

**Degree of maturity:** MC - mentoring Christian

#### **Ministry:**

Role:

Responsibilities:

Spiritual gifts needed:

Skill set needed:

Degree of maturity:

**Ministry:**

Role:

Responsibilities:

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## CHAPTER 10

# How Many Churches Do I Want to Plant?

### Church-Planting Movements

David Garrison's booklet entitled Church Planting Movements is a must-read for all church planters. The following is a brief summary of this book. Although the book focuses on church planting in developing nations, the truths that are shared can be applied to the context of North America as well.

### So, what is a church-planting movement?

A simple, concise definition of a church-planting movement (CPM) is a rapid and multiplicative increase of indigenous churches planting churches within a given people group or population segment.

There are several key components to this definition. The first is rapid. As a movement, a CPM occurs with rapid increases in new church starts. Saturation church planting over decades and even centuries is good, but doesn't qualify as a CPM.

Secondly, there is a multiplicative increase. This means that the increase in churches is not simply incremental growth—adding a few churches every year or so. Instead, it compounds with two churches becoming four, four churches becoming eight, and so forth. Multiplicative increase is only possible when new churches are being started by the churches themselves rather than by professional church planters or missionaries.

Finally, they are indigenous churches. This means they are generated from within rather than from without. While the gospel

usually enters a people group from the outside through the ministry of a missionary, in a CPM the momentum quickly becomes indigenous. The initiative and drive of the movement comes from within the people group rather than from outsiders.

What a church-planting movement is not

A church-planting movement is more than “evangelism that results in churches.” Evangelism that results in churches is one element in a CPM, but the end vision is less extensive. A church planter might be satisfied with the goal of planting a single church or even a handful of churches, but fail to see that it will take a movement of churches planting churches to reach an entire nation of people.

A church-planting movement is also more than a revival of pre-existing churches. Revivals are highly desirable, but they are not church-planting movements. Evangelistic crusades and witnessing programs may lead thousands to Christ, and that’s wonderful, but they are not the same as a CPM. Church-planting movements feature churches rapidly reproducing themselves.

## **David Garrison’s “10 Church-Planting Elements”**

David Garrison found ten universal elements when studying CPMs around the world. It probably goes without saying, then, that those who want to start a CPM would want to invest some time in figuring out how to implement the following ten practices.

### **Prayer**

The vitality of prayer in the primary leader’s personal life is what leads to its imitation in the life of the new church and its leaders. A leader who reveals this source of power from the very beginning of a church plant is able to effectively pass on the greatest resource toward fulfillment of the task.

## **Abundant gospel sowing**

David Garrison reports that he did not find any church-planting movement in which evangelism is rare or absent. Every CPM is accompanied by abundant sowing of the gospel. The law of the harvest applies well: “The one who plants generously will get a generous crop” (2 Corinthians 9:6, NLT).

## **Intentional church planting**

In every church-planting movement, someone implemented a strategy of deliberate church planting before the movement began. Churches don’t just happen. There is evidence around the world of many thousands coming to Christ through a variety of means without the resulting development of multiple churches. In these situations, an intentional church-planting strategy might transform these evangelistic awakenings into full-blown CPMs.

## **Scriptural authority**

Even among non-literate people groups, the Bible has been the guiding source for doctrine, church polity, and life itself. In every instance, Scripture provided the rudder for the church’s life, and its authority was unquestioned.

## **Local leadership**

Leaders involved in church-planting movements often speak of the self-discipline required to mentor church planters and refrain from doing all the work of church planting themselves.

## **Lay leadership**

Church-planting movements are driven by lay leaders. These lay leaders are typically bi-vocational and come from the general profile of the people group being reached. As the movement unfolds, paid clergy often emerge. However, the growth edge of the movement continues to be led by lay or bi-vocational leaders. Relying on lay leadership ensures the largest possible pool of potential church planters and small-group leaders.



## **Small groups or house churches**

While church buildings do appear in church-planting movements, the vast majority of churches are comprised of small, reproducible small group-based churches of ten to thirty members meeting in homes or storefronts. Both small groups and house churches are common in church planting movements, often appearing in the same movement.

## **Churches planting churches**

In most church planting movements, the first churches were planted by leaders or by missionaries who were trained church planters. At some point, however, as the movements entered an exponential phase of reproduction, the churches themselves began planting new churches. In order for this to occur, church members have to believe that reproduction is natural and that no external aids are needed to start a new church.

## **Rapid reproduction**

Most church planters involved in these movements contend that rapid reproduction is vital to the movement itself. They report that when reproduction rates slow down, the CPM falters. Rapid reproduction communicates the urgency and importance of coming to faith in Christ.

## **Healthy churches**

Most agree that healthy churches should carry out the following five purposes: 1) worship, 2) evangelistic and missionary outreach,

3) education and discipleship, 4) ministry, and 5) fellowship. In each of the church planting movements David Garrison studied, these five core functions were evident. It has been pointed out that when these five health indicators are strong, the church can't help but grow.

Based on these results, we realize that an effective CPM coordinator should be ruthless in evaluating all he or she does in light

of the end vision—a church planting movement—discarding those things that do not or will not lead to it.

A work should be started with multiple leaders in order to avoid the trap of not having enough leaders for the coming growth. A Cambodian CPM began every new church with a seven-person “Central Committee.” This type of multiple leadership is common in church planting movements and ensures an abundance of potential leaders for a cell church as well as for starting new churches.

From the very beginning, cast the vision for another church plant. Set the agenda to send the best and brightest people out into a new church plant after the initial church plant gains traction. If possible, we recommend that you take the time to read David Garrison's book to obtain the vision and revelation for reproducing churches.

While Garrison's book on church-planting movements is largely focused on small-group and micro-church multiplication, the heart of experiencing church planting is a critical component that should be grafted into the value system of a new church plant. Without the plan, passion, and desire to plant a church out of this new church, the foundation of the plant will falter. Everything that carries the life of God has the ability and mandate of the Lord. “Be fruitful and multiply” was the first command God gave to Adam and Eve (Genesis 1:28 NKJV). It is still applicable to every new expression of the kingdom family today.

## Working It Out



1. What are the principles of church planting movements that are important when planting in North America?
2. Describe the role of small groups and micro churches in church planting movements.

## CHAPTER 11

# What about All the Legal Stuff?

### Steps of Incorporation

Your attorney or advisor will need the following information from you to complete an Articles of Incorporation application:

- **Name of the church**
- **Address** – office address, or home address of the pastor or a member, which will function as an office/ mailing address.
- **Statement of purpose** – usually “to be a Christian church” is adequate
- **Nature of the organization** – a lawyer will have technical language which describes you as charitable, not-for-profit entity.
- **Upon dissolution** of this organization, where would assets be given?
- **Length of incorporation** – for a church, it is usually “perpetual.”
- **Names of the incorporators** – those people officially initiating the incorporation.
- **Names of the first officers** – it is necessary to have at least a president and secretary/treasurer.

Your attorney or advisor will draw up the Articles of Incorporation according to the requirements of your state or nation. These should be returned to you so you can review and sign them. These

articles will include statements concerning the not-for-profit nature of the organization.

The government should respond within a few weeks to this application for incorporation. In the United States, the approval is typically automatic. The approval can be more involving, however, depending on the nation in which you are making the application.

The following process applies to churches that are legally registered in the United States. As indicated, the process and requirements will vary in different nations.

- A tax number is obtained.
- A separate application to the IRS will need to be filled out to obtain 501 (c) (3) status. While this is not necessary to begin functioning as a church, it may be beneficial in the event someone from the church is audited.
- Bank accounts may be opened in the official name of the congregation.
- More thorough by-laws must now be developed. This will include definitions of leadership, accountability, and the process of discerning future leadership.

A sample set of by-laws is provided in Appendix B. For a local church to function with biblical decision-making government, the elders must serve as the officers of the non-profit organization. The lead elder should be the president.

This website also provides legal services for starting churches: [www.startchurch.com](http://www.startchurch.com)

## Music Rights

Be diligent to follow copyright laws for all the music you use on-site and when livestreaming. The annual fee to be paid depends on the size of the church.

DOVE International encourages churches to use the services of Christian Copyright Licensing International (CCLI) and Christian

Copyright Solutions (CCS) to ensure maximum coverage in how they are using music resources in and around church ministry.

## Obtaining Insurance

Here are some ideas for minimum insurance coverage. Please check with a reputable insurance agent to determine the right amount of coverage needed for your application.

