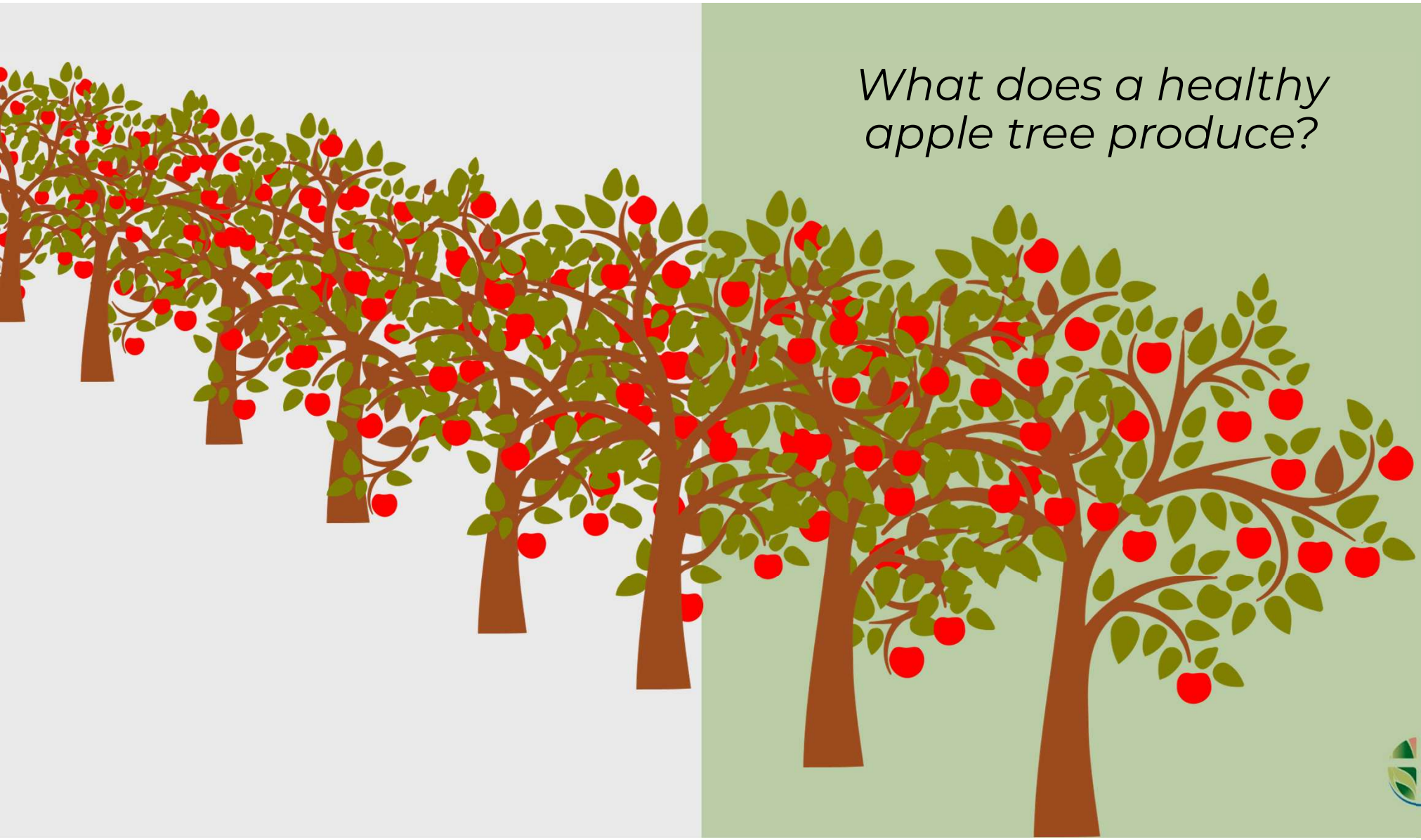
CHURCHES PLANTING CHURCHES WORKSHOP

Dr. Brent Burckart
EFCA Texas-Oklahoma District Superintendent

What does a healthy apple tree produce?

What does a healthy apple tree produce?



What does a healthy church produce?

What does a healthy church produce?

“The single most effective evangelistic methodology under heaven is planting churches who in turn reproduce themselves.”

--C. Peter Wagner

Ed Stetzer surveyed over 1,000 Protestant churches, and found that of these, only 3% had accepted primary responsibility for starting a new church in the previous twelve months.

WHY DON'T CHURCHES PLANT CHURCHES?

1. **LACK OF VISION**
   - Why should we plant?
2. **LACK OF STRATEGY**
   - How can we plant?
3. **LACK OF FAITH**
   - Will we plant?

WHY PLANT CHURCHES?

BIBLICAL REASONS

Church Planting is essential to the Great Commission.

Great Commission

Matthew 28:19 Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, [20] teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age.

Make Disciples

Baptize Them

Teach them

Early disciples saw these functions as inextricably tied to the local church.

Church in Jerusalem:

Acts 2:41 So those who received his word were baptized, and there were added that day about three thousand souls. [42] And they devoted themselves to the apostles' teaching and fellowship, to the breaking of bread and the prayers.

For this reason, I left you in Crete, that you would set in order what remains and appoint elders in every city as I directed you." (Titus 1:5)

After they had preached the gospel to that city and had made many disciples, they returned to Lystra and to Iconium and to Antioch... [23] When they had appointed elders for them in every church, having prayed with fasting, they commended them to the Lord in whom they had believed. (Acts 14:21-23)

- The early Christians did not see their mission as simply one of individual evangelism, but of intentional church planting.
- In Paul's mind, the work was not done until the new disciples in each city had been gathered together into spiritual communities under the caring leadership of qualified elders. In other words...
- **Wherever disciples were made, churches were planted.**

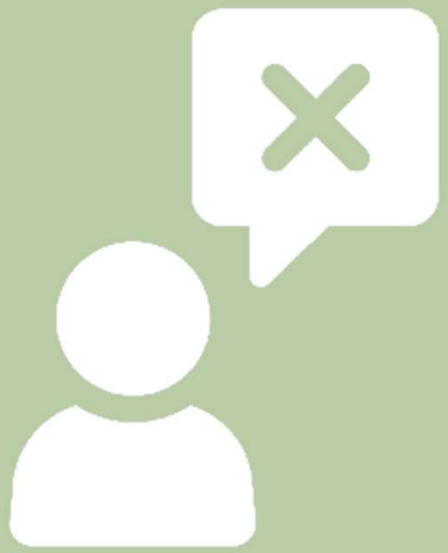
Churches Planted Churches

Acts 13:1-4 Now there were in the church at Antioch prophets and teachers...
2 While they were worshiping the Lord and fasting, the Holy Spirit said, "Set apart for me Barnabas and Saul for the work to which I have called them."
3 Then after fasting and praying they laid their hands on them and sent them off.

"The church in Ephesus...is thought to have been the mother church of the other six churches of the Revelation: Smyrna, Pergamum, Thyatira, Sardis, Philadelphia, and Laodicea. These cities surround Ephesus and were connected by a circular Roman road which would have made a natural path of church planting in the region."

-- Becker & Williams

OBJECTION!



Perhaps there was a case to be made for church planting in the age of the apostles when almost every place in the inhabited world was virgin territory for the spread of the gospel and the planting of churches. But can the same be said today in our current U.S. culture where churches abound?

Do we really need more churches?

WHY PLANT CHURCHES?

PRACTICAL REASONS

The church in America is rapidly losing ground.

The number of churches in the US is declining.

- According to Lifeway Research, in 2019, 4,500 churches closed their doors, while only 3,000 new churches were started. (These are pre-pandemic stats!)

