

CHURCH PLANTING MANUAL

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INDEX

INTRODUCTION

WHY PLANT A NEW CHURCH

THE REASON FOR A MENTOR

FINANCING YOUR MISSION

DEFINING YOUR TARGET

WHERE WILL YOU MEET?

EQUIPMENT NEEDS

PUBLISHING YOUR VISION

STRATEGISE YOUR VISION

KEEPING USEFUL RECORDS

PREPAIRING YOUR CHURCH TO GIVE BIRTH

SETTING UP YOUR CHURCH GOVERNMENT

APPENDIX

Appendix A PREPAIRING YOUR CHURCH TO GIVE BIRTH

Appendix B STEPS IN PRODUCING A RELIGIOUS CENSUS

Appendix C THE ASSISTANCE OF CHURCH PLANTING MINISTRIES

Appendix D PERSONAL CHURCH PLANTER'S PROFILE

Appendix E LAFAYETTE LARRY AND LINDA

INTRODUCTION

Welcome to the ministry of church planting. We believe that planting new churches is the most rewarding ministry to which a pastor could be called.

It is speculated that as high as 70% of churches being started in the United States fail in the first few years. According to a recent study conducted by Church Planting Ministries, 50% of Assemblies of God churches started in the United States fail within the first five years.

It is for this reason that Church Planting Ministries has come into existence and offers this manual. We hope it will be a blessing and encouragement to you as you walk out the calling of God in your life.

Please work carefully through this manual. It will not tell you everything you need to know to raise up a successful church, but we trust it will be helpful to you. The manuals' design is to be used in conjunction with a mentor who will sit down with you once a week for at least the next six months and then once a month thereafter. Having a mentor who has experience in planting a new church will be one of the greatest benefits you will ever experience in the ministry.

WHY PLANT A NEW CHURCH?

One question I hear quite often is, "Why do you want to start a new church when they already have one?" Let's answer that question by considering First Denominational Church who is a local congregation that has been in existence for 25 years. The median age group is 55 years old with middle to upper income and the primary racial group is Caucasian. First Denominational Church has been effective in reaching this particular group of people, but has not been successful in reaching the low-income groups and the diverse

cultural groups which have settled in the community. They have been unable to reach the younger families, and single adults have never really felt welcome in their congregation.

This does not make First Denominational Church a dead church. Perhaps they are effectively reaching their target group in the community, but we in the Body of Christ should realize that there are many groups of people in every community who are not being reached. We need to raise up new types of churches with different target groups.

NEW CONGREGATIONS ARE MORE EVANGELISTIC

Bruce McNicol of Interest Ministries is quoted in the magazine "Christianity Today" as saying, "Among evangelical churches, those under three years old will win ten people to Christ per year for every hundred church members; those 3 to 15 years old will win five people per year. After age 15, the number drops to three per year."

Lyle Schaller, in his book *44 Questions For Church Planters*, writes, "...new churches are more likely to reach more people and to grow in size than are long-established parishes. Perhaps the simplest explanation of this pattern is that new congregations are organized around evangelism and reaching people not actively involved in the life of any worshipping community. By contrast, powerful internal institutional pressures tend to encourage long-established churches to allocate most of their resources to the care of members. One result is that the vast majority of new congregations in the United States reach their peak in size during the first two or three decades of their existence and then remain on a plateau in size or begin to shrink in numbers."

New congregations have a higher level of commitment toward evangelism. They realize that their survival as a church depends on constantly reaching new people.

NEW CONGREGATIONS ARE A BLESSING TO ESTABLISHED CHURCHES

One fallacy that Satan would instill in the minds of established churches is that a new church starting in their area will hurt their attendance and income. Fear is one of the first tactics the enemy will use against Christians to keep us from doing what God wants us to do. Losing church members to new congregations is a common fear expressed, but one that should quickly be dispelled.

No church is going to be effective in reaching the entire community. Just as a radio station will not reach all people and must target a particular group to gain an audience, churches will always be more effective reaching one target group. The exciting thing about starting new churches is that they are often able to reach people that have been unreached by all other existing efforts of established churches.

Another fact that should expel of fear of loss is the testimonies of churches that have started neighboring churches. Dan Betzer, a pastor in Fort Myers, Florida related at a minister's retreat in Monroe, Louisiana, the story of how his church mothered its first church. With a growing desire to see an Assemblies of God church across the river from Fort Myers, Dan prayed for God to send someone to pastor this new church. After months of prayer, a young man walked in to his office who said the Lord had called him to pastor a new church across the river. Dan hired this young preacher and placed him on his staff for a short period, so the people of the church could get to know him and develop confidence in him.

On his last day with them, Dan allowed him to preach the morning service. The planned altar call was for everyone who was being led of the Lord to become a part of the new church to rise from their seat and walk out the door with the new pastor. Dan had thought that maybe 35 people would become a part of the new church, but to his amazement, 135 people followed the new pastor out of the building. Half of the choir left, one deacon left and many other tithers. As they were walking out Dan said he was calculating

the tithes that were leaving and realized that \$5,000.00 a week was walking out the door. He was devastated and walked around the rest of the day in shock.

All fear left the next Sunday. He looked around the church and it seemed just as full as the week before, the choir was full again and within a couple of months the income was back to where they were before the new church started. Dan went on to explain how God will bless those churches that will follow His leading and give as He directs them to give.

Peter Wagner said, "Some are reluctant to start new churches for fear of harming those churches that are currently located in the target community. They feel that doing so could create undesirable competition between brothers and sisters in Christ. I mention here that in more cases than not, a new church in the community tends to raise the religious interest of the people in general and if handled properly can be a benefit to existing churches. That which blesses the kingdom of God as a whole also blesses the churches that truly are a part of the Kingdom." He went on to site that in the town of Ewa, Hawaii a Southern Baptist church was planted. This church plant raised the spiritual level so high that the Roman Catholic Church witnessed a 100% attendance growth and the local Congregational church saw an attendance increase of 155%.

Lyle Schaller has made a similar observation about planting a new congregation in the midst of existing congregations of the same denomination. He said, "Contrary to conventional wisdom, congregations usually benefit from intradenominational competition. While it is impossible to isolate one factor as being decisive, the presence of two or more congregations with the same denominational affiliation usually results in a higher level of congregational health and vitality than if one congregation has a denominational monopoly in that community."

Brad Boydston, a church planter with the Covenant Church said, "as strange as it might sound, one of the best places to start a Covenant church is where one or more already exists. A new Covenant church will raise the visibility of the existing church and will in turn receive the support and encouragement of the established congregation."

After interviewing various church planters, I have determined that the new church is able to keep one in ten they are able to reach. The other nine out of that ten start going to or return to other congregations.

NEW CONGREGATIONS RAISE UP NEW LEADERS

Many established congregations have a lack of room for more leaders. Although most pastors struggle with finding adequate leadership to minister to their local congregations, there are often many people who feel their ministry gifts are not needed in their church.

Planting new churches spurs opportunities of ministry to people who want to be better used of the Lord in ministering to people. How often do we witness churches with several people called to preach sitting quietly on the pews of established churches, because they have not been given opportunity to use their gift? Perhaps one of the reasons this problem exists is because God has not called many of our present preachers to pastor established churches, but to go out and plant new churches.

NEW CHURCHES REACH OTHER CULTURES

It has been said many times that the United States is the melting pot of the world. Today over 60% of our nation is composed of other cultures than white Anglo-Saxon. If we are going to be effective in reaching America, we should realize that establishing new church plants is the only way we will reach the people.

Many speculate that the unchurched population of the United States is exceeding the 70% mark. No longer can we be referred to as a Christian nation. Every major cultic group has targeted the United States as their mission field. The largest Muslim mosque is not in the Middle East somewhere, but in California. Brazil is the only country in the world that receives more missionaries than the United States. Now countries we have reached through our missionary efforts are sending Christian missionaries back to reach us. Without doubt, we should continue sending missionaries to the unreached people groups in the world, but America now needs our attention. It is time we start sending missionaries to the unreached cultures in our own cities.

THE REASON FOR A MENTOR

One of the sad truths about church planting is that a large majority of church plants fail. It has been estimated by church planters around the United States that as many as 70% of new churches close their doors in the first few years. In a recent survey that Church Planting Ministries conducted concerning church plants in the U.S., we determined that over 50% of the new churches are failing within the first 5 years. This same survey revealed that 70% of the churches failed could have possibly been averted had they had support from experienced church planters and other churches.

We suggest each inexperienced church planter find an experienced church planter to mentor you as you raise up your new church. The experienced planter will understand what you are experiencing and will be able to provide you council and encouragement.

We also suggest that your mentor have a copy of this manual, so he can assist you as you go step by step in getting your new church going strong. It would be good for your mentor to meet with you a couple of hours each week during your first six months.

If you have not found or been assigned a mentor at this point, perhaps it would be good for you to contact your district superintendent and ask him to assign you one who lives nearby. Chances are, you will find one who lives within a few miles of your planting location.

FINANCING YOUR VISION

One of the greatest fears of a church planter concerns finances. Actually, the question of finances is probably the single greatest factor that keeps many from following the Lord to start new churches.

Let's first look at Haggai 2:8, "'The silver is mine and the gold is mine,' declares the LORD Almighty." Every church planter needs to be reminded that the Lord is our provider. He has never been short of cash, and finances won't be a problem in church planting as we obey the Lord. We pastors have preached to our people saying, "And my God will meet all your needs according to his glorious riches in Christ Jesus (Philippians 4:19)." It is time that we start practicing what we preach. Has God called you to start a new church? Since it was His idea in the first place, then wouldn't we be sinning to doubt His ability to care for our family's needs while we are doing His bidding?

We do, however, need to consider how the Lord will provide for our needs as well as the needs of the church we start. Some possibilities for obtaining personal finance are suggested below, but remember, these are only some of the ways the Lord has led others to finance their families while starting new churches. You must discover the way the Lord has for you.