- **Property** – Pays to repair/replace building and/or church-owned contents sustaining loss from a covered peril (including chairs and music equipment).
- **Commercial General Liability** – Pays the claims of third-party damages, including bodily injury, property damage, reputational harm, and misconduct.
- **Activities (Secondary Medical Pay)** – Pays usual and customary medical costs associated with bodily injury occurring during a church function.
- **Workers' Compensation and Employer's Liability** – Pays medical and indemnity costs incurred by an employee resulting from an injury sustained during the course and scope of their employment.
- **Crime** – Covers employee dishonesty, depositors' forgery, loss of money, and securities.
- **Directors and Officers and Employment Practices Liability** – Covers any wrongful act on the part of the lead elder, staff and leaders.

## Child Safety

As a church leader, it is your responsibility to have procedures in place to properly care for and protect children of all ages—infants through youth. If a child should be endangered, harmed, or subjected to any kind of abuse while in the church community, this could prove to be a disaster—not only for the child and related family but also for the church itself. Your role as a leader is to provide a safe environment for all ages.

Proper diligence must be given to screening and training childcare workers. Everyone who is involved in ministry to children needs to have a police background check and references check. It is essential to develop a screening process from the beginning of the church plant. You also need to check on the laws in the state or nation where you are planting the church to make sure you are following the laws of that state.

There are also church management software companies that are relatively inexpensive and can handle children's ministry check-in along with other tasks you may need such as mass texting, book-keeping, member databases, and more. [Faithtteams.com](http://Faithtteams.com) is designed specifically for small to medium size churches and could be of service to your ministry.

Checking with a reputable insurance agent is of utmost importance in making sure you are viable in the litigation society in which you live, particularly in North America.

Additional helpful information and resources can be found from [MinistrySafe](http://MinistrySafe.com) at [ministrysafe.com](http://ministrysafe.com).

### **Employer identification number (EIN)**

For those operating in the United States, an employee identification number (EIN) from the IRS allows you to open a checking account and allows people to receive tax credit when they give to your church. Generally, you receive an EIN when your church is registered as a non-profit organization.

### **Opening a Church Bank Account**

Different banks require different types of documentation for the opening of an account. These could include an EIN, confirmed address, or other documents and information.

### **Financial Policies**

The following are some "best practices" for church financial policies:

- Establish a separate church account. Never mingle church funds with your personal account.
- Adopt best practices when it comes to handling finances. It is said that a bad system will provide the opportunity for a good person to make a mistake while a great system will prevent a tempted individual from making a mistake. Set up structures with the goal of protecting those who will be handling finances from any possible accusations of mismanagement.
- There must be at least two signatories on the bank account.
- Your church elders need to have access to accounting information and provide accountability and decision-making on how finances are spent.
- Consider different scenarios regarding what could go wrong, and establish reasonable safeguards.
- Generate monthly balance sheets and profit and loss statements for the elder team to review.
- Determine money collection procedures. Two people should collect and count money. Securely hold the money until it is counted. Use a locked bag with key controls or a safe. Give a copy of all deposit slips to the bookkeeper.
- Have written procedures.
- Cross train so no one person is indispensable.
- Utilize resources of your sending church where possible. Where applicable, you can adapt their systems and procedures.
- While the lead elder does not need to carry out financial transactions (and in the best-case scenario, should not), a lead elder does need to have accurate accounting in place so that he or she personally knows the financial state of affairs of the church.
- It is good to conduct an annual audit or financial review with "outside eyes" for accountability.

## **Bookkeeping**

- Determine budget/ledger categories. Monthly reports must match the designations in the budget. Without this, there is no easy way to cross-check the spending against the budget.
- Develop a check request system with appropriate approvals required on a form.
- Routine expenses do not need approval.
- Budgeted items may need approval based on cash flow.
- Non-budgeted items always need approval.
- Monthly reports should be given to the lead elder and governing board.
- Accounts need to be established for general income as well as restricted income. Restricted income is income that is designated by the donor and must be used according to those designations. That is, money given toward a building fund is restricted by the donor and must be used toward the purchase or upkeep of the building.
- There can also be board-restricted funds. For example, the board may make a decision that three percent of the general offering is to be set aside and placed in a deacons' fund to be used to assist the poor or those in financial crisis. Because they are board restricted, such designations can be repurposed if desired by the board. Donor-restricted monies, however, may not be repurposed and must be used according to the intended purpose of the donor, unless the donor gives permission for specific amounts to be repurposed to another designation. It is extremely important that monies are handled with a high degree of integrity.

## **Church income**

- It is important to distinguish between types of income, such as:
- General fund donor income
- Designated offering donor income

- Other income generated from ministry events or programs that is not tax deductible.

More potential specific applications of these procedures and financial systems can be obtained by contacting members of the finance team or staff in DOVE USA.

## Working It Out



1. Write a time line of the significant legal tasks you will have to accomplish and at what point in time they will need to happen.
  
  
  
  
  
  
  
  
  
  
2. What is the significance of the elders serving as the officers of the corporation as described in the sample by-laws in Appendix B?

## CHAPTER 12

# How Do I Prepare a Church Planting Proposal and Budget?

### Proposal

When we talk about preparing a proposal, we are talking about a written document that includes your vision, mission, and any other information you know about the process you will use for church planting. The proposal will be critiqued and evaluated by those with whom you are in relationship and accountability. Their feedback should include both tough questions and positive affirmation; both are valuable.

As a church planter, it could be difficult to separate your personal identity from the concept proposal. However, it is important to do so because it will allow others to critique and evaluate your proposal. A suggested proposal template is as follows.

### Church-Planting Proposal Components

#### Vision statement

A one-sentence description of the future and what the church's impact will be.

#### Mission statement

- One paragraph that answers the following:
- Who are the people God has called you to reach?
- What needs of these people will you respond to?
- How will you address those needs?



## **Core values statement**

A list of seven to twelve statements that capture the heart of what your church values. These are not theological statements that declare the importance of worship, evangelism, teaching, or discipleship. Instead, they are characteristics and distinctions about the church plant and how you will carry out the aspects of ministry that help determine your priorities and resolve your decisions.

These core values become your moral compass and the grid through which you make decisions. These are the non-negotiables of your ministry and keep others from deviating you from the mission the Lord has given you.

## **Prayer support team**

Who are the intercessors that have agreed to support you in prayer, and how will you structure your ongoing communication with them?

## **Leadership team**

Who will your leadership team be comprised of, and how will you build the team? In what roles will team members serve? What are their assignments?

As stated previously, it is best not to set elders in place until after the first year. It is preferable to establish a leadership team with the caveat that they will serve in leadership only until an elder team is established. It is also important to communicate with the team that being asked to serve on this new leadership team does not automatically mean that they will become elders. If they cannot serve on the team knowing that they may not become elders, they should decline the invitation. This will help to avoid a problem of unmet expectations later when a team of elders is identified.

## **Intentional outreach**

Describe what you and your launch team will do to intentionally network with pre-Christians as you prepare for launch and the first year of the church.

Effective outreach begins with having a pulse on your community. To achieve this, you need to engage with and immerse yourself in your community. What works in one community may not work in another. Look for gathering places in the community and connect there. What things do people gather for? What is the culture of the community? What are the needs that could potentially be met in outreach? Remember, the goal of outreach is to literally reach people.

## **Time line**

What is your time line from completion of your church-planting proposal, to launching, to your first anniversary? The time line should indicate key points in the development of the full range of ministry that you intend to offer to the community and in the establishment of the necessary components of the administrative structure.

## **Budget**

What is your start-up budget of income and expense? What is your proposed monthly budget of both income and expenses for the first year of your church plant?

- Aim for at least two renewable streams of income. This could be tithes and offerings, bi-vocational income, monthly support from people outside the church, income from a shared facility, or others.
- Aim for at least two non-renewable streams of income. This could be support from the sending church, one-time gifts, or other similar types of income.
- Since church planting is all about the harvest, it would be good to check your budget to see if expenditures focus on mission or maintenance.

## **Determining the costs**

While a first-year budget may seem like a venture into the unknown, it is important to put in what you do know and estimate the unknown so as to arrive at some semblance of a viable budget. Developing this first budget and keeping profit and loss statements will make a subsequent budget easier to establish. Without tracking this history, every year will start with a lot of unknowns.

A clear budget is essential to establishing a clear financial plan. Anticipating challenges allows us to make appropriate changes in order to either avoid the potential problems or maximize the coming opportunities.