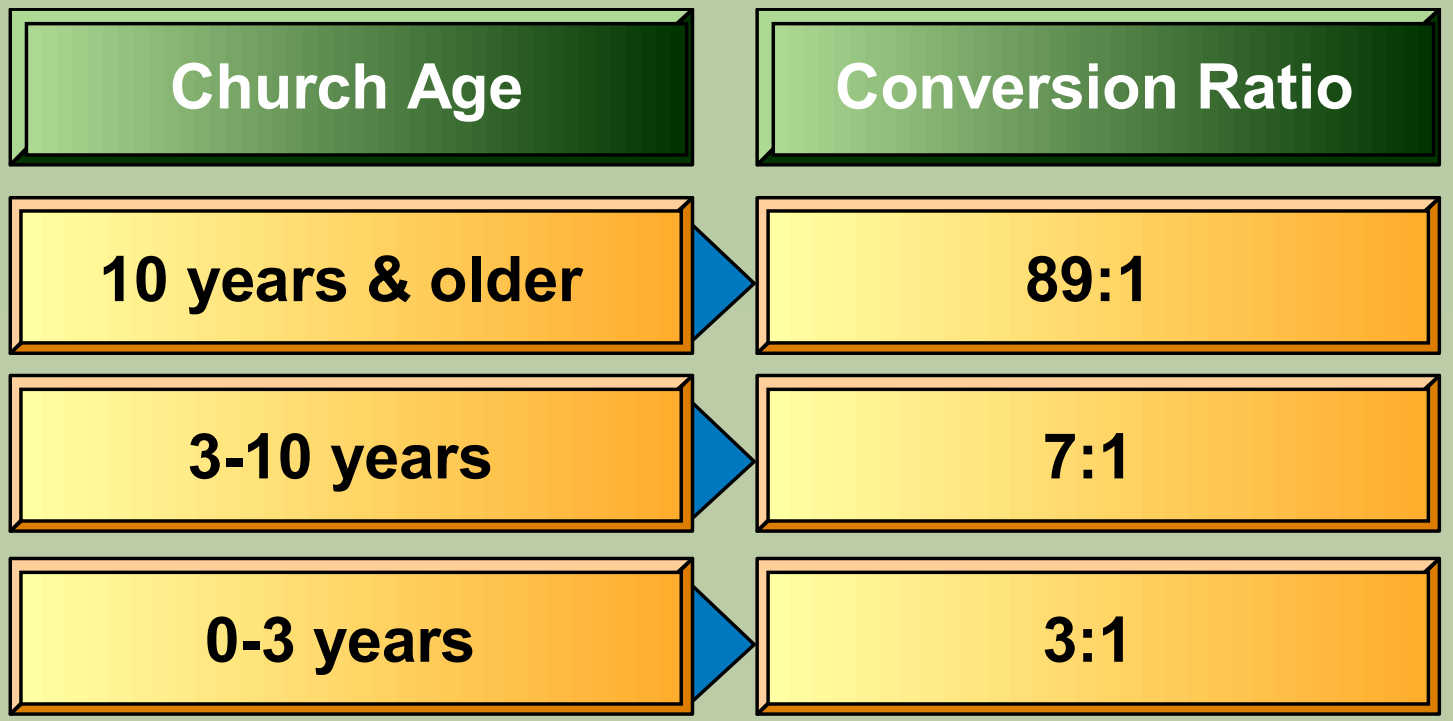
The number of people in the US is increasing.

- In CBO's projections, the U.S. population will increase from 336 million people in 2023 to 373 million people in 2053.

CONCLUSION

- We must start new churches, if not to meet the needs of a growing population, then at least to keep from losing further ground!

Aren’t existing churches more effective than new ones?

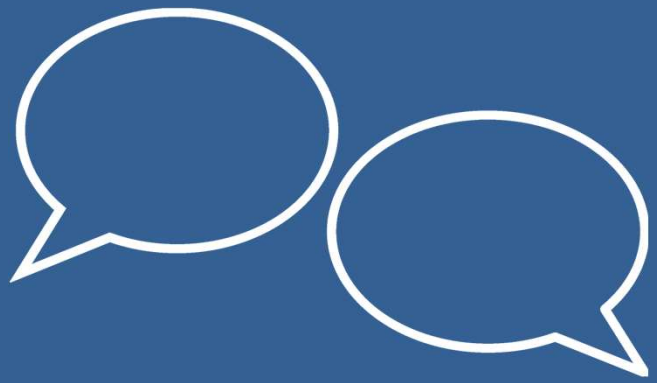


Aren’t existing churches more effective than new ones?

“The most important single argument for making new church development a high priority is this is the most effective means for reaching unreached persons. Numerous studies have shown that 60-80 percent of the new adult members of new congregations are persons who were not actively involved in the life of any worshiping congregations immediately prior to joining that new mission. By contrast, most long-established churches draw the majority of their new adult members from persons who transfer in from other congregations.”

--Lyle Schaller, “Why Start New Churches?”

DISCUSS



How do you explain this?

Why do you think this is true?

Church Age	Conversion Ratio
10 years & older	89:1
3-10 years	7:1
0-3 years	3:1

Aren’t existing churches more effective than new ones?

“New churches seem to have a higher degree of motivation and greater sense of shared responsibility to win their lost friends and neighbors to Christ. Church planters and the teams they gather are often more passionate about winning the lost. New churches tend to be innovative, energetic and growth oriented. They are more willing to try new methods and are open to feedback from the community. New churches more readily foster an environment of love and acceptance of newcomers, enabling people to come to Christ and into the church where they can grow in Him. In short, new churches have a spiritual vitality that many older churches have lost!”

-- Roger N. McNamara and Ken Davis, The Y-B-H Handbook of Church Planting

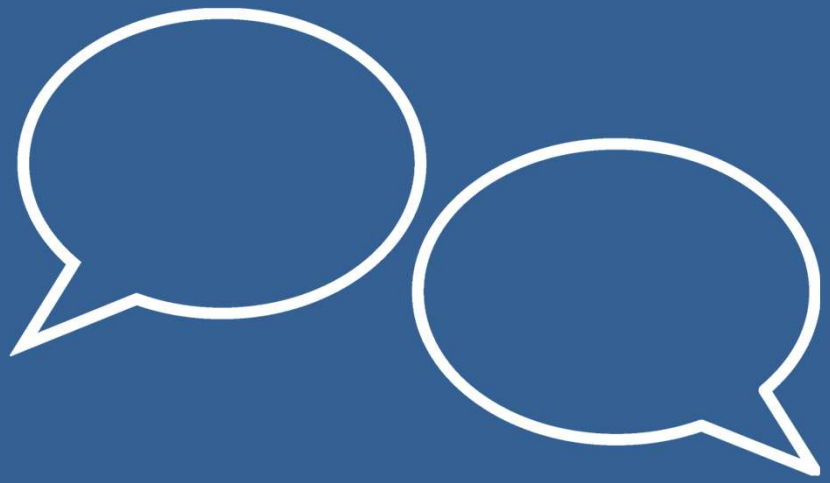
Aren’t existing churches more effective than new ones?

“The single most effective evangelistic methodology known under heaven is planting new churches!”

--Peter Wagner, *Church Planting for a Greater Harvest*

None of this is to say that existing churches should not be revitalized, but given the proven evangelistic success of new churches, church revitalization should never be done at the expense of church planting.

DISCUSS



What are some ways you could begin to cast a vision for church planting to your leadership team and congregation?

Casting the Vision to your Church

1. Start with Scripture.
2. Paint the picture.
3. Connect the vision to already held values & concerns.
   - Church's passion for missions
   - Desire to honor church's founders, follow in their footsteps
   - Concerns about the moral decay of our culture
   - Common joy that we feel as parents at the birth of our children.
   - Broken heartedness over the spiritual condition of our grown children and the traditional church's inability to reach them.

Casting the Vision to your Church

1. Start with Scripture
2. Paint the picture.
3. Connect the vision to already held values & concerns.
4. Take baby steps.
    - Become a partner church, providing financial assistance and/or volunteer manpower for a plant.
    - Offer your facility to a plant reaching a different ethnic group.
    - Loudly celebrate progress. What you celebrate, you become!

Casting the Vision to your Church

1. Start with Scripture
2. Paint the picture.
3. Connect the vision to already held values & concerns.
4. Take baby steps.
5. Build it into your budget now.
6. Create a culture of multiplication and model a sending spirit.

HOW TO PLANT A CHURCH

7 ELEMENTS OF AN EFFECTIVE CHURCH PLANTING STRATEGY

Elements of an Effective Church Planting Strategy

1. PLANTER – how will the church planter be selected?
2. PRAYER – how will we enlist widespread prayer support?
3. PLACE – where will the church plant be located?
4. PARTNERS – who can we partner with to plant this church?
5. PROVISION – what will the mother church provide?
6. PROCESS – what are the necessary tasks & timelines?
7. PREPARATION – are we ready to plant?

PLANTER

1 HOW WILL THE CHURCH PLANTER BE SELECTED?

Where do you find church planters?

CURRENT CHALLENGE

- The pool of qualified pastors/planters is dwindling.
- We can no longer depend entirely on seminaries to produce them for us.
- We must do better at developing future leaders from within our churches.

POSSIBLE RECRUTING POOLS

- Your church's leadership pipeline
- Past or current ministry interns
- Your pastoral staff
- Your district
- Seminaries
- Personal and professional networks
- Church planting networks

What do you look for in a planter?

1. **CHARACTER** – Elder qualifications (1 Tim. 3, Titus 1)
2. **COMPATIBILITY**

   The planter does not need to replicate your specific ministry model, but they must share your primary theological and philosophical convictions.

