

Planting *Churches* THAT LAST

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Planting *Churches* THAT LAST

*P*lanting a new church is one of the most exciting things a leader could ever do. Since the church is at the center of the heart of God, and it is one of the best evangelistic tools that could be used on the earth today, it is at the forefront of Christianity during these times. Churches are exploding across America and the nations of the earth at a rate so unprecedented, it seems as though everyone should pioneer.

On the flip side, pioneering a church is one of the hardest tasks ever laid before an individual and their family. Statistically, those who pioneer, work nearly double the hours of a marketplace worker and often times the pain involved is so great many quit. In the business world, over 50% of businesses fail within the first five years and that statistic could also be applied to the church. Much of the reason for this failure in business and church is poor planning. My advice is simple, “count the cost!” There are things to consider in order to make the plant a success. Church planting should be successful, full of joy, and should ultimately bring glory to the name of the Lord.

I. Preparation for the plant

The preparation is like building a foundation for a building. In today’s building industry, many homes are pre-built at factories and other locations, then assembled on-site. This type of building lends to seemingly quick growth, but the fact is there was much preparation beforehand off-site. One part of the building cannot be built off-site and that is the foundation. This part of the building must have ground work prepared, forms laid, and materials in place for the walls to begin to be erected. Without taking time in this area, the walls could go up, but they will quickly come back down. I’d liken preparation for the plant to the ground preparation before the Apostolic foundation is laid.

A. The Call

1. Understanding your own personality, strengths & weaknesses and being okay with that is a way to determine your potential success or failure
2. Be able to define the call of God on your life
 - The dealings of God in your life
 - Those who have influenced you
 - Your gift mix
3. Be able to state the vision God has given you for this local church
 - The key of prophetic confirmation

B. The Covering

1. Authority and dominion comes from being sent
2. Heritage transfers generationally from fathers to sons
3. Ongoing support happens in families
4. Wealth transfers generationally
5. Checks, balances and discipline happens in families

- C. The Goals—With God’s help, what do you believe a realistic expectation of progress could be?
1. Big picture
 2. 1 year
 3. 2 year
 4. 5 year
 5. How long will you wait until you “throw in the towel?”
- D. The Mission, Values & Vision
1. Why does this church exist?
 2. What does this church stand for?
 3. Is there a target audience?
 4. The statement that you can buy into!
- E. The City
1. Yes, there can be a strategy in location of city
 2. Does the city mesh with the vision God gave me?
 - Is my vision too big?
 - Is my goal to build it and leave, or stay?
 3. What is the median age, income & other statistics?
 4. Where do I see the future growth of the city?
- F. Team
1. Who – do you know them? You should!
 2. Why – What is their story?
 3. How – Are they under authority?
 4. How long – Are they committed for the long-haul?
 5. What – Are their qualifications?
 - Everyone on the team needs to be educated as to expectations and responsibilities. They must see this as a call not to be taken lightly.
 - They should be committed to the goals, standards & values of the team.
 - They should have a clear word from the Lord in order to sustain them in future times of adversity.
 - They should have a history of faithfulness.
 - They should have a history of submission to godly leadership.
 - They should demonstrate a growing marriage relationship.
 - They should demonstrate loyalty.
 - They should possess a strong work ethic.
 - Their moral conduct should be above reproach.
 - It is ideal that they have some existing relationship with the leader or others on the team.
- G. Administrative details
1. Calendar plan
 2. Printed material, regionally acceptable
 - Letterhead
 - Business cards
 - Envelopes
 - Tithe envelopes
 - Touch cards
 - Bulletins
 - Newspaper ads
 - Yellow page ads
 - Vision brochures
 - System brochures—how does this organization work?
 - Website

3. Correspondence
 - Visitor letters
 - Invitations to guest ministry
 - Follow-up letters
 - Thank you letters
 - Donation requests
 - Refusal letters (not able to assist with a special need, etc)
 - Benevolence requests/policies
4. Filing System
 - Baker
 - Others, such as financial, events, etc.
5. Computer
6. Mail/Communications
 - Post Office Box
 - Web Address
 - E-mail Address
 - Toll-free phone
7. Legal advice and establishment
 - 501 (c)(3)
 - Attorney
 - Accountant
 - Constitution
 - Background checks
8. Finances
 - Do it yourself first!
 - Delegate to personally trained person, but keep signing checks