THE TENTMAKER APPROACH

Many church planters work a secular job on the side while starting the new church. This is referred to as the "tentmaker" method. It is patterned after the Apostle Paul's vocation in the midst of several church plants. He would make tents to care for his personal living allowance. This method of personal finance has worked well for many planter families, but it may not be the best procedure. The fact that it is used most often is a testimony to the fact that the majority of church organizations do little to anything in helping church planters. One serious limitation to the tent-making method is in the time you can spend reaching out to people in the community and in training your staff. The tent-maker will find himself working the 40-hour workweek in a non-related job and then try to find the time and energy to raise up a church. This approach often takes considerably longer in getting to church to a good start. The tentmaker has to move slowly and may lose many good prospects, because the church has not developed far enough to minister to the different age groups in their families. As families attend the new church and see that there are no ministries for their children they may look for a larger church that has the staff to minister to their needs.

There are a couple of advantages to the tentmaker approach. The church planter can often locate his family in the target area by simply finding a job. Tentmakers can be on location faster than others. Another advantage is that working in the job market may open many opportunities to meet people who would be prospects to your new church.

THE MISSIONARY APPROACH

One method that is used in some church groups is to become a full-time missionary church planter. This method assumes that the Lord has called you to plant church after church after church. The church-planting missionary must know the Lord wants them to be in a particular location for a short time. They will establish the new church, place a new pastor into position and move to another location to start another church. A church planting missionary staying in one location for longer than two years may lose much of his support before he is ready to move to the next target sight.

Various church groups have their own ways to raise money for their church-planting missionaries. Some groups can finance you completely, thus permitting you to get on the field in a very short while. If you want to become an Assembly of God home missionary, you must consider taking up to three months getting approval and then it will take between 18 months to two years to raise your budget as you share you vision with various churches and receive personal pledges from them.

THE MOTHERING APPROACH

The mothering approach is one of the most successful approaches to financing a new church. This method involves a church that takes you under their wing and considers the new church their baby. As their baby, they will help with the full oversight of the church and all its needs.

If the mother church is located near the target area for the new church then they may also encourage some of their members to become a part of the leadership of the new church. They often will underwrite the pastor's salary for a period of time decreasing the amount as the church grows and is better able to assume it's own financial responsibilities. If you believe the Lord is leading you in this manner, it might be best to approach the pastor of the mother church and share your vision for a new church. Keep in mind that this approach operates best if the idea of starting the new church is the idea of the mother church's pastor. Ask him if he has ever considered starting a new church in the target area that is upon your heart. Go slow and allow the Lord to plant the thought into his heart. (For further information of ways to mother a church, see Appendix A, "Preparing Your Church To Give Birth.")

THE CO-MOTHERING APPROACH

This approach involves sharing the mothering responsibility among a number of churches. There are several advantages to this approach. First, the church planter has more control as to how the church is raised. In a mothering situation, the church planter is basically a subordinate staff member of the mother church, but in the co-mothering situation the church planter is usually considered an independent missionary of the mothering churches.

Before you consider taking steps toward this approach, you will need a budget prepared for your first six months. This budget should include your personal needs as well as all the church expenses for the first six months. (See the chapter, "Preparing Your Budget.")

One way to begin this approach is to talk to the leader of a group of churches. In the Assemblies of God, this would be the presbyter of the section where you want to start a church. Ask the presbyter what he would think about the section starting a new church in the area the Lord has placed upon your heart. Most presbyters would delight in helping start a new church in their area. It is important that you do not come across too strong with all your ideas about starting this new church in the beginning. Give the vision time to grow within the heart of the presbyter and allow him to introduce this to the other churches in the section. If the leadership of starting the new church is placed within the heart of the presbyter then he will likely be able to get the other churches to assist in the birthing. If you push this idea too fast you may get approval, but the section may not get behind you and assist.

Assuming the section is excited about helping you start the new church, these established churches will want to assist you financially. The presbyter should approach the section about standing behind you financially in the beginning months or until the church is financially strong enough to meet its own obligations. One possibility would be for each church to pledge a monthly amount for the first six months of the work. This can be easily raised if the supporting churches would allow you to preach or share a ten-minute testimony each month in one of their worship services. Most new churches do not have an evening service on Sunday evening, thus giving you some time to share in the area churches.

This approach is probably the most difficult in that the vision for the new church project must be introduced very delicately to the section and the presbyter. Church Planting Ministries (See Appendix C) or the director of New Church Evangelism in your district office are available to assist you in this venture. It is usually easier for a third party to present the vision and encourage others to get behind you than it is for you to ask for assistance for yourself. Don't hesitate to contact us for this assistance.

STEPS YOU WILL TAKE

Now that you have seen some of the ways other church planters have financed their ministries, you need to determine which step is the way the Lord has for you. Take time to pray about how the Lord is leading you to approach this need. Unless He has already spoken to your heart in this area, close this workbook now and pray and fast until He speaks to your heart. After you have heard from Him, proceed with the following questions.

1. Which method or methods of financing your vision do you feel the Lord is leading you to follow?

_____ 2. Will you involve a third party such as the New Church Evangelism director or Church Planting Ministries to assist you in raising your support and sharing your vision? _____

If "yes," who do you want to assist you? _____

DEFINING YOUR TARGET

There are two ways you can determine where to plant the church and who the target group you will reach out to will be. There is the "undefined target approach" that is used by many church planters and there is the "targeted" approach. This chapter is dedicated to help the church planter who wants to learn how to establish a target group and to reach them. It can actually save years of frustration and anxiety.

The "undefined target approach" way usually consist of a few people wanting to open a church without any plan as to the needs of the community, the target group you want to reach, your outreach strategies or anything. This way just starts "having church." It is only after many years of existence and many church battles and changes of pastors that some type of pattern of ministry appears to exist. We believe you can do better than that! Every church will develop a target group even if it is unintentional. A church develops a character over a period of years and the people they attract will usually be of a particular culture. The result is an established target group.

The "undefined target approach" of starting a church can be illustrated by a Peanuts cartoon that showed Peanuts shooting a bow and arrow. He would shoot the arrow at a fence and then go to the fence and draw a bull's eye and target around the embedded arrow. The "undefined target approach" has no particular target group they are reaching out to; they just shoot and who ever they hit becomes their target.

As a young boy on my first dove hunt I learned that this approach seldom brings the desired results. Several flocks of doves were flying toward me. I raised my shotgun and fired into the flock hoping to bring down several birds, but each time they flew over me untouched. It was then that my dad came to me and reminded me of his earlier instruction. He said I must concentrate on just one bird at a time and that I should lead the bird with my barrel as I squeezed the trigger. With this result I found that I was bagging birds with almost every shot and sometimes even had doubles.

Establishing a target group will enable you to reach more people and experience much less frustration. You will experience enough frustration even when you do everything right. You don't need to add any more to your list.

Can you imagine what would happen to a commercial radio station that had no target group to reach? They would probably play all types of music hoping to reach everyone. Who would listen to such a station? You might find one song in a three-hour period that you enjoyed, but you would not enjoy listening to all the other styles that were not. A church must focus on a particular group of people in the same way that a radio station targets. A church that attempts to reach everyone will be frustrated at every turn.

Jesus had a particular target group that He focused on while He walked the earth and was training His disciples. His target was the nation of Israel. In Matthew 10:5-6 we find, "These twelve Jesus sent out with the following instructions: 'Do not go among the Gentiles or enter any town of the Samaritans. Go rather to the lost sheep of Israel.'"

The Lord Jesus gave Paul a different target group after his ministry was developed. Jesus instructed him to go to the Gentiles. Let's look at Galatians 2:7. "On the contrary, they saw that I had been entrusted with the task of preaching the gospel to the Gentiles, just as Peter had been to the Jews."

THE MESSAGE AND THE METHOD

The message we are to share is Jesus Christ and Him crucified and raised from the dead. This message has not changed over the centuries the Church has been in existence. Our focus is always on Jesus and the message of the cross.

The only thing that changes is the way we communicate the message of the cross to successive generations that are constantly changing. The Bible determines the message, but the target group determines how we will communicate that message. We must be open for ways to better communicate the Gospel.

WHAT AREA OF TOWN NEEDS A CHURCH?

No matter where you plant a church in most cities, there will be churches that will not want you to succeed. They realize that some of their people who are unhappy with their church will want to go to your new church. It is a shame when we desire to build our individual churches more than the Kingdom of God.

One step that will help remove such jealousy is to map out the location of the churches that are similar to your denomination in doctrine. It is a good rule of thumb to look for a residential area that would require people to travel over twenty minutes to reach one of the other churches that is doctrinally similar to your new church. Travel time can be best measured on a weekday evening such as a Wednesday or a Thursday evening when they might attend a mid-week worship service. People are reluctant to travel to a church that takes more than twenty minutes to get to and would be open to attend one that is closer. These persons could perhaps become your core group. (For more help on raising up a core group of Christians see appendix A--Giving Birth to a Church.)

If you are starting a church in a rural area with no additional churches that represent your denomination, this step will not be necessary.

Assuming you are locating in a residential area of a large city, the next step would be to map out a target area to start your outreach. A good place to start with would be a central point from other churches, then draw a three mile radius around this location. This circle will be your initial target area of ministry. Although some of your forms of advertising will extend beyond this target area, you should concentrate your major outreach to the people that are near the new church plant.

WHO LIVES IN YOUR TARGET AREA?

Your next step is to discover who lives within your target area. The most concise method to discover this is to conduct a religious census of that area (For help in conducting a religious census see Appendix B). If you have access to a mother church or some state coordination within your denomination for helping you go door-to-door, perhaps you will be able to reach most of the families within your target area. A census will help you know what the people need in a church, which churches are attended, the age and gender of your prospects and much more. A religious census is a fact-finding venture that helps you understand the needs in your target area. Church Planting Ministries is available to assist new churches in conducting this census. Please do not hesitate to contact us.

If you do not have access to enough people to help you conduct a religious census, we encourage you to sample several families with the census questions. One way to accomplish this is to move randomly throughout your target area with perhaps one hundred families you interview. This basic information will still be invaluable to you.

USING THE UNITED STATES CENSUS

Another valuable source of information about your city can be obtained from the U.S. Census report which is produced each decade. At the time this manual was produced, the most recent census report was the 1990 Census, the information for which was gathered in 1989. This report will tell you such things as a population breakdown by ages, race, and gender. You will have an idea of the cultures and the age

brackets of each. Knowing the languages spoken will guide you as the Lord lays certain cultures upon your heart to target initially or later.

The Census will tell you as to possible times to advertise on the radio, because it will show you when people are traveling to and from their work place.