3. **COMPETENCE**

   - Not everyone is wired to be a church planter.
   - Primary strengths needed: Entrepreneur and Evangelist
   - Formal assessment is a MUST. EFCA can help!

What do you look for in a planter?

Charles Ridley has identified the following thirteen characteristics which are normally found in successful church planters:

Primary Behavioral Qualities

1. Visioning capacity
2. Intrinsically motivated
3. Creates ownership of ministry
4. Relates to the unchurched

Secondary Behavioral Qualities

1. Spousal cooperation
2. Effectively builds relationships
3. Committed to church growth
4. Responsive to community
5. Utilizes giftedness of others
6. Flexible and adaptable
7. Builds group cohesiveness
8. Resilience
9. Exercises faith

PRAYER

2 HOW WILL WE ENLIST WIDESPREAD PRAYER SUPPORT?

PRAYER

Psalm 127:1 Unless the Lord builds the house, they labor in vain who build it.

GOAL:

- Recruit at least 100 prayer supporters who will commit to regular prayer.

IDEAS:

- Give platform time to planter to share updates and solicit prayer support.
- Pray regularly for the new church in your worship services.
- Distribute prayer updates to small groups so they can pray.
- Launch a 24/7 prayer effort in the days prior to launch.

PLACE

3 WHERE WILL THE CHURCH PLANT BE LOCATED?

PLACE

HOW CLOSE?

If the daughter church is targeting a different demographic group, proximity is not an issue. If the daughter church and mother church are focused on essentially the same demographic group, some distance is advisable because:

1. It will maximize the geographical reach.
2. It will minimize the potential for relational friction.

RULES OF THUMB:

1. Close enough to enable mother church to send families
2. Far enough that two churches are not reaching exact same area.
3. In most cases, this will mean 15–30-minute drive from mother church.

PLACE

Once the proximity question is answered, the mother church can now look at communities on the outer edges of its reachable perimeter as potential plant locations. Some questions to ask:

1. Which area has the strongest concentration of people who attend the mother church?

2. Which area is experiencing the most growth?

3. Which area is being least effectively reached by other good churches?

4. Which area is the most spiritually receptive?

Best to identify possible target areas, but let planter weigh in on final decision.

PARTNERS

4 WHO CAN WE PARTNER WITH TO PLANT THIS CHRUCH?

PARTNERS

1. **EFCA (national & district team)**

   Example: Texas-Oklahoma District

   - Plan Development
   - Recruitment
   - Assessment
   - Coaching
   - Partner Advisory Team
   - Funding
   - Admin support – 501c3, banking, memo of understanding

PARTNERS

2. **Partner Churches**
    - Prayer support
    - Financial support
    - Core families
    - Volunteers (SWAT)
3. **Individual Supporters**

PROVISION

5 WHAT WILL THE MOTHER CHURCH PROVIDE?

PROVISION

What does a Mother Church provide for a Daughter Church plant?

1. Mentoring
2. Money
3. Members

MENTORING

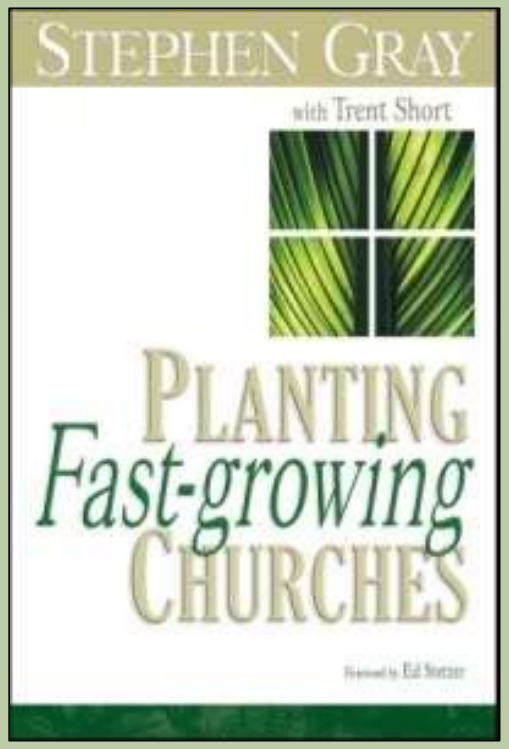
1. **Training**
   - Week-long Church Planting “Boot Camp”
   - 6-month Church Planter monthly cohort training
2. **Coaching**
   - Meet twice monthly during the year prior to launch
   - Meet monthly during the year after launch
3. **Partner Advisory Team**
   - Provides guidance prior to the establishment of an elder board
   - Comprised of district team members and local church leaders
   - Approves Constitution, Budget, move to autonomy, etc.

MENTORING

The Mother Church provides a Residency Program for the planter.

- The planter spends 9-18 months in the “womb” of the mother church prior to the birth of the church.
- Allows the planter to observe, participate in, and learn from seasoned pastors in a healthy church environment
- Gives the planter time to get to know the target community and develop his launch plan.
- Gives the planter time to raise financial support prior to launch
- Provides a pond from which the planter can “fish” for potential core members.

MONEY

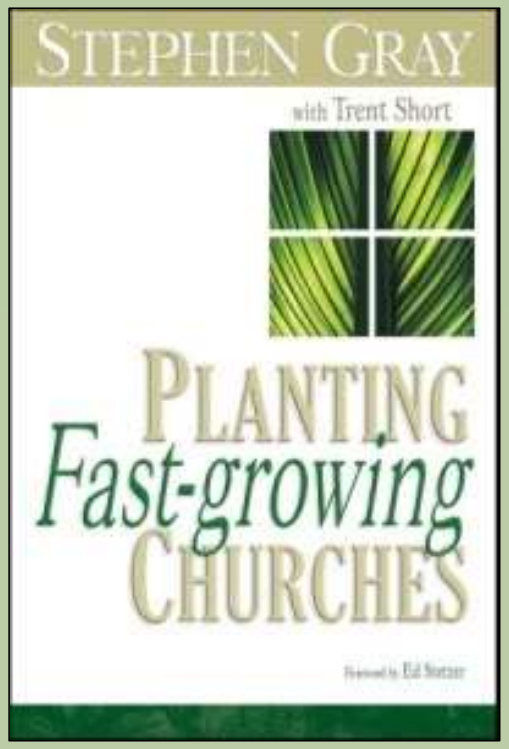


Financial differences between fast-growing and struggling church plants:

1. Church plants led by full-time pastors grew significantly faster than those with bi-vocational planters.

2. Church plants that received salary support for no more than three years grew significantly faster than those that received salary support over a longer period of time.

MONEY

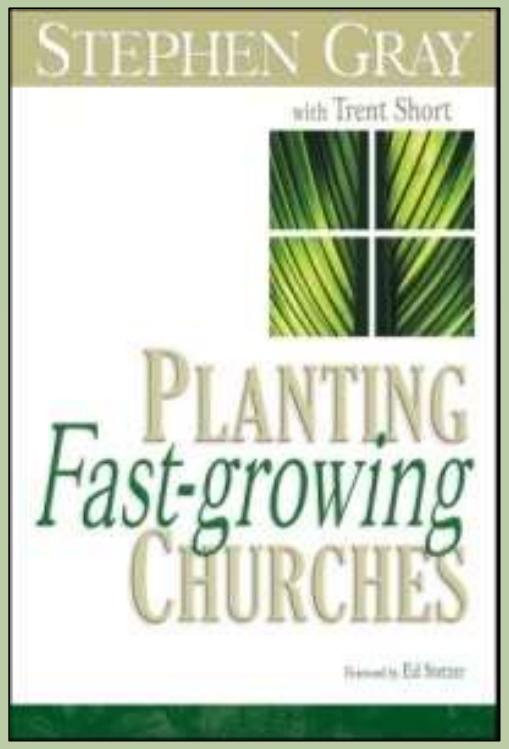


Financial differences between fast-growing and struggling church plants:

3. Church plants that received additional start-up money beyond the planter's salary grew significantly faster than those that did not, and the majority of these funds were given in the first year.

4. Church plants in which the planter was personally involved in raising his own financial support grew much faster than those in which the planter did not engage in raising personal support.

MONEY



Gray concludes:

"From this analysis we can form the ideal financial profile for a church planter. A church planter should be paid, for no more than two years, to do the work full-time with an amount that is commensurate with the average median income of the area in which he is planting. The planter should receive somewhere between $25,000 and $50,000 in the form of a start-up grant and should be required to be personally involved in raising funds for the church plant."

