

“STUFF”
NO ONE TOLD ME
ABOUT
CHURCH PLANTING!

Steve Nerger

Pines Baptist Church
800 N.W. 102 Avenue
Pembroke Pines, Florida
33026

954-435-8484

The following ministry manual has been included by special limited permission from its author, Rev. Steve Nerger of the Pines Baptist Church in Pembroke Pines, Florida. Steve, while still retaining the rights, hopes that future development will lead to a series of resources to help church planters. Further information can be gained by calling: (954) 435-8484 and speaking with the author. Should the need for specific training arise, please consider inviting the author to lead your training.

On behalf of the Church Planting Group of the North American Mission Board we thank this mission minded pastor for his willingness to share his expertise with other church planters.

Sincerely,

**Tom Cheyney, CPG Readiness Team
Manager, Church Planter Management System**

Table of Contents

Philosophy of Church Planting	1
Church Planting Thoughts	3
Strategies For Developing A Core Group	9
Developing A Core Group Through Bible Studies	10
Gathering and Developing the Core Group From Existing Church or Churches	12
Meeting Places for New Church Starts	17
Core Group Meeting One Month After Church Start	23
Help, I Only Have A Few People	27
Developing Leadership - The People Involved	36
Leadership Development In New Congregations	37
F.A.M.M.I.L.Y. Organizational Chart	40
F.A.M.M.I.L.Y. (Explanation)	41
Developing A Ministry-Minded Church Becoming A Key Church	44
A Word to Our Sponsors	47
Pines Baptist Church (Sample Start)	49
Sample of Church Weekly Activities	65

PHILOSOPHY OF CHURCH PLANTING

Church Planting is an ongoing act of God, based on the work of Christ as Head of His Church. God invites regenerated man to participate with Him in beginning new and vibrant local churches to His glory. Some of His people are called specifically to plant these new churches. I believe that these are the “*Evangelists*” talked about in Scripture, and not someone who preaches for three to four days in a church service. These folks are called to go to a new, overlooked, or changing area to bring the Gospel; and to establish a preaching, teaching, and outreach point called the local church.

Concerning a philosophy of church planting, it could be said that God is at work putting all the necessary ingredients of a church plant together. He reveals to someone or a group (i.e. an existing church or mission organization) what He is up to and what He wants that group of people to do to assist Him. There are **three** types of mission starts:

1. **Intentional:** These would be starts that God reveals to man well in advance of the start date. Man makes intentional plans for the church plant, often years in advance, but very often, only months in advance.
2. **Unintentional:** These are starts that *fall into the lap* of the strategist or congregation. God brings the method and resources to a particular group and all they can do is “follow their nose” and say yes, because it is so obvious.
3. **Illegitimate:** These are usually from churches that have split or a group of disgruntled people who think they can do it better. This can also occur when church leadership needs to be replaced and moving on seems easier (but usually not correct) than confrontation.

The best example of church starting is found in the book of Acts in chapter 16. Paul is on his own way and God lets him know that He is making plans somewhere else. Paul obeys God's voice and heads out to Philippi where God has put everything together for a church plant. Paul, the **Leader**, is led to the **Place**, then he is led to the **People** by the riverbank. The people are **Prepared by God to Respond**, then from those who respond there are the **Resources** (i.e. Lydia, who was wealthy, provided financially for them and also provided a place to meet.) God provided **Converts** (i.e. Demon possessed girl who told fortunes, the jailer, and his family.) Finally, God established a **Local Church** that stayed in the community as seen in the book of Philippians, especially in Chapter 1, verse 6 “...He who began a good work in you will carry it on to the completion until the day of Christ Jesus.” God is still in the church planting business all around the world. We must be

sensitive to where He is placing all the ingredients together.

Today's church planters and strategists have many tools at their disposal, such as census information and demographic studies. We even have information on what the psychological makeup of a certain community is likely to be. It would be very easy to allow our information to dictate our steps. My caution to young church planters is to respect the fact that God reveals to His people what He is about. The church planter needs to walk very closely with God and His Scriptures, and not with man's knowledge as his primary guide. Make sure you rely on God and not the pressures of man and his methods and information. Remember, "there is a way that seems right to man, but the end leads to destruction." Our God is still in the revealing business, His young servants need to learn to hear and to obey His voice as the Apostle Paul did with his Macedonian call and to have the courage to go in God's direction: for in this is the establishing of God's Kingdom.

Steve Nerger
Pines Baptist Church
800 N.W. 102 Avenue
Pembroke Pines, Florida 33026
954-435-8484

CHURCH PLANTING THOUGHTS

METHODS

Many books have been written and seminars are presented that talk about church planting. Some are good and some are not so good. Such is life! The church planter or sponsoring church needs to be discerning concerning where and how God is leading them in their unique situation and time frame. No two church plants are exactly alike and therefore, we must respect each church plant as an individual and not a clone! We live in an age with the mentality *A write a book and enough sheep will follow to make it a success. Enough success and we think we now have the definitive answer to everything.*@ Church planting does not fit into this quick fix!

God must have priority in church planting. After all, it is His church, the last time I looked! Those involved in expanding God=s blessed Kingdom must seek His guidance from prayer and the Scriptures. Modern books are NOT Scriptures. The methods of church planting are unique for each start.

The following are just some suggestions to get your mind going. Combinations of ideas and methods can and should be adapted. I believe that whatever methods one chooses, it must include the following things:

1. Most people must receive at least three invitations before they really feel invited.
2. A church planter must figure out at least seven ways to get the news of the start into the community.
3. God must give direction as to the when and how!
4. Any person can get a crowd together. (Just look at an auto accident!) But a church is different from a crowd. It is a living organism with Christ as the head to glorify the Father, edify the saints, and evangelize the lost.
5. If you just want a crowd, start a sports team!

VARIOUS METHODS

1. Telemarketing: Make enough phone calls and people will come.
2. Bible studies: Have one or several Bible Studies. Get them going, then bring them together and start “having Church.”
3. Crusade meeting: Saturate the town for two weeks, (i.e. door-to-door survey, posters, flyers, radio, T.V., advertising, etc.) then on the second week hold revival type services either in a tent or public place.
4. Core group: Find people willing to band together to form a core for a new church.
5. Develop an ethnic congregation along with an anglo congregation at the same church facility.
6. Restart dying churches: This can be done in the same language, but is often done in another language or languages.

TOOLS USED IN START

1. Telemarketing
2. Outreach Bible Study
3. Mass Mail
4. Flyer Distribution
5. Door to Door Survey
6. Establish Core Group from Sponsor church
7. Contact All Visitors to Sponsor church from Targeted Area
8. Solicit Prospects from Church Members
9. Advertising

10. Newspaper Articles
11. Radio
12. Any creative way to reach people

WHERE DO I GET THE MONEY?

1. Multiple Participators: Have one sponsor church, and develop a group of churches from your area or anywhere around the world to send needed financial support. (The first church I started in Pennsylvania received its financial assistance from a church in Florida!)
2. The core group from the sponsor church can begin tithing@ two months before the church start date. (I believe in giving a minimum of 10% to the local church and teaching that to members of God's church.)
3. Begin now putting 1-2% of your budget aside for church starting. We did this for the first three years of our mission and used it to start our second mission in three years.
4. If you are a church planting sponsor, start a fund where each mission you start puts 1% into a fund used just for church planting.
5. Associations can ask each church to designate 1% for church planting. This can be given to the association above the monthly giving.
6. Mission strategists and Directors Of Missions must also have freedom to solicit and put financial packages together for new church planting.
7. State Conventions/North American Mission Board.
8. Foundations/Grants/Individuals.

THINGS TO CONSIDER

1. PASTORAL LEADERSHIP
 - A. Pastoral leadership is foundational. The pastor must be matched up with the people that you are trying to reach. This sounds so obvious, yet so often we choose the Good Old Boy method. (I have a friend or relative that wants to start a church, "You have anything going on?") Do not get caught in this trap.

Say “no” when God says no! If not, you will be hurting the church, pastor and his family.

- B. Church planting demands the best, not someone who has nowhere else to go.
- C. Paul was over 40 when he first started church planting. Why do most of the older guys stop planting churches?
- D. The church planter must have his entire family behind him. I do not believe that you can plant a church with a family divided. If a wife wants a career then the man should either wait until his wife changes her mind or give up on the notion that he is being led to plant churches. Solid church planting demands 100% of the entire family. (Unless you have an illegitimate start with a multitude of people drained off an existing church) But let's be real - this is not a church plant - it is a split, and we ought to have the courage to call it that.

*****Personal note*****

I have a handicapped son, He came out of the womb handicapped and will remain that way. Churches that start with a handicap will remain that way and quite often simply split again and again. I do not think this is the method God puts high on His list.

2. MEETING PLACES

Schools, restaurants, public buildings, movie theaters, homes, other churches, same church.

3. WHO PLANTS NEW CHURCHES

There is a common misconception that only large churches plant new churches. This is the farthest thing from the truth. All across America, in Pioneer areas, churches as small as 30 people are used by God to follow through on God's vision to plant new churches. These small churches respond to the call by saying “Yes” to God and then seek the resources and personnel to respond. God desires churches to begin planting churches in new areas, therefore, He will supply what is needed as His assistance is sought. The reason these small churches step out in faith is that they know that if they do not do it, it will not be done. We need that same Holy Boldness in the grand old state of Florida!

It is a big mistake to think you must have everything in line or in place before you say yes to God's leading. (This would be as silly as saying that you had to be perfect before you came to Christ for salvation!) God is looking for groups of

people who are willing to explore and follow His will. It is time to work together and take the vision and faith of the small and match it with the resources of the large. We can work together.

4. MUSIC

We are in a sad state when it comes to music ministries for mission churches. There is a phenomenon taking place that many people with great musical talent are gravitating to the large churches that present music as a performance. Large churches then need all their musical talent to keep up the standard that they have adopted to keep people coming. Therefore, in a large church the excellent performers are used and developed and marginal ones are used to fill large choirs. These marginal music people stay in the established church when they should and could be encouraged to work at a mission. In my humble opinion the best musicians should be lent to the mission, but I am just dreaming.

Because of paid staff music directors, we are not training music leaders in our larger churches, and when a mission opens there is often no one to lead the music. I would love to see larger churches start training music leaders for smaller groups to be used in mission starts. (Spread the wealth around.)

This is important, because in my experience, missions who have very weak music in their worship must depend totally upon the message to carry the service. Most young mission pastors are incapable of such expectations. We must address a total worship experience. Missions need help with music.

*****NOTE*****

I am not advocating a predominance of music. I am simply stating that music must be good. The preaching of the powerful Word of God must remain central.

5. PARTNERSHIPS (MULTIPLE PARTICIPATORS)

I do not recommend multiple sponsorship for missions! I recommend multiple partners or participators. A mission only needs to relate to one sponsor who will offer legal and theological/doctrinal guidance. This is the relationship that will develop with the Sponsor church. Other churches can come on board to help with people, money, literature, supplies, prayer, music, etc. This relationship is

recommended for all starts that do not have one church sponsor to do it all. This concept gives the authority to one church, but meets the needs to begin a quality start.