If you have Internet access then you will want to drop in on the U.S. Census web site at <http://www.census.gov/> or call them at (301) 457-1305. The Internet site will ask you to list the name of the town, the state and the zip code. After you have entered this information, you can click on the information you would like from the census.

Keep in mind that the U.S. Census and the religious census are to help you understand the people of your target area. This is imperative in identifying your target group.

TARGET WITH MUSIC

As you are doing your religious census, you might want to add a question to your religious census asking what type of music they prefer; or have them give you the call letters of their favorite local radio stations.

Another method of discovering what radio stations people listen to, though not quite as specific, is to look to the Arbitron Company ratings. This list is available from any radio station. Its independent survey will show the number and percentages of people in your city that listen to particular radio stations.

Let's assume that you have discovered that the largest unreached people group in your target area are ages 55 to 70. And let's assume that the Lord calls you to reach this group of people. Knowing that they have never listened to rock and roll music, and the only church music they have ever enjoyed were the older hymns of the church will help you know what type of music with which to worship. They may only be content with the older hymns and perhaps a few of the older choruses. Attempting to bring in your drums and electric guitars and contemporary choruses will probably cause them to look elsewhere for a place to worship.

In a recent church we started in Lafayette, Louisiana, we discovered that our target area was filled with people who listened to country music and others who listened to the classic rock and roll music of the 70s. The primary age group was 30 to 45 and the type music they listened to was almost equal in percentages. Our core of people meeting in our home directed us to the style of music we would use in our church.

The way we prayerfully determined the musical style of our church was to examine our core group of people and see the type of music they preferred in worship, and what kind of musical talent we had. Without question our core group was better suited to worship with a contemporary style of Christian music that resembles the style and rock beat of the 70s.

I pastored a rural church in the hills of northern Arkansas that was totally southern gospel in worship style. Although I was not raised on this style of music and really did not like it, I did not try to change their worship style. I simply asked the Lord to help me learn to appreciate and enjoy it. A short time later, I was playing the banjo and harmonica, and really enjoyed southern gospel music.

We need to be flexible to reach the group of people that the Lord calls us to with His help. I believe the Lord wants us to be "all things to all people" that we may reach them.

Many well meaning people will approach the new church pastor or the worship leader with such comments like, "you are doing a great job, but let me encourage you to purchase some hymnals and sing some hymns as well." We appreciate these well meaning comments, but we simply say that the Lord has led us to reach out to a group of people who prefer another type of music, so we concentrate on this style.

We then tell them that we cannot reach every group of people, but there are other churches that minister to the other groups.

DEFINE YOUR TARGET GROUP

We have found it very helpful to display a description of our target personalities. Let me encourage you to do the same after you have completed the research of your target area. Some people outside of our target area and some who are outside of our target description will want to be a part of the new church, but a target group helps you focus your efforts in one direction for the best results. Although you may target a certain group of people there will always be exceptions to your target that will become a part of your church. Believe it or not there are many retired people who prefer the rock and roll style of music. Although the primary group of people in your target area may be of one culture, you will find yourself reaching people of all cultures and all races.

Please take a moment and look to Appendix E and examine the target personalities selected for Hope Alive Assembly of God in Lafayette, Louisiana.

Let's Define our Target!

Let's take a moment now, and develop our target. Remember, you should have completed your census of the area. You should know who is the largest target group in the city. You should already know what kind of music they listen to and most of all, you should know in your heart what group the Lord is wanting your new church to reach out to. If you have done all that, then let's get started.

Name of your male target _____(e.g. Lafayette Larry)

Age of your target _____(e.g. 30-45)

Education achieved _____(e.g. high school and some college)

Race _____

Hobbies _____

Prefers what type of music _____

Religious background _____

Number of children _____

Live in (area of city) _____

Type of employment _____

Name of your female target _____(e.g. Lafayette Linda)

Age of your target _____(e.g. 30-45)

Education achieved _____(e.g. high school and some college)

Race _____

Hobbies _____

Prefers what type of music _____

Religious background _____

Number of children _____

Live in (area of city) _____

Type of employment _____

<Picture>

1. In what area of town do you believe the Lord would have you start?

2. Ways you can best minister to your target group:

•Type of Worship Music _____

•Type of dress to model:

--Men _____

--Women _____

•Type of Christian education _____

•Best ways to reach our target

WHERE WILL YOU MEET?

Each church plant will need to choose the type of facility that will work best for its situation. This will depend on a number of factors, some of which are:

- the size of your city;
- the availability of buildings to rent;
- the type of target group you are reaching; and
- money available from your church association for church planting;

Let's consider that you were planting in a rural community of 3,500 population. Often these communities have no rental buildings. In such a case you must either begin in someone's home or you will have to build on property you purchase. One of the most popular steps taken in such situations is for the church association you are a part of to purchase a small piece of property and place a double-wide trailer on the

site. This building type will enable you to begin with up to 50 people and it will be a nice building to invite people to attend. The handicap to using outside money for your church building is that your people may be slow to assuming the responsibility for the financial needs of your church.

One of the ways that proves successful in larger cities is to rent a hotel meeting room that can grow with you as your group grows. This is usually accomplished by hide-a-way walls that can be opened as your group outgrows the room. One advantage of such a facility is that the cost of rent will grow only as your group grows. Another advantage of using hotel meeting rooms is the availability of a restaurant for fellowship purposes. You will want to make sure the hotel is within a few miles of your target area.

One of the disadvantages of using a hotel is that you will need to do much moving and setting up for each meeting. Most hotels will provide a public address system at no extra charge, but few hotels will provide a sound system that allows enough inputs needed for a good worship team and your instruments. This will be a handicap that you will have in any per-day or per-hour rental facility.

Many groups prefer to use a storefront location for their church meetings. There are several advantages to using a storefront that you might consider. One of the most obvious advantages is the high visibility. Another advantage is that you have a permanent location you can use any time during the week. Also, you will not have to be moving your sound system in and out of the building each time you use it.

One of the major disadvantages of using a storefront is that you may have to invest a larger sum of money to make the facilities usable. Most larger cities have legal and safety requirements for a store and a place where people will be meeting in crowds. One of these costs may be the installation of a sprinkler system. Usually the tenant will have to pay for the cost of building inside walls for rooms and/or offices and changes required by the fire marshal. Restroom facilities often are not adequate to accommodate large crowds in storefront buildings. One thing you will want to consider carefully when you sign the lease for the building is how long will you use this building before you outgrow it. You will not want to commit to an annual lease for a building you may outgrow in a few months.

Another possibility is using a school cafeteria. These facilities have already been approved by the fire marshal for use as a public meeting place and usually will require no further changes for your usage. One advantage of a school facility is the availability of other rooms for your children's church and nursery. Some school districts allow churches to use their facilities free of charge, but even if this tradition is a thing of the past, most school buildings are still more cost efficient than many other private buildings for rent.

If you do chose to rent a building for only a few hours a week then you will want to make sure you have nice looking signs showing the public where you are meeting and such places as your restroom facilities. Large portable signs can be professionally made at a very small charge.

As you consider a place to start your first meeting, it would be good to consider the following questions?

1. Is the location easy to find?
2. Will our target group be attracted to this building?
3. Is there adequate nursery and children's church space?
4. Is there ample parking space?
5. Is the lighting adequate?
6. Will we have room to grow?
7. Is there storage space for equipment?
8. Can we afford it?
9. Will it require a lease?
10. Will we be required to purchase insurance?

At this point you may be getting frustrated at wondering which is the best place to start your church. Since it is not your church, you will have to seek the Master for that direction. He often has a different plan than what seems reasonable to our minds. In the church we started in Lafayette, I had planned to meet in our home until we averaged 40 people so we could afford to rent a school building. This sounded good in my mind, but we couldn't get the church off the ground in my home. Our attendance reached as high as 21, but often fell as low as fourteen, including children. We could not advertise the church in a residential area. Also, many did not feel that they had "been to church." In the midst of my frustration the Lord said to my spirit, "it's time to rent the school." This step seemed impossible. We had to purchase one million dollars of insurance and rent a building for three hours a week at a cost of around \$100.00 a week. We were delightfully surprised, however, to have 32 people attend our first meeting and 65 people the following week thus forcing us to rent a larger room. The Master has the challenge of determining what is best for your church, and He is delighted to give you the direction you will need.

1. What is the population of your city? _____
2. What types of buildings are available for you to rent? (List a specific building, if you have found one to rent) _____
3. What type of building do you want to use as your first location? _____
Why? _____
4. How will you finance your first building? _____

EQUIPMENT NEEDS

Each new church has different equipment needs. If you are meeting in a home, you will not need to purchase much in the way of sound equipment for awhile. Perhaps you will not even need a good public address system until your group grows to over 30 people. However, when you have grown in size to a group of over 30, unless your ministry is being comfortably heard you limit your effectiveness. A good sound system must be one of your first purchases.

You could purchase a small P.A. from Radio Shack with two high impedance microphones and two stereo speakers, but that will probably hinder more than help your ministry. Unless your church is planning only to reach a few transients in the downtown area you need to have quality sound to which the public is accustomed.

Find a professional sound store and let them know the size room in which you are meeting and heed their advice. Below are listed some of the basic items you will need to get started:

- Power amplifier and mixer combination (200 watt--at least 8 channels)
- 5 microphones (low impedance)
- 5 microphone chords
- Two main speakers and speaker stands
- Two 50' speaker chords
- A least one floor monitor
- One 25' monitor chord
- 5 microphone stands
- 2 gooseneck extensions
- 1 tape deck with CD
- 1 keyboard with midi

A keyboard with midi capability is one of the most versatile components of your sound system. This keyboard can produce full orchestration and even add percussion. The sound that comes from these instruments is amazing, even if you have little keyboard talent. Many songs have been recorded on midi

that you can drop in the instrument and play over and over again. As musicians join your team, you can drop those instruments from the recording. For example, when a guitarist joins you all you have to do is drop the guitar from the midi recording and allow the guitarist to replace that sound with live music.

Although you may find yourself somewhat hindered by singing with recordings, singing with worship compact disks (CDs) can be an alternative to live musical assistance. CDs are, in fact, a viable alternative to live musicians. You can purchase worship CDs and program the songs you wish to sing (in the order you wish) repeating a song as many times as you desire.