MONEY

FUNDING SOURCES

- Direct funding from the mother church budget
- Financial commitments from the core group
- Personal support raised by the church planter
- Funding from partner churches
- Denominational funding
- Special grants for new churches

MONEY

OTHER WAYS TO SUPPORT YOUR DAUGHTER CHURCH

- Special offerings
- Establishing memorial funds
- Hosting “baby showers” (create registry for start-up items)
- Providing office space
- Permitting use of copier

START SAVING FOR A CHURCH PLANT NOW!

MEMBERS

- “Parachute” planting vs. Mother/Daughter planting model (pros & cons)
- What Hill Country Bible Church learned
- Should you give the planter recruiting boundaries?
- “Fishing license” analogy
- Set goals for core team size:
  - 50% from mother church, 50% from target community
  - Large enough to require sacrifice from mother church
  - Small enough to require evangelism from daughter church
  - Give as many as possible without harming mother or daughter

PROCESS

6 WHAT ARE THE NECESSARY TASKS & TIMELINES?

PROCESS

1. **Planter Assessment** – Self-assessments, Behavioral interviews, Background check, EFCA approval
2. **Planter Preparation** – Prayer Team, Ordination, Boot Camp, Demographic study, Planting proposal
3. **Conception Phase** – PAT, Growth plan, Mission, Values, Budget, Funding, Website, Evangelism & Small Groups started
4. **Prenatal Development** – Gathering focus, Leader Development, Facility & Insurance, Preview services held
5. **Birth** – Key ministries in place, Worship services begun

**** DANGER: PREMATURE BIRTH! ****

Premature Launch Death Spiral

1. All the time and energy that was previously available for relational networking, evangelism, and gathering will now be diverted to running the weekly worship service.
2. Because your group is so small, you will struggle to staff your basic ministries, no one will get a break, and people will get burned out.
3. Even if you have enough people to run your ministries, the number of people actually sitting in the worship service will be uncomfortably small.
4. Visitors who attend your uncomfortably empty worship service will not come back. Even your own people will be uncomfortable and will stop inviting others.
5. You will not have the bandwidth to turn this around because (see point #1). Your focus now shifts from growth to survival, and many churches cannot survive this.

PROCESS

Key Benchmarks:

10

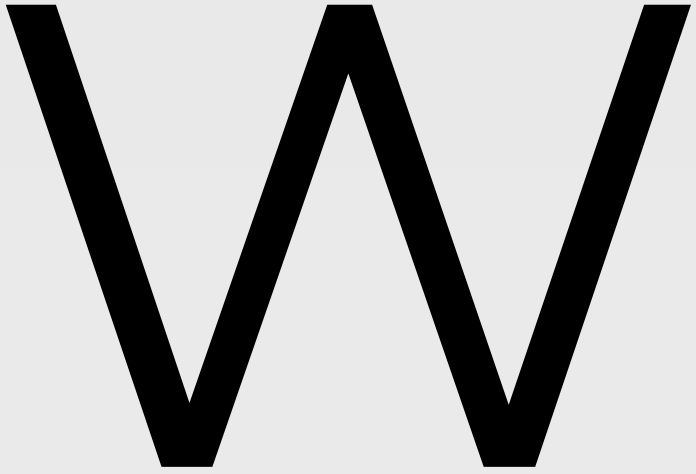
26

40

WEEK 1
First Preview

WEEK 3
Comeback Event

WEEK 5
Second Preview



WEEK 2
Leadership Community

WEEK 4
Leadership Community

PROCESS

26
To start previews

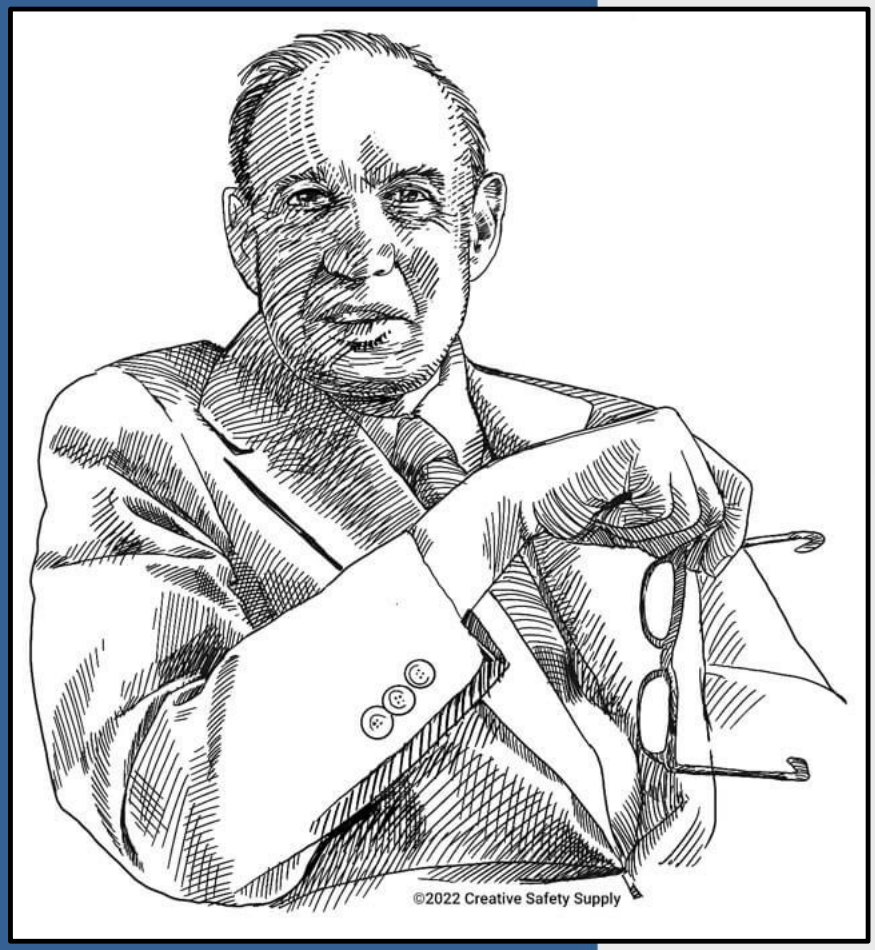
40
To launch

WEEK 1 **First Preview**
WEEK 2 **Leadership Community**
WEEK 3 **Comeback Event**
WEEK 4 **Leadership Community**
WEEK 5 **Second Preview**
WEEK 6 **Leadership Community**
WEEK 7 **Comeback Event**
WEEK 8 **Leadership Community**
WEEK 9 **Third Preview**
WEEK 10 **Leadership Community**
WEEK 11 **Comeback Event**
WEEK 12 **Leadership Community**
WEEK 13 **PUBLIC LAUNCH!**

MONTH 1 | **MONTH 2** | **MONTH 3**

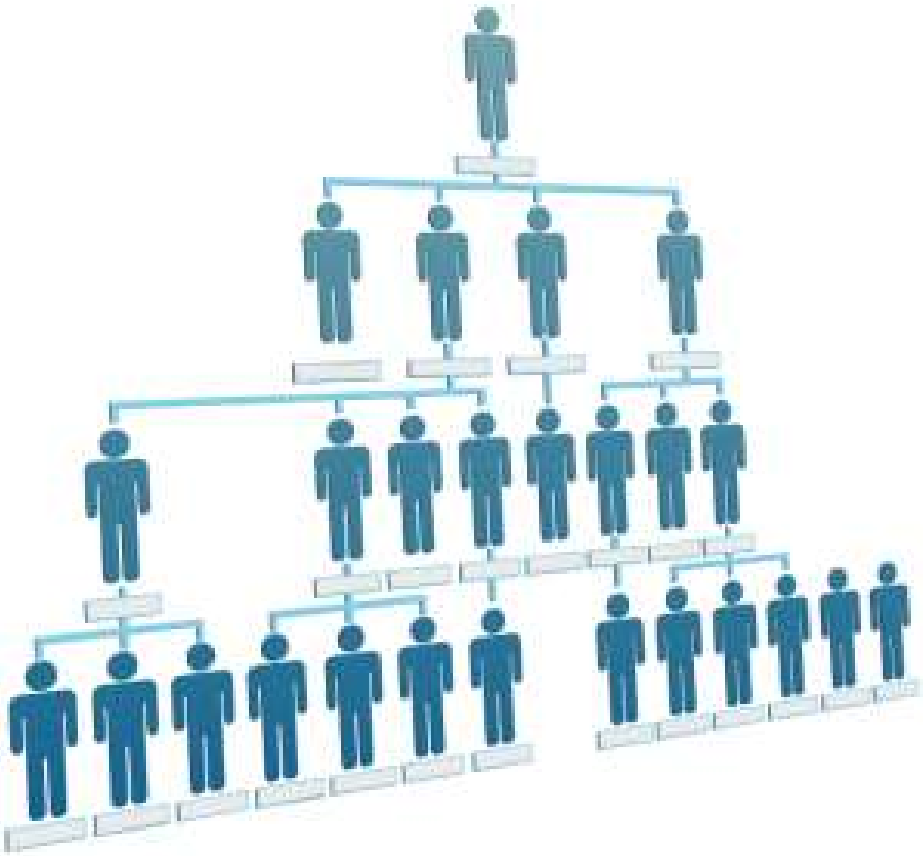
PREPARATION

7 ARE WE READY TO PLANT?



Culture eats strategy for breakfast.