II. Transition time

- A. Do some study on the area
 1. Take scouting trips there and document feelings, experiences, meetings, observances, etc. I've often found God gives prophetic words and causes your path to cross with people that you'll end up being friends with later.
 2. Finding a location
 - Grange halls
 - Homes
 - Libraries
 - Community centers
 - Fire departments
 - Eagle's Lodge
 - Masonic Lodge
 - Malls
- B. Meet with your sending pastor
 1. Have your pastor send a letter to area pastors in advance
 2. The absolute necessity of covering and blessing
- C. Have core team meetings if people are going with you. If not, there should be weekly times you pray with your family about the embryo church.
- D. A sending service where laying on of hands and prophetic utterance takes place
- E. Establishing a base of operations
 1. Your home first! I'd encourage you to be there and be set up prior to beginning worship services.
 2. Your office and a designated schedule
 3. Technical things such as phone, fax, e-mail, and web site

III. The plant itself

- A. The day you begin
 1. Getting the word out
 2. How will people find you
 3. How you look and act
 4. Finances – people must feel confident
 5. The services – are they run like a church or a home gathering?
- B. Developing the core through relationships
 1. Establishment of ministry philosophy
 2. Your home, the seed-bed of the church
 3. Rallying points
- C. Establishing foundation and core values/vision
 1. Where does vision come from
 2. How did this church come about
- D. Clear picture of church government
 1. Who is your team
 2. How does the team evolve into local government
 3. Clearly state and well understood chain of command now, and in future as it evolves
- E. Your feeding plan
 1. First year – vision, faith, purpose, local church, history, values, mission, worship
 2. Real life preaching – at some point you’ve got to move beyond “we’re gonna save the world” to things that apply to every day life
 - One year schedule
 - Allow the Lord to direct your steps

IV. Newcomers

- A. Getting them “there”
 1. Pray to the Lord of the harvest
 2. Believe for divine appointments (and look for strategic people; doctors, attorneys, community leaders and people of influence)
 3. Make friends
 4. Have parties!
 5. Have creative outreach events for the whole church
 6. Teach the people how to be “The Church in the Marketplace”
 7. Advertise
 8. Develop rally points (special celebrations, anniversaries, holiday events, etc.)
 9. Invite people by use of touch cards, etc.
 10. Do special events around certain holidays (valentine’s banquet for dads & girls, etc.)
- B. What do they see when they get there?
 1. Greeters
 2. Literature
 3. Have at least 4 “touch points” in a Sunday gathering for newcomers
 4. Excellent facilities, printed materials, platform etiquette, etc.
- C. Assimilation
 1. The process
 - What do they do to begin getting involved?
 - What can they do, and what can’t they do?
 - What happens when someone steps out of that plan?
 - What about exceptions?
 - Is there an understood system and language in the church for involvement (See TRAKS attachment)

2. Promises
 - Don't make any!
 - Be careful if you buy in to other's promises to you!
- D. Focus on visitors
 1. Touch points during a worship service
 2. Visitor reception
 3. Time in the pastor's home
 4. Visitor materials
 5. Visitor follow-up
 - Letter
 - Personal visit
 - Phone call
- E. Waiting period for ministry
 1. Should there be one?
 2. How you communicate it
 3. How you deal with "flakes" – your potential long-term people are watching you!

V. Staff

- A. The first person on staff = Senior pastor!
- B. Running meetings, keeping records
- C. Future staff—who do I hire?