Don't forget offering receptacles, offering envelopes, communion ware and forms such as guest attendance cards.

List the equipment you have and what you believe you will need.

HAVE

NEED

EQUIPMENT

Amplifier

Microphones

Mixer

Microphone Chords

Main Speakers and Chords

Monitors and Chords

Microphone Stands

Speaker Stands

Tape Deck

Keyboard

Compact Disk Player

Main Sign

Direction Signs

Offering Envelopes

Communion Ware

Attendance Cards

Overhead Projector & Screen

Worship Transparencies

Offering Count Tickets

Chords for all Instruments

Hymnals

Offering Receptacles

PUBLISHING YOUR VISION

A recent survey by George Barna asked congregations what they felt the purpose of the Church was. Ninety percent replied, "The purpose of the Church is to feed the sheep." Another 10% responded, "The purpose of the Church is to reach the world." The same question was asked of the pastors of these churches and 90% said, "The purpose of the Church is to reach the world." The other 10% said, "The purpose of the Church is to feed the sheep." It is no wonder that pastors are constantly changing churches in frustration when their congregations refuse to reach out with the Gospel to the unsaved.

When the pastor is unable to effectively communicate his evangelism philosophy and vision, the result is often strife between he and the church. It is past time for us to realize that we have generally done a poor job in publishing the vision the Lord has laid upon our hearts. We have preached for years that, "without a vision, we perish," yet most of us struggle with how to share our vision.

Can you identify the vision the Lord has for the Church in one statement? Immediately several things come to mind. Let's consider some of these:

1. We should feed the hungry.
2. We should visit those in prison.
3. We should clothe the naked.
4. We should preach the Gospel
5. We should love one another.
6. We should lay hands on the sick to heal them.
7. We should cast out devils.
8. We should love our enemies.
9. We should give tithes and offerings as led by the Lord and the Word.
10. We should baptize.
11. We should pray.
12. We should seek the Lord in prayer and Bible study.
13. We should worship the Lord. etc.

The list could go on and on. It is no wonder that the people have become confused as to the mission of the Church. In order to receive our vision, ordinarily the congregations has to assimilate years of our ministry to know the purpose of the Church. Or we could simplify this calling and reduce it to one basic statement.

Re-examine the list above. All of these are covered by the Great Commandment and the Great Commission. The Great Commandment is found in Luke 10:27 "Love the Lord your God with all your heart and with all your soul and with all your strength and with all your mind' ; and, 'Love your neighbor as yourself.'"

38 This is the first and greatest commandment. The Great Commission states, "Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age." (Matthew 28:19,20)

All of the specific purposes of the Church can be narrowed down to the Great Commandment and the Great Commission which basically state that we are to love people as we love the Lord, and we are to make disciples of all people. More simply we are to love and make disciples. This is a message that can be easily communicated each week from the pulpit and in all your publications.

Consider the potential difference in your ministry if your congregation is working with you to fulfill the same vision, rather than striving against you, because they are confused with what they feel is the purpose of the church.

Your next step is to start publishing your church's vision. To do this you publish a mission statement. This should be stated in the preamble of your constitution and bylaws and could read something like, "We exist for the purpose of bringing people into a saving relationship with the Lord, through the blood of Jesus, to help them to mature in Him, to equip them for ministry, in order to magnify the Lord Jesus Christ."

You may want to further break this down into a more memorable form by declaring the goals of our church are:

1. BRING: To bring people into a saving relationship with the Lord Jesus Christ.
2. MATURE: To help them mature in relationship with Him.
3. EQUIP: To equip them for ministry.

We also encourage you to develop slogans that can be used in your bulletins, on banners and even said in unison over and over. Each slogan should help reveal the mission of the Church such as:

**A GREAT COMMITMENT TO THE GREAT COMMANDMENT AND THE GREAT COMMISSION
MAKES A GREAT CHRISTIAN AND A GREAT CHURCH!**

Your next step is to determine some strategies you will use to fulfill this calling. We will consider some basic strategies in the next chapter.

APPLICATION

1. What do you believe is the Church's purpose? Develop your own mission statement.

2. How would you define the basic goals of your mission statement?

- 1) _____
- 2) _____
- 3) _____
- 4) _____
- 5) _____

3. What slogan could your church use to promote your mission?

STRATEGIZE YOUR VISION

Now that you have targeted your group and have developed a mission statement for your church you can start moving your church toward the goal of reaching the target group and discipling them. Every pastor will have a different vision toward reaching this goal. There is no church planting manual that can give you the specific strategies to use in building your church.

Let's assume that your mission statement is the same as the suggested mission statement in the previous chapter. Since the Church has been called to love one another and to make disciples, all our strategies point toward that purpose. You are in the best possible position for raising a church to fulfill these purposes. Men and women who have assumed the pastorate of established churches face the expectations of the congregation, and may feel the need to keep alive former ministries that often do little to fulfill the mission of the Church. Many programs provided by established churches were effective ministries in years gone by, but need to be evaluated for their usefulness today.

DEVELOPING THE SMALL GROUP

Most would agree that the purpose of Sunday school is to teach and study the Bible in groups small enough to allow people to interact with one another in the application of the Word. Many churches need to give a fresh evaluation to whether their Sunday school is performing its function. We have all seen adult classes turn into large groups that are more content conscious than application, thus providing dry, non-relative Bible studies. It is understandable that many in the world claim that the Church is not relevant and does not meet their needs.

A church cannot survive without small groups. Studies show that unless a new attender to your church develops six friends within the first few weeks, they are likely to quit attending church. The small group is essential to the maturity of every Christian. We are to bear one another's burdens (Galatians 6:2), thereby fulfilling the law of Christ. A small group should have a combination ministry of Bible study with application, prayer and fellowship of believers.

Most beginning churches have no facilities for Sunday school classes. If this is the case, it is advisable to consider having your small groups meet in member's homes. You will still have limitations of space in most member's homes, thus making it impossible to have separate age level groups. The best thing you can do is to create a curriculum that will minister to those nine years old and up, and another for those who are age three through eight. If your concentration is on the application of the biblical principals you will find that you can minister to a broad range of ages easily.

One handicap in providing small group leadership in new churches is having enough people with the gift of teaching; however the small groups mentioned above require a facilitator rather than a teacher. The difference between a facilitator and a teacher is that a teacher normally lectures facts. A facilitator, on the other hand, leads the group by a series of questions and helps the members minister the application of the Word to one another. For a more in-depth study on the facilitating a small group, see Ralph W. Neighbour's book, *Where Do We Go From Here?* This book can be ordered by calling 1-800-735-5865.

Regardless of the small group style the Lord leads you to use, it should fulfill the goal of the Great Commandment and the Great Commission. Ask yourself :

1. Will this group help the people love the Lord better?
2. Will this group help the people love one another?
3. Will this group provide discipleship?

DEVELOPING A DISCIPLESHIP PLAN

Jesus gave us the example for discipleship. He spent three years working with 12 disciples. He did not just meet with them once a week to teach them Kingdom truths; He was with them continually. He never gave a three-part sermon series on prayer; He modeled how to pray. Everything He taught the disciples, He modeled for them. He did not lecture them on how to heal or cast out demons; He demonstrated how. True discipleship is spelled T-I-M-E. Our discipleship methods must involve one-on-one instruction and modeling. Those we disciple will learn more from watching you and knowing you than thousands of public lectures. The very fact that you have risen to this point in ministry testifies that someone, or several people, took time discipling you in some fashion. We must develop a strategy to involve mature Christians spending time with the new converts and the pastor must spend time with the leaders.

We suggest that you have some type of curriculum that your mature Christians can use as they work with those they are discipling. This curriculum should help them understand how to become a Christian, how to pray, how to be filled with the Holy Spirit, how to defeat the enemy of their souls. It should include instruction on the ordinances of the Church and the basic doctrines of your church. There are many programs available through Gospel Publishing House or your local bookstore. One program you may wish

to consider is Basic Training, a discipleship manual developed by Church Planting Ministries. Basic Training has guidelines in the back for one-on-one discipling. These may be photocopied and used in part or purchased from Church Planting Ministries in a bound version for \$3.00 a book.

ADVERTISE YOUR MINISTRY

You now have your calling, you have your target group and you have a plan to fulfill the Great Commandment and the Great Commission; but you will never have a church until people know you are there and that you have something to offer them. The next step is to develop an advertising campaign.

You will want to first determine who you want to reach. Go back to the chapter, "Defining Your Target" and review your target group. To reach them, you must advertise in a place where they will see it and in a manner that will be of interest to them.

Let me remind you that this is not a head decision, but a one made by the Lord. Carefully consider all that you have learned, but the decision as to the types of advertising must come from the Lord. He will give you a plan to fit your budget and one that will reach the most people.

Some of the areas of advertising to consider are:

1. The newspaper. The newspaper is perhaps one of the best forms of advertising and in one way, is the lowest cost. Religion editors are constantly looking for new articles. A well written news release with a photograph costs you nothing and will draw a large number of people. A progressive pastor will have articles ready for all their events and will submit them to the newspaper. They will not all be published, but when they are more people will know about your ministry.

Commercial Advertising. The newspaper also offers commercial advertising space which is usually sold by the column inch. These ads can be placed in any section of the newspaper and often is much cheaper for churches than businesses. The advantage of purchasing advertising space is that you can place the ad in a section your target group will read.

2. Radio. Radio is often more expensive than the newspaper, but is an area that should be seriously considered in your overall advertising campaign. Radio can help you reach your specific target group. Usually there is no charge for the spot production.

3. Television. Television is no doubt the most expensive mode of advertising, but it also will reach more people for the dollar than any other type of advertising. Remember to place your spots on stations that your target group views and during the times they are most likely to watch.

4. Handbills. Handbills are produced inexpensively and can be effective. It is recommended that you use at least a two-color printing to give the handbill some finesse. Handbills for personal door-to-door distribution may bring in one family per every 100 invitations. Handbills placed on the door as door hangers (without the personal contact) tend to net 1 family per 300 invitations. We have passed out thousands on car windshields in parking lots and have failed to get any known results.

5. Yard Signs. Yard signs can be produced pretty inexpensively and placed in various spots around town. These signs should have few words, but enough information to lead people to the location of your church.