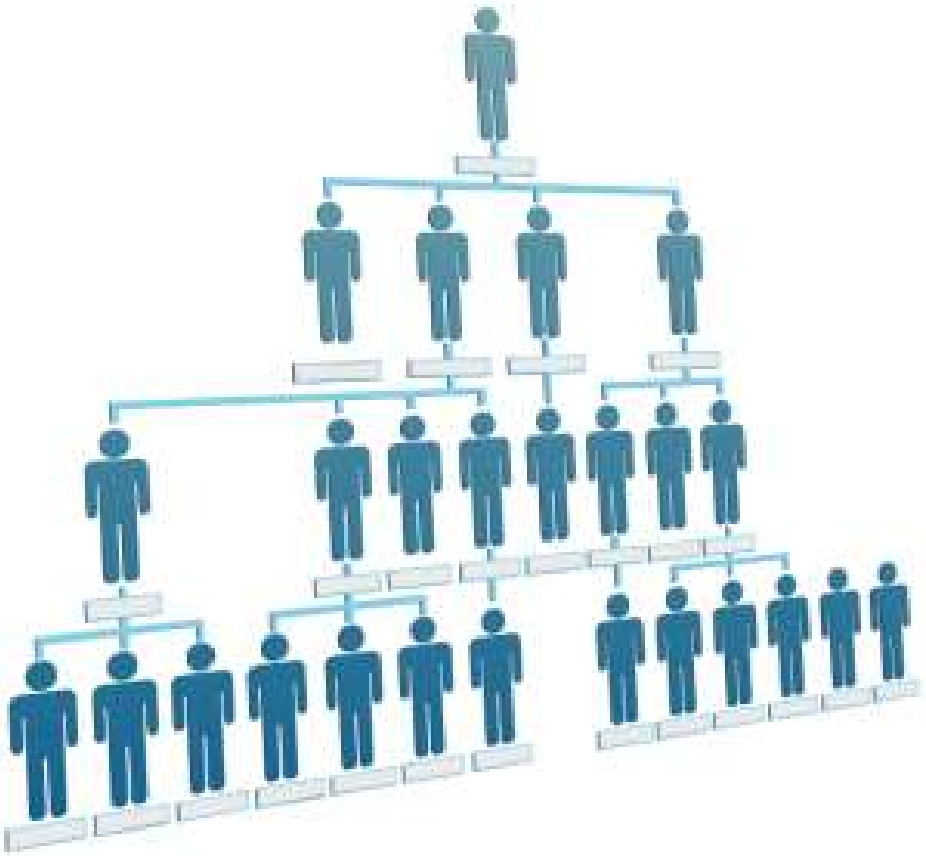
-- Peter Drucker



A CULTURE OF MULTIPLICATION

Your specific culture… is formed not by who you want to be in the future, but rather by who you are and what you're doing today. The collection of small, consistent daily decisions are each a stone in the foundation of the culture you foster. Want a multiplication culture? Figure out how to multiply in your setting today.

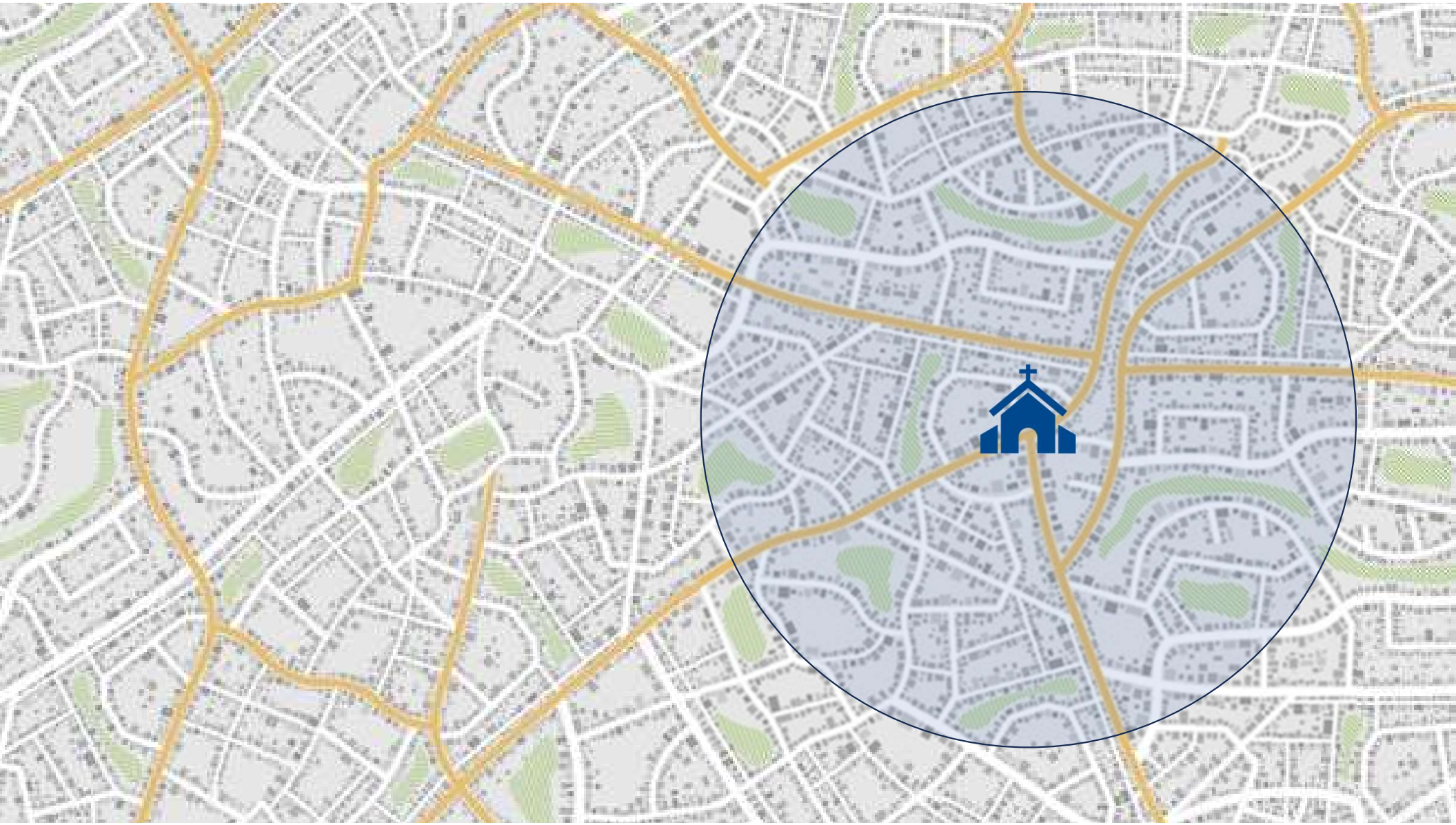
-- Todd Wilson, *Spark*, 9–10.