VI. Outreach/Evangelism

- A. How will you do it?
- B. How will you train your people to do it?
- C. De-briefing after meetings – give people a chance to input

VII. Leadership Development

- A. Elders vs. servants
- B. The "team" emphasis and concept
- C. A clear, identifiable, and understood chain of command
- D. The team's wants vs. the planter's wants
- E. Understanding CAPACITY: Captains over 50, 100, 1,000, etc.
- F. Chemistry between the senior pastor and their congregation

VIII. Visiting Ministry

- A. Be careful, understand they bless & curse
- B. Use them to build – being strategic

IX. Worship Team

- A. Biblical understanding
- B. Direction/style
- C. Practical application—know what you want
- D. Regular meeting times with the senior pastor and whole team
- E. Line of communication between Senior Pastor and worship leader

X. City pastors

- A. Letter from your covering pastor
- B. Personal visit
- C. Time commitment

XI. Your family

We are blessed and not sorry for it!

- A. Wife
- B. Kids
- C. Extended family
- D. Loneliness/Friends

XII. Overcoming challenges

- A. Overcome smallness of thinking with faith, vision & persistence
- B. Do only a “few” things and do them well
- C. Pray like it depends on God and work like it depends on you
- D. Understand “seasons”
- E. Keep a memory book so you can recount the successes, miracles, and the journey
- F. Find a way to enjoy the journey; know what you like to do and try to stay predominantly in that sphere
- G. Letting a staff member go
- H. Disciplining a church member
- I. Moral failure on staff
- J. When people leave you

XIII. Reevaluating the plant – should I close it down, or keep going?

- A. When the plant was out of the will of God to begin with and made apparent by never being able to pull things together and make progress.
- B. When the truth of God has been grievously compromised through erroneous preaching or sinful living. In some situations a new pastor can come in and correct the situation, but it is a very difficult task.
- C. When the pastor’s spouse and/or family are being destroyed, and there is no other person who can take over the leadership.
- D. On some rare occasions entire populations leave a given area.
- E. Occasionally, God will remove a church from its place. He threatened to do this to the church in Ephesus and He has the right to do so today.

Appendix:

Transitional leadership team documents (4)

Why some people leave you notes

Discipline of Team Members

Elements of a Healthy Church

Explanation of TRAKS

TRAKS certificate

Recent bulletin

Building program informational brochure

Annual Report/Yearly Calendar

Presbytery informational brochure

Membership application

Mission/Vision brochure

Servants Council

Job Description

Your main role as support staff and leaders is to lift up the arms of the senior pastors. They count on you daily for support, input and relationship. The following are general guidelines, however at Life Center, no one wears just one hat – flexibility is the key!

Position

Servants Council Team Member

Oversight

You are directly accountable to the senior pastors.

Term

There will be no official term for this position, however both the eldership and members of the leadership team must be aware of whether or not the position is continually necessary and if the grace remains to function in that role.

“Current” Job Description:

- Your immediate position is to be a help to the senior pastors.
- Regular monthly meetings are scheduled for the purpose of discussion, input, and teaching.
- Input on certain decisions will be requested, however there is no governmental role to this team – the eldership team will remain as the oversight of the church.

Expectations, Standards & Qualifications

1. **Term**

There will be no official term for this position, however both the eldership and members of the leadership team must be aware of whether or not the position is continually necessary and if the grace remains to function in that role. Part of the qualification of this area of service is that you are functioning in some capacity of leadership in the church. If function ceases, so may your role on servant's council.

2. **Dress Code:**

For Sunday morning, leaders at Life Center need to dress nice casual. For the men, slacks & shirt – no jeans (unless a certain occasion warrants different – this will be decided by the pastor). Slacks or dresses are appropriate for the gals – once again, no jeans. Always keep in mind what you do in moderation, those who follow you will do in excess.

For the mid-week service, all leaders need to be dressed nice casual. Jeans are acceptable, however No sloppy jeans or t-shirts! Let's provide a standard of excellence!

3. **Attendance Requirements:**

In all instances, please notify the office administrator if you are planning to be gone.

- a. Sunday morning – one absence per quarter.
- b. Sunday evening – be at special meetings, etc., unless you notify the office.
- c. Leadership meetings unless you're dead (or close.) Spouses should attend all sessions, however exceptions can be made.
- d. For other prayer meetings, special meetings, etc., you should be regular in attendance – remember, people are following you!