6. THE PURGE

Usually between 18 months and 3 years a large purge or exodus takes place. Do not be alarmed or dismayed. This happens to the best of pastors and churches. It is God's way of allowing the church to take on its own identity and direction. The purge is usually orchestrated by pioneers who began the church or came to the church very shortly after it started. They are often people who have been given leadership responsibilities and with whom the pastor has spent a great deal of time. They usually attract or deceive weaker families or new Converts to join them. The church suddenly is not meeting their needs. This usually means that the church is not going in the direction that they want it to go, or they have not been given a free reign within the body. **Do not give into their demands and do not try to convince them to stay.**

This will hurt and be confusing unless you realize that it will be OK! It always happens. It usually happens right at two years! The hardest part is seeing the immature people that you realize do not know any better get carried into the exodus. Your church will survive because it belongs to God and Christ is in charge.

The first time this happened to me, the church was two years old, we had 60 people, and four families left. They left in August right before our new Sunday School Year began and six of the adults were involved in teaching Sunday School. They left thinking the church would fold without them. (I confess, for a day I wondered that myself.) But seriously, as the ring leader family, left my office after telling me the news and suggesting that the church would fold, I remember saying to them that I was called to this church when it was just in the planning stage and there were no members or workers then, and even with them leaving, we had more in the church than when we had started! I reminded them that Christ was the head and He promised to continue what He started. We survived, new leadership emerged, new families came and the church became the fastest growing mission in that state during the first 5 years!

This is said all to the glory of God and for the benefit of those mission pastors who are not told to be aware that this will happen and that it is alright!

Steve Nerger
Pines Baptist Church
800 N.W. 102 Avenue
Pembroke Pines, Florida 33026

954-435-8484

STRATEGIES FOR DEVELOPING A CORE GROUP

Definition: A core group is the initial group of people (adults and children) who begin a new church. These are usually the people who are with the church at the time of its first public meeting. Sometimes a core group is developed even after a public meeting. The core group can be developed in a number of ways which we will explain.

Core Development Types:

1. Core from Bible Studies: This group comes from one or more home Bible Studies held in a certain community. Surveys are taken to find people in the target community who would be interested in hosting or attending a Bible Study in their own home. These people are followed up and groups for Bible Study are begun. After a period of time, the Bible Study groups are invited to do some things together (i.e. picnic, joint Bible Study, etc.). From there, plans are made to combine these studies on a Sunday morning down the line to provide joint worship and the start of a church. (See additional paper for details.)
2. Core from a Sponsor church: This group comes from an existing church. They are encouraged by the existing church to join the new congregation without any reservations. Their job is to be the leadership and bodies of the new congregation. Their bodies, talents, money and everything else leaves the existing church for the mission. (See paper on how to develop and call out a core from an existing church.)
3. Block Parties: These usually work in lower economic communities where people will respond to someone meeting specific needs of the community. These can be very effective and profitable in reaching a large number of people with the plans for a new church in a short period of time. Often a church is started within weeks of the block party.
4. Revivals/Crusades: This occurs when a one or two week concentrated effort is directed to a given community or town. The process is very simple. The community or town is softened to the gospel by previously held Back Yard Bible Clubs. These clubs are then followed up with two weeks of door to door evangelism, street evangelism, etc. At the beginning of the second week, revival services begin in the evening. By the time revival services begin the entire town or community knows that something big is happening. Revivals are held under a tent. Groups for evangelism are recruited from all over the country. This usually leaves a core group to begin the church. It also leaves the core group with dozens, if not hundreds, of names and address to follow up. If this method is used, contact the North American Mission Board for a Crusade Planning Booklet. One more thing, if this method is used, be sure to have adequate people (i.e. another group from out of town) after the meeting

to do immediate follow up.

DEVELOPING A CORE GROUP THROUGH BIBLE STUDIES

1. Try to find one home to begin a neighborhood Bible Study.
2. Work this Bible Study by word of mouth and relationships.
3. Survey area to find additional places to hold Bible Studies and people interested in attending.
4. Find leaders to teach Bible Studies. One person (i.e. the church planter) can teach multiple Bible Studies on alternate nights. (A different place every night.)
5. It would be good for the church planter to teach each of the Bible Studies so that he can gain the leadership of those who come. This will help as you eventually pull them all together for the start of the church in the future.
6. After groups are formed and functioning, pull them together for joint activities, such as a picnic, to promote the dream and allow them to meet each other. Give time for dreaming and communication.
7. Once the dream is grasped, meet weekly, with those interested, to pray and formulate a plan for public worship (i.e. how, when, where, etc.).
8. Hold joint services as the core (i.e. Sunday mornings). Do many relational things together (i.e. eat, go to ball games, picnics, birthday parties, etc.) any reason to get together. The church planter should orchestrate these events.
9. Go public when the core is sufficient for your target group.

*****NOTE*****

1. Not all Bible Studies will succeed.
2. This is not a quick method of church planting.
3. The church planter must constantly be with people during the days to invite them to the Bible Studies for this method to be successful.
4. This is best if combined with some other method of reaching people during the same time frame, (i.e. Backyard Bible Clubs, Block Party) anything else in the target community.

5. To go public, there is no minimum number of people. I have started churches where there were ten people on Sunday's and five of them were my family! However, a group gives a better dynamic for public worship. Twenty-five or more is recommended for a good dynamic.
6. Do not be discouraged on any given day or Bible Study. Keep meeting people and working the plan. If you were right about God desiring a church in that target area, it will come to pass.

Steve Nerger
Pines Baptist Church
800 N.W. 102 Avenue
Pembroke Pines, Florida 33026
954-435-8484

GATHERING AND DEVELOPING THE CORE GROUP FROM EXISTING CHURCH OR CHURCHES

Definition:

The "Core Group" will be that group of people who will either come from the sponsor church, other mission churches of the sponsor church, other churches of the same denomination as the Sponsor church, or people reached in the process of starting the new church. Usually the majority of the core will come from the sponsor church and those reached in the process.

Developing A Mission Spirit In The Sponsor church

1. Start as early as possible, such as having your church members help in some other church plants in your association.
2. Form and develop a Missions Development Council.
3. The pastor of the established church needs to preach and teach the necessity of planting new churches and especially stress the target area.
4. Begin praying for the target area. Get Women's Missionary Union, Brotherhood, teens, children and any other groups or organizations within the church involved in prayer.
5. As the need to plant a new church becomes evident, the pastor needs to say publicly that if a new church begins, God may ask some of you to leave and participate in the start. Put the seed out and let God germinate it for the proper time.

Who Are The People Who Will Be Interested

1. Members of the Sponsor church who have a pioneer spirit. They may be the same people who helped start the sponsor church, or people who have helped start other churches.
2. People who like "small" groups. The sponsor church may have grown too large.
3. People who are just sitting and not being used to their full potential in the larger

sponsor church.

4. People who live in the target area, and do not participate in the church regularly because it is too far to drive more than on Sunday.
5. People in the target area who realize, that even though they are happy driving to participate in church, they will never reach their neighbors.
6. People from the sponsor church who would like to participate for up to six months.
7. Disgruntled members of the sponsor church. (These are a challenge, but every once in a while you find a diamond in the rough!)

Calling Out The Core Group

1. Once the Missions Committee makes a recommendation for a church plant in the target area, the church must discuss and vote on this recommendation. Quite often there is not a Missions Committee and the Pastor does the preliminary and also makes the need known to the congregation. Whatever your procedure is, you must allow the church to participate in the decision if you want them to come out and support the project.
2. Ideally, the sponsor church pastor will be so understanding of the Kingdom of God and not his own kingdom that he will be able to say from the pulpit that anyone who lives in the target area is not only free to leave, but is encouraged to pray about their participation. This announcement must be made periodically in every arena available to the church (i.e. Sunday morning pulpit, Sunday evening pulpit, Wednesday night, Sunday School Classes, Bulletins, Newsletters, etc.). There must be no question that the entire leadership of the sponsor church is behind this church plant.
3. Sponsor church pastor sends out two letters.
 - A. One to all members of his congregation living in the target area asking them to pray about their participation in the core group.
 - B. One to all visitors from that area in the last year, telling them of the plans.
4. Choose a date, preferably no later than three months before plant date to ask any people interested in the new church to attend. This is called an informational meeting to discuss plans and to see the interest in the people. There is no obligation to join the new church by attending this meeting.

5. This same procedure can be accomplished in any mission churches associated with the sponsor church.
6. If a good working relationship exists with other Southern Baptist Convention churches that have members in the area, tell them of the meeting and invite their people to attend. Our lack of doing this is a dishonor to God and a lack of respect of His Kingdom.
7. Schedule another meeting for those definitely interested. Then meet weekly for two months.
8. During the three months of the church start, people who are reached by Outreach Bible Studies, Backyard Bible Clubs, Survey, etc., are invited into the core as they show immediate interest or make a profession of faith.

Meeting With The Core Group Before The Church Start

1. Ideally, this should begin two to three months before the start date.
2. Great times to meet are during the sponsor church's established times of meeting.
 - A. Wednesday night
 - B. Sunday night
 - C. Not Sunday morning until practice Sunday
 - D. These meetings are obviously separate from the Sponsor church to wean both the new core group and the mother. (This can be done in the same building.)
3. Allow time for them to develop as a group, i.e. introduce, share vision, pray, etc.
4. Give them assignments each week to develop teamwork. Assign small and large tasks for ownership.
5. Allow and encourage the core group to dream.
6. Give them an understanding of how special and important each of them are to the start.
7. If telemarketing is used, the core should lead out in phone calls. Try to keep them

on the same night each week to develop “*koinonia*.”

8. Core Group needs to make the final invitation phone call of telemarketing.
9. In your meetings be sure to discuss the following;
 - A. Tithing:

Agree with the sponsor church for the core group to begin tithing when they start meeting (i.e. two to three months before start date). This is needed to allow the sponsor church to see how their own finances will be effected without the core group and to fund the mission start.
 - B. Building commitments to the sponsor church. (We allow the people to take their building pledges to the mission if God releases them.)
 - C. Sunday School: when will you begin Sunday School?
 - D. Practice Sunday.
 - E. Relationship with the sponsor church.
 - F. Calling of the pastor.
10. Have the teens meet at least one of these weeks alone to "dream" of the new youth group and what they desire it to be and become.
11. Assimilate the new pastor as soon and as quickly as both "he" and "they" can handle the transition. Make sure the new pastor leads the last two meetings before the start.
12. Definitely meet the Saturday before the new start for prayer, encouragement, and dreaming about what tomorrow will bring.
13. Whatever training you can give the core during the beginning months will be to your advantage while they are making adjustments in their lives for the new start.
14. After the church begins, you might use Sunday nights for the core and those who join right in the new church to get together for one hour of visiting, and one hour of worship, prayer and problem solving.

Pitfalls to watch for after the church begins

Core becoming a "clique" and excluding new people.

1. Talking with only each other in church.
2. Fellowshiping with only each other outside of church.
3. "Prima donna talk" - "I am in the core group" "We started this church" etc.
4. Telling others what to do. False or preconceived authority.

Conclusion

The "core group" can be developed from the sponsor church which this paper primarily addressed, or it can be developed just through outreach in a community over a longer period of time. Neither way is more correct and each has its pluses and minuses. Whatever the method, one must realize the core is not an end unto itself. The new congregation must take on its own identity and not be a "clone" of " Mom." This will take work, and creativity and more work and creativity, as each group has an identity all of their own. Assimilation of new people is the key to the new churches survivability and growth.