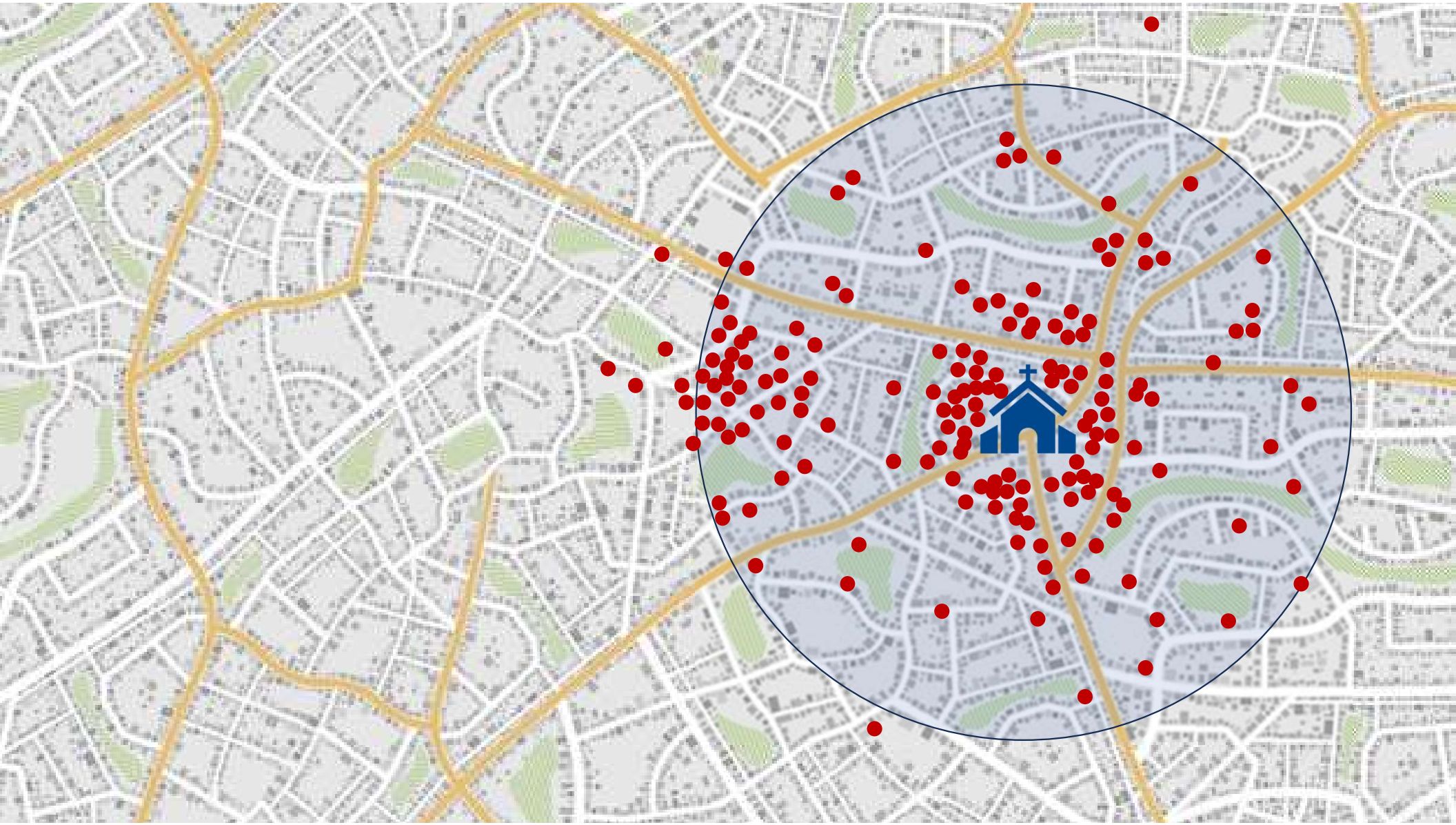


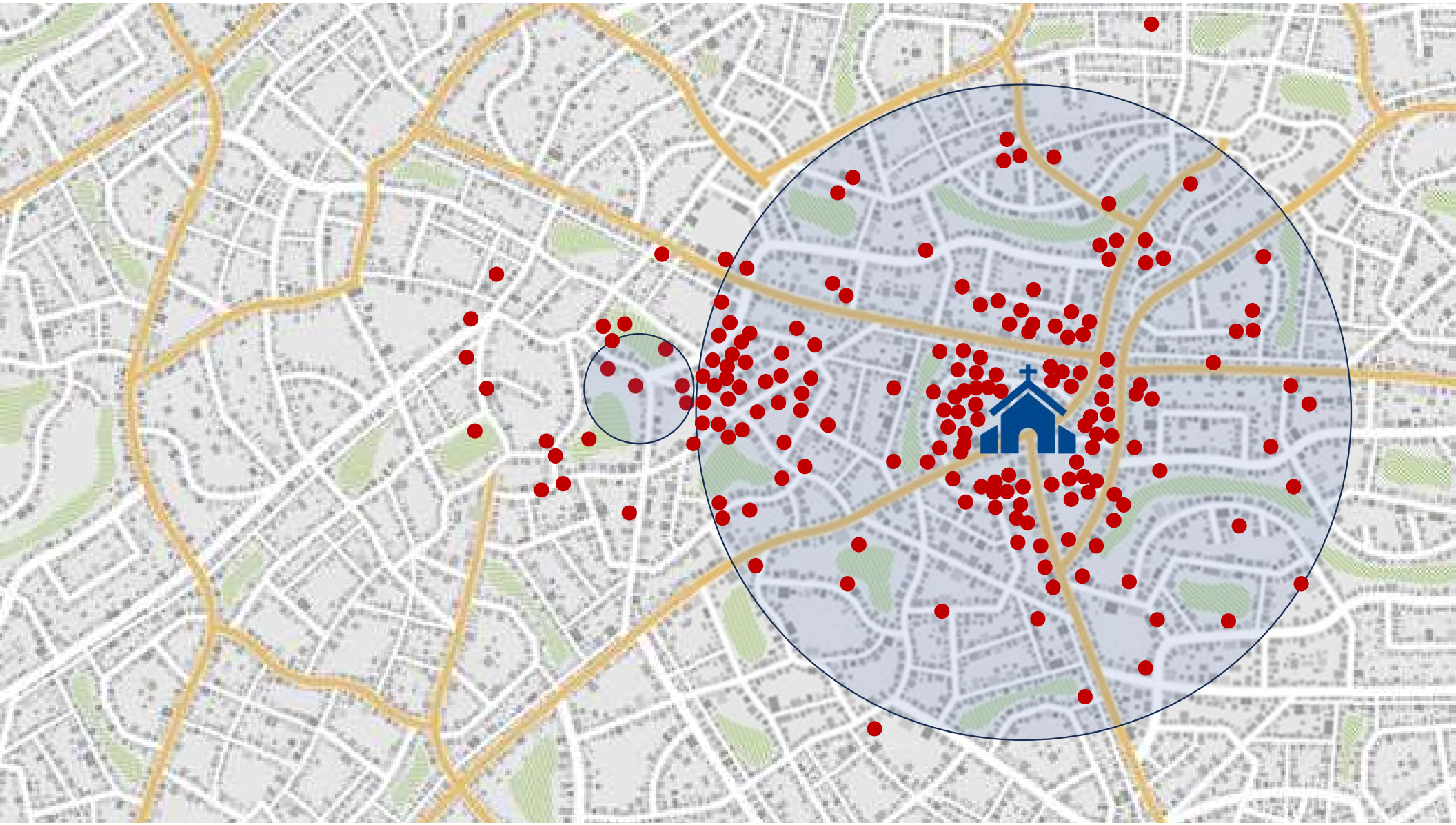
A CULTURE OF MULTIPLICATION

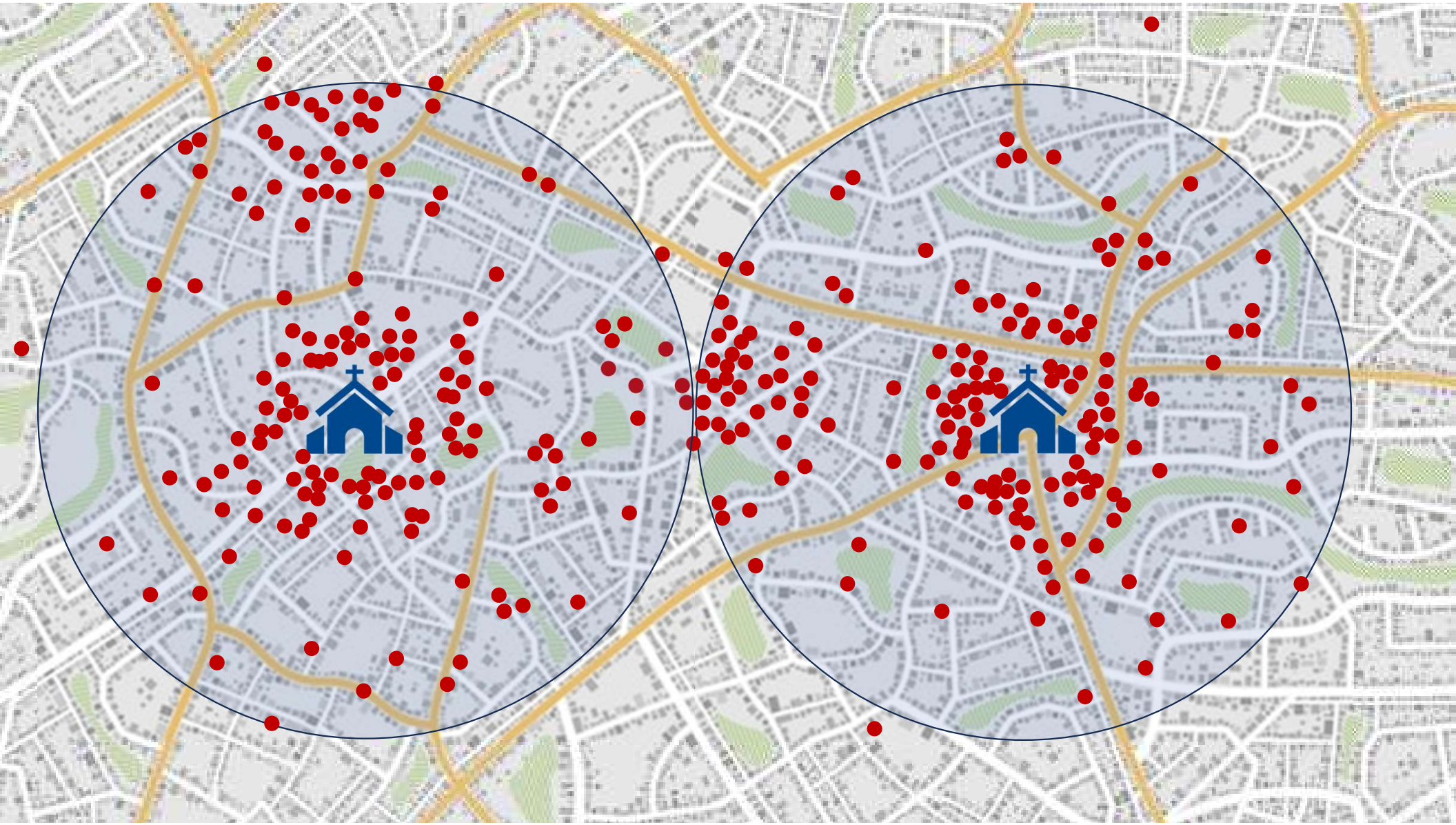
Multiplying and sending...