4. **Notes**

In all classes, services, and meetings, take diligent notes and develop a filing system to put them in – the Baker system is what I recommend.

5. **Files**

Keep a complete file of all notes and research.

6. **Library**

Start a personal minister's resource library

7. **Attitudes**

Exemplify good kingdom attitudes at all times. Always go beyond worldly expectations of kindness, service, and integrity.

What a Servant's Council is NOT

1. Eldership

This team is not a governmental, or decision-making board, it is strictly a “think tank” for the pastors, and a source for leadership development.

2. A guarantee of ministry placement

This course and time together does not guarantee life-long ministry placement or titles at Life Center.

3. A comprehensive course in all four areas of ministry development

Many other avenues of training must be sought out in the church if you wish to further develop ministry skill.

4. It is not for everyone!

This team has been developed because of commitment, calling, and a strong desire of the pastors to impart their vision, spirit, and anointing. Those not called to this level of ministry would be frustrated by this team.

Elements of Ministry

Preparation

- 1. Bible**
A basic knowledge of the scriptures
- 2. Doctrine**
A thorough immersion in sound doctrine
- 3. Life**
Primary issues of personal character and development
- 4. Ministry**
Training in fundamentals of ministry

Before Life Center elders would set in elders, or send out a minister, we would ask that they be trained in all four areas.

The first two will be covered in various Bible classes in the local church and should be sought out by those desiring to be involved in 5-fold ministry. The third area is generally accomplished by God, over time, however a steward must continually be found faithful in this arena. The final area is what a portion of our time together will cover.

All four will be supported and reinforced by the primary preaching and ministry of the pastors and oversight of the church.

Elements of a Healthy Church

Covering all the bases by a system of Biblical monitoring

The body of Christ is expressed tangibly in local congregations which are culturally referred to as churches. Each local church has a specific call, personality, and focus. Once that is understood and articulated through values-driven mission and vision, there must be a tangible way to determine if the ministry of the house is being effective. Once Biblical values are determined and vision is set, the outworking of the ministries could become lopsided, weak, or even fall short in their ultimate goal—which in our case is: Reach, Restore & Release—unless an understanding of the elements of a healthy church are understood.

Let us look to the Word of God and seek to gain understanding of how to build, grow, and even monitor a New Testament pattern church.

I. Ephesians 4:4-16

- A. Jesus as the source of gifts – in order to give a gift, I must possess it first.
 - 1. Apostle – John’s gospel presents Jesus as “the sent one” coming from the father.
 - 2. Prophet – John 4, Jesus was in operation as a prophet, and the Samaritan woman had an encounter with Him there.
 - 3. Evangelist – Jesus “needed” to go to Samaria in John 4 and there met the Samaritan woman who won her whole town to Him.
 - 4. Pastor – John 10, He’s shown as the chief shepherd or pastor.
 - 5. Teacher – Matthew 5, 6, 7: the greatest teacher that ever lived.

- B. These gifts were given to men
 - 1. After the ascension
 - 2. Until the church is perfected and we’ve all reached the measure of the stature of the fullness of Christ

- C. These are “equippers” in the body
 - 1. Apostle – an equipper to assist the ministers in being “senders.”
 - 2. Prophet – an equipper who assists people in hearing and seeing what God is saying presently to the church.
 - 3. Evangelist – an equipper who assists people in reaching the lost.
 - 4. Pastor – an equipper who assists people so they are fed, protected, disciplined, trained, and effective.
 - 5. Teacher – an equipper who helps you learn principles of faith as found in the Bible.

- D. Ministers/Saints are the ones receiving the equipping to do the work of the ministry – which is found in Matt 28:18-20

“And Jesus came and spoke to them, saying, ‘All authority has been given to Me in heaven and on earth. Go therefore and make disciples of all the nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all things that I have commanded you; and lo, I am with you always, even to the end of the age.’ Amen.”