Remember, the Holy Spirit will let you know what should be done. All of man's wisdom and advertising added together cannot equal five minutes of guidance from the Holy Spirit. The best advertising comes from the changed lives of those who receive ministry in your church.

Let's Record Our Strategy

Fill this out only after much prayer, and, only after the Lord has spoken to your heart.

1. What type of small group will you start? _____
2. Where will you small groups meet? _____
3. When will they meet? _____
4. What will your curriculum be for your small groups? _____
5. How will you train your small group leaders? _____
6. How will you disciple your converts? _____

7. What mode of advertising will you use? _____

8. How much money do you have for advertising? _____

KEEPING USEFUL CHURCH RECORDS

Since most of us have very little interest in doing "paper work," there may be a tendency to skip this chapter in search for more interesting material. Take a moment to ingest this information. Your church cannot operate without it.

Developing a system of useful records is a critical step in building the new church. Many church planters are more visionaries than bookkeepers, but it is important that the pastor learn the basics of keeping church records. Ultimately, the pastor is responsible for all record keeping. You may delegate much of the actual keeping of records, but it is your responsibility to see that they are set up properly and continue to operate as the years go by.

THE CHURCH HISTORIAN

One of the easiest records to keep is the history of the church. Find someone who likes to keep a journal or diary. This is the person who will enjoy keeping a historical file of the church. You might start off by purchasing an inexpensive scrapbook about 11" X 17" in size. This person can handwrite the entries or type the information and paste it into the book. This book should hold all pertinent information such as the original core group of the church and a photograph of them. It should include pertinent newspaper clippings and photos of all special occasions.

One thing that will need to be done is to review this person's collections periodically and show an interest in what he/she is doing, so he/she will keep motivated.

MEMBERSHIP RECORD

This record goes much further than tracking your actual membership. It is a record of all your attendees, visitors, prospects and membership.

The data may be kept in multiple file folders or in books found in most Christian bookstores, but you will probably discover that a computer will do a much more efficient job. By the use of the computer, you may easily update the records, print out various lists, mailing labels, and produce telephone lists and much more.

To compile your membership record, we suggest you start by handing out a card each Sunday to everyone who worships with you. An example is shared below. Encourage your visitors to fill this out completely. Keep in mind that visitors often desire to remain anonymous until they know for certain that your church is the one they wish to attend. You will not want to force your guests to give personal information if they are not ready.

KEEP IN TOUCH CARD

Please pray for _____

- I would like a visit from the pastor.
- I would like a Bible study that will help me to become a stronger Christian.
- I would like to know more about becoming a part of one of the small groups in the church.

Name _____

Address _____ City _____

State ____ Zip _____ Home Phone _____ Business Phone _____

Birth Date _____

Today's Date _____

You will also want to prepare an information profile form to collect other information from your regular attendees. This form should give them to list information such as:

- Name
- Address
- Phones (business and home)
- Place of employment
 - Dates (salvation, birth date, baptized in water, baptized in Holy Spirit, anniversary)
- Children's birthdays
- Areas of past church ministries
- Areas of present ministry desires, and
- Hobbies.

If you are interested in compiling this information on a computer program, you could design your own database or you might consider purchasing a program that is already designed for church records. Parsons Technology produces one of the best we have found for the cost. The program, Membership Plus, has a

complete membership record keeping system that will care for all that has been mentioned above as well as an accounting system that we encourage you to purchase to keep your church's financial records. They may be contacted by call 1-800-799-6000 or their web site is <http://www.parsonstech.com/>.

FINANCIAL RECORD KEEPING

Creating a proper record keeping system for the church finances is essential. The senior pastor holds the primary responsibility to see that the church finances are properly supervised and reported. We recommend that you annually purchase the book Church and Nonprofit Organization Tax & Financial Guide by Daniel D. Busby, CPA, published by Zondervan. This book will take you through all the details you will need to set up your bookkeeping system. There are however, a few comments we would like to add:

1. Always require two signatures on checks.
2. Have two people (other than the treasurer) count the money and sign the cash count tickets. Cash count tickets may be purchased from most Christian bookstores.
3. Do not allow your bookkeeper to sign checks.
4. Establish a written procedure to follow.
5. Have a separate bank account for the church. Never place church funds in a personal account.
6. Have an annual audit.
7. Keep record of each person's giving in order to give them an annual receipt for IRS purposes.
8. Call the IRS and file for a non-profit tax identification number. You will need to fill out the IRS form SS-4 and submit it to the IRS. We suggest that you do not wait for them to notify you as to your Federal Employer Identification Number. You may call their 800 number and get this over the telephone after they have had sufficient time to receive it. This number will be needed before you can set up a bank account.

Please understand that this manual does not attempt to share with you everything about church accounting. At this point let, set this manual down and read through Church and Nonprofit Organization Tax & Financial Guide and then complete the checklist on the next page.

PROCEDURE OR PRODUCT

YOUR PROCEDURE IN PLACE

Obtain a federal identification number

Your number _____

Open a checking account

Your bank _____

Purchase a church accounting program

The type you will use _____

Purchase cash count tickets

Type _____

Membership management program

Name of program _____

Appoint a Treasure

Name of Treasurer _____

Appoint an Historian

Name of Historian _____

Establish a system to gain visitor information

Way you will do this _____

Purchase a financial accounting program to cover member contributions and all church financial transactions

List programs you will use _____

PREPARING YOUR BUDGET

If you have a mentor, you will want to ask him to assist you in completing your budget. Although you may not have all the answers to each budgeted area, it is important that you make some projection. This step is a requirement if you are planning for any groups to assist you in starting the new church. They will need to know what your budget is before they can determine what they need to do to help you.

PASTOR'S MONTHLY FAMILY NEEDS

Housing \$ _____

Utilities \$ _____

Clothing \$ _____

Children's schooling \$ _____

Taxes \$ _____

Automobiles \$ _____

Debt payments \$ _____

Recreation \$ _____

Food and household supplies \$ _____

Insurance (car, life, health) \$ _____

\$ _____

\$ _____

\$ _____

\$ _____

Total \$ _____

MINISTRY MONTHLY BUDGET

Building rental or note payment (including utilities) \$ _____

Deposits for building \$ _____

Advertising (signs, newspaper, radio, leaflets, handbills, etc.) \$ _____

Missions (suggest a title of offerings) \$ _____

Insurance \$ _____

Bulletins and handouts to congregation \$ _____

Computer and programs \$ _____

Office expenses \$ _____

Travel expenses \$ _____

Salaries \$ _____

Children's church curriculum \$ _____

Small group curriculum \$ _____

\$ _____

\$ _____

\$ _____

\$ _____

Total \$ _____

CAPITAL PURCHASES

Sound equipment (minimum start-up cost is approximately \$2,500) \$ _____

Communion ware \$ _____

Down payment on property and closing costs \$ _____

Costs to move pastor to location \$ _____

\$ _____

\$ _____

\$ _____

Total \$ _____

SETTING UP YOUR CHURCH GOVERNMENT

CONSTITUTION & BYLAWS

All churches must have organization to operate smoothly and efficiently. The structure is largely determined by the church planter and the core group leadership of the new church.

Although no church is required by the federal government to incorporate as a non-profit corporation, a growing number of churches have chosen to do so in order to reduce personal legal liability.

Churches wishing to incorporate as a not-for-profit organization will need to write articles of incorporation and bylaws. The articles of incorporation will become the constitution of the church and the bylaws will lead the church in the specific directives that are needed.

If you choose to incorporate, you will need to find a lawyer who specializes in helping churches incorporate. Many denominational districts have attorneys who volunteer to assist churches and may charge no more than the filing fees required by the state. Before you take a step to produce your own constitution and bylaws, we suggest you check with your denominational district for direction.

POLICY MANUAL

Your constitution and bylaws should include only the necessary information that, generally speaking, will not change. Usually constitutional and bylaw changes requires an amendment produced by the membership of the church; therefore you will not want to list all the specific policies of the church that may change as time goes by. It is for this reason you will want to develop a policy manual within a short time after the church is started.

A policy manual is a group of operating policies of the church. In this manual you will want to adopt policies concerning such things as:

- Wedding policies, such as:
- Rental of the building
- Fees for the pastor
- Premarital counseling requirements, etc.
- Leadership requirements of various types
- Approved discipleship courses
- Transportation on outings
- Age of drivers
- Insurance purchases
- Permission statements from parents
- Steps to avoid sexual misconduct
- Etc.

(Appendix A)

PREPARING YOUR CHURCH TO GIVE BIRTH

(A pastoral approach to prepare your church to give birth to a pioneer church)

Please feel free to copy this material and use it any way you can. All we ask is that the copyright information be included with this manual and that nothing be changed. If you would like to use the forms, please include the copyright information with each. We are not interested in selling this information; these precautions are only to protect us.

WELCOME TO THE CHALLENGE!

Church historians agree that starting new churches is one of the greatest steps taken to reach the unsaved. Should your church desire to reach many people in a lasting way, planting a new church may be one of your best evangelistic efforts. This manual will provide some valuable, step by step ways in preparing your church to raise up a new congregation.

We regularly hear reports about established churches mothering new congregations. In each case, the Lord is blessing the mothering congregations who have sacrificed to start the new works. Giving birth to a new congregation not only involves the sacrifice of finances to support the new church, but it often includes the loss of some of your workers. At first it will appear an impossible sacrifice for you to make, but a quick reminder of God's Word tells us as we give it shall be given unto us. We know that this giving principle works when we offer up of our finances, but it also applies to every other type of giving. If we give love, we receive love. If we give bitterness, it is bitterness we surely receive from others. As we give to start new churches, God will return to us "pressed down, shaken together and running over." An illustration of this principle in church planting is seen in Dan Betzer's testimony of the first church that Fort Myers First Assembly of God chose to mother:

Dan Betzer, a pastor in Fort Myers, Florida related at a minister's retreat in Monroe, Louisiana, the story of how his church mothered its first church. With a growing desire to see an Assemblies of God church across the river from Fort Myers, Dan prayed for God to send someone to pastor this new church. After months of prayer, a young man walked in to his office who said the Lord had called him to pastor a new church across the river. Dan hired this young preacher and placed him on his staff for a short period, so the people of the church could get to know him and develop confidence in him.