If as a church planter you struggle with administrative tasks, seek assistance from someone who is gifted in this area. There is no excuse for not having a budget for the church plant; however, it does not have to be completed in detail by the church planters themselves.

The following things should be considered:

- Look at one-time startup costs (for example, sound system, community analysis, worship team equipment, children's ministry resources and curriculum, among others).
- Will the church planter receive ministry support at a certain benchmark?
- Will property and facilities be needed?
- How much will be directed toward outreach?
- Develop an appropriate cost for legal fees.
- Discern when the church will be able to support itself.
- How long will subsidies last? Long-term financial subsidies inhibit the health and viability of the new church. Short-term is best. Let the new church be "of the people."
- If supported by an outside entity, a graduated decrease in support gives time for the church plant to be financially independent and sustainable.

## **Understand why people give**

- People give because they have a personal relationship with the person who asks for the gift.
- People give because they believe in the cause. They want to invest in ministry. Every ministry needs a well-defined statement of vision.
- People give because of the content of the communication—they are approached with a good presentation.
- People give because of the method of the communication—the more personal it is, the more successful it will be.
- Most importantly, people give most freely when they trust the vision, mission, goals, and the integrity of the people who handle the finances.

## **Proposed budget**

Don't feel that you must be able to forecast a fully self-supporting church. Churches are sometimes in smaller communities where support for a full-time pastor might not be likely. If the church planter and family can go to a community with a commitment to work in a job for as long as necessary, then the potential size of the new church (and resulting finances) becomes much less crucial.

## **Budget planning**

Your budget will depend on the type of church you are planting. If you are planting a community church, budget items might include equipment (computer, electronics, instruments), salary or health care for the planter, facilities (rent for gatherings, meetings, outreach, or community service), communications, publicity, books, or training materials. Be specific when itemizing these items in your budget. A sample budget worksheet is included on page 116.

When making your budget, you will need to include startup costs. These could include children's ministry supplies (art and craft supplies, toys, curriculum, background check for volunteers), sound

equipment, facility supplies (signage, chairs, tables, décor), office supplies (computer, printer, programs, file cabinet), and general insurance (including liability/property insurance).

If you are planting a micro church, budgeting is a much simpler process. But it is important, nonetheless. How you handle finances is crucial regardless of the type of church you are planting.

## Working It Out



Then the Lord replied: “Write down the revelation and make it plain on tablets so that a herald may run with it. For the revelation awaits an appointed time; it speaks of the end and will not prove false. Though it linger, wait for it; it will certainly come and will not delay. See, he is puffed up; his desires are not upright—but the righteous person will live by his faithfulness” (Habakkuk 2:2-4).

1. Write a church-planting proposal that includes all the essential components laid out in this chapter.
2. Complete a budget worksheet. Visit [doveusa.org/ministries/church-planting](https://doveusa.org/ministries/church-planting) to download a live spreadsheet.

		January	February
<b>Projected Monthly Income</b>			
<b>Beginning Balance (must enter Jan. manually)</b>			\$0.00
	Tithes & Offerings		
	Missions Offering		
	Building Fund		
	Sponsoring Church Support		
	Other Support		
	Other		
<b>Projected Total Revenue (PTR)</b>		\$0.00	\$0.00
<b>Projected Monthly Expenses</b>			
Building	Rent		
	Telephone		
	Utilities		
	Office Supplies		
	Building Maintenance & Janitorial Services		
	Building Fund Portion from Tithes		
Legal	Salary: Pastoral		
	Salary: Clerical		
	Salary: Other		
	Employer Taxes		
	Employee Benefits		
	Workman's Comp Insurance		
	Liability/Property Insurance		
	Capital Expense		
Outreach	Children's Ministry Materials		
	Youth Ministry Materials		
	Misc. Outreach		
	Misc. Ministries		
	Transportation		
Other	Hospitality		
	Marketing/Livestream		
	Web & Internet		
	Postage		
	Printing		
	Travel/Moving		
	Misc Expenses		
	Tithe		
	Missions Offering		
<b>Projected Total Expenses (PTE)</b>		\$0.00	\$0.00
<b>Projected Ending Balance</b> (subtract PTE from PTR, then place in "beginning balance" cell for next month)		\$0.00	\$0.00

July	August	September	October	November	December
\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

visit [doveusa.org/ministries/church-planting/](https://doveusa.org/ministries/church-planting/) to download a live spreadsheet

## CHAPTER 13

# What Are the Land Mines I Need to Avoid?

The following notes are taken from the book *Church Planting Land Mines: Mistakes to Avoid in Years 2 through 10* written by Tom Nebel and Gary Rohrmayer. This helpful book looks at many of the issues that cause church planters to fail and gives practical advice on how to avoid these mistakes.

### Introduction

Church planting is a highly demanding endeavor, because it requires great faith and hard work. A church planter and the planting team are stretched and strained. The process of planting a church can squeeze every bit of time, energy, resource, and self-sufficiency out of the church planter and his or her family, with no guarantee of success. This strenuous endeavor can leave the church plant and the church planter vulnerable to church-planting land mines.

### Landmine 1: Ignoring personal health and growth

We have all seen leaders who have started the ministry race well— appearing to be on a life trajectory that would land them among the ministry elite. They would be among those who truly make a difference in their generation.

But something happened. They burned out, gave up, or were disqualified. Leadership competency may be the tools of effective leaders, but biblically informed character has always been the power of effective leadership. When leaders do not continually address character formation and transformation in their personal lives, their

competence will ultimately fail to produce the kind of results God intended. There are numerous stories in the Bible, King Solomon being one of them, where men and women of God started really well but finished poorly. Our goal is to finish well!

### **Landmine 2: Lack of leadership development**

Every new church needs a leadership culture. And though it's easier said than done, it can be done. Through being intentional, potential leaders can be spotted, trained, and deployed. With ongoing leadership development, you will not need to constantly pray for God to bring you leaders. Leadership development will become normal and effective in your new church.

When we think of developing a leadership culture in a church, our minds run to Joseph, a Levite from Cyprus who earned from the rest of the apostles the nickname Barnabas, "the son of encouragement." His story is found throughout the book of Acts. Barnabas accepted an assignment to work with the new church that was forming in Antioch. There he joined the wonderful work that God was doing throughout the city. The people followed his leadership, and with his generous spirit, positive outlook, and strong spiritual example, he moved this new church from being a place overrun with converts into a church that touched the known world of his day.

### **Landmine 3: Leadership backlash**

Leadership backlash can be defined as a negative reaction from other church leaders to a trend or event that is important to you. Common battlegrounds include philosophy of ministry, degrees of seeker sensitivity, the role of women, advertising and marketing, missions philosophy, birthing a daughter church, home schooling, having a Christian school, purchasing land, constructing a building, incurring debt, polity and leadership structure, and preaching. It is important to discuss and address agenda issues before significant conflict arises.

To be sure, any team of leaders will, at one time or another, have some differences of opinion. That is to be expected and welcomed.

But when disharmony about values and agenda runs deep, it must be diagnosed early. The only way to ensure that everyone is flowing with the same mindset is to have regular checkups. When these are done on a routine basis, the land mine of leadership backlash will certainly be softened and possibly even avoided. See the DOVE Global Leadership & Ministry School for sessions on biblical decision-making.

### **Landmine 4: Personal evangelism entropy**

Evangelism is always in focus when a leader is planning to start a new church. But even the most well-intentioned church planters can find themselves right in the middle of another land mine—one that we call evangelism entropy.

A church planter's time can get swallowed up just recruiting those who are already convinced. If church planters are not disciplined in networking and spending time with unchurched people, they can end up starting a church for the church instead of a church to reach the community. Nebel and Rohrmayer recommend that their church planters spend at least fifty percent of their workweek in networking and developing pre-Christian contacts.

Evangelism entropy is a reality in the Christian life, even among church planters. We need to push back against the entropy and intentionally train ourselves to do what is right. We need to find ways to be reinvigorated for the cause.

### **Landmine 5: Corporate evangelism entropy**

There is nothing better than to have a highly motivated team of leaders focused on reaching those far from Christ. And yet statistics and experience reveal that evangelism entropy can creep deep inside a new church within months of its first public service. It is amazing how quickly these mission-focused, vibrant new churches become old. A.G. Gordon had it right many years ago when he said, "Unless the church evangelizes, it fossilizes!"

Equipping your people is vital to overcoming evangelistic entropy. Equipping is like keeping your foot on the gas pedal of your

car. Once you take your foot off the pedal, you'll start to slow down. Consequently, you'll need to rev your engine to expend more effort to get back to your original speed. Church planters: let's keep the zeal for evangelism burning.