- 1. Apostle – Go! You are sent in my name.
- 2. Prophet – Go to the nations.
- 3. Evangelist – Make disciples.
- 4. Pastor – Baptize them in the Name of the Father, Son and Holy Spirit.
- 5. Teacher – Teach them to observe all things that I have commanded you.

II. The full-coverage ministry church

The full-coverage ministry church is a five-fold ministry church. Five-fold ministry really has very little to do with naming people by title. These things have to do with their function, and they are not the “end all” for everyone! You may do the work of a pastor, yet never be called “pastor” because you are not called to be an equipper, but rather a minister. This applies to every area of the five-fold ministry.

The key for making a church a full-coverage ministry church is 2 Timothy 4:5 “*But you, keep your head in all situations, endure hardship, **do the work of** an evangelist, discharge all the duties of your ministry.*” As a shepherd and pastor, Timothy was encouraged to do work outside his own primary gifting. The church that ministers and equips people fully must not just have visiting ministers in who possess titles, but build the church to do the work and ministry of Apostles, Prophets, Evangelists, Pastors and Teachers.

A. We are an APOSTOLIC PEOPLE

We are convinced that the church is the final instrument of God to fulfill His purpose in the earth today. We are a sending organization that desires to plant and foster churches at home and abroad through team ministry and financial aid, equip and mobilize the entire church so that everyone know their ministries and are engaged in church growth and planting. This happens by giving financially to missions (10% of the church budget), training leaders to send locally and abroad, and planting churches in our region & abroad.

Greg & Lisa Buckiewicz – Veracruz, Mexico
Manna Ministries – India
Spiritual Gifts Seminar

B. We are a PROPHETIC PEOPLE

We believe in the manifestation of the presence of God in the midst of His people. Each person has the ability to hear the voice of God and as He’s magnified in dynamic praise and worship, we believe we provide an atmosphere for spiritual manifestations. The gifts of the Spirit are encouraged in the local body and each person is encouraged to be fully involved in a life of prayer, worship, and faith-filled intercession. Times of prophetic presbytery also assist in confirming and establishing someone’s ministry in the local church.

Periods of prayer and fasting
Spiritual Gifts in corporate gatherings
Waiting on God nights
Wednesday night prayer
Presbytery meetings
Worship times
Congregational Prayer
Thursday worship practice night

C. We are an EVANGELISTIC PEOPLE

God’s desire is that everyone would come to repentance and a saving knowledge of His Son, Jesus Christ. We desire to present the Good News of Jesus Christ to the non-Christians of our area so that they will be caused to repent, be baptized, and assimilated into the local church. We do this various ways, but are willing to do whatever it takes to make this reality.

Personal Evangelism
Service Evangelism
Drama Teams
Mountain Dew Float Fest
Homeless Shelter
After School Kids Clubs
ALPHA Program

D. We are a PASTORAL PEOPLE

We strive to give spiritual oversight to people who call this church home so that there will be healthy growth in each of them.

NetBuilders
Door greeters
Marriage ministry
Youth ministry
Children's ministry
Meals for sick and shut-in
Crisis counseling and meetings
Regional care
Eldership prayer covering
Men's fellowship
Women's events, gatherings, and times with Pastor Michal
Sexual abuse support recovery

E. We are a TEACHING PEOPLE

Our desire and passion is to present a down-to-earth balanced instruction of the entire Bible so that the people may know the ways of God and rejoice in His acts. The outcome of this emphasis is people who live characterized lives based on Biblical principles.

TRAKS
Classes and teaching on Wednesday nights
Schools
Intern and ministry training center
Life skills center

III. Not everyone can be an equipper

1 Cor. 12:28-31 *“And God has appointed these in the church: first apostles, second prophets, third teachers, after that miracles, then gifts of healings, helps, administrations, varieties of tongues. Are all apostles? Are all prophets? Are all teachers? Are all workers of miracles? Do all have gifts of healings? Do all speak with tongues? Do all interpret? But earnestly desire the best gifts. And yet I show you a more excellent way.”*

He's Appointed:

Apostles
Prophets
Teachers
Miracles
Gifts of Healings
Helps
Administrations
Varieties of Tongues

But not all are:

~~Apostles~~
~~Prophets~~
~~Teachers~~
~~Workers of Miracles~~
~~Gifts of Healings~~
Helps
Administrations
~~Speak or interpret tongues~~

A. Two gifts everyone does have

This simple truth tells us that two very important gifts that cause the body to function are helps and administration and everyone has them to some degree. These are the grease on the gears and function of the church.