Steve Nerger
Pines Baptist Church
800 N.W. 102 Avenue
Pembroke Pines, Florida 33026
954-435-8484

MEETING PLACES FOR NEW CHURCH STARTS (Suggestions and Practical Helps)

By: Pastor Steve Nerger, Pines Baptist Church
Pembroke Pines, Florida 33026 - (954) 435-8484

Introduction: Very few churches begin with land, building, and all the stuff that goes with established churches. Most churches begin meeting in a temporary meeting place for months, and in most cases for years. This is not unusual, nor abnormal. Since the New Testament was written, churches have started in houses and other facilities that existed in the various cities and towns. This short paper is to give some practical suggestions concerning facilities as well as setting up these facilities to be used as church on Sundays!

MEETING PLACES

1. SOME SUGGESTED PLACES TO MEET

Schools:

High schools: usually more expensive, nicer auditorium (usually theater seats), furniture fits adults.

Middle schools: less expensive than High school, furniture fits adults, usually cafeteria for worship, great opportunities to reach Middle School youth (more receptive than H.S.)

Elementary schools: same price as Middle schools, smaller furniture throughout (good for children, weak for youth on up) usually cafeteria.

Private schools: usually more protective and leery. Should not be counted out.

Preschools: Once in a while you can find a preschool with a large open room. One advantage is that you have all preschool equipment and furniture which is expensive. Very little adult size furniture.

Christian Schools: Some schools are not affiliated with a church. They would love to rent out their facilities on weekends. Advantage: they usually have a chapel, and all furniture, possibly even a preschool.

Storefronts: allows weekday access, possibly office space, much less set-up on a weekly basis. They usually cost too much for space needed. If money is not an issue, this is a great way to go! In a suburban Florida city the cost would be approximately one

dollar per square foot per month (i.e. 1000 sq. ft. = \$1000. per month).

Lodges: This would include places such as Elks, Masons, 4H, etc. Usually great space, and reasonably priced. Many have liquor bars (not exactly good for appearance).

Other Churches: Rent a large room that is not being used, or rent the sanctuary at a different time. The great advantage is that you have all furniture. You often have access to piano, also. Usually priced reasonably for obvious reasons like being on the same team!

Banquet Halls: These are usually more expensive, but they have all the furniture (chairs & tables). They are well known in the community. They are very conducive to obtain the exact size room you need for worship. Set up usually nice and attractive.

Hotels: Most have conference rooms. Same advantages as Banquet halls, but many only have rooms that can fit up to 100 people. Many only have one room. You need another room for preschool which is often cost prohibitive or not available. Many times they cannot guarantee the room on a consistent weekly basis.

Conference Centers: These come in all shapes and sizes. Same things to look for as hotels and banquet halls.

Gyms: Gyms are available in public schools and private schools but often not air conditioned, acoustical nightmare. If all else fails look here.

Aerobic Centers: Sometimes attached to private gyms like Golds, or World Gyms, etc. This is being done, so don't rule it out. Disadvantage: no furniture at all, usually only one room, so nursery and preschool is a problem, smell of sweat?

Funeral Homes: To some this is a new look, but I know of it being used 20 years ago. Advantage is that you certainly have a sober atmosphere, intimate setting, adult furniture. Disadvantage: How do you keep the kids from snooping around those caskets?

Public Buildings: County or city buildings can be accessible if we ask. They are usually available on weekends. There is a church in Broward County meeting in a Sheriff's sub-station.

Club Houses: Apartment buildings, yacht clubs, marinas, condo associations, townhouse communities, etc.

Synagogues: Usually available on Sundays, more starchy, they have most furniture. It's our roots, do not be afraid to ask!

Movie Theaters: Great for worship service for obvious reasons. Various screen rooms and lobbies can accommodate small groups, i.e. bible study, nursery, preschool, etc. Great exposure if you can work with the establishment. The main disadvantages for small groups are that you cannot move the chairs, they have slanted floors, small spaces near screen area, and usually a bad odor after Saturday night at the movies!

Arenas: If this is an accepted place in the community go for it! Being outside you must understand the heat/wind etc., even if it is under roof. If it is totally enclosed or open the smell must be discerned and addressed.

Parks (for mid-week meetings): If you want a mid-week service in Florida and do not have access to a building simply have a pot-luck every Wednesday (or any day consistently) at a park with a pavilion. Plan on food, fellowship and activity (I suggest a good old volleyball game.) This works, I have done it. It is great for a church under 75. Certainly develops “Koinonia”. On weekdays, you do not have to rent the pavilion since they are not used often.

Houses: Great in developing the core group before going public. Great for mid-week meetings. The greatest disadvantage is what to do with the kids! If used on Sundays, growth will cause you to move out quickly, but you can't beat the price!

Associational offices: If it is close to your target area it can be used to get you started.

Restaurants: Some do not open for Breakfast. You plan your time to be out before they open. They usually have a nice room, but much furniture must be moved. One great advantage is that you do not have to fight to beat the Methodists to the restaurant for lunch!

Recreation Centers: Most cities or towns have recreation centers. They are used to renting them. It may be a problem with a consistent weekly rental. They usually have plenty of room and other rooms available for nursery and preschool.

Any place that can fit people and is available consistently (i.e. weekly)

This is not an exhaustive list, your imagination and community will complete it!

II. Basic Equipment and Things to Remember

1. *Signs Outside:* directional to meeting site on major roads, one large banner at the location with times and services.
Inside: As many as needed to point and mark all classes and nurseries.
2. More than enough chairs.

3. Cribs - three to five.
4. Toy box for transporting preschool toys.
5. Administration equipment - i.e. enrollment cards, visitor=s welcome cards, Sunday School records, if Sunday School starts right away, membership, offering envelopes, nursery sign-up, etc.
6. Sunday School supplies adequate for quality, so teachers are not frustrated from day one!
7. Van, truck or trailer for transporting signs and equipment.
8. Sound system - (check thoroughly in advance).
9. Piano, keyboard or "something".
10. Hymnals, song sheets or overhead, projector
11. Marker boards.
12. One carry-kit for each classroom with supplies.
13. Set-up method of getting teachers weekly supplies.
14. Pulpit.
15. Check pulpit area for proper height (Build portable platform if necessary).
16. Welcome table with guest book. (Old fashioned, but it works for new starts if you meet all people at the door and expect them to sign in for the first service.)
17. Design logo, letterhead, bulletin.
18. Fellowship equipment - coffeepot, juice, coffee, napkins cups, sugar, etc.
19. Offering plates.
20. Sheets or shower curtains to cover walls. i.e in a school walls are so cluttered.
21. Sheets to cover teachers desks with all that is on top of it. Be sure to place any picture frames down so they do not get broken.
22. Nursery items: (Pampers, diaper wipes, gloves, changing table, rockers, cribs, swings, toys, rugs, etc.)
23. This is not an exhaustive list, just a helpful one.

III. Other hints and suggestions:

1. Be sure you have insurance. Schools will require one million in liability. This can be obtained through your sponsor church as a rider on their policy, or through the local association if they are the sponsor.
2. Storage is a must. Try to obtain either a room or cabinet space at the rented facility. If you use a trailer to transport, try to leave it at the facility to make it easier on set-up.
3. Wherever you meet, make sure you do all you can to Aspruce@ it up to look as nice as it possibly can. If it is not acceptable to you, don't think others will find it a welcomed sight each week.

4. Signs must be quality, somewhat colorful, clear, concise, readable from a distance from a moving vehicle! (the biggest mistakes I see in signs is too small letters or too much wording). A-frame signs are great with both sides written on, but be careful of the weight. Remember, someone has to move them in and out of a truck each week! Vinyl letters work well, with a lighter back material than wood.
Small real estate signs work well for a few blocks away on minor streets.
5. If Sunday School is your choice, begin with the following breakdown of classes if at all possible:
 - Nursery (birth to 2 years),
 - Preschool (3 years - kindergarten),
 - Elementary (grades 1-5),
 - Youth (6th - 12th - try desperately to separate Jr/Sr. High, if possible!),
 - Adults (all in one class if that's all you can do)Once you can move beyond this minimum, go for it, adding classes in each age group. Initially, nursery and preschool can be combined if only a handful of kids are this age, but this must be separated as quickly as possible for safety reasons!
6. If you think that Sunday School is your best method of small groups, and it can be, think of using a school so you get the needed classrooms in the beginning and for future expansion.
7. If you do not have adequate facility for Sunday School, seriously consider small groups in homes during the week.
8. Do not think that you have all the answers, since no one does.
 - A) Get to know a church planting strategist and ask some questions. He will respect you for asking!
 - B) Get to know some of the other pastors in your area that are doing similar work. Get to know them.
 - C) Visit other churches already doing what you will be doing. A picture is truly worth a thousand words!

CORE GROUP MEETING ONE MONTH AFTER CHURCH START

1. EXPECTATIONS

God is a realist. He knows what will happen in your church and will work with you there. We, however, are optimistic and bring along great expectations to a mission start. Operating totally from our expectations and those that others (such as Associations, Sponsor church, State Convention, etc.) place upon us can lead to thinking negatively about a very positive situation. Using telemarketing, you can usually count on about 2 of your first Sunday's attendance. Then it is very probable that the third week will have up to one-third to one-fourth decrease again. One more small decrease is possible on the fourth week, then the "mission" should stabilize and you will know what you have to work with. It should be all up-hill from here!

Remember, churches all across our country have been started with less than ten people in its first months of services. "Press On!"

2. COMMUNICATION

"If the core group does not know the "time" or "place" then it is safe to assume that there are others who are definitely less informed. If in doubt, ask the question, to the Pastor, his wife, or someone else in the Core group. Do not make a big deal about not knowing to someone who is new to the church.

Ways to keep communication flowing:

- A. Weekly newsletter as suggested by "Phones for You."
- B. After six to eight weeks turn this newsletter into every other week or monthly. Just be sure you keep it at least once a month. Names gathered from

positive responses with the APhones for You@ should stay on the newsletter list for approximately one year.

- C. Weekly Core meetings on Sunday nights are very helpful. These can be held at a home. Be sure to include invitations (verbal) to newcomers to the church. Each Core person should take it upon themselves to invite new people. If the new people are asked to attend by at least three others, they may really feel invited and come, thus placing another family into the communication channel.

3. *REACH OUT*

The core's responsibility is to initially reach out to all those who worship with you. If you have been there for as little as one week, you are more at home than any visitor. They must feel welcome and who else can make them feel welcome? Suggestions: Take a couple out to lunch after church. Invite them over to your house during the week. Take time to talk to them before or after the service. Invite their children over to play with yours. Use your imagination, particular interests and talents, but by all means reach out to those people that God sends your way. ("You Snooze - you lose!")

4. *THE CORE CLIQUE*

Human nature is very predictable at this point. Some, if not all of your core group will have bonded together during your initial core group meetings and by working together toward the start of the church. This has been further cemented by the excitement and success of the church start.

