



## Church Multiplication Centers

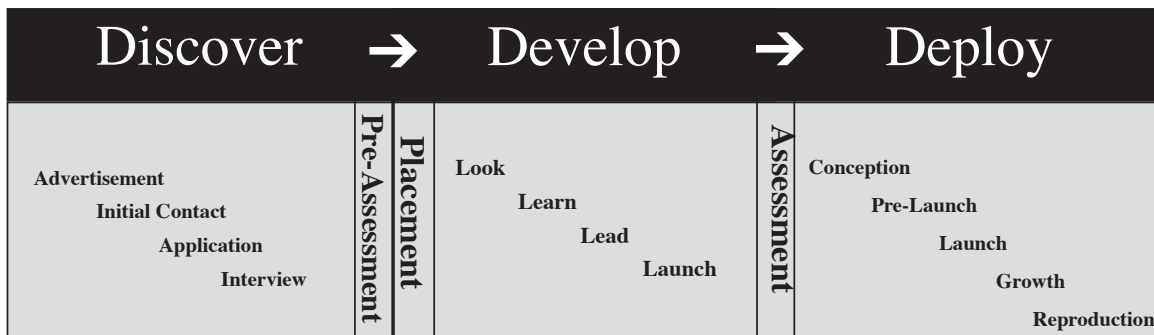
Discovering, Developing, and Deploying Leaders to Start Healthy, Reproductive Churches

### OVERVIEW

This document presents a proven method and means to strategically plant new churches through the multiplication of church planting movements (centers). This method has been successfully developed and implemented through the C&MA ministries of Northwest Church Planting and Southwest Church Planting. Portions of this process have been adapted and implemented in other C&MA districts as well.

### PURPOSE & STRATEGY

**The purpose of multiplication centers is to discover, develop, and deploy leaders to start healthy, reproductive churches.** We draw planters before they are ready to launch, train them in a local planting church and send them out as a “daughter” plant of the teaching church. In effect, we seek to build a reproducible “pipeline of planters,” first within our district (the South Pacific District), then to C&MA churches beyond the district, and finally to be a blessing to interdenominational and independent Christian church planters around us. The greatest asset to a church plant are the church planters themselves. This means that we structure our staff, programs, and dollars toward the long term development of future church planters. Once deployed, our strategy is communicated in the acrostic **A.C.T.S- Assessment, Coaching, Training, Support.**



From Churches, Colleges, etc >> Look, Learn, Lead, Launch >> Assess, Coach, Train, Support  
 6 months 2 years 2+ years

### CHURCH PLANTING MODELS - (each may use *Discover, Develop, Deploy* process)

- 1) **Simple Church Model**- missional, urban, communities - usually bi-vocational
- 2) **Planting a Venue** - launching new team/service at remote site
- 3) **Mother/Daughter Church Planting** - sending launch team of 10-100 from mother church
- 4) **Fresh Starts** - mature congregations gives resources to start new work on location

## **STEP ONE: DISCOVERING CHURCH PLANTERS**

We gather current and future church planters through a network of relationships including churches, the C&MA, national networks, and colleges/seminaries. Here is a complete path for discovering planters:

**10 Steps for Discovering Planters** - Candidates move on in process only if each step is successfully completed. Our goal is to carefully assess and screen candidates to ensure their future success.

### **1. Initial Contact**

This may come from many streams such as colleges, church planter Forums, Summits, teaching churches, etc.

### **2. Written Application**

Applicants are asked to complete a thorough application, leadership evaluation tool, personal history, and provide us with a brief resume.

### **3. Personal Interview**

After we have reviewed the application and contacted references, applicants are asked to meet with one of our church planting staff for an interview. They also meet with C&MA for licensing and ordination qualifications.

### **4. Assessment Center**

The 4-day Assessment Center helps planters, spouses, and sponsors discern if the client has the character, calling, and skills of church planting. We utilize a proven assessor team, trained psychologist, and multiple tests and exercises. If calling is affirmed, planters are directed to either a 2 year internship (see process below) or immediately to a church planting work.

### **5. Expectations Interview**

If we proceed with an intern or planter, we will review and clarify our expectations, so that we can continue harmoniously. The following steps are for planters who are ready to move on location and begin their church plant.

### **6. Project Proposal & Support Raising**

Planters are asked to articulate their vision, strategy, and support-raising plan by submitting a 4-5 page church planting proposal. This may be augmented by a formal "Church Planting Bootcamp" experience.