B. The need for helps and administration

These two simple gifts of helps and administration cause the other ministries to be covered well. For instance, an evangelism effort needs strong administrative help in order to reach maximum capacity. A church attempting to pastor large numbers of people cannot do so without a strong platform of administration keeping track of details. Prophetic ministry cannot take place in a congregational gathering without the effective detail and service of those helping serve in various areas of the church. In every case, every person's part causes growth of the body.

C. We are an ADMINISTRATIVE PEOPLE

The house of God must be run with excellence. Those ministry efforts given to help the other ministries are nothing less than vital. Without effective administration and leadership, the church would be a wineskin burst open.

Church leadership definition and job descriptions
Legal ducks in a row; articles of incorporation, constitution, etc.
Checks and balances in handling money
Bookkeeping system in place
Staffing
How does the facility look?
Ushers
Sound

D. We are a PEOPLE OF HELPS

The house should be a place who serves each other, the city, and those who come in to visit.

Custodial
Kitchen
Greeters
Parking crew
Decorators

IV. Monitoring the local church

What the church's leaders must grasp is that each person has a distinct responsibility, function, and ministry within these giftings. Leaders must continually look at the overall church according to these principles to see if things are healthy and fully covered.

A. Key ingredients of a church

1. Determine the values – what are the non-negotiables?
2. Mission Statement – why does the church exist?
3. Vision – where are we going?
4. Diagram the structure – know who's in charge and the flow of authority

5. The philosophy of ministry – the expression of the church
 - Each minister must personally respond to the call of God
 - Each minister must embrace, hold fast, and defend certain common core values
 - Each minister must understand and flow with the team ministry concept
 - Each minister must possess the same attitude of Christ Jesus
 - Each minister must handle conflict within the church and strive to keep unity
 - Each minister must have and grasp a real and definite vision for the city & region
 - Each minister must understand the need to produce a sound, Biblical product
 - Each minister must comprehend and believe in the authority structure of the house
 - Each minister must experience personal revival
 - Each minister must have a personal prayer life and it be focused on the welfare of the house
 - Each minister must understand the ministry philosophy of the house
 - Each minister must foresee the glorious church and understand the current scope of the Kingdom of God
6. Go! – Minister

B. Monitoring the flow of ministry

Each department of the church must look to these areas and determine if they are fulfilling the full-coverage mandate of scripture. Though not every department is listed, some examples of this would be:

1. Effective youth ministry
 - Apostolic: training to send, missions trips, etc.
 - Prophetic: worship, gifts, etc.
 - Evangelistic: focused on the lost
 - Pastoral: taking care of current and future sheep
 - Teaching: Solid, character-based teaching from the Bible
2. Effective Women's ministry
 - Apostolic: training to send, missions trips, etc.
 - Prophetic: worship, gifts, etc.
 - Evangelistic: focused on the lost
 - Pastoral: taking care of current and future sheep
 - Teaching: Solid, character-based teaching from the Bible
3. Effective children's ministry
 - Apostolic: training to send, missions trips, etc.
 - Prophetic: worship, gifts, etc.
 - Evangelistic: focused on the lost
 - Pastoral: taking care of current and future sheep
 - Teaching: Solid, character-based teaching from the Bible

Transitional

Leadership Team

Why Some
People Leave You

Discipline of
Team Members

Elements of a
Healthy Church

Explanation
of TRAKS

TRAKS *Certificate*

Recent Bulletin

Building
Program Brochure

Annual Report
& Yearly Calendar

Presbytery
Brochure

Membership
Application

Mission/Vision

Brochure