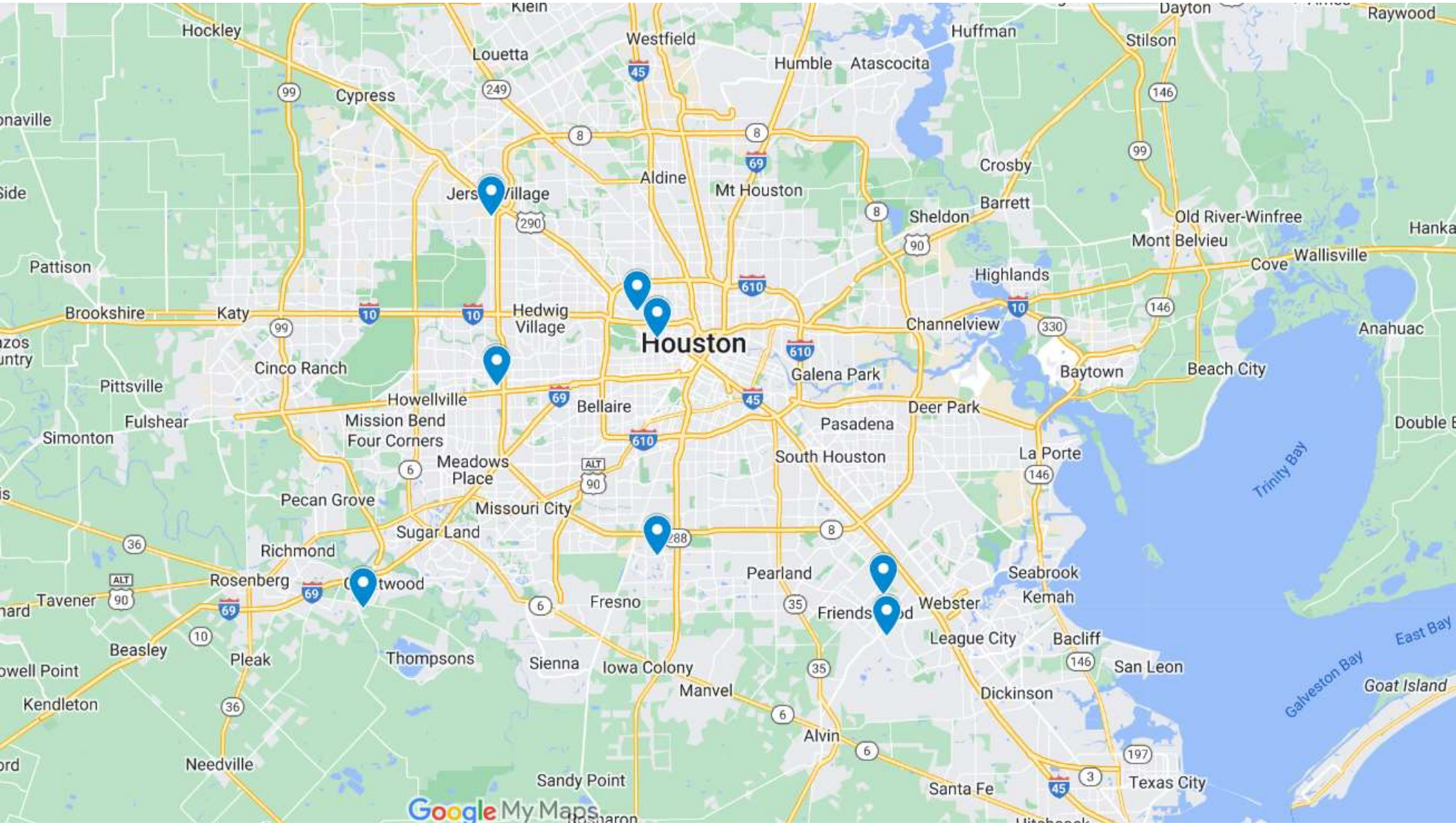
- Disciples
- Leaders
- Groups
- Pastors