### **7. Formal Call**

Following the acceptance of the proposal, the SPD/SWCP will issue a formal call to join our church planting team. Support will be determined and approved first by the District Executive Minister and then the church planting director.

### **8. Training**

Approved planters are required to attend MNET, Bootcamps, Forums, and are encouraged to attend other training events such as Exponential Conference, Catalyst, etc.

### **9. Preparation**

Planters must now raise support, mobilize intercessors, and move to the mutually agreed-upon church planting site. Planters will not be allowed to begin the work until funding is secured and approved by District leadership.

### **10. Church Planting**

Guided by a coach, planting teams will make final preparations, launch public services, and begin the great work of building a new church. They are expected to participate in reproduction within 3 years of the launch date.

## STEP TWO: DEVELOPING CHURCH PLANTERS

Potential church planters serve in established or newly planted churches for a **two year internship**. This allows the student to get a realistic and practical church planting education while gaining theological understanding. The local church training takes approximately two years to complete and involves four goals:

### Step 1) Look at Healthy Ministry

This first goal is to expose students to healthy ministry. We believe that in order to create health, one must see health. The planter will observe as much as possible at the teaching church, including staff, leadership structures, worship teams, administration practices, discipleship programs, etc.

### Step 2) Learn Practical Ministry Skills

The local church is the strongest training environment for church planters. Therefore, potential planters participate in church life by assuming ministry roles. Once an intern has completed the observation phase, he will choose a ministry assignment and begin serving.

### Step 3) Lead an Established Ministry

Once a student has served, he is given an opportunity to lead an established ministry and will be trained in leadership skills and evaluated.

### Step 4) Launch a New Ministry

Each intern must begin a ministry from scratch. Future planters identify a need within the church or community and start a ministry based upon that need. They must understand purpose, develop strategy, gather a core, and launch a ministry. Before leaving this phase, they will have to hand this ministry off to another leader within the church. This ability is vital for all church planters.

## STEP THREE: DEPLOYING CHURCH PLANTERS THROUGH A.C.T.S

The tools and structures used for deploying planters makes the acrostic **A.C.T.S.**  
Assessment, Coaching, Training, and Support

### ASSESSMENT

As outlined previously, applicants must attend a 4-day Assessment Center designed to help planters and spouses gain a clearer understanding of their character, skills and abilities. They receive feedback from assessors experienced in church planting, including specific suggestions for growth and comments regarding suitability for church planting. Clients will be assessed for calling toward church planting. If calling is affirmed, they will be directed to either an internship at a teaching church or immediately to a church plant.

### COACHING

Once a planter is approved, he will be assigned a personal coach for a period of two years, during and through the launch process. His role is to serve as mentor, a friend, and a source of accountability. The planter and coach meet once per month (and more as needed) for strategy, accountability, and encouragement.

## **T**RAINING

### **Training Events**

We offer several training events including Church Planter Bootcamps, X-Factor Training, MNET, and more. Each potential planter is required to complete all training events within the first year of being on the field.

### **Church Planter Forums**

This is a bi-monthly training event designed to allow church planters to receive training and to interact around various topics. All Church Planters are asked to make Forum attendance a priority. This also gives us a chance to regularly interact with and encourage our church planters. Eventually, we could see Forums taking place in multiple regions of our District and in other regions of the country.

### **Equipping through Resources**

We offer books and resources to planters. We are also developing a web site that this provide training for planters. We have recorded our Summits and Retreats and will post these as streaming video. We also will include Forum topics, messages, music, etc.

### **Finances & Team Building**

If a potential planter is approved, he will secure his “mother church” support, gather a team (consisting, in part, of next generation students), raise funding, move into a community, and launch a new church. His church will likely become one of the “teaching churches” for future students. This way, we expand and multiply the church planting ministry.

## **S**SUPPORT

- **Forums (previously mentioned)**

- **Prayer Support**

We pray regularly for our church plants and planters.

- **Spousal Support**

We encourage church planting spouses through retreats, gatherings, and personal care.

- **Steering Committee Support**

Planters form a Steering Committee consisting of Church Planter, Mother Church Leader, and SWCP coach. This team acts as an advisory board and may possibly assume some elder responsibilities as the new church is established.

- **Church Planter Retreat**

We may offer a 3 day Church Planter Retreat for planters and their spouses. The Retreat focuses on personal, emotional, and marital issues. It's overall purpose is draw and encourage church planters.

This framework has been proven in other ministries, most notably Northwest Church Planting and Southwest Church Planting. If desirable, all of part of this structure may be applied to other C&MA movements throughout the country.