So on one hand you have succeeded in what you wanted to do with the core group, and now you have to get them to see that others must be included. To include others, the core must spend time with newcomers on Sunday mornings and not spend time talking with each other about other "stuff." No matter how much you talk to the core about this, there will still be lapses on Sunday with certain people. One suggestion on how to correct this, when it is seen, is for the core to agree on a signal that says Aquit talking to people you know and go meet someone else."

Illustration: Our sponsor church was Flamingo Road Baptist Church. When we saw people from our core we would place our hand on our forehead and give a Flamingo look. When the guilty party saw this, they immediately knew to disperse and talk to others. Any simple gesture that can be recognized will work. I just like using something funny.

5. *WORK*

More effort will be required of the initial core group than they ever thought possible or advisable. You will be asked to give more time, money, energy, and assistance than you

ever thought possible. You must expend yourself, and then look for any other place to pitch-in and help. It may not seem fair to either you or your family, but remember that God in His wisdom chose you and your family to be a part of this core group. He knew what He would be asking of you and promises to give you the strength and blessing in accordance. "You reap what you sow."

6. *SUPPORT*

Your support for the Pastor and his wife is invaluable. So much falls on these two in the first two years of church life, that without the core's encouragement, it will seem like a thankless task. Look for ways to support and encourage this man and his family (i.e. take out to dinner, give gift certificate to a play, theater, restaurant, supply free babysitting for them to get away, help out with an unpleasant task without being asked, etc., etc., etc.). Anyone who has been a pastor before will tell you that your faithfulness in attendance is a primary source of encouragement.

7. *PRAYER*

In your position of helping everywhere and with everyone, it is quite possible that a church can begin to operate in the flesh (just to get it done) instead of operating in the Spirit. Finding God's direction for your church and operating in His timetable is so much more efficient than working hard according to our plans and our eyes. Develop periods of prayer like on a Sunday evening, before services, during setup, etc. Develop a prayer agenda.

8. *VISION*

Without a vision there is no hope. The core must catch the vision of the pastor. If the pastor does not have a vision beyond tomorrow, than the core can help him obtain one. The people must know where they are headed and how they might plan on getting there. Once the core has the vision they must take personal responsibility to convey this to new people who will be coming in to your fellowship to either visit or to join. It is impossible for the pastor to communicate this to everyone. If you are part of the core and you do not have a vision of what is happening, do not be afraid to approach a meeting with this question - "Where are we going, how are we planning on getting there, where is God leading us, and how do I plug in?"

9. *TIME*

TIME IS ESSENTIAL TO A NEW CONGREGATION. You must begin on time for all

your functions; Sunday School, Worship, evening services, meetings, socials, etc. What you set as an example is what will become more corrupt in the people to follow. Time is important to God. "In the Fullness of time, Jesus came." Not sooner or later, but on time.

10. *LEADERSHIP*

It is essential that the core group, which after a month will consist of those who were in the planning of the new church as well as those God sent during the first few services and are "part of the family," begins to develop a leadership group as soon as the Lord will allow.

This group can initially consist of a Finance committee (three to five people), or leadership committee (F.A.M.M.I.L.Y.), or church council. The young pastor who tries to do it all alone due to his own zeal and feelings of inadequacy must learn quickly that God has brought together men and women with a vast array of gifts and talents. Many of these people have great leadership skills and qualities. A foolish pastor will try to do it all. Timing is the key to developing and using leadership.

I do not recommend the immediate use of deacons for several reasons:

- A. Often accepting deacons from a Sponsor Church does not mean quality, spirit-filled men.
- B. The new church probably does not have loyal, spirit-filled men at first to take such an awesome responsibility. Novices, no matter how well intentioned, can do more harm than good.

These are just some things to discuss approximately one month after the church start. A Sunday evening would be a great time. This can be done by the pastor or a representative from the missions committee, or Sponsor Church.

Steve Nerger
Pines Baptist Church
800 N.W. 102 Avenue
Pembroke Pines, Florida 33026
954-435-8484

HELP, I ONLY HAVE A FEW PEOPLE!

HELP, I ONLY HAVE A FEW PEOPLE! I have heard this statement from church planters who have 75 to 100 in attendance. Let's start this paper by getting real! Folks, the average Southern Baptist church has 80 in worship!

This paper is not written for those who have the *average* church or more. It is written exclusively for those who find themselves having a hard time breaking past 25, 50, or 75! If you are not one of these people, then thank God for what He has given you to shepherd. Quit the whining and shepherd them into disciples so that your church will grow!

Now that we have weeded out the whiners, let's get started with some practical suggestions of where to go from here. I will give you nine things to consider. What you do with these nine principles is between you, God, and your target area. Please consider them carefully!

1. GOD DIRECTS HIS SERVANTS

You will be directed to reach your unique area by God, Himself. This statement has many and varied ramifications that are often forgotten by those who try to assist church planters. People constantly throw you a book to read or suggest another person for you to talk to. *From this activity you will grow most weary!* I will give you five statements that sum up what this means and why it is so important to grasp.

- A. If you are starting a church that means that one does not exist at this time. God has asked you to start something from nothing. Only He knows what He wants it to be and become. There is no person on the face of the earth that can tell you. If they knew and God wanted them to know, then He would have asked them to start this church that never before existed! You are it, BUB, and God wants to direct your paths for His Glory.
- B. You are being sent to a *unique* mixture of people thrown together by their choices of living arrangements. This mix has never before existed, no matter how similar it seems to other places. Respect this principle as you reach out. Respect this principle when you read the books and listen to people. They have never walked where you are walking. You are ultimately alone in formulating a vision and methodology. You must spend time with God asking direction. He is your ultimate source of information.

- C You will be leading people to a deeper knowledge of God. Do not neglect your personal walk with Him. Prayer, Bible study, and reading the Bible for your personal enrichment are all essential to maintaining a relationship with the One who will direct you. I wish years ago someone would have stressed this issue to me. I wish someone would have told me to read through the Bible each year. I am telling you that now! Will you at least think about it?

- D. Historically men and their families, just like you, have gone into unknown areas to begin planting New Testament Churches. They had little to read beyond the Bible. They could not just pick up the phone and call someone talk to about a problem, or pick out a current best selling book to read, or listen to someone on T.V. or radio. No! For 1900 years they had to listen directly to God for answers on how to reach the people they were sent to minister to. They had to rely on God to meet every need - physically, spiritually, and emotionally. God saw them through and the gospel was passed on through the churches started by these faithful saints. They never had the tools we have now. They never even heard of a demographic study or a psycho-graphic study. They only had God, His Word, prayer, and the leading of the Holy Spirit. Isn't it funny how this simply worked! Have courage to listen to God. He has paths never before trod upon. Enjoy the ride!

- E. I am not super smart in history, but it seems to me that the mega-church is a phenomenon of the last 200 years and has really taken off in the last 25 years! Mega-churches make up less than one percent of all churches that exist today. Churches with over 250 in attendance make up 14% of all churches, which means 85% of all churches have less than 250 in worship. The average church size is 80. God is the only one who can take the majority of heads out of the clouds of doubt and confusion by showing the importance of small, solid groups of believers called the local church! **You must see your significance with 25, 50 or 75 to press on! This is an understanding that only God can give. Man, others, and the flesh will work against this wisdom and you will be bogged down with doubt and depression wasting valuable opportunities!**

2. BE WITH PEOPLE AS MUCH AS POSSIBLE.

- A. When you have under 75 people, you have more time to say, "What do I do now?" because you have not yet become "CEO." Seventy percent, that is right, 70% of your time of ministry should be with people at this point. The fewer people you have, the higher percentage of time you need to spend with people! If you have less than 75 people in your congregation you do not need

to sit in your office or home and think. You must be out among the people.

B. Practical suggestions on how to accomplish this feat:

--Plan to knock on every door in your area leaving information in a two to five year time frame. (This will let them know you are in their community.) Set aside five to six hours a week to do this personally or with a partner. **You will meet some people and talk to them!** As you do this others in your church can follow suit (i.e. moms at home during day, groups on Saturday, etc.). We have now developed a group called "Walking With A Purpose" where ladies go out for two hours every Tuesday, even taking their children, and pass out information door to door. The women love it and we have responses from the community!

--Become a volunteer chaplain. Places such as hospitals, police and fire departments all welcome local pastors. You will **meet leaders** of your community and the people who deal with other people in your community. It is a positive network.

--Get new residence lists. Send literature and then follow up with a phone call to see about sending further information or arranging **a visit**. If you cannot afford to purchase mail lists, look at the Sunday paper of your area for houses sold and to whom. Use that limited list. Lists can be obtained from Broadman, American Home Greetings (561-392-2225), and Hy-Tech (941-378-0053).

--Prepare a card such as "You Are Invited" to have on you at all times. Go where people are (i.e. the mall, hospitals, events in the community, etc.). **Purpose to meet people** and hand out your little card. Be sure to have a small pad and pen to take names of people who would like to receive more information on your church.

--Become a volunteer in a community activity such as Police Athletic League, Little league, etc., **to meet people**. Let them see you as a pastor who cares about people!

NOTE

There are many other ideas that cannot be listed. If you purpose to be with people 70% of your time, you will find the way! God will lead you and help you focus on the uniqueness of your ministry area.

3. USE YOUR STRENGTHS

This seems so logical, but I cannot begin to tell you how difficult it is to do. The current milieu of church starting states that you must think that you should keep 100 people on the first Sunday! When you have few people you cannot compete with the big boys. You must accentuate your strengths, instead of dwelling on what you don't have or can't do.

Let me give you an illustration that might help. When you planned the church, you may have thought that you were going to have this big contemporary start that would lead to drama, a great praise team, and people packed in - singing their hearts out; all of which is a noble goal. What you might have however, after three weeks or three months, is twenty five people and one-fourth of that is your family and friends! You might have a pianist, maybe not! You might have a song leader, maybe not! You might be it. **So what might be your strengths?**

When you started you may have thought, and probably did advertise, AContemporary Worship.@ Well, that might not be your strength in reality. **Do not continue to promote that!!!!** Enter into reality and promote intimacy, friendship, cure for loneliness, children, personal messages, personal attention, etc. (i.e. Getting lost in the crowd is not for everyone!).

I heard a young mission pastor rebel against this thought. He said, "I was told if I start being personal with everyone in my church, I will never grow beyond 200 because I will have a small church mentality." **Brother, if you have less than 75 people in your church you had better develop a small church mentality or you are destined to fail and be miserable dreaming of something that is not there.** There is plenty of time for adjustment as the church grows to accommodate the multitudes when they come!

Illustration: I met a young church planter that had a lot on the ball. He had between 25 to 50 in worship. When I met with him, he told me his dream of a mega-church. He showed me acres of property and continued to talk of thousands, etc. He was a good man, but I had to tell him that he had to break the fifty barrier before he could break the hundred barrier, etc., etc. He did not know how to get beyond fifty because he was bypassing reality and strengths. He was promoting the thousands and spending precious time dreaming and pondering in his home, instead of being with people or developing and promoting his current strengths.

*****NOTE*****

In a small, developing church start, the biggest strength is the personality, care, enthusiasm, availability of the Pastor

and the support and help of his family, especially his wife! *You must meet the needs of people because you have nothing else to offer.* (No buildings, professional worship services, etc.)

4. **YOU MUST TAKE TIME TO THINK POSITIVE ABOUT WHERE YOU ARE AND WHERE YOU ARE HEADING!**

- A. Do not judge your ministry or church on Monday morning! This will often kill any positive thought. Church planting is a process marked very often with small increments of success known as families or individuals. Sundays are often wracked with trouble, disappointment, confusion. In a small church it only takes one family being away to drop 25% in attendance!. **Do not judge your effectiveness on MONDAY!**
- B. Take time to reflect on people you have met, people you helped, people you visited, etc. This is your ministry. You must guard your mind at this point in your ministry from being deceived by the importance of numbers. You will not be able to pompously say, "I had (so many) in church today!" We all know this is the current measurement of success. Therefore, you must reflect on people as individuals and families, ministry opportunities, and seemingly little things. You must fill your mind with the fact **that you are making a difference now** and not be focusing on the thought that you are just going to make a difference in the future, somewhere!
- C. You must think positively about re-evaluation. Monthly evaluation is essential. Things happen quickly, both good and bad. Positive evaluation can lead you to discover strengths in your small congregation that can be used to reach others, improve worship or Bible study, etc.
- D. You must take time to reflect how special and blessed you are that God has asked and commissioned you to begin something that never before existed! You have been set apart to complete the hard task of church planting without a lot of money, people, and support. You were chosen to do the hard work where others, with perhaps less faith and fortitude, were given much more resources with which to work. God gives church planters what they need to succeed and every man and their family is different. **Count yourself worthy if God has given you a hard, lonely road, do not count yourself as less fortunate, ripped off, or failing!** Do not fall into the trap of secular thinking!

5. DEVELOP PARTNERSHIPS

A.. OUTSIDE THE CHURCH

Southern Baptists have state partnerships. This is when a new church plant is adopted by a church in another state or another part of the state. Some new churches often have more than one partner. These partners assist with:

- 1) Finances
- 2) Assist with Bible clubs, VBS, survey work, construction etc. (often during the summer months)
- 3) Encouragement of pastor and his family
- 4) Leadership seminars and training
- 5) Multitudes of other types of help as needed and requested

The state office has a coordinator for partnerships.

Illustration: The first church I started began with ten people (five were my family). We had a partnership for the first seven years with a large church. They helped in all the ways listed above. We grew 20% between June and September because of their participation with us in reaching our community

A. INSIDE THE CHURCH

Partnerships inside the church are methods of discipleship. Try to do as little as possible by yourself. Take someone with you.

- 1) Take someone with you on visitation.
- 2) Take someone with you to hospitals.
- 3) Take time with leadership to pray with them and for them.
- 4) Develop teams to complete certain tasks with you as leader.
- 5) Set goals that can only be reached by people working together.
- 6) Whenever a leader is identified and trained, have him or her form a partnership to train someone else in their job.
- 7) Organize for partnerships.

NOTE

Whenever you do something alone you are missing an opportunity to develop leadership and multiply yourself. As the church grows you will not have the same opportunities and you

will need leadership.

6. DO NOT BE AFRAID TO TRY AND TO FAIL

I will not say too much about this except that when you take risks, (church planting is about as big a risk as it gets) you must accept the fact that some things will work and some things will not. The closer your ears are to the voice of God the less mistakes you will make, but you will still make mistakes. Grace covers mistakes, especially those made with the purist of heart, so keep your heart pure and your motives correct. (You start a church for God's glory, not your own when growth finally comes).

A new church will take various turns in the first two to three years as you emphasize different goals each year. The first year you should emphasize leadership, second year outreach or people gathering and the third year organization.

As people come into the church and develop, you will be able to begin new ministries if you are willing to take a chance of failure. **Do not keep doing the same wrong things because it is safe.** Failure must be an option. Church planters must be able to move to the edge of the cliff and hold on!

7. BE FLEXIBLE

This was alluded to above. You cannot set a course in church planting and never steer another one. You must be able to evaluate, and evaluate again, and again, and make changes. These changes will occur with people, ministry opportunities, and emphasis. A church start is a living, breathing organism that changes every time a new person or family decides to become a part of it or leaves for any reason.

--Being flexible must occur because you are not operating with the newest, best, most hi-tech equipment.

--Being flexible must occur because you do not have 20 year veterans of church leadership waiting in the wings to assist you. You are fortunate just to have another body.

--Being flexible must occur because you have never walked this path. There are stones in the road, thorns when you get off the path, and choices you have never made. You must accept your lack of knowing what you are doing!

--Being flexible must occur because you are human and so is everyone in the church. Mistakes, lack of commitment, irresponsibility, baby Christians, other interests,

lack of adequate planning are all cause for change or stopping a great idea. **Flexibility!**

8. YOUR WORK LOAD/YOUR FAMILY RESPONSIBILITY

When your church is under 75 you have to do a lot of things that pastors with more people do not have to do. You must deal with this fact. You must get your wife to deal with this fact. And you must get your children, if there are any, to deal with this fact! If this is not understood you will constantly fight depression and rebellion! (Not too good for a pastor and his family!)

THE ONE UNIT PRINCIPLE:

The best way to accomplish this is to get the whole family involved in church planting. If the purpose of the family is to glorify God, by doing whatever it takes to begin a church out of nothing, they will all work together as one unit.

If your whole family is involved you will not have to hear things like “It’s Saturday night, why do you have to run off the bulletin?” Your wife and kids will know that your family is basically it when it comes to getting anything accomplished. It will be this way for some time; and if you fight it you will become angry and frustrated. You will lose sight of why you are doing what you are doing and will end up having family difficulties over things that cannot be changed if you are going to complete your God-given assignment.

Mundane, hard, self-effacing, humbling work is the life of a mission pastor and his family. If either you or your wife, are not willing to scrub the toilets, or set-up the church, or mop a floor, or type a bulletin, you are in the wrong part of God’s Kingdom. A mission pastor and his family must be hands on. You should never ask another to do something that you have not done yourself! (I make those mission pastors who are with me do every job before they are allowed to delegate!) This is servant leadership and God’s people deserve that kind of leadership; not the figurehead leadership the world and worldly churches seek! Remember Saul was chosen by his stature, David was chosen by God! I view mission pastors and their families as David, a man after God’s own heart.

*****NOTE *****

Remember, you are starting with very little. What grows from here will be your fruit and the church will be a reflection of the view you have of God, service, family, leadership.

If your wife’s career is the most important thing to her, other women will follow that

example. If Astuff@ is more important than personal sacrifice, your people will follow that same example. If you or your wife are too good, educated, or proper to do certain things, others will follow the same misguided way of thinking.

HOWEVER:

If you exemplify Biblical leadership, others will learn, follow and then become leaders themselves. You are in a war for the souls of your community. Do whatever it takes, for as long as it takes, to get the job done. Die to self and live for Christ. Do not let models of larger-church pastors discourage you!

9. HOW TO VIEW YOUR CALLING

Put quite plainly, *“Your ministry of church planting is a special gift of God bestowed on very few. Cherish it, and make the most of the days while you can relate with the people of your congregation in a very personal manner.”*

Your day will come when you become jealous remembering those days when you could spend so much time with people who were searching and hungry. The days of “Manager and CEO” are too soon around the corner. Paul’s admonition of being content wherever I am is so appropriate. You will never walk this way again. You probably will never again have to depend so much upon God; for never again in your life will you be asked to do so much with so little help and preparation. God is your salvation each and every day in a new and fresh way if you understand what you have been called to do. By God’s grace you will survive, you will succeed, you will grow enormously in stamina and faith. You will become extremely grateful for small things. You will become a humble, usable man of God! You will then lead multitudes into the Kingdom through the narrow gate!

May God grant you the same grace and peace our Lord had when he walked the hard lonely road of Calvary - for resurrection always follows!

Steve Nerger
Pines Baptist Church
800 N.W. 102 Avenue
Pembroke Pines, Florida 33026
954-435-8484

DEVELOPING LEADERSHIP - "THE PEOPLE INVOLVED"

Any Leadership Development Methodology must include:

- A. Instruction
- B. Modeling
- C. Personal Experience

1. Jesus and the 'Big Three' (Peter, James, and John)
The Pastor seeks three (people or families) and disciples them either directly or indirectly. (Possible "F.A.M.M.I.L.Y. Member")
 - A. Visit with them often (weekly)
 - B. Visit other families with these potential leaders
 - C.. Spend time with these leaders and their families
 - D. Your goal is to share with (transfer to) them your goals, dreams, vision for the church, etc.
 - 1) Share with them your understanding of the Biblical concepts of self, family, church, and community as they relate to believer as a "called out" individual.
 - 2) Share with them their need to "connect@ with someone else who has the desire and potential to be a disciple.
2. The eight (probably Sunday School Teachers) train, spend time, meet quarterly.
3. Look out for the "Traitor" – there comes a Judas with almost every Church Start
4. The Pastor
 - A. Disciplined relationship with God
 - B. Family Leadership
 - C. Church Leadership (an outgrowth of #1, #2 which gives validity and authority for your leadership) spend time with the Leaders, not just the masses or your office.
 - D. Community Leadership (neighbors, lunch, etc.)
5. The Church Structure to utilize leadership. (F.A.M.M.I.L.Y.) See handout.

Steve Nerger
Pines Baptist Church
800 N.W. 102 Avenue
Pembroke Pines, Florida 33026
954-435-8484

LEADERSHIP DEVELOPMENT IN NEW CONGREGATIONS

LEADERSHIP -

The position or guidance of a leader *as defined by Webster*

"A Servant " *as defined by Jesus*

Obtaining leadership *as defined by Sam Brengle circa 1918*

"Leadership is not won by promotion, but by many prayers and tears. It is attained by confession of sin, and much heart searching and humbling before God; By self-surrender, a courageous sacrifice of every idol, a bold uncomplaining embrace of the cross, and by an eternal, unfaltering looking unto Jesus crucified. It is not gained by seeking great things for ourselves, but like Paul, by counting those things that are gain to us as loss for Christ. This is a great price, but it must be paid by the leader who would not be merely a nominal but a real spiritual leader of men, a leader whose power is recognized and felt in heaven, on earth, and in hell."

"Churches rise and fall by Pastoral Leadership, Pastor's ministries rise and fall by their Leadership Development." (*Steve Nerger*)

Developing leadership is not just getting people to fill positions in a new church and think that if you leave them there long enough they will develop enough to do the next job you have for them.

****Lack of Spiritual leadership Development will lead to:**

- A. Positions held in church without a clue of why? and for what purpose?
- B. Programs that could be started, but have no adequate leadership (Heb. 5:11-6:3).
- C. A church that is run "hap-hazardously" and without order.
- D. A church full of non-committed members.
- E. A '**club**' of everyone '*doing what is right in their own eyes.*'
- F. A frustrated Pastor wondering what went wrong with the vision.
- G. A Pastor and his family doing everything and answering all questions, making every decision.

1. OUR EXAMPLE

- A. Jesus and People.
 - 1) The Big Three (Peter, James, and John)
 - 2) The other 8 Apostles
 - 3) One Traitor (Judas)
 - 4) Other Disciples (i.e. 500)
 - 5) Multitudes (often left when it got tough to hear)

2. OUR LEADERSHIP GOAL

- A. Matthew 28:19-20
 - 1) Make Disciples (Evangelism)
 - 2) Teach to observe all (Holiness, Whole Counsel of God)
- B. Becoming a Servant - "Whoever wants to become great among you must be your servant, and whoever wants to be first must be slave of all."
Mark 10:43-44
- C. These goals (sharing, observing all, Servant) involves four areas of life:
 - 1) Self (Personal Walk with God)
 - 2) Family (Accepting proper role in Family and fulfilling responsibilities)
 - 3) Church (Ministry using Spiritual Gifts and Talents)
 - 4) Community (Being Godly in an Ungodly world)

These areas all must be examined and developed if true Spiritual leadership is to be developed. Any undeveloped area will leave leadership handicapped and not as productive in any other area.

3. OUR NEEDS

- A. Every Saint needs a Ministry (Small or Great)
- B. Every Saint needs Accountability for their Responsibility
- C. Every Saint needs to visualize that he is "Part of the Body"
(i.e. hand, foot, etc)
- D. Every Saint needs encouragement to keep at his Ministry which will include each of the four goal areas #2C.

4. OUR CHURCHES LEADERSHIP DEVELOPMENT (HOW?)

- A. Personal EXAMPLE, i.e. Pastor, Pastor wife, children, Staff,
- B. Preaching
- C. Leadership Training
 - 1) Discipleship Material Southern Baptist Convention
 - a. Master Life
 - b. Experiencing God
 - c. Mind of Christ
 - d. Other material - i.e. Prayer life

- 2) Don Miller Prayer Seminar
 - 3) Videos/Teaching - i.e. (Love is a Decision)
 - 4) Two hour classes taught by Pastor/Pastor's wife, i.e. Men on one night and Ladies on another night
 - 5) Prayer times i.e. One night a week (Monday) for Men only
Quarterly 24 Hour Prayer
Wednesday night
Before each Sunday School Class, all activities.
 - 6) New Members Class (6 Week Doctrinal Study)
 - 7) Teachers= Training (monthly)
 - 8) Pastor meets with Adult teachers weekly to go over lesson
- D. Modeling-- Taking someone with another to visit, evangelize, hospital
- E. Church Structure (F.A.M.M.I.L.Y.) **See Additional Handout
- F. Constant re-evaluation of people and their positions. You don't want people stuck in entry level positions if they are ready to go to something else (also in South Florida you will probably lose up to 1/3 of your people each year).

5. PROBLEMS TO ADDRESS

- A. Newly saved people must be taught to crawl, walk, run, and then lead.(In this process however, they can lead anyone behind them in this sequence.)
- B. People who come from other churches should be handled cautiously.
Don't Assume:
 - 1) They are what they say they are.
 - 2) They did their ministry well at the last place.
 - 3) They have been discipled to any great extent. They may know the 'lingo' but not know the "Lord".
- C. Do not let the need to fill a position force you to place someone in that position for the long-haul. Don't be afraid of doing some things short term, i.e. position filling.
- D. Start no program until proper leadership has been found and trained.
- E. Respect the volunteer aspect of leadership, They are just as important to God's work as any paid staff person or Pastor. Treat anyone with dignity.
- F. Use entry level Ministries for entry level people or in restoration.
- G. Do not hold a person back from a greater ministry because you do not want to train someone else to take their job.
- H. Lack of a planned modeling method will lead to nothing being done.
- I. The Pastor and Staff must recognize that they are constantly being challenged by God to develop their own Spiritual leadership skills. (Read Spiritual leadership by Oswald Sanders once a year.)

Steve Nerger
Pines Baptist Church

800 N.W. 102 Avenue
Pembroke Pines, Florida 33026
954-435-8484

PINES BAPTIST ORGANIZATIONAL CHART F.A.M.M.I.L.Y.

PASTOR

STAFF

DEACON

(F)
FELLOWSHIP

(A)
ADMINISTRATION

(M)
MUSIC

(M)
MISSION

(I)
INSTRUCTION

(L)
LIGHT

(Y)
YOUTH

Sunday Food
benevolent
funerals
sickness
activities
Committee
Food-Wed. Night
Stacking Paper
Goods
Weddings
Gabriel

Finance/Personnel
Committee
Land Search
Committee
Mission Committee
Counting Committee
F.A.M.M.I.L.Y.
Office
Organization
Set-up Teams
Building
Anything Administrative
Newsletter
Cleaning

All Worship
Youth
Children
Cantata
Sound System
Worship Center
Choirs
Ushers

Offering
Education
Mission Trips
Ministry
Opportunities

Sunday School
Wednesday Night
Training
Discipleship
Preschool
Worship
Nursery
Deaf Ministry

Visitation
Follow-up
Outreach
Flyer Distribution
Advertising
Welcome Centers
Phone Calls
Greeters

Teaching
Training
Activities
Middle School
High School
Parents
Youth Mission
Trips
Retreats
Counseling
Discipleship

1. Meet Monthly - then moves to bi-monthly
2. Serves as Nominating Committee
3. Plans Calendar
4. Solves Problems
5. Give Directions

7. Pastor talks with each member weekly
8. Each FAMMILY leader is responsible to supply and oversee people doing the functions that he or she is overseeing.
9. Each church places its own ministries under the FAMMILY headings. Small churches may double up leadership at first, i.e. Pastor is ΔFellowship@ or Administration@ etc.

3. Each person treated as staff

10. Deacons would fall under "Fellowship" (Chairman of Deacons would be "F" in FAMMILY.

F.A.M.M.I.L.Y.

The **F.A.M.M.I.L.Y.** Organizational structure has evolved from an initial C.A.M.E.O. Model that I became aware of in 1992. I have taken an already existing concept and adapted it to a Southern Baptist Mission Church with much success. This structure will not be for everyone, but I think it will solve some problems faced by pastors of new and existing missions. The major problems that it addresses are Leadership usage and development, and the decision making process of the Pastor(the pastor does not have to make all the minor decisions which he often forgets or makes wrong, not knowing the whole story).

This model has been adapted at Pines Baptist Church in Pembroke Pines, Florida. The Church began with a core group of 36 people (very little leadership) and currently has 225 in Morning Worship and 190 in Sunday School. This has been our organizational framework since 6 months after our inception.

The whole premise is that each letter stands for one basic area of church life.

- >**F**== FELLOWSHIP
- >**A**== ADMINISTRATION
- >**M**== MUSIC
- >**M**== MISSION
- >**I**==INSTRUCTION
- >**L**== LIGHT
- >**Y**== YOUTH

There is a lay person who is responsible for each of these areas of church life. Everything that you see in the chart is the responsibility of the lay person assigned to that category. They do not have to do all that is under them, but they are to answer for all of it and train those under them to perform with excellence. The pastor now only (ideally) relates to six or seven people instead of trying to answer everyone's questions and to make all the decisions about everything.

I am quite sure that this organization can be kept in place even after multiple staff comes on board. Staff would then supervise the "lay person" and report to the pastor in staff meetings. (This is not proven by us as we only have one staff person.) So it seems that this can be adopted by any church of virtually any size, and can run with the life of the church at any size. Ministries can be added or subtracted, or even given to another to be in charge.

QUESTIONS OFTEN ASKED

1. What do all the letters relate to?
This will become obvious when the organizational chart is studied. However, two categories might give you a hard time. The first is "Fellowship". This would include your caring ministry and in-reach. This would be anything done to minister to the body and promote body life. The second is "light." This would include anything that involved outreach and evangelism, thus being the "light" of the world. The other categories are really self-explanatory.
2. What if something seems to fit in two categories?
Then, keep it in one so someone knows what is going on and will coordinate it with the other leader.
3. What if you do not have 7 qualified leaders?
Then, train the missing ones as soon as possible. This sounds impossible, but it is easier to train one than to train 100. (You train the 7 and allow them to affect the 100) Also, one person can double up in a category if necessary, i.e. the Pastor taking Administration and Fellowship, etc.
4. Where do committees fit?
Committees are under their appropriate category. They meet at the appointed time (preferably once a month or as needed.) The Pastor is ex-officio on all committees and works with them if he so chooses.
5. Some questions that we have not answered at the time of this writing,
 - A. What about Deacons? Where do they fit in?
The initial thought is in the "Fellowship" with the chairman of the Deacons - the person representing 'Fellowship' in the meetings.
 - B. How large a church can this structure accommodate?
 - C. Will this help the mission pastor organize faster and easier than the church council structure?
6. How it has aided the Pastor and developed lay leadership:
 - A. It reduces the Pastor's decision making workload. This is carried by other men and women with the church's authority to act.

- B. It reduces the Pastor's problem solving hours.
- C. It reduces the Pastor's administrative focus to 7 people who are responsible for all that happens under their influence.
- D. It develops leadership skills in those who God has placed in our congregation.

Please be reminded that this is not a 'brand-new' structure. It is being adapted for our purposes which we believe is in line with God's purpose for us.

Steve Nerger
Pines Baptist Church
800 N.W. 102 Avenue
Pembroke Pines, Florida 33026
954-435-8484

Developing A Ministry-Minded Church Becoming A Key Church

If it were a cloudy day and I told you to watch for the sun, most of you would say, "I won't see the sun because of the clouds," and you would give up looking after a short time. For the rest of the day you would look for the sun periodically (when you thought about it). ***BUT*** if I told you that the sun would definitely shine, even for a brief time, you would be more apt to watch and look more diligently to see it (and you would see it).

Many pastors and churches talk about ministry but they do not see the opportunities because their vision is cloudy. They look haphazardly for opportunities and when they do not present themselves, they give up until the fancy strikes them again later on down the road! To be a Key Church one must become a ministry-minded church: looking for need, meeting that need and seeing what God wants to do from there. A Key Church must be or become a Sower of Seed.

This seed must be sown often and scattered. This seed must be sown for the benefit of the giver and receiver. A pastor may desire a Key Church, but his people are the ones who must be trained to accomplish this task.

Therefore, begin by finding ministries that your people can do. These may be new ministries to your community or they may be joining in on some already existing ministries, i.e. feeding homeless. Your people need to have experience outside of the church and a heart that seeks ways to reach out. Key Churches do not just happen. They are planned by

action and philosophy (I think theology). A pastor must decide if everyone is to come to “his house” or “his family is going out to theirs!” Jesus never built a “big house.” He walked to where the people were!

Currently we have a church of 250 in attendance with 190 average in Sunday School. We are seven years old and have started a Caribbean church, a Hispanic Congregation.

We have developed and used the following Outreach Ministries:

1. **Feed the Homeless** in Downtown Fort Lauderdale a complete meal. One Sunday night per month. We serve 300-350 adults. Total cost \$75.00 per month, 7 people cook the meal on Sunday afternoon, 13 go to serve the food.
2. **Youth serve the homeless** coffee and desert one Sunday night per month at Downtown Fort Lauderdale Homeless Tent City. Cost \$15.00 per month, 12 youth go, bring baked deserts, two leaders accompany them.
3. **Youth serve** hot coffee and breakfast type food (muffins, hot rolls, doughnuts) to **newspaper vendors** on major intersections of Pembroke Pines area one Sunday morning each month. They also prepare a “care” package (toiletries, personal hygiene items) and distribute with food. Youth arrive at church at 7am, prepare coffee and food and then distribute. Return to church by 8:30am for Sunday School. Seven to ten youth and two leaders participate each month.
4. **Outreach Adventure Club (Sunday School type) in Cambridge Square Apartments.** Cost \$500 for year. Seven adults and high school youth go, have Bible study for apartment elementary age children for two hours every Saturday morning. Program originally began with one hour class on Sunday mornings, during the Sunday School time at the church. The change in day and extra hour have brought terrific results and responses from the families in the complex. To begin the ministry we had a Christmas party for the complex where a toy and clothing item were given to each child (age birth through 14 years). These items were supplied by the church members.
5. **Laundromat ministry** - Cost \$5.00 per week. Five adults, held during the Sunday School hour, equipment needed - 10 metal chairs. We teach the Bible for thirty minutes to those who are at the Laundromat. Some come just for Bible study.
6. **Walking With A Purpose** - Six to twelve ladies walking for two hours on Tuesdays passing out flyers about our church to the community. Cost - printing. for two hours. This can be done with two people. Wonderful time of fellowship.

7. ***It's A Mom and Kid Thing*** for Mothers with Preschoolers. Mom's meet at the same park from 10am to noon on Thursdays. Cost - \$0. This offers fellowship for moms with preschoolers and definitely introduces our church and God to the community. We have found it to be a tremendous outreach. A fifteen minute puppet presentation teaching about God is included. We are now offering the same program each week at two different community parks - in order to reach a larger group of moms.
8. ***Tutoring program*** - We have hooked up with the local Middle School, whose staff recommends us to the students and/or their parents. Cost - \$0. Five adults and High School Seniors for three hours per week. Currently, we have program on Monday and Wednesday afternoons, from end of school til 5:30pm.
9. ***Tutoring program at Cambridge Square Apartments*** (where we have the Outreach Adventure Club on Saturdays). One afternoon per week, two of the Outreach Adventure Club teachers go each week for two hours after school. We are working with elementary and middle school age children.
10. ***Youth Room*** - with a pool table, air hockey, etc. Open Thursday after school from 4pm - 6pm for Middle School students. Cost \$0. One adult and one high school youth supervise.
11. ***Broward Outreach Center*** - Each Wednesday evening five to seven adults take desserts to center where previously homeless people are attempting to re-connect with the working world. Three to four youth are assigned each week to bake the desserts in the church office kitchen for the adults to take. One parent supervises the youth each week. The desserts can also be provided by families/individuals and brought to the office to be taken.
12. ***Visitors Club House*** - Hospital has renovated an office building into living quarters for families that have children in the Joe DiMaggio Children=s Hospital at Memorial Regional (much like a Ronald McDonald House concept). Our congregation purchased fifteen Family Bibles and had the "Visitors Club House" name imprinted on them. These are available for the use of the families that stay there. One Thursday evening each month a group cooks a hot meal for all the families at the club house.

To keep a balance and train we have Men=s Discipleship and Prayer on Mondays, 7pm - 9pm, and Ladies= Discipleship on Tuesdays, 7pm - 9pm. One half of our adult population is faithful in discipleship. People must be encouraged and trained to walk with Jesus if they will ever look beyond themselves!

A Key Church looks beyond their four walls!
A Key Church looks into the heart of the community!
A Key Church looks at what it has to offer, not what it does not have!
A Key Church is a fun place to be!
A Key Church starts with a dream, and through hard work, becomes a reality!

Go ye into all the World!

Steve Nerger
Pines Baptist Church
800 N.W. 102 Avenue
Pembroke Pines, Florida 33026
954-435-8484

A WORD TO OUR SPONSORS

1. No church sponsors a new mission 100% correctly.
2. Just as babies survive with weak parents, missions can also survive. (Many missions are begun by sponsoring churches with less than 50 people)
3. Weak babies can grow to be strong adults.
4. Christ is the Head or authority of the mission, He is just asking you to “help out”.
5. Sponsoring a new mission helps the sponsor church by forcing it to work outside of its own programs. (An outward vision does wonders for existing churches!)
6. An outward vision brings excitement to and revitalizes older congregations. (Just like having a baby born into a family excites the whole family.)
7. As a sponsor church, you will allow some of your people to come out of their shell and serve God in ways they never thought possible for them. (Believe it or not, you will be accomplishing leadership development that will effect the Kingdom forever!)
8. You will assist your own church because people of the core group will be:
 - A. People who are astagnant@ at your church. They can get an opportunity to be rejuvenated by a new ministry sanctioned by you! (Even though we, as pastors, are bombarded with the need for bigger numbers in services, deep in the heart of a real pastor is the desire for each of the saints to find their unique place of service to our Master. When they find this through church planting, you really become their shepherd and you will please the Chief Shepherd)

B. People who need to leave your church:

- 1) Disgruntled individuals/families
- 2) People for whom your church has become too large. (They feel more comfortable in smaller settings).
- 3) Some people who are just sitting in your pews with no direction in ministry.
- 4) Those who have the pioneering spirit that often cause grief in the status quo of an existing congregation. (These may be the people who helped start your church years ago.)
- 5) People who live far away from the church and only participate on Sunday mornings as passive worshipers.

Note

If you are a pastor that is only interested in how many people are in services then either repent or give up the thought of church planting. To begin anything new, there is a cost involved!

9. Your church multiplies itself by enlarging the Kingdom of God, (i.e. by investing either a core group or resources) these investments will multiply. For instance, twenty people to a core group can multiply five times in the course of a year or two in a mission setting.
10. There is help and guidance available. You will not have to walk this unknown path alone. (Our state Convention has a church starting strategist for every part of the state. These are men who desire to assist if given the opportunity.)
11. If you can start as a co-participator, you will enjoy all the success of the mission by simply giving to it whatever your church has to offer (whether large or small.) This is Biblical Christianity, sharing the joys and heartaches with each other as well as the responsibility. Your people will have a new baby to bring joy to the family and God's big family will have fun working together instead of simply comparing numbers on Monday mornings.
12. Church starting is like having a baby. If you wait until you can afford to do it then you will never do it. There will **ALWAYS** be a price to pay, and a measure of faith,

which depends totally on God.

13. Do not be afraid of failure. It can happen, and does happen to the best of them, but real failure is wrapped up in being afraid to follow the voice of our Lord into the unknown path. If God asks you to start a new church, and if you give the best you have toward a church start, then there is no failure!
14. Starting new churches is BIBLICAL and necessary. After all, someone started the church that you are worshiping in today. Wouldn't you like to shake their hand?

Steve Nerger
Pines Baptist Church
800 N.W. 102 Avenue
Pembroke Pines, Florida 33026

**PINES BAPTIST CHURCH
PEMBROKE PINES, FLORIDA
START DATE: EASTER SUNDAY
APRIL 19, 1992**

GENERAL INFORMATION

This church became a dream six months prior to the start date. A core group of 36 people volunteered to go to the mission from the sponsor church. On the first Sunday there were 279 in attendance. We began meeting in an elementary school. A Sunday School program did not start until October. This worked well. We did begin Thursday night meetings for the entire family in May.

FIVE WEEK STATISTICS:

FIRST SUNDAY (EASTER)	WORSHIP 279
SECOND SUNDAY	WORSHIP 170
THIRD SUNDAY	WORSHIP 158
FOURTH SUNDAY	WORSHIP 145
FIFTH SUNDAY	WORSHIP 148

EASTER IS A GREAT TIME TO START AND HAVE MANY VISITORS WITH EXCELLENT COMMUNITY EXPOSURE. YOU DO, HOWEVER, GET MANY WHO ARE JUST CURIOUS AND FULFILLING THEIR YEARLY OBLIGATION.

TOOLS USED IN START

1. Telemarketing
2. Outreach Bible Study
3. Mass Mail
4. Flyer Distribution
5. Door to Door Survey
6. Establish Core Group from Sponsor Church
7. Contact All Visitors to Sponsor Church from Targeted Area
8. Solicit Prospects from Church Members
9. Advertising
10. Newspaper Articles
11. Radio

Telemarketing

This area was previously telemarketed by three other churches that we knew of.

- Four weeks of calls - February 17 - March 14
- 13,000 dial ups
- 900 positive responses for literature
- 6 phone lines at sponsor church were used (no expense)
- Volunteers from the sponsor church were used to call, along with core group.

Mass Mail

We wanted Pembroke Pines completely covered. We had leftover telemarketing literature, so every dial-up that did not answer or had an answering machine was sent one piece of literature telling them of the first service. Normally, it pays to order by bulk from a printer, so you can use the leftover in this way instead of letting them sit around the office after their usefulness.

Flyer Distribution

Choose the Saturday, eight days before the start date (in this case April 11). We had 60 people from the core group and sponsor church distribute the #3 brochure from telemarketing to 4700 homes. First session - 10am - 12:30pm; Lunch 1 - 2; Second Session - 2pm - 3:30pm.

We met at the home of one family of the core group, back for lunch, and in the afternoon just went home after distribution.

People were told it was OK to come to either session or stay for the entire time. Lunch was provided for all.

Survey

Five people from First Baptist of Orlando came and stayed for one week to do a door to door survey. We targeted 2 housing developments close to the new church meeting place. The survey (with invitation to the new church) was conducted Monday - Friday 10am -1pm and 6pm-8pm. This was done one week prior to the church start.

Outreach Bible Study

A small group from the sponsor church spent a Saturday 10 weeks before the start date going door to door with a flyer inviting the families in the target area to one of five (5) different Bible studies that would be held over the next 8 weeks. The studies, using Luke, began the week of February 10. Only two of the Bible Studies had visitors in attendance.

Only one went the entire 8 weeks. Only one family from the Bible study has attended the church at this time. (The purpose of the Bible study is twofold: To reach people through Bible Study and to let the community know in one more way that a church is coming!)

Core Group

Developing the group will be discussed later. All members of the sponsor church who lived in the targeted zips were contacted by letter and phone seeking their interest in the new mission.

Visitors to Sponsor Church

All visitors in the last year to the sponsor church who had not joined and lived in the target area were notified of the new mission start by letter and phone follow-up. This project SHOULD BE held for the new Mission Pastor to give a more direct and personal invitation.

Prospects

Members of the sponsor church were asked to submit names and addresses of prospects who lived in the targeted area.

Advertising

All newspapers in the target area were called. We advertised in 3 papers.

- A. Sun Sentinel - Saturday ad one week before and the Saturday before the start.
- B. Community News - This is a bi-weekly and we had an ad the week before
- C. Miami Herald.

We received free articles in each paper that we placed advertising simply by contacting the religion editor of each paper.

The job of advertising should always be left for the new mission pastor so he could;

- A. Accomplish something personal.
- B. See firsthand, the miracles God performs in each church start .
- C. To get him directly in touch with local papers for continued use.

Practice Sunday (March 24th)

We met at the school the week before Easter from 9:00 a.m. to 12:00 Noon. All signs were placed, cafeteria set up for worship (i.e. sound, chairs, etc), and Sunday School classes were examined and planned. A one half hour worship service was held with the Pastor giving a short unifying and challenging message. We then broke down the entire

set up. Everything that we could set up was set up to give the core an idea of the work involved and to find any problems before the next week.

This is an essential idea. Not original, but essential!

Prayer Meeting Saturday

On the day before the first Sunday service, we met at a member of the core group's home from 10:00 a.m. - 12:00 Noon. Prayer and sharing a vision for the new work was all we did. The teens watched the children.

Schedule - First Sunday

10:00a.m.	Coffee and donuts - (very good turn out)
10:30 - 11:45a.m.	Worship service
11:45a.m.	Dismissed

Attendance - 279 in worship
During the week there were two professions of faith

Core Group From the Sponsor Church

36 from sponsor church
2 Pianists and sound man came from sponsor church with three month commitment

Income

1. The core group began tithing to the mission one month before the start.
2. Individual gifts from members at the sponsor church.
3. Gifts from outside the sponsor church.
4. State Convention.
5. "Mission Heart" emphasis at sponsor church. \$1,500 of necessary equipment and supplies were posted on a large heart in the sanctuary. Members choose an item and either purchased it or gave the money, i.e. construction paper, marker boards, filmstrip projector, pencils, tracts, etc.

Therefore, the mission was well stocked to begin. Special gifts from Sunday School classes and organizations within the sponsor church, i.e. choir gave toward sound system.

Meeting Place

We began meeting in the Pines Middle School. This school is right in the middle of Pembroke Pines. We targeted central Pembroke Pines.

Personnel Needed for this Start

Minister of Missions / who also pastored this start
One Outreach director
One logistics man - (moving equipment back and forth.)
One pianist
One sound man
One facility set-up man
One Music Director
One secretary from the sponsor church or volunteer assigned to the mission for three months prior to start date

As many people as possible to lift and move things in and out (youth and children can help).

Basic Equipment and Things to Remember

1. Signs Outside: directional to meeting site, one large banner at the location with times and services.
Inside: As many as needed to point and mark all classes and nurseries.
2. More than enough chairs.
3. Cribs - three to five.
4. Toy box for transporting preschool toys.
5. Administration equipment - i.e. enrollment cards, visitor=s welcome cards, Sunday School records, if Sunday School starts right away, membership, offering envelopes, nursery sign-up, etc.
6. Sunday School supplies adequate for quality, so teachers are not frustrated from day one!
7. Van, truck or trailer for transporting signs and equipment.
8. Sound system - (check thoroughly in advance).
9. Piano, keyboard or "something".
10. Hymnals, song sheets or overhead.
11. Music leader.
12. Marker boards.
13. One carry-kit for each classroom with supplies.
14. Set-up method of getting teachers weekly supplies.
15. Bank account (separate building account added first month).
16. Pulpit.

17. Check pulpit area for proper height (Build portable platform if necessary).
18. Welcome table with guest book. (Old fashioned, but it works for new starts if you meet all people at the door and expect them to sign in for the first service.)
19. Design logo, letterhead, bulletin.
20. Advertising - (see advertising section).
21. Make quality brochures - use people, pictures, and quotes.
22. In all correspondence be upbeat, but have integrity!
23. Save as much work involving the people and the community for the new pastor so that he may gain "ownership" .
24. Develop prayer program during planning, and development of start.
25. Fellowship equipment - coffeepot, juice, coffee, napkins cups, sugar, etc.
26. Offering plates.
27. Assigned ushers.
28. Money bag with method of deposit (person and bank).
29. Method of counting money each week.
30. Set up financial books two months prior to start.
31. Meeting place.
32. Choose target area - (work out any question of "Turf," with the association and local pastors).
33. This is not designed as a complete list, just a helpful one.

Promoting The Mission In The Sponsor Church

1. Start as early as possible.
2. Develop a missions committee early.
3. Introduce the mission concept from the pulpit.
4. Promote in all services in various ways, i.e. Sunday evenings five minute missions updates. Two times a month have Wednesday night testimonies.
5. Utilize the bulletin during the final six weeks i.e. use the back page for mission start update, needs, prayer requests, etc.
6. Keep the Pastor and staff informed and involved.
7. Create ways to give the entire sponsor church ownership of the mission.
8. Ask various groups within the church for specific assistance, i.e. Ladies groups to do purchasing of specific items.
9. Make a church wide effort to assist the mission in needed start up items. ("Our big mission heart did this").
10. Sunday evening service just before the mission start that presents the mission core to sponsor church and we "send them off"! (We used a baby shower idea with a "charge".)
11. Have one mass visitation or flyer distribution with the sponsor church participating.

Telemarketing Tips

1. Find and use an already existing phone bank to save money, i.e. Large church, insurance company, real estate office, etc. Don't be afraid to ask around.
2. Plan enough time to call - realize that you will not get 100% participation of those who volunteer.
3. Utilize older adults calling from home.
4. Be sure to plan for something to go wrong - plan into your schedule one extra week.
5. Find a printer that can work with your schedule and who does the work at his shop so you don't have to wait for things to be "sent-out" somewhere else.
6. Utilize the people going to the mission for pictures and quotes - they love it ! And others respond.
7. If possible, schedule the same day of the week for the four weeks of mail outs. Have volunteers committed to helping on that day for four weeks.
8. Send invitations first class mail and not bulk. The "class act" will make a difference.
9. Send all other mail outs bulk mail.
10. Be sure you send yourself a copy of all bulk mail so you get an idea of when the people receive their copy.
11. Be creative, yet stay with the program.
12. Plan on a lot of work and hours if this program is to be done correctly.
13. Youth are great phone callers - just feed them and get some competition between them, i.e. most responses in an evening or total.
14. Every Sunday give the sponsor church a total of phone calls made and positive responses.
15. Line up volunteers and then line up some more.
16. Enlist and train three or more volunteers to supervise the nightly phone calling - they can then split up the four weeks of calls.
17. Enlist one extra phone caller per night. One more than the number of phones available.
18. Pray before and after each session.

Meeting With The Core Group Before Church Start

1. Begin no later than two months prior to start date.
2. Allow time for them to develop as a group, i.e. Introduce, share, pray, etc.
3. Assign small and large tasks for ownership.

4. Give them assignments each week to develop team work.
5. Assimilate the new pastor as soon and as quickly as both "he@ and "they" can handle it (transition) . Make sure the new pastor leads the last two meetings before start.
6. Meet Wednesdays during existing prayer meeting time. This weans the core off the sponsor church and keeps the core group from having to be out another night.
7. Allow and encourage core group to dream.
8. Give them an understanding of how important they are.
9. Use the core groups to make telemarketing final invitation. Assign during this meeting.
10. Discuss - tithing, building commitments, Sunday School, meeting place, membership, practice Sunday, relation to pastor, and sponsor church, etc.
11. Have the teens of the core group meet at least one of these weeks to "dream" of the new youth group and what they desire it to be.
12. Meet the day before the new start for prayer and encouragement.
13. If possible, during the first month develop a Sunday night program just for the core group. One hour spent visiting, one hour worship, and working through problems.

Assimilation of New Members

1. The pastor should call all visitors by Tuesday evening after the first Sunday service.
2. Send a letter to all visitors who were there on the first service and all subsequent services.
3. Utilize Sunday evening for the core during the first month. One hour visiting, one hour discussing difficulties, praise, and Bible Study.
4. We have the pastor teach an initial new member class during the Sunday School hour to teach, or on a separate night, doctrine, church structure, Southern Baptist Convention, and to get to know and trust the pastor in a smaller setting. In the future this class might be taught a by deacon or strong lay person.
5. Do not form and fill all committees until some new people from the community become members. These people cannot serve immediately for obvious reasons, so don't have them locked out for a year because you were too efficient.
6. Have the core group ask new families, who are obviously interested, out for Sunday lunch.
7. During Sunday evening visitation, bring children of each age group along with their Sunday School teacher for a home visit to that age.
8. Plan one major social event within six weeks of the church start, i.e. Fellowship dinner after Sunday morning or one night have a picnic for people for the new church. We had both of these scheduled.

Keeping The Word In The Community For The First Ten Weeks

1. Contact the newspapers for a follow-up story.
2. Continue advertising.

3. Week 4 - place a "thank you" with a picture of the pastor as an ad in the newspaper to the community. - i.e. Thank you for your acceptance, etc. This tells the community that you have made it and plan on staying. It is very upbeat and positive.
4. Weeks 6 - 7 - organize a mass brochure hand out to the communities nearby that had not yet been saturated (utilize all the leftover brochures from the initial flyer distribution).
5. Weeks 8 - 10 - make a new brochure with pictures of the new Sunday School classes in action, worship, outings, etc. Distribute them.
6. Sunday night visitation is a must.
7. The key to all of this is the Pastor visiting everyone during these weeks. Visiting and sharing his faith must be his priority.

CONCLUSION

This paper is designed to be informative and helpful; not all inclusive and dogmatic. A good church start takes place when much planning, prayer, hard work, and many hours are joined together under the leadership and direction of the Lord. The reality is that the new mission Pastor, in my opinion, is the key to success. He must accept ownership, leadership, and responsibility for those who God so generously sends his way to pastor. He must visit, visit, and visit some more. He must love, love and love some more. Church planting is like "golf@ - it=s not how quickly you get to the green, but what you do once you get there. To God be the Glory!

Steve Nerger
Pines Baptist Church
800 N.W. 102 Avenue
Pembroke Pines, Florida 33026
954-435-8484

**Example
PINES BAPTIST MISSION
PROPOSED BUDGET REPORT - 1992**

ESTIMATED INCOME

PROPOSED ANNUAL BUDGET

200	Tithes and Offerings		\$ 58,344
700	Salary Assistance		
	A.	State	\$ 12,000
	B.	Association	\$ 5,000
	C.	Sponsor Church	\$ 10,000
701	Rental Assistance		\$ 24,000
	TOTAL		\$ 87,744

MISSIONS MINISTRY

1010	Cooperative Program	(8%)	\$ 4,656
1020	Associational Missions	(2%)	\$ 1,164
1030	Mission Fund	(1%)	\$ 582
1050	Benevolent	(1%)	\$ 582
	TOTAL		\$ 6,984

EDUCATION/ORGANIZATIONS

2010	Sunday School		\$ 3,000
2020	Outreach/Evangelism		\$ 1,000
2030	V.B.S.		\$ 1,000
2040	Music Program		\$ 1,500
2050	Youth Ministry		\$ 4,000
2100	Church-wide Activities		\$ 1,500
	TOTAL		\$ 12,000

ADMINISTRATION

3010	Advertising/Publicity		\$ 5,000
3020	Postage		\$ 1,000
3030	Flowers and Gifts		\$ 500
3040	Church Office Equipment		\$ 1,000
3050	Office Supplies		\$ 1,400
4010	Contingencies		\$ 4,000
	TOTAL		\$ 12,900

OPERATIONS

5010 Rent \$ 14,560

PASTORAL SALARY

6010 Base Salary \$ 6,926

6020 Housing Allowance \$ 20,000

TOTAL \$ 26,926

PASTORAL EXPENSES

Annuity \$ 600

Auto \$ 4,500

Conference Expense \$ 600

Pulpit Supply \$ 300

Insurance \$ 7,974

Pastor - Discretion \$ 400

TOTAL \$ 14,374

TOTAL DISBURSEMENTS \$ 87,744

NEEDED PER WEEK FOR LOCAL CONGREGATION