On his last day with them, Dan allowed him to preach the morning service. The planned altar call was for everyone who was being led of the Lord to become a part of the new church to rise from their seat and walk out the door with the new pastor. Dan had thought that maybe 35 people would become a part of the new church, but to his amazement, 135 people followed the new pastor out of the building. Half of the choir left, one deacon left and many other tithers. As they were walking out Dan said he was calculating the tithes that were leaving and realized that \$5,000.00 a week was walking out the door. He was devastated and walked around the rest of the day in shock.

All fear left the next Sunday. He looked around the church and it seemed just as full as the week before, the choir was full again and within a couple of months the income was back to where they were before the new church started. Dan went on to explain how God will bless those churches that will follow His leading and give as He directs them to give.

My friends, we must remember that we can never out give the Lord. He will bless us, as we are faithful to Him. Our blessings always come as we take the giant steps of faith the Lord gives us.

The first step in planting a new church is to plant the seed in the hearts of the mothering congregation and give that seed time to grow. It is suggested that this initial seed be planted at least six months in

advance of asking the congregation for a response. Pull out your calendar now and consider when six months from the target date is and schedule at least four messages on the subject.

The pastor can carefully plan his messages to reveal the true mission of the church. If your congregation is only concerned about ministries within the four walls of your church building, then you have your work cut out for you.

You might begin with preaching the mission, ministry and purpose of Christ. The mission of Jesus is quite explicit in the Gospels. A scanning of the Scriptures shows such expressions as:

- He came "to seek and to save that which was lost." (Luke 19:10)
- "He...departed to teach and to preach in their cities." (Matt. 11:1)
- He came "to call...sinners to repentance." (Matt. 9:13)
- He "came not to be ministered unto, but to minister." (Matt. 20:28)
- "I am come that they might have life." (John 10:10)
- Christ declared that the mission of the Church is the same as His mission. In John 20:21, He said: "As my Father hath sent me, even so send I you."

PREPARE YOUR CHURCH THROUGH A MISSIONS COMMITTEE

We suggest you sit down with your Missions Committee and emphasize the importance of mothering a new church. Ask them to consider taking this on as a major project for the next year. They must also begin their work at least six months in advance of the target date of starting the new church.

A demographic study of the target area for the new church is seriously recommended. This will tell you such things as the ethnic groups within the area by age groups, the median income, the number of people in all age groups, the time they leave for work, what type of jobs they have, languages spoken at home, educational attainment of each age group and much more. Your pastor and core group should be representative of the people in the target area. Share with the mother church the demographics of the area in which the church will be planted. Demographics for each city in the United States is provided free from the U.S. Census on the Internet at <http://www.census.gov/>.

Demographic studies are not complete with the information provided by the U.S. Government. You will also need to know how many unchurched people are in that area and who they are. One way to determine this is to start a religious survey of at least part of the target area. Church Planting Ministries offers a complete guide for conducting a religious census at <http://cust.iamerica.net/jimallen/survey>. The core group of the new church will want to participate in this religious census, but your Missions Committee should do a sample survey to develop a general understanding of the area's need.

This committee should spend time praying for the area where the new church is to be planted. They can start leading the congregation in prayer for the people in this area and for the pastors of the new church. Although we will not take much space in this manual concerning prayer, please understand this is the most important step we take in starting a new church. You will want to take prayer walks through the target area to break spiritual chains that are binding your prospects. You will want to pray as a committee and take time to intercede with the entire congregation again and again. In a few words: we must PRAY, PRAY, PRAY, PRAY AND PRAY SOME MORE!

This committee could present their findings to the pastor and the church board for approval by the board as a church project. They might suggest that the church do an organized prayer drive through the area that needs another church. This committee must see that this project remains before the church at all times. It should provide announcements for worship times, for the bulletin and for church newsletters.

One of the most important steps a mothering church can take in helping a new church get started is to provide "missionaries" from their local church to become a part of the new church. Begin early to plant this seed in their hearts, so the seed will have time to grow.

Allow the pioneer pastor an entire Sunday to minister to your congregation. You might follow the morning meeting with dinner-on-the-grounds to give time for your people to visit with him and his family. Following the morning meeting, distribute the Core Group Information forms to everyone who may feel that God is wanting them to become a part of the new church. Let them know that only a certain number will be chosen to become a part of this core group and to enter into the training program. When you receive a copy of these forms then take time to fill out the Core Group Pastoral Referral Form and attach it to each information form. The mothering pastor and the pioneer should be the ones that determine who will be members of the core group. Copies of these forms follow:

(For use when a core is recruited from other churches)

Name _____

Address _____

City _____ Zip _____

Home Phone _____ Work Phone _____

1. I am currently a member of (church) _____

2. I am in full agreement with the doctrines of _____ (Name of Church)

Yes _____ No _____

3. I am committed to supporting the local church with my:

• _____ tithe

• _____ missions giving

• _____ time

• _____ talents

1. I am committed to following, supporting and contributing to the local leadership of the church.

_____ Yes _____ No

2. List, if any, the ministries in your local church that you are presently involved with:

3. List the ministries that you have previously been in:

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Note: When rating from 1-10, use 1 as the least quality and 10 as the greatest quality.

1.Name of the applicant _____

2.I have known this person: Years____Months____

3.How well do you know him/her? (circle one) 1-2-3-4-5-6-7-8-9-10

4.He/she regularly tithes. Yes____No____

5.His/her attendance at our regular church services is: (circle one) 1-2-3-4-5-6-7-8-9-10

6.He/she has been involved in the following ministries:

7.How did he/she serve their areas of ministry? (circle one) 1-2-3-4-5-6-7-8-9-10

8.Do you feel he/she possess leadership skills and qualities? (circle) 1-2-3-4-5-6-7-8-9-10

9.Does he/she possess people (relational) skills? (circle one) 1-2-3-4-5-6-7-8-9-10

10.Is he/she submissive to you as their pastor? (circle one) 1-2-3-4-5-6-7-8-9-10

11.Would you whole heartily recommend him/her for a place in the core group? Yes____ No____

Other Comments:_____

12.Signature:_____

13.____Date:_____

Appendix B

Produced by James P. Allen - Director of Church Planting Ministries
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Dear Pastor,

We are delighted to know of your interest in conducting a religious survey of your community. The community religious census is one of the first steps we take in planting new churches. Demographic studies of an area are helpful in helping us know facts about our community, but we cannot minister to statistics, we need to know who the people are. This is the reason for the religious census. This type of census is one of the greatest tools you can use to discover the prospects in your area. One person related the importance of keeping an updated census in this fashion. He said, "Without an updated survey we would be like a farmer working a field with his eyes closed."

The census will help you identify every individual in your community, their religious preference, their age and their openness to your ministry. You might like to take a moment and examine the census questions to understand the type of information you will be receiving with your census.

As we study our field of ministry we will realize that each prospect is at a different level of maturity. Some will be ready for harvest, while some will be running from the Word. Most people will need some cultivating before harvest is possible. When Jesus said to "look up and see the fields that are white for harvest," He was referring to an entire city that had come to see him. This does not mean that all our fields will immediately be ripe for harvest. The religious census is the first step in understanding what the individuals in our communities need in ministry.

In this brief folder you will find instructions for this procedure. This manual has been prepared at the request of a number of our pastors who have asked for us to share some of the church planting procedures that may help them reach their communities for the Lord. If this information can be of use to your ministry then we consider ourselves blessed to be of service to you.

You are welcome to reproduce the forms at the end of this booklet.

Jim Allen -- Director of Church Planting Ministries

About the Author

Jim is a nationally appointed home missionary with the General Council of the Assemblies of God under New Church Evangelism. He directs Church Planting Ministries in coordination with local districts in planting new churches in major cities of the United States.

Preparation For Success

Check off when complete:

- ___ The first step is to purchase a mailing list that can be printed out on address labels in street by street order. These labels are then affixed to your census cards so you will not miss any houses and your volunteer canvassers will not be slowed down. It also helps you to be able to read the cards. We use a computer program called PhoneDisc Powerfinder for this purpose. Call us for more information.
- ___ Make sufficient copies of the enclosed religious census form or order a similar one from Gospel Publishing House form #07VA5348. (Gospel Publishing House can be reached at 1-800-845-1157.)
Attach the address labels to the Census Forms
- ___ You will need to either have a Church Management Program which will later be able to manage your list of prospects, or you will need to purchase the individual Prospect Record Cards from GPH. The number is 07VA5317 at a cost of 100 for \$4.50, plus shipping.
- ___ Purchase a package of breath mints for each person.
- ___ Purchase a pen for each team.
- ___ Make name tags for each canvasser. Post the name of your church on the tag.
- ___ Arrange stacks of cards by street name and attach a map with area circled where the houses are located so each team can find their area easily. Do not have more than 60 cards per stack. Add 10 blank cards per stack to handle name changes and people who were not on the mailing list.
- ___ Prepare a letter or a brochure from the pastor for each house you visit. If you choose to write a letter, print it on your church letterhead. You might say something like the letter on the following page:

Church Letterhead

Dear Neighbor,

Thank you for taking the time to help us complete our religious survey of this area. This will enable us to better understand the needs of your neighborhood, so we can be of service where needed.

You are invited to discover for yourself how (name of your church) can be helpful to you and your family. (Name of church) has ministry for all ages and even some special interest groups. And, we don't believe you could ever find a church with more loving people.

Our worship times are: Sunday school 9:45 a.m.
Morning Worship 10:45 a.m.
Evening Worship 6:00 p.m.

Our church building is conveniently located at (your church's location.) (Have a simple map with the major streets drawn on this page)

If you would like to talk with me, please give me a call at (telephone #).

Sincerely In Christ,

Signature
(Your Name)
Pastor

Planning For Assimilation

The first step in planning a census is to decide what you will do with the prospects that you discover. Although a religious census will generally help some families attend your church simply because you made a contact with them, it is imperative that you realize prospects will not come to church, normally, unless you have a plan for helping them to meet and make friends, and for assimilating them into the church body.

By the time your survey or census is complete you will know the names and ages of most of your prospects. This will enable you to reach them with your different age level groups such as your Sunday school classes. They will also be divided by gender, so you may be able to reach them with one of your department ministries such as men's, women's, youth and children's groups. They will also be divided geographically so you may assign families to neighborhood ministries such as cell groups or home Bible studies.