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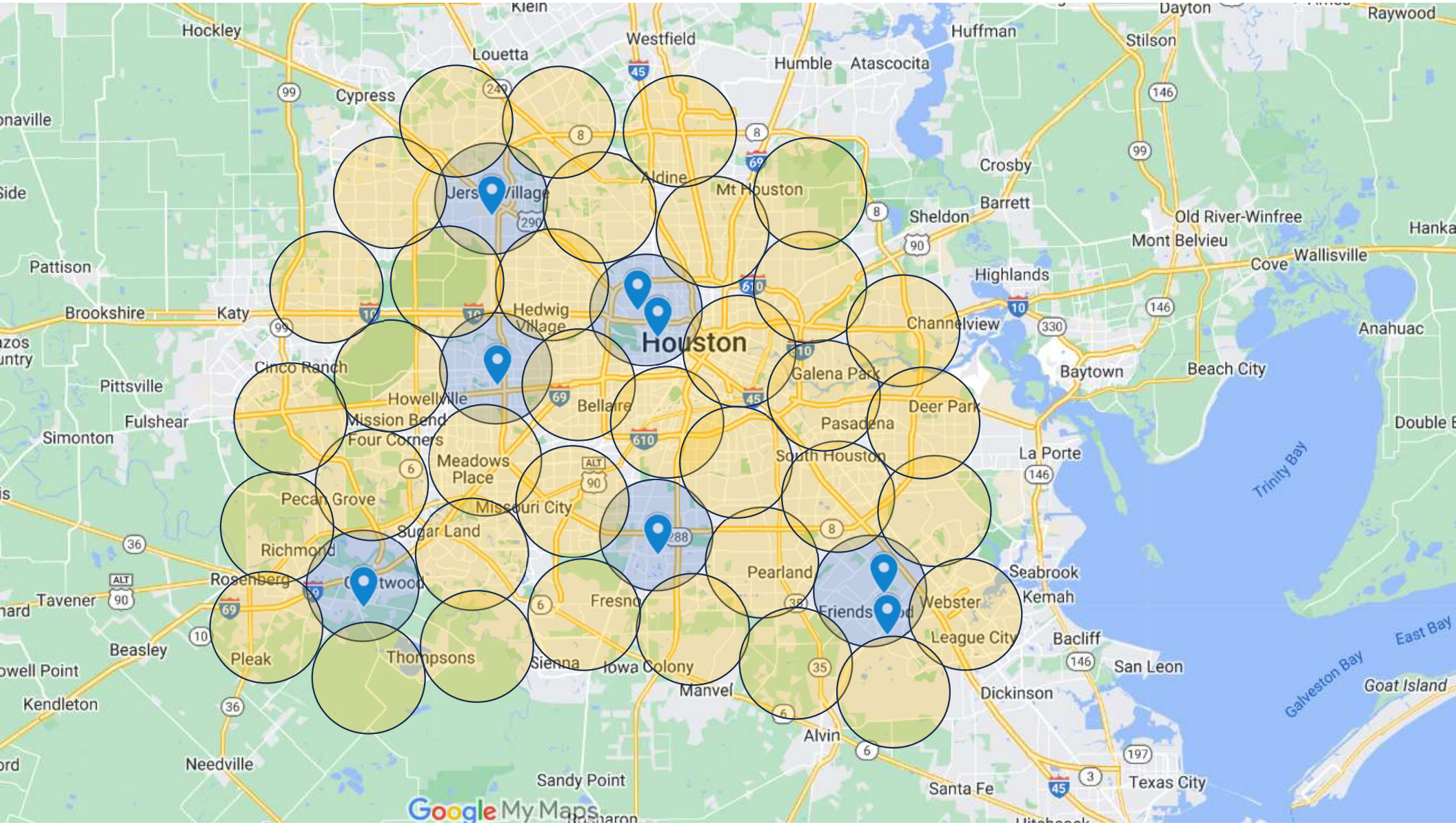
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Friendswood
Webster
Seabrook
Kemah
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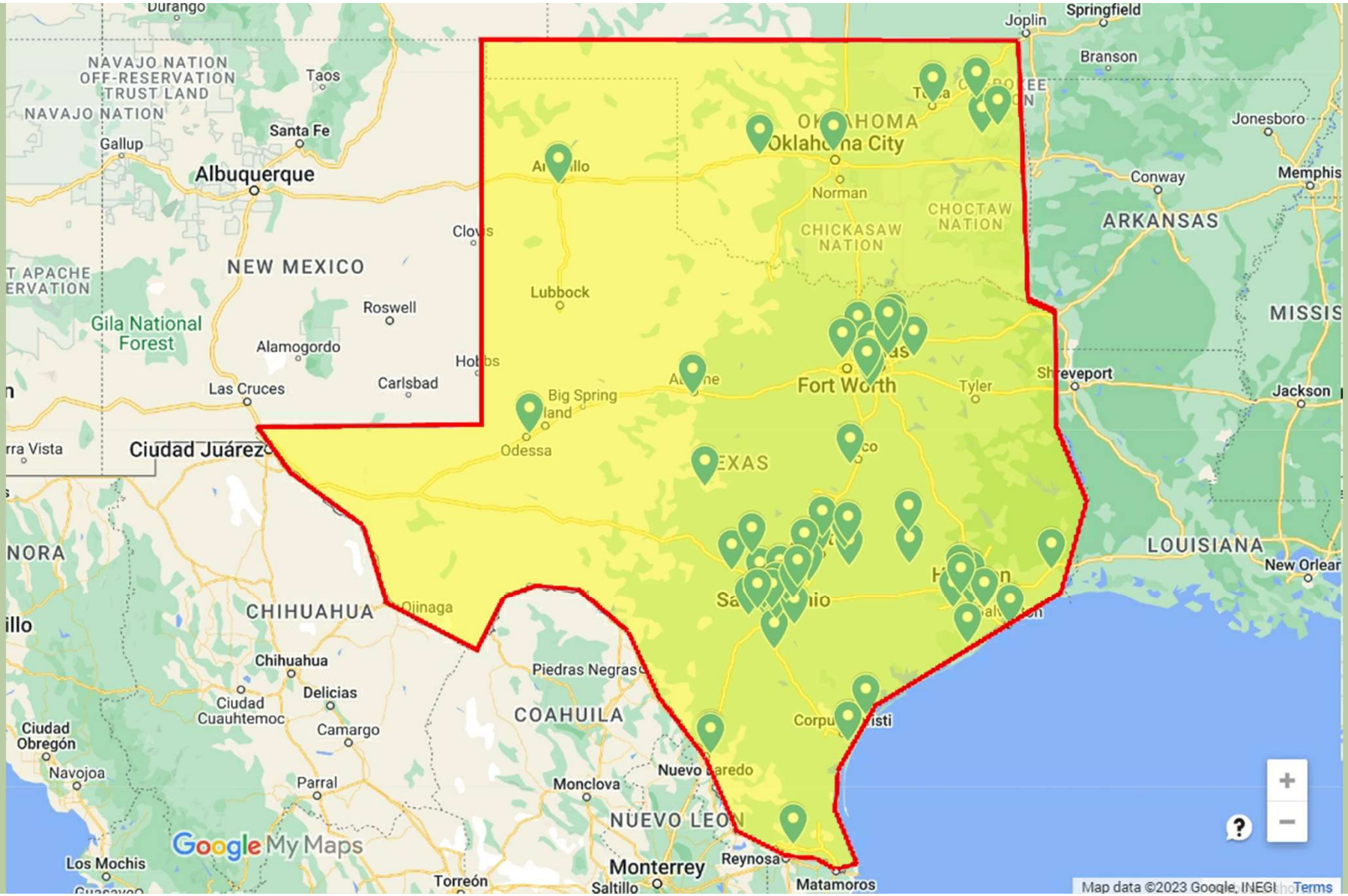
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Gallup
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Roswell
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Carlsbad
Hobbs
Lubbock
Big Spring
Odessa
Ciudad Juárez
Joplin
Springfield
Branson
Jonesboro
Conway
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CHOCTAW NATION
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Jackson
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New Orlear
CHIHUAHUA
Chihuahua
Ciudad Cuauhtemoc
Delicias
Camargo
Parral
Piedras Negras
COAHUILA
Monclova
Nuevo Laredo
NUEVO LEON
Monterrey
Reynosa
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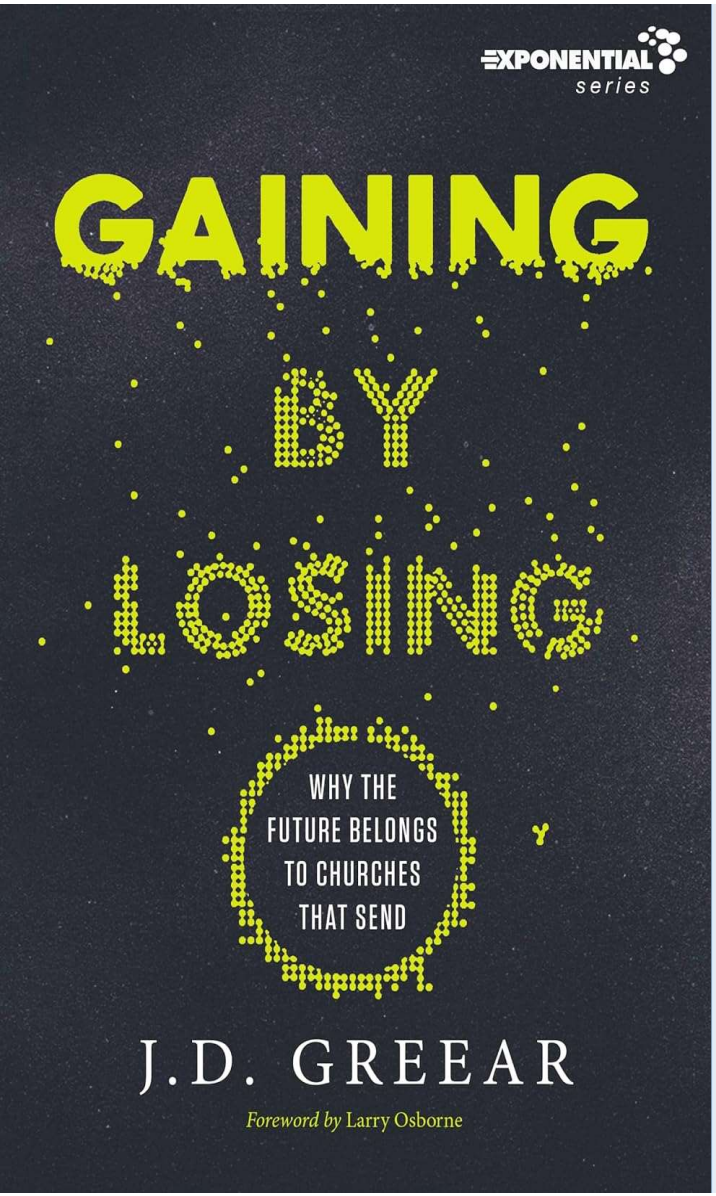

A “sending” ministry always starts with a heart exam. Sending out people and giving away your resources, you see, will most often compete with your church’s “bottom line,” not benefit it. Sending means giving away some of your best leaders and letting go of needed resources. It means giving away opportunities in the kingdom, and watching others get credit for successes that you could easily have obtained for yourself. The only way you’ll be willing to do that is if you love Jesus’ kingdom more than your own. If your heart prayer in ministry is really “my kingdom come,” you will never be an effective sender. You won’t really even want to try.

-- J.D. Greear, *Gaining By Losing*, 35.