### **Landmine 6: Inadequate enfolding strategy**

Many church planters have a romantic vision of church planting and struggle with the issue of how to turn their new church over to their converts. Following up, nurturing, and empowering new converts can be an unresolved and sometimes messy business. A clear strategy is needed before the new church opens its doors, and the strategy needs to be revisited and reworked again and again.

There is a lot of confusion around the issue of disciple-making. If church planters work through this issue early, they will be well on their way toward their ultimate objective of seeing lives changed. Disciple-making is communicating the gospel with clarity and conviction so that people can embrace Christ as Lord and Savior and become reproducing followers serving within a healthy community of faith.

### **Landmine 7: Fear of money**

Wise church planters are always looking for ways to bring resources to the cause. However, fear of—or neglect of—money issues is another land mine that too often strangles our effectiveness. In general, the fear or neglect of money issues is traced to the church planter's personal rejection issues, coupled with a skeptical society rampant with stories of financial abuse.

God blesses faithful stewards. If you believe that is true, you are in line with biblical teaching. The result is that church planters habitually focus on what it is that the church needs. Are we meeting budget? Are we meeting basic expenses? Sooner or later your vision will be outstripped by your lack of resources. Further, it may be that God has bigger dreams for your church than you do. If you had an abundance of money, you could change more lives for eternity. The

church planter needs to agree that it is acceptable and important to teach about tithing.

Many new churches have found it helpful to host financial seminars, with topics particularly geared toward the young families that are being targeted by the church. Topics such as real estate, insurance, wealth building from God's perspective, estate planning, and stewardship fit nicely into developing a stewardship culture.

### **Landmine 8: Underestimating spiritual warfare**

The church planter cannot underestimate the degree of spiritual warfare levied against them and the new church. Ephesians 6:12 accurately reflects our world—we wage war against unseen evil forces. Nebel and Rohrmayer observed that most spiritual warfare against church planters can be placed into one of three categories: discouragement, distractions, or disqualifications. Keep an eye out for these and get help to combat them.

The unseen world is real, and that unseen world interacts with the physical, seen world. Don't make the mistake of thinking that every hardship is circumstantial. While it isn't wise to blame every difficulty on the powers of darkness, we should be alert to patterns and be aware that the unseen world is as real as the physical one we operate in. We are exhorted not to be ignorant of the devil's schemes.

### **Landmine 9: Misfiring on hiring**

When your church grows to the extent that you need to hire additional staff, it is a tremendous accomplishment. But it can be crushing if the first person you hire is not the "right" one. Many people are affected by a bad hire: the staff person, those under the care of the staff person, the family of the staff person, other leaders, the entire church, and you.

Getting the right people in your organization will determine your level of success. So often, difficulties arise when a new church hires its first staff. In theory, this reduces the workload for the pastor/church planter. But in practice, it often brings frustration. If there

ever was an “anti-personnel” land mine, this is it. So many people are hurt when we misfire in our hiring.

In most entrepreneurial ventures, there is a tension between owners and employees. If you ask any solo business owner who is working about ninety hours a week what their biggest hiring fear

is, you’ll hear, “Will the person I hire care as much about the business as I do?” Church planters live with this same concern because they have sacrificed so much to see this new church started. Church planters see themselves as owners—not as employees.

Clearly written job descriptions, qualifications, evaluation processes, and terms of service are essential to avoid unmet expectations and get that first hire correct.

### **Landmine 10: Delaying mission engagement**

Divergence from the initial resolve to be a reproducing, kingdom-oriented church can happen no matter how weak or strong the church may be. When a new church isn’t as strong as quickly as the visionary leaders had envisioned, factual realities cloud their perspective. Finances are tighter than imagined, and the workload is heavy. It’s hard to think about being a generous church, giving away people and money and prayer for causes beyond their immediate concern. These churches perceive themselves to be too weak to get back into the church-planting game.

In other cases, just the opposite happens. The church achieves a measure of health. Although the workload is substantial, finances are doing well and the church has an upbeat attitude. Logically speaking, there is no reason for this church to ignore mission beyond its target area. Even so, church plants often have the attitude: “We are not quite ready to give.” Maybe the church wants to add a staff member or purchase land or finance some other noble cause. And these are good causes. However, sometimes the good is the enemy of the best. People forget their vision, and present realities suffocate the dream.

If you said you were going to be a reproducing church, put a

plan in motion right away to get there. From day one, set aside a portion of your church’s income toward church planting.

Keep speaking the language. Keep telling your new church, “We’re all just one generation away from the extinction of the church, unless we continue to plant new ones. We can’t become the last link in the chain of Christianity!”



## Working It Out



1. What have I learned about myself through reading about these land mines?
2. Which of these land mines would I be the most susceptible to?
3. How would this affect my leadership in planting the church?
4. Identify to whom you will be accountable in your spiritual formation as you launch this new church.
15. Identify several activities you personally plan to engage in that will lead you to becoming more like Jesus as you plant this church.

## CHAPTER 14

# What Else Do I Need to Know?

### Children

What is your philosophy for children's ministry in your corporate community church meetings? Parents look for three things: 1) a safe, happy learning environment, 2) evidence that their children were cared for and enjoyed themselves, and 3) proof that they are learning Bible truths.

How can you recruit and train your teaching staff? You must maintain the visibility of your children's ministry. Use class helpers as a leadership farm system. Develop clear job descriptions for everyone involved. Proactively train your staff to lead Bible-learning activities. This should include asking questions and guiding life application.

The lack of proper nursery care could make it difficult for families with young children to stay in the church. Clean and pleasant facilities are important to parents. One important practice is to be sure diapers are changed before parents pick up their child.

Relationships are important for children, too. The teacher should care for a small group of children, talk with them, and pray with them. One way to do this is to place an empty chair in a circle, then ask children pray for a new child to come and fill that chair.

Every child should be welcomed by their teacher at the door or at a check-in area that is staffed by the children's ministry coordinator or director.

A letter could be sent to a new family from the child's teacher welcoming the new family and letting them know what is available.

Parents could also be invited to come into the children's ministry and observe what is happening.

Teachers could send cards for birthdays and for encouragement, and they could follow up on absences.

Put effort into resourcing your children's workers. Provide extra care for your workers, especially when they miss the adult worship experience to serve the children. Include them in leaders' meetings as appropriate.

In the age in which we live, caring for children placed within our care is of utmost importance. You will need to make decisions on the following:

1. How will we ensure a safe environment for our children?
2. What curriculum will we utilize?
3. How will we train and equip our children's workers?
4. What safety protocols and accountability for workers will be put into effect that provide a safe environment for children as well as children's welfare? These could be emergency communication to parents in the event of an emergency, child pick-up procedures, background checks, or security personnel.

All of these must be considered to guarantee a safe environment for both children and workers.

## **Youth Programming**

It is imperative that you follow legal guidelines in vetting people who work with children and youth in order to protect the health and well-being of every individual. Most states in the United States require background checks for staff and volunteers. Even if these checks are not required in your state or nation, they are important for the protection of the children in your care.

If you are targeting parents with teenagers in your church plant, you must provide quality youth ministry. It helps if the planting leader or team members have teenagers who can reach out to their

network of friends. In some cases, the church planter will want to start and lead the youth group so as to establish values and train youth leaders.

Parents look for a place where their teenagers are valued and cared for. They also want to see them cultivate positive peer relationships and experience Christian growth.

Develop a youth ministry using the same strategies as church planting with a different ministry focus group. Find someone with a heart to work with this all-important age group. They need to know they are valued and important. Consistency is important, so try to develop a leader who will be available for a number of years rather than one who will lead for only a short period of time.

Youth are looking for relational connection and a place to belong. An individual who loves youth and wants to connect with them will make a big difference in the lives of these young people, and in the life of the church plant as well .

Within the DOVE network there are youth leaders who can provide excellent resourcing on developing a vibrant youth ministry.

## **Developing Dynamic Worship**

You as a church planter must cultivate your personal worship. Ask yourself the question, "How can I improve the quality and quantity of my personal worship?" This will set the stage for worship experiences in the new church plant.

Clarify a style of worship that is suited to the ministry focus group. Develop a worship team toward this style. Recruit a variety of gifted people and then teach them the biblical basis of worship. Show them a culturally relevant style of worship. Implement worship that is both celebratory and reflective. Continually evaluate the effectiveness of the times of corporate worship.

### **Involve the worship leader in planning and communication:**

- Quarterly—themes and direction
- Monthly—specific plan for each service
- Weekly—fine-tune and flow for the service

There should be a regular schedule for worship team rehearsal. It should be both a practical practice and relationship-building time. Finding a worship leader that can schedule, plan, and sow into others is a major plus and a wonderful asset to the team.

### **Practical Tips to Help You Succeed**

Following are some of the things that church planters may take for granted but that can become hindrances if ignored.

- Find and train indigenous (local) leaders.
- Be flexible.
- Don't try to control.
- Provide a positive environment in which people feel secure and are able to grow.
- Give relevant, practical preaching and teaching.
- Allow the Holy Spirit freedom to move.
- Give people an opportunity to pray and be prayed for.
- Give people a sense of ownership.
- Provide resources such as books, podcasts, and other life-giving materials to assist people in their development.
- Plan for and provide special theme Sundays.
- Provide a participatory worship time.
- Give children a sense of belonging in your services.
- Provide something dynamic for youth.
- Give people a choice of small groups they can be part of.
- Give your people leaders of which they can be proud.

- Have an “Invite Your Friends Day.”
- Give people a sense of stability.
- Create multiple entry points to your church.

## **Working It Out**



1. What are your initial ideas about ministry to children?
2. What are your initial ideas about ministry to youth?
3. How do you hope to get worship started in the church plant?
4. Are there any unanswered questions you have at this point about church planting?

## CHAPTER 15

# What if We Need a Building?

If you are planting a community church or a megachurch, you will need a meeting place for your small groups to come together. If you are planting a house church network, you will likely need a meeting place for larger corporate meetings as well.

### Finding a Suitable Facility

When finding a suitable place to hold the first regular meeting, consider the following:

- What is available?
- Public or private school assembly halls
- Council, community halls, or town halls
- Sports clubs (e.g., football, bowling, tennis, etc.)
- Senior citizen halls
- Night clubs
- Restaurant banquet rooms
- Hotel conference rooms
- Vacant shops or warehouses
- Movie theatres
- Remodeled commercial buildings
- Abandoned car dealerships
- YWCA/YMCA facilities
- Fire hall community rooms
- The basement of a home

- Public library community room
- Community college auditoriums
- Existing unused church buildings

Search for possibilities. Consider any building that can accommodate the number of people you are expecting to reach.

Remember, you will not usually occupy more than 80 percent of your capacity. Make sure there is enough room for the church to grow.

### **The location**

The location should be one that can be reached easily. It helps if the general population already knows the whereabouts of your facility. Sometimes a popular landmark can be associated with your facility. You could explain, for example, that the meeting facility is “across the road from McDonald’s,” or “next door to the town hall.”

The building must be easily visible—or at least should have a large, noticeable sign. Finally, the building should be near your ministry focus group. You will also want to find out whether the facility could be available for any additional meetings you might want to hold during the week.

### **Appearance**

Most people are familiar with going to modern shopping complexes where everything is attractive. A bleak appearance can communicate something negative. Use paint and decorations to brighten up your meeting place. If the best hall you can find is not in the best condition, dress it up. Perhaps the owners could even give you a rent-free period because of the improvements you will make on the building.

There is absolutely no excuse for dirt and grime. Water and soap are available to everybody. Make sure your facilities are spot-less. Take care of the weekly wear and be alert to nicks and scratches that need repair.

### **Storage**

It helps to have a lockable storage facility at your meeting place for your equipment. If there is nothing available, find out if the facility will allow you to purchase a lockable closet that can be left on-site. Another idea is

to purchase a fully enclosed trailer in which you can store your equipment. The trailer can then be pulled back and forth from the meeting place when the equipment is needed.

### **Signs**

Place a brightly colored banner or sign outside your premises. The sign should include the name of the church, a logo, meeting times, pastor’s name, contact numbers and a brief mission statement.

### **Lighting**

The lighting, especially at night, needs to convey a feeling that people are coming to a friendly place. The lighting should be adequate for taking notes. Extra lighting is needed for the stage area. If your facility does not have adequate outside lighting, install your own portable flood lights.

### **Décor**

People need to feel they are in a pleasant environment. Buy some portable furniture that you can set up if you are using a hired hall. Create banners that project your image and hang them appropriately. Use flowers, plants, signs, curtains, or anything else that will give the décor of your hall a personalized touch. All these things say that your church is alive, caring, and current.

Acoustics should be set in such a way that everyone can hear, but the sound levels need not be overpowering, unless you are planting a youth church. The atmosphere needs to be inviting, easily accessible, and comfortable.

### **Practicality**

The facility should provide for corporate meetings, nursery care, children’s ministry, youth, and parking. All these needs must be considered in the selection process. The cost of the facility should fit within your budget and not put too much strain on the new church’s valuable financial resources.

## Make a Final Decision

Bob Logan, in *Church Planter's Toolkit*, gives the following process for selecting a building.

- After generating good possibilities, drive by and look at each of them.
- Eliminate anything that is obviously not adequate.
- Get the list down to the top five.
- Generate a letter to the person responsible for renting the facilities.
- Follow up with a phone call or personal visit.
- Determine if the facility is available.
- Generate a list of all the buildings that are available and the amount of money required to rent each.

## Strategic Questions

Think through your overall needs. Ask strategic questions, such as:

- Can new people find the place?
- Will our ministry focus group be attracted to this site?
- Is there enough parking when we reach capacity?
- Are the nursery and children's facilities adequate?
- Can the meeting space be adapted easily for our worship style?
- Will we be able to set up our sound equipment and will it function well in the space?
- Is the lighting adequate?
- Is the space large enough to fit all the people and still have plenty of room for growth?
- Can we afford it?
- Can we store anything on-site?

Keep in mind that in this age of technology, your website is like the foyer or entry spot for your church plant. First-time visitors will most likely browse through your website, watch your livestream, or check out other social media pages before they show up in person. This is why attention must be given to your online presence. These platforms form first impressions for people who are considering visiting the church in person.

Prioritize your list after careful evaluation. Negotiate and secure an acceptable agreement.

## Renting or Sharing a Facility with Another Church or Civic Group

You might be able to negotiate a win/win agreement with a business, commercial, or educational institution that could benefit from receiving reasonable rental income for space that they do not need on the weekends or certain days in the week.

## Guidelines for sharing a facility

Put your rental agreement in writing. Include mutual understandings about:

- the length of the agreement
- procedure of notice to terminate the agreement
- liability insurance responsibility
- payment of different utility expenses
- time(s) of the week you may use the building
- special dates when the facility is not available such as annual events, holidays, weddings, funerals
- trash removal responsibility
- use of any kitchen facilities
- use of sound or projection equipment
- activities or substances which are prohibited, such as smoking or the use of alcohol



- contact persons in case of an emergency regarding the facility or for the reporting of damage
- rental payment due date (consider establishing a discount for early payment rather than a penalty for late payment)

### **Take care of the facility**

Always clean up after an event; leave the facility in better shape than you found it. Arrange thorough training on how to use equipment to avoid misuse and costly repairs. Arrange for authorized persons to have access to a key to unlock the facility. Express regular appreciation for the mutual benefit of sharing the space and expenses of the facility. Initiate periodic communication to evaluate how both groups feel about the ongoing benefit of the agreement.

### **Working It Out**



1. What will your philosophy be concerning buildings as the church plant is launched and gaining momentum?
2. Where will the church initially meet?
3. If you are not meeting in a church building, will you need to rent office space to administer the planting of churches?

## APPENDIX A

### DOVE International

#### Vision, Mission and Core Values

##### Our Vision

To build a relationship with Jesus, with one another and to transform our world from house to house, city to city and nation to nation.

##### Our Mission

##### Prayer, Evangelism and Discipleship

Our mission is to exalt Jesus Christ as Lord, to obey His Word and to encourage and equip each believer for the work of ministry. This mission will essentially be accomplished by the threefold mandate God has given us: prayer, evangelism and discipleship.

**Prayer:** In prayer we worship God, we bring our needs and the needs of the world to Him and we allow the Holy Spirit to transform us, to empower us and to reveal His specific strategies for fulfilling the Great Commission.

**Evangelism:** Through evangelism we seek to make known the glory of God and the name of Christ through verbal proclamation, publishing, the arts, acts of compassion and service both to our own neighbors and cities and also by going to the peoples of the world in cross-cultural mission. We desire to see children, youth and adults come to a saving knowledge of the Lord Jesus Christ, the un-evangelized hear the good news and churches planted in all nations.

**Discipleship:** Engaging in discipleship, we build relationships with and care for one another, training each other in godliness and good works, so that we would all be mature disciples engaged in the threefold mission of prayer, evangelism and discipleship. Disciple-

ship thus becomes ongoing, as those who have been trained, in turn, will train and disciple others.

We engage in this mission in humility, with dependence on God and in cooperation with all brothers and sisters in the body of Christ, striving for unity in all that we do.

### **Our Values**

All values and guiding principles for the DOVE International family must be rooted in the Scriptures (II Tim. 3:16-17, II Tim. 2:15).

#### **1. Knowing God the Father through His Son Jesus Christ and living by His Word is the foundation of life.**

We believe that the basis of the Christian faith is to know God through repentance for sin, receiving Jesus Christ as Lord, building an intimate relationship with Him and being conformed into His image. God has declared us righteous through faith in Jesus Christ (John 1:12, John 17:3, Rom. 8:29, II Cor. 5:21).

#### **2. It is essential for every believer to be baptized with the Holy Spirit and be completely dependent on Him.**

We recognize that we desperately need the person, presence and power of the Holy Spirit to minister effectively in our generation. Changed lives are not the product of men's wisdom, but of the demonstration of the power of the Holy Spirit as modeled in the New Testament (I Cor. 2:2-5, John 15:5). We believe it is essential for every believer to be baptized with the Holy Spirit and to pursue spiritual gifts (Luke 3:16, Acts 1:8, II Cor. 13:14, John 4:23-24).

All decisions need to be made by listening to the Holy Spirit as we make prayer a priority and learn to be worshippers. Worship helps us focus on the Lord and allows us to hear His voice more clearly.

We recognize that we do not wrestle against flesh and blood, but against demonic forces. Jesus Christ is our Lord, our savior, our healer and our deliverer (Eph. 6:12, I John 3:8).

#### **3. The Great Commission will be completed through prayer, evangelism, discipleship and church planting.**

We are committed to helping fulfill the Great Commission through prayer and fasting, evangelism, discipleship and church planting locally, nationally and internationally in order to reach both Jew and Gentile (Matt. 28:19-20, Matt. 6:5-18, Acts 1:8). We believe water baptism is essential for those who have chosen to follow Christ (Acts 2:38, Rom. 6:4 & Gal. 3:27).

We are called to support other co-laborers as churches are planted throughout the world. The Great Commission is fulfilled through tearing down spiritual strongholds of darkness and planting churches (I Cor. 3:6-9, Matt. 11:12, II Cor. 10:3-4, Acts 14:21-23).

We are also called to proclaim the gospel through the arts, publications, and the media and trust that God will continue to raise up other resources and ministries to assist us in extending His kingdom (I Cor. 9:19-22).

#### **4. We deeply value the sacred covenant of marriage and the importance of training our children to know Christ.**

It is our belief God gives the gift of single life to some, and the gift of married life to others, all within the standard of holiness and purity (I Cor. 7). We believe marriage is between one man and one woman. Both marriage and family are instituted by God, and healthy, stable families are essential for the church to be effective in fulfilling its mission. Parents are called by God to walk in the character of Christ and to train their children in the nurture and loving discipline of the Lord (Mark 10:6-8, Eph. 5:22-6:4).

The Lord is calling His people to walk in the fear of the Lord and in a biblical standard of holiness and purity. The covenant of marriage is ordained by God and needs to be honored and kept. (Prov. 16:6, Mark 10:9, I Thess. 4:3-8, I Cor. 6:18-20).

## **5. We are committed to spiritual families, spiritual parenting and intergenerational connections.**

Believing that our God is turning the hearts of the fathers and mothers to the sons and daughters in our day, we are committed to spiritual parenting on every level of ministry and church life (Mal. 4:5-6, I Cor. 4:15-17).

Participation in a small group or house church is fundamental to commitment to the DOVE family. The small group is a group of believers and/or families who are committed to one another and to reach others for Christ. We believe the Lord desires to raise up spiritual families in many levels including small groups, house churches, congregations, apostolic movements and the kingdom of God (I Cor. 12:18, Eph. 4:16).

We believe each spiritual family needs to share common values, vision, goals and a commitment to build together, and needs to receive ongoing training in these areas (Ps. 133, II Pet. 1:12-13, II Tim. 2:2).

We are committed to reaching, training and releasing young people as co-laborers for the harvest, as the young and the old labor together (Acts 2:17, Jer. 31:13).

## **6. Spiritual multiplication and reproduction must extend to every sphere of kingdom life and ministry.**

Multiplication is expected and encouraged in every sphere of church life. Small groups should multiply into new small groups and churches should multiply into new churches. Church planting must be a goal of every congregation (Acts 9:31, Mark 4:20).

The DOVE family of churches will be made up of many new regional families of churches as apostolic fathers and mothers are released in the nations and regions of the world (Acts 11:19-30, Acts 13-15).

## **7. Relationships are essential in building God's kingdom.**

Serving others and building trust and relationships are desired in every area of church life. We believe the best place to begin to serve and experience trust and relationship is in some type of small group experience (Acts 2:42-47, Eph. 4:16, Gal. 5:13).

We are joined together primarily by God-given family relationships, not by organization, hierarchy, or bureaucracy (I Pet. 2:5).

## **8. Every Christian is both a priest and a minister.**

We believe that the work of ministry belongs not to a select few, but is the responsibility of every believer. Every Christian is a priest who needs to minister to the Lord, hear from the Lord personally and minister to others (I Pet. 2:9, Rev. 1:5-6). This ministry starts in the home, which is a center for ministry.

Fivefold ministers are the Lord's gifts to His church. He uses fivefold persons to help equip each believer to become an effective minister in order to build up the body of Christ (Eph. 4:11-12).

## **9. A servant's heart is necessary for every leader to empower others.**

We believe every sphere of leadership needs to include a clear servant-leader called by God and a team who is called to walk together. The leader has the anointing and responsibility to discern the mind of the Lord that is expressed through the leadership team (II Cor. 10:13-16, Num. 27:16, I Pet. 5:1-4).

Leaders are called to listen to what the Lord is saying through those whom they serve as they model servant-leadership. They are called to walk in humility and integrity, in the fruit of the Spirit, and in the fear of the Lord (Acts 6:2-6, Acts 15, Matt. 20:26, Gal. 5:22-23).

We believe God raises up both apostolic overseers and partner church elders to direct, protect, correct and discipline the church. These leaders must model the biblical qualifications for leadership (Acts 15, Acts 6:1-4, I Tim. 3, Titus 1).

Leaders must purpose to equip, empower and release others, thereby encouraging every individual to fulfill his or her call from the Lord (Titus 1:5, I Tim 4:12-14). Those with other spiritual gifts—including administrative gifts—need to be released to serve on every level of church life (I Cor. 12).

We believe that we all need to submit to those who rule over us in the Lord and esteem them highly in love for their work's sake (Heb. 13:17, I Thess. 5:12-13).

### **10. Biblical prosperity, generosity and integrity are essential to kingdom expansion.**

Biblical prosperity is God's plan to help fulfill the Great Commission. The principle of the tithe is part of God's plan to honor and provide substance for those He has placed over us in spiritual authority. Those who are over us in the Lord are responsible for the proper distribution of the tithes and offerings (III John 2, Matt. 23:23, Heb. 7:4-7, Mal. 3:8-11, Acts 11:29-30).

We believe in generously giving offerings to support individuals, churches and ministries both inside and outside of the DOVE family. We encourage individuals, small groups, congregations and ministries to support fivefold ministers and missionaries in both prayer and finances (II Cor. 8:1-7, Gal. 6:6, Phil. 4:15-17).

We believe that every area of ministry and church life needs to be financially responsible and accountable to those giving them oversight in order to maintain a high standard of integrity. Spiritual leaders receiving a salary from the church are discouraged from setting their own salary level (Gal. 6:5, Rom. 15:14, I Thess. 5:22, II Cor. 8:20-21).

### **11. The gospel compels us to send missionaries to the unreached and help those least able to meet their own needs.**

Jesus instructs us to take the gospel to the ends of the earth. Our mission is to reach the unreached areas of the world with the gospel of Jesus Christ by sending trained missionaries and through

church planting. Together we join with the body of Christ to reach the unreached (Matt. 24:14, Acts 1:8, Acts 13:1-4, II Cor. 10:15-16).

We are also called to help the poor and needy, those in prison, orphans and widows. This includes local, national and international outreach. When we help the poor, both materially and spiritually, we are lending to the Lord (Deut. 14:28-29, Deut. 26:10-12, Matt. 25:31-46, James 1:27, Prov. 19:17).

### **12. We are called to build the kingdom together with the entire body of Christ.**

Our focus is on the kingdom of God, recognizing our small group, our local church and DOVE International as just one small part of God's kingdom. We are called to link together with other groups in the body of Christ and pursue unity in His church as we reach the world together (Matt. 6:33, Eph. 4:1-6, John 17, Ps. 133).

We wish to see God's kingdom come not just in and through the church, but in all areas of life. Therefore, we are called to minister in the church, the family, government, the arts, education, business and the media, so that all such spheres come under the Lordship of Jesus Christ and reflect the values of His kingdom (Matt. 6:10).

We believe in utilizing and sharing the human and material resources the Lord has blessed us with. This includes the fivefold ministry, missions, leadership training and other resources the Lord has entrusted to us (I Cor. 12, Acts 2:44-45).

Our unifying focus is on Christ, His Word and the Great Commission, and we believe we should not be distracted by minor differences (Romans 14:5). We recognize and honor the redemptive purpose of God found in many cultures and ethnicities (Rev. 5:9-10).

The Scriptures serve as a light to guide us, and our Statement of Faith and these values and guiding principles unite us as partner churches. Along with many churches and ministries, we also accept the Lausanne Covenant as a broad statement of evangelical belief. (Matt. 28:19-20, Amos 3:3, I Cor. 1:10, I Cor. 15:10).

## APPENDIX B

# Local Church By-Laws and Constitution

## Sample Document

In many countries, churches either need to register or can receive legal protection and benefits from officially registering as a church or organization under that country's laws. Circumstances will be different in each national and legal setting. The following is a model which a church may find helpful to adopt in any registration process. It will probably need to be adapted and changed according to the local context.

We recognize that the precise language may vary according to each country's practices and regulations.

### ARTICLE I: NAME

The name of the organization shall be \_\_\_\_\_ (herein after spoken of as the church) a partner church of DOVE International®. Its duration is to be perpetual.

### ARTICLE II: PURPOSE

The purpose of the church shall be to provide spiritual oversight for the membership and to meet spiritual, emotional and physical needs of people through faith in Jesus Christ and by resourcing and networking with the body of Christ in fulfilling the Great Commission.

### ARTICLE III: OFFICES

The business office of the church shall be located at \_\_\_\_\_ .

## ARTICLE IV: GOVERNMENT PRIVILEGES

The church shall have self-governing privileges in harmony with the authority and vision of the Apostolic Council of DOVE International (DOVE). Local authority in vision, direction and doctrine shall be vested in the Eldership Team. The Eldership Team may appoint others under them as required to assist in spiritual oversight of geographic areas or ministries. This church is a Partner Church with DOVE as evidenced by a Partnership Agreement entered into between the church and DOVE. Within the Partnership Agreement, the Eldership Team members acknowledge that they have read DOVE's Constitution, Bylaws and Handbook and that they are in agreement with the statements therein and agreed to be bound by the statements contained in these documents.

## GOVERNING DOCUMENTS

4-2 A. The governing documents of (the church) are the Articles of Incorporation and Bylaws.

The Articles of Incorporation take precedence over the Bylaws.

4-2B. No amendments or repeal shall be made to the Articles of Incorporation as adopted except by a 2/3 majority vote of the Eldership Team and affirmation by the Lead Elder. Amendments shall be within the guiding principles set forth in the DOVE Handbook, Constitution and Bylaws.

4-2C. The Bylaws of (the church) or any portions thereof, may be amended or repealed by a 2/3 majority of the Eldership Team and affirmation by the Lead Elder. Amendments shall be within the guiding principles set forth in the DOVE handbook, Constitution and Bylaws.

## ARTICLE V: DOCTRINE STATEMENT OF FAITH

**WE BELIEVE** the Bible to be the inspired, infallible, and authoritative Word of God. The Holy Spirit moved upon the writers of the Old and New Testament and inspired them as they wrote the Words of God. God's revelation in Christ and in scripture is unchangeable.

Through it the Holy Spirit still speaks today. (II Tim. 3:13-17; Heb. 4:12; Psalm 119:89, 105; I Pet. 1:23-25; Gal. 1:8, 9; Matt. 5:18; Isa. 40:8)

**WE BELIEVE** that there is One God, eternally existent in three personalities: Father, Son, and Holy Spirit. God the Father—Creator of all things. By His Word all things were created and through the power of His Word all things are held together. He sent His Son Jesus to redeem mankind unto Himself. A relationship with God only comes through Jesus Christ. Jesus Christ—is the only begotten Son of God, conceived by the Holy Spirit, and born of a virgin. He lived a sinless life, and performed many miracles. He redeemed us by His atoning death through His shed blood, He ascended to the right hand of the Father, and He will personally return in power and glory. There is no other name given under heaven by which man must be saved. Holy Spirit—inspired the writers of the Bible, convicts the world of sin, teaches us all things, and brings to our remembrance the Word of God. (Deut. 6:4; Isa. 44:6-8; Isa. 43:10; Matt. 3:16, 17; Matt. 28:19; I Cor. 12:4-6; John 14:23, 25; I Tim. 6:15, 16; I John 5:7)

**WE BELIEVE** that mankind is perishing because of sin, which separates people from God. But God loves all mankind, not wishing that any should perish, but that all should repent. Mankind can only be saved through a complete commitment to Jesus Christ as Lord and Savior, being regenerated by the Holy Spirit. (Gen. 1:26, 31; Psalm 8:4-8; Gen. 3:1-7; Rom. 5:1, 12-21; Eph. 2:8, 9; Acts 3:19-21; I Cor. 15:21, 22; Gal. 6:14, 15; II Cor. 5:17)

**WE BELIEVE** in the present infilling of the Holy Spirit to all believers who desire it. The Holy Spirit's ministry to the body of Jesus Christ gives power to live, witness, proclaim the gospel and to make disciples. The Holy Spirit gives us power to cultivate a Christ-like character through the fruit of the Spirit and to build up and mature the church through the miraculous gifts and ministries in this present day. (John 15:8-10; I Cor. 12:13; John 3:5, 6; Acts 1:4-8; Acts 2:1-4; Acts 2:38, 39; Luke 11:9-13; Joel 2:28, 29; I Cor. 12-14; Heb. 2:4)

**WE BELIEVE** that the local church is a body of believers brought together by the Holy Spirit as a visible part of the body of Christ and His church universal. The church is responsible to faithfully proclaim the whole Word of God in fulfilling the Great Commission, properly administer the sacraments, uphold the sanctity of marriage between one man and one woman, and humbly submit themselves to discipline, all for the glory of God. (Matt. 28:19, 20; Rom. 12:4, 5; I Cor. 12:27; Eph. 2:22; I Pet. 2:5, 9, 10; Titus 2:14)

**WE BELIEVE** that all mankind shall give an account of their deeds in this earthly life before the judgment seat of Christ. Those with their names written in the Lamb's Book of Life will be eternally with God in His glory, those without their names written will be eternally separated from God and tormented. (I Thess. 5:13-17; Rev. 1:7; Acts 1:11; Rev. 20:10-15; II Cor. 5:10; II Thess. 1:7-10; Rev. 21:1-4)

## **ARTICLE VI: BOARD OF DIRECTORS FUNCTIONS AND MEETINGS**

6-1A. The Eldership Team shall serve as the board of directors. They shall be responsible for the overall vision, direction, focus and shall fully control, govern and operate the business affairs of the church. As a Partner Church of DOVE International, we submit to the vision, mission, basic values and guiding principles of DOVE International's Apostolic Council.

6-1B. The Eldership Team shall be given leadership to by the Lead Elder. The Lead Elder shall be the president of the board of directors.

6-1C. The Eldership Team shall meet annually for an official meeting in the month of January. The Eldership Team shall record the minutes of the annual meeting including the election of officers (vice-chairman, secretary, treasurer). The Eldership Team will meet regularly as determined by the Lead Elder.

## **APPOINTMENT**

6-2A. The Lead Elder shall be called by God, qualified (I Tim. 3:1-7, Titus 1:5-9) and willing to fulfill this leadership responsibility.

The Lead Elder shall be recognized and recommended by both the Eldership Team and DOVE International.. The Lead Elder shall be appointed by a member of the Apostolic Council or an appointed designate. The Lead Elder shall not be appointed unless there is unanimous agreement with the Eldership Team, recommendation by the next level of apostolic leadership and general affirmation of the Partner Church's cell group leaders.

6-2B. The Eldership Team members shall be called by God, qualified by scripture (I Timothy 3:1-7 and Titus 1:5-9) and willing to fulfill this leadership responsibility.

6-2C. The Eldership Team members are discerned through fasting and prayer, then nominated by the Lead Elder and the existing Eldership Team. General affirmation of the cell group leaders of the church and the recommendation of DOVE's Apostolic Council is required for an individual to serve on the Eldership Team.

6-2D. The Eldership Team shall consist of at least two members which includes the Lead Elder.

6-2E. The Lead Elder and each member of the Eldership Team shall be active members of a small group and involved in the life of the church.

## **SPECIFIC DUTIES**

6-3A. Appoint and commission Deacons and small group leaders.

6-3B. Appoint persons to serve on an Administrative Committee if the Eldership deems an Administrative Committee is needed.

6-3C. Appoint and oversee specific committees or directors, e.g. Missions Council Representative, Worship, Children, Youth, Singles, as required to resource the spiritual needs of the Partner Church.

6-3D. Recognize, appoint, oversee, protect spiritually and provide accountability to the Fivefold Ministers who serve within the local Partner Church.

6-3E. Train and nurture leaders.

6-3F. Provide oversight and spiritual protection to members.

6-3G. Provide assistance during times of crisis for members in small group or committees.

6-3H. Approve annual and all modified Partner Church Budgets.

6-3I. Recommend a representative to serve on the DOVE Stewardship Group to be appointed by the DOVE Apostolic Council.

## **TERMS - VACANCIES**

6-4A. Eldership Team members, including the Lead Elder, shall be willing to serve long term with a periodic evaluation.

6-4B. Evaluations are for the purpose of growth. In the event of a report that one's service is unsatisfactory or that one is no longer suited for the position, the Eldership Team and Lead Elder shall review the specified deficiencies with the member. The Eldership Team and the Lead Elder shall determine whether it would be best for the member to relinquish their position or continue as a member and work to improve the specified deficiencies.

6-4C. In addition to the evaluations, at any time the Lead Elder and other Eldership Team members may vote to suspend or remove the member if deemed to be in the best interests of the organization. DOVE's Apostolic Council shall be included in the process of suspension or removal. Discipline shall be invoked in accordance with the written Policy of Discipline and Restoration outlined in the DOVE Handbook.

6-4D. The Lead Elder shall be evaluated by members of the Regional Apostolic Council or appointed designates, an evaluation team or a combination of both. A full report shall be given to the Lead Elder and the Regional Apostolic Council and a summary report given to the Eldership Team.

6-4E. In the event of the necessity of termination of the responsibility of the Lead Elder due to failure morally, irreconcilable conflicts, disorderly conduct or apostasy, the Regional Apostolic Council shall give leadership to this process along with the Eldership members. The Regional Apostolic Council, with counsel from the Eldership Team, shall suspend the Lead Elder pending a thorough



review and application of the written policy for discipline and restoration. The Regional Apostolic Council, with counsel from the Eldership Team will appoint an Acting Elder immediately, who will serve until restoration or a replacement is discerned.

6-4F. In the event that the number of persons on the Eldership Team drops below the required two for ninety days, then the longest serving small group leader of the Partner Church shall immediately begin serving. If more than one replacement is required, then the next longest serving small group leader shall be selected until all vacancies are filled. This is a temporary position with full authority until either the person is confirmed or another person is appointed.

### Officers

6-5A. At the annual meeting, the Eldership Team shall appoint a vice-chairman, secretary and a treasurer as officers of the Eldership Team. The Lead Elder as the president of the Eldership Team shall oversee the appointment process. Members of the Eldership Team may hold up to two offices. The president shall not serve in the capacity of secretary or treasurer.

6-5B. The designation of officers, except president, shall be by consensus of the Eldership Team. Such appointed officers shall serve in their capacities until such time as the Eldership Team should appoint otherwise.

6-5C. It shall be the duty of the Secretary to keep an accurate record of the proceedings of the meetings of the Board and of Congregational meetings of business, and all such other duties as pertain to this office as may be prescribed by the Board.

6-5D. The Treasurer shall have the care and custody of all funds and securities of the church and shall deposit the same in the name of the church in such bank or banks as the Board of Directors may select.

### ARTICLE VII: COMMITTEES

The eldership team may appoint such additional committees to assist it in the discharge of its duties as it may deem advisable.

### ARTICLE VIII: MEMBERSHIP VOTING

The church has a no-voting membership. Spiritual decisions affecting the life of the local body of the church are under the care of its Elders.

### QUALIFICATIONS

The membership of the church shall consist of those persons who meet the following qualifications:

They are in agreement with the statements as set forth in Article V.

They shall be a member in good standing of a small group.

They shall be involved in the life of the church.

They shall recognize and submit to the elders' leadership of the church.

They shall express commitment to the church with the understanding that biblical church discipline will be used if necessary.

### ARTICLE IX: DISSOLUTION SECTION 1 - DISSOLUTION BY ELDERSHIP TEAM

9-1A. In the event that this organization shall be dissolved and liquidated, after paying or making provision for the payment of all liabilities of this organization, the Eldership Team shall distribute or dispose of any remaining property and assets to such organization or organizations established and operated exclusively for religious purposes as, in its judgment, have purposes which are most closely allied to those of this organization; it being provided, however, that each transferee organization, at the time of such transfer, shall:

be a tax-exempt, religious Christian organization within the meaning and intent of Section 501 (C) (3) and Section 170 (b) (1) (A) of the Internal Revenue Code of 1954 or the corresponding sections of any successor Internal Revenue Law of the United States of America;

have been in existence for a continuous period of at least sixty (60) months;

be an organization to which contributions are deductible under Section 170, Section 2055 and Section 2522 of the Internal Revenue Code of 1954 or the corresponding sections of any successor Internal Revenue Law of the United States of America.

9-1B. DOVE International shall be given first consideration in this dissolution of assets.

## SECTION 2 - DISSOLUTION BY COURT

Any of this organization's property and assets not disposed of in accordance with ARTICLE IX, Section 1, shall be disposed of by the court having jurisdiction of the dissolution and liquidation of a nonprofit corporation organized and existing under and in accordance with the laws of the Commonwealth of Pennsylvania and having jurisdiction in the county of this organization's registered office exclusively to such religious organization or organizations, each of which is established and operated exclusively for such purposes as are most closely allied to those of this organization and each of which, at the time of such disposal, is a qualified, tax-exempt organization as aforesaid, as said court shall determine.

## ARTICLE X: LIABILITY

10-1A. No member of the Eldership Team and/or committee shall be personally liable, as such, for monetary damages for any action taken unless:

The member has breached or failed to perform the duties of office in good faith, in a manner reasonably believed to be in the best interest of the corporation, and with such care, including reasonable inquiry, skill and diligence, as a person of ordinary prudence would use under similar circumstances; and the breach or failure to perform constitutes self-dealing, willful misconduct or recklessness.

10-1B. This provision cannot by law release a member from liability under criminal laws or for proper payment of taxes.

## APPENDIX C Recommended Reading

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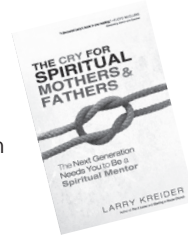
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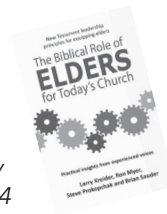
Returning to the biblical truth of spiritual parenting so believers are not left fatherless and disconnected. How loving, seasoned spiritual fathers and mothers help spiritual children reach their full potential in Christ.

By Larry Kreider, 224 pages. **\$14.99**



### The Biblical Role of Elders for Today's Church

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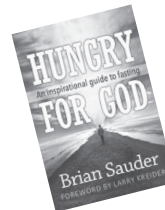
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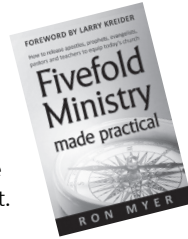
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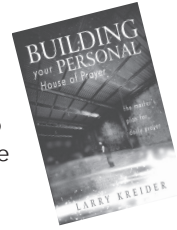
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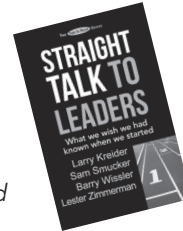
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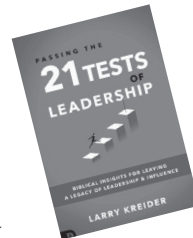
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