Before you complete this section turn to the back of this book and study the questions on the Religious Census so you will know the data you will work with.

The following questions must be answered before the survey even begins. Remember that without a vision we are planning to fail. Church Planting Ministries requires this page to be filled out and mailed to our office before we can schedule a date to help you begin your survey.

1. List three Saturdays you want to conduct your survey. (Remember not to assign more than 60 homes to any one team. It is better to finish a small section than to attempt to do more than you can complete.)

2. Date _____ Day of Week _____ Time _____ to _____

Date _____ Day of Week _____ Time _____ to _____

Date _____ Day of Week _____ Time _____ to _____

3. Will you have a dinner on your survey dates? _____ What will you serve? _____ Who will cook and serve _____

4. List the types of ministries present in your church now? ___ Sunday School ___ Men's Ministries ___ Women's Ministries ___ Youth Ministries ___ Children's Church ___ Home Cell Groups ___ Royal Rangers or a scouting type of program for boys ___ Missionettes ___ Crisis Groups ___ Singles Ministry

____ Others (List)

5. Will you follow this canvas up with revival meetings? _____

Youth Revival Date _____ Speaker _____

General Family Revival Date _____ Speaker _____

Children s Revival Date _____ Speaker _____

What steps will you take to assimilate the prospects into your church? (List all the ways and dates the Lord lays on your heart.)

a) _____

b) _____

c) _____

d) _____

e) _____

f) _____

g) _____

Training For Success

No ministry steps should take place without extended seasons of prayer. Your church should have special days of prayer designated before the first day of the census. We suggest you turn some of your regularly scheduled meeting times into prayer meetings for this outreach.

On the day of your survey, you should have enough participants to go through the entire area of the survey in one pass. I suggest you schedule a Saturday morning. Start the training session at 7:00 a.m. Note the following suggested schedule:

7:00-7:30 Coffee and Donuts

7:30-8:45 Instruction and practice on one another.

8:45-9:00 Prayer by teams.

9:00-12:00 Survey Conducted

12:15-12:30 Tally results and share positive testimonies

12:30 Lunch (hamburgers and hot-dogs grilled) Share testimonies of their visits.

Remind your canvassers that this is not confrontational witnessing, but a fact-finding exercise to identify who needs our help to know Christ. Encourage them to be polite, but to avoid lengthy conversations. Teach them that the wording of your questions is VERY important. Many will not give you the answers you need unless you phrase your questions properly. If necessary have one person read the questions and another record the answers.

A team can usually cover 60 houses in a three-hour time if the houses are located a few feet apart. Your teams should consist of two or three people. It is best to have a lady or a girl with a man, so as not to appear frightening to a lady answering the door. A child with an adult male can do well also. Each team should be neatly dressed although dressing up like an Easter parade is just too much. Suits and ties are not necessary, but faded jeans should be avoided. Ladies may wear nice slacks if the culture permits, but casual dresses are usually better accepted.

Completion For Success

The first Saturday is only the beginning of your survey work. You will need to keep going back until the survey is complete. It may become necessary to pay someone for completing the survey if your volunteers

begin to become weary. We advise you to schedule the first three Saturdays on your calendar, so your people can prepare themselves for hard work. You might want to schedule the second Saturday in the afternoon to catch the people who are generally gone in the mornings. Telephone surveying may be needed to complete the few you cannot seem to catch home at visiting hours. Caution should be made to use the telephone as the last resort since people are not generally interested in giving out family information to a stranger on the phone.

After your survey is completed, you will want to keep it updated. Arrange to receive newcomer listings from your survey area. Utilities companies, city hall or the chamber of commerce would be a good place to check for such a list. It is recommend someone visit each newcomer with a dozen home-made cookies, a city map, some information of the community such as schools, parks, shopping places and the like. Don't forget to survey them and give them the letter from the pastor. Remember a survey is only good if you keep it current. You don't want to let all your hard work go to waste by neglecting the field.

After your survey is complete you should take the information from the survey sheets and record the individual prospects on the small prospect cards, only one prospect per card. These cards are then coded at the top so they can be followed-up on easily. One way to refer a prospect to a group in the church is to photocopy the prospect card or use the Visitation Assignment Form #07VA5328 in the GPH catalogue. All contacts to these prospects should be recorded on the prospect card and kept in the church office.

An updated survey will help you keep in touch with those needing help in your community. There are many ways you can use this information. You will be able to give a list of all the young people who don't have a church home whenever the youth group has special meetings. You will know all the single adults who need your new singles ministry. Cell groups and home Bible studies could visit the prospects in their neighborhoods. Your Sunday school teachers could be given referrals to visit. The possibilities go on and on.

Please remember that few prospects will come to a church where they do not know anyone. Use your survey results to help your church build relationships with your prospects. It is a fact that prospects will not stay in a church where they do not have any friends. They should develop at least six friends with whom they can fellowship. Helping your newcomers develop relationships with a small group is imperative to keeping them coming back.

Church Planting Ministries is here to assist you as needed. Please do not hesitate to contact us.

FAMILY RELIGIOUS CENSUS FORM

Refused []

(Church Planting Ministries Form)

Hello, I'm _____ and this is _____. We are part of an official survey team from _____ church. Our church is interested in understanding the needs of our community so we may best be of service in this area. Would you take a brief moment to answer a few questions?

1. What is your: (If you have an address label apply it and question for accuracy. Place address label over the name and address area)

Name _____
Address _____ City _____ State _____ Zip _____
Phone _____ (2)

2. In a typical month, about how often would you probably attend weekend worship services in a church?
_____ Once(4) _____ twice(4), _____ three times(3), _____ four or more(3),
_____ not at all(4)

3. What church do you attend? _____(8)

4. What ways do you believe a church can be of help in this area?

_____(5)

5. If you were looking for a church, what would you look for in that church?

_____(6)

6. What do you think is the biggest reason people don't attend church today?

_____(7)

7. As we develop programs to minister to each age group in this area we need to know what ages live in this neighborhood. What are the names and ages of the people who live in this house? (9)

Names

Age

8. Thank you for taking time to help us with this survey. The other questions are designed to help us understand those who don't have a church home. We pray God's best for you. Please accept this letter from our pastor as a token of our appreciation. (END)

9. Thank you for taking time to help us with this survey. Would you be interested in hearing more about our church as we develop ministries that you and your family may benefit from? __Yes, __No (END)

10. (Note: The numbers at the end of the above answer directs you to the next question)

Ways to Minister To Your Prospects

Some churches go no further than the initial survey. It is true that the survey of a large area may bring a couple of families into your church, but this is only the beginning. Please don't allow your initial survey to become the end of this form of evangelism. Stopping here would be like a business person doing a demographic study of an area to consider the feasibility of starting a new business and never opening the business up to the public. The following are some creative ways you might use to reach your prospects and bring them into a wonderful relationship with the Lord.

Jesus said to "teach them to observe what so ever I have commanded you." How do we accomplish this? Our first thought may be to invite them to church and then start teaching them in Sunday school. This may be successful with some people, but if we will be honest with ourselves, we realize this approach reaches few people. In parts of America the majority of the population has attended church at some time of their lives. Somewhere in their upbringing they were turned off to church. Perhaps their perception of church is a dead, boring bunch of ritual that means nothing to them. It is very possible that such experiences in church have led them to even doubt that there is a God. People in America obviously have a spiritual hunger that is not being filled. They turn to spiritualists, mediums, drugs, illicit sexual experiences, etc. The list of substitutes for a satisfying relationship with the Lord goes on and on. We should rejoice that we have something better to offer our hungry world that will completely satisfy. We have the very Word of Life which directs us down the good pathway. We have the Bread of Life that truly fills, the Fountain of Living Water that satisfies our thirst, the Firm Foundation that will never wash away with the storms of life and the Full Armor of God that defeats every attack of the enemy of our souls.

The church building has become a place where Christians can be taught, but if we are going to fulfill the Great Commission to "teach" the world, we must develop methods of teaching the unsaved before they ever darken the door of a church building. We must take the Gospel to them.

Can you imagine a farmer praying for the Lord to send a harvest of wheat into his barn? The farmer daily goes into the barn and prays, "God, I am trusting in you to bring in the harvest. I built this nice barn and all I need now is for you to fill it for me." He keeps looking out the barn door at the unplowed fields and tries to envision the fields being plowed, planted and harvested by the Lord. We say, "How absurd!" But are we really doing any different when we stand in the sanctuary week after week asking the Lord to send in the harvest when we have not prepared the ground, when we have not planted the seed and when we have not attempted to harvest? We should never expect an unplanted crop to bundle itself up without our efforts.

Jesus said He would make us "fishers of men." What fisherman has fish just jump into his nicely designed boat? You may say, "Well, I don't know how to fish or I don't know how to plant." That is why we have the Word of God and why the Holy Spirit wants to live within us. With His direction, we can become expert fishers of men and see a large catch of new converts.

Now that you have discovered what fields need harvesting all you have to do is start tending to the ground and working the fields. If you will do so, you will see a harvest in due time. Some of these crops need only to be reaped and some will need to have the initial ground preparation and the seed planted and watered before they are ready to be harvested into the Kingdom.

WAYS TO TILL YOUR SOIL

Let me share some methods of tilling the ground that have brought in large harvests in other churches. One of these methods is to divide the list among your members. Make a copy of the prospect cards that you give your members. Encourage them to consider these as their fields to work. These fields may be divided up by age groups, by gender, or by families. We suggest you do consider the geographical area and keep the assignment in a close proximity to the person who will be working these fields.

Each week, you as the pastor, should meet with your farmers and give them direction about how to work their fields. If you just hand out the list and leave it with them, you will see little-to-no harvest. However, if you have a field you are working along side of them and weekly instruct them how to work these fields, you will be bringing in a large harvest.

PRAYER IS THE KEY

Begin by gathering weekly, at least, to intercede in prayer for these prospects. Fasting and prayer will be the key to breaking the spiritual chains, which have bound your prospects. Any attempt to reach out to them without prayer is doomed to failure. Paul said, "When I came to you, I came not with excellency of speech or of wisdom, declaring unto you the testimony of God...And my speech and my preaching was not with enticing words of man's wisdom, but in demonstration of the Spirit and of power." The only way we can snatch these people out of the clutches of the enemy is to walk in the Spirit and in His power. This can only be accomplished with much prayer and fasting. If you study the great revivals of past ages, you will see that each was preceded by seasons of prayer and fasting. It is during these times that the Lord will send His angels to defeat the demonic oppressors, which have blinded and deafened the hearts of people to the true Gospel.

Some congregations have found it helpful to meet on Saturday mornings for prayer. Following the time of intercession the pastor instructs them in ways to minister to their prospects. One pastor led his congregation into "demonstrating the love of Jesus in a practical way." The congregation approached their prospects by saying they wanted to do something for them that "showed the love of Jesus in a practical way." Your people might bring gifts of cookies or a pie to the prospects. They might wash their windows, cut their grass, or some form of labor that their prospects have need of. Be careful to do nothing that will embarrass the prospect or that perhaps insinuates, for example, they don't cut their grass often enough.

EVANGELISM MEAL

The next week the farmers might want to invite their prospects over to their home for a hamburger cookout. If the guests offer to bring something, let them. This will be a good way for them to feel a part of the fellowship. After you have had time to enjoy one another and your conversation is going well you might want to ask each person to share the greatest joy they have ever known in their lives. This will give you an opportunity to share the joy you found when you gave your life to Jesus. Don't be preachy by encouraging them to do the same thing. If you attempt to bring them to a decision before the Holy Spirit has had time to plant the seed in their heart and cultivate it, they may become defensive and become hard to communicate with later.

LIFESTYLE EVANGELISM

Each time you are with a prospect you will want to be open to sharing what Jesus has done in your life. Share the reason you have joy, peace, and a wonderful reason for living. Sharing from your heart will never be offensive, just don't become judgmental in your sharing and tell them what they need how they need to change. You are becoming involved in a lifestyle form of evangelism that will make them hungry for the Jesus. This is a natural process as they come to know and trust you as a good friend. Keep in mind that our initial purpose is to prepare the soil of their lives by developing good friendships.

You can cultivate your friendships by going shopping together, or by doing fun things like bowling, playing golf, fishing or even walking together. Pastor, you should constantly ask the Holy Spirit to give you ways of leading your farmers to cultivate their fields.

This prospect list should be divided by age and given to each Sunday school class to reach out to weekly. This list should be divided to every small group you have and regular reports made back to you weekly as to what is being done to reach these prospects. Your congregation will follow your example. They need to constantly hear what you are doing to reach your prospects and they need your direction as to how to reach them.

Church Planting Ministries is here to help you in any way we possibly can. Please don't hesitate to contact us. Please keep us informed of your harvest. We also would like to know some of the ways you are successfully reaching your prospects, so we can share with others. jimallen@iamerica.net

(Appendix C)

THE ASSISTANCE OF CHURCH PLANTING MINISTRIES

The director of Church Planting Ministries is a nationally appointed home missionary of the General Council of the Assemblies of God. Although this appointment is from our national office, we are dedicated to assisting individual districts of the Assemblies of God to plant new churches in the United States. Church Planting Ministries submits to the leadership of each district where they are permitted to assist in planting new churches.

This ministry serves in an advisory capacity with any church planter of any evangelical church group. We pledge to provide as much encouragement and information to help church planters successfully start new churches.

We are happy to assist Assemblies of God church planters find mentors and raise some of their needed support. Our limitations are based on the following criteria. The new churches we offer financial assistance and/or mentorship to shall:

1. Be led by an Assemblies of God minister;
2. Be approved by the Assemblies of God district where they are located;
3. Limited by the personnel we have available to assist you with; and
4. Limited to districts who have invited Church Planting Ministries to assist them.

(Appendix D)

Personal Church Planter's Profile:

Thank you for your interest in planting a church in the Louisiana District. Please take the time necessary to each complete this Personal Church Planter's Profile. This will help us get to know you better, as well as help us understand your vision. Please turn this application in as soon as possible. Following the receipt of your completed profile we will be in touch with you.

Some of the information requested below will require the assistance of the U. S. Census <http://www.census.gov/cgi-bin/gazetteer>. You may wish to contact our district Secretary/Treasurer to request a census of your proposed new church planting area. Be prepared to give an intersection of two streets to be the center of the five-mile radius target study. Request a three-mile radius, a five-mile radius and a study of the full city in which you want to start a church. The cost for this study will range from around \$80.00 to \$100.00. The district may be prepared to help with part of this cost.

Please answer all the questions you possibly can in this profile

Name _____

Address (Street) _____

City _____ State _____, Zip _____

Home Phone _____ Business Phone _____

1. Why do you want to plant a church in Louisiana? (Choose One)

- ___ I have a calling to preach.
- ___ There are no churches open in my home district.
- ___ I feel a need to change ministry focus.
- ___ I feel a tremendous burden for the lost.
- ___ I feel a tremendous burden for the lost of _____ (city).
- ___ Other. Please explain _____
- _____

1. In what city do you want to start a church? _____

2. In what area of the city do you want to focus your ministry? _____

3. To what race do you feel led to reach out?

- ___ Whites

- ___ Hispanics
- ___ Blacks
- ___ Asian
- ___ Mixed (name races)

• ___ Other

1. What is your race?

2. What races will you find in your target area? (List the approximate percentages)

• _____%

• _____%

• _____%

• _____%

• _____%

• _____%

1. What is the median income for your target area?

2. How many live within a five-mile radius of your target area? _____

3. How many Assembly of God churches are located within a five-mile radius of your target area?

4. What other churches are located in that five-mile radius?

- _____ (Sunday morning, attendance) _____
- _____ (Sunday morning, attendance) _____
- _____ (Sunday morning, attendance) _____
- _____ (Sunday morning, attendance) _____
- _____ (Sunday morning, attendance) _____
- _____ (Sunday morning, attendance) _____
- _____ (Sunday morning, attendance) _____
- _____ (Sunday morning, attendance) _____
- _____ (Sunday morning, attendance) _____
- _____ (Sunday morning, attendance) _____

1.2. What is the population within:

- a three mile radius? _____
- a five mile radius? _____
- the city? _____

1. Are you willing to consider another location than the one you mentioned if the district officials recommend another target area?

2. Your birth date?

3. Your spouse's name

4. Is your spouse credentialed with the Assemblies of God?

- ___ Certified Minister (Date Received) _____
- ___ Licensed Minister (Date Received) _____
- ___ Ordained Minister (Date Received) _____

1. Your credentials:

- ___ Certified Minister (Date Received) _____
- ___ Licensed Minister (Date Received) _____
- ___ Ordained Minister (Date Received) _____

1. References:

Presbyter: (Name)

(Address) _____

(City) _____ (State) _____

(Zip) _____

(Phone) Bus _____ Home _____

Friend: (Name) _____

(Address) _____

(City) _____ (State) _____

(Zip) _____

(Phone) Bus _____ Home _____

Friend: (Name) _____

(Address) _____

(City) _____ (State) _____ (Zip) _____

(Phone) Bus _____ Home _____

Dist. Supt. (Name) _____

(Address) _____

(City) _____ (State) _____ (Zip) _____

(Phone) Bus _____ Home _____

2. What ministries have you started and what have they accomplished?

- _____
- _____
- _____
- _____
- _____
- _____
- _____
- _____
- _____

1. Please complete the following to indicate your ministry strengths and weaknesses. Keep in mind that no minister is gifted in each area of ministry. The purpose of this is to help determine what areas you may need people to help fill.

Estimate your skills according to the following scale. Circle the number.

- 1= no skill
- 2= very little skill
- 3= average ability
- 4= above average ability
- 5= excellent ability

Listening 1 2 3 4 5

Recruiting 1 2 3 4 5

Counseling 1 2 3 4 5

Project completion 1 2 3 4 5

Handling confrontations 1 2 3 4 5

Administration 1 2 3 4 5

Evangelism 1 2 3 4 5

Discernment 1 2 3 4 5

Vision 1 2 3 4 5

Bible study skills 1 2 3 4 5

Sharing vision 1 2 3 4 5

Meeting new people 1 2 3 4 5

Leadership 1 2 3 4 5

Starting new ministries 1 2 3 4 5

Delegating 1 2 3 4 5

Kindness 1 2 3 4 5

Teacher training 1 2 3 4 5

Patience 1 2 3 4 5

Dependability 1 2 3 4 5

Personal introspection 1 2 3 4 5

Praying 1 2 3 4 5

Discipling 1 2 3 4 5

Managing money 1 2 3 4 5

2. Do you have people in mind who might help you fill some of the areas where you are not gifted? _____

If so, please list them and their ministry duty.

- _____
- _____
- _____
- _____

1. List any diplomas, degrees or specialized training you have received.

• School Degree Year • _____

- _____
- _____
- _____

1. What are some strategies you will use to start your church? (example: door-to-door canvas, direct mail, revival meetings)

- _____
- _____
- _____

1. Do you already have a core group for the new church? _____ How many?

2. Why do you believe there is a need for a new church?

3. What target group will your new church reach out to?

4. When are you prepared to start this church?

5. What type of facilities will you use?

6. What is the cost for the above facility?

7. How are you going to support yourself? ?

8. List your projected budget for the new church.

- Building----- \$ _____
- Utilities----- \$ _____
- Evangelism----- \$ _____
- Curriculum----- \$ _____
- Staff Salary----- \$ _____
- Pastor Salary----- \$ _____
- Office----- \$ _____
- Travel----- \$ _____
- Advertising----- \$ _____
- Construction----- \$ _____
- Child care----- \$ _____
- Other _____ \$ _____
- Other _____ \$ _____
- Other _____ \$ _____
- Total ----- \$ _____

District Use Only

Interviewed by: _____

when: _____

where: _____

remarks: _____

(Appendix E)

Our Lafayette Larry

Age: 30-45
Religion: Catholic Background
Education: Some College
Race: White
Job: Mostly Middle Management
Children: Two
Music: 70s Style Rock & Roll
Hobbies: Tennis, Attending Sporting Events, Computers, Golf and Fishing.

Our Lafayette Linda

Age: 30-45
Catholic Background
Education: High School or Technical Training
Race: White
Job: Homemaker or Secretary
Children: Two
Music: 70s Style Rock & Roll
Hobbies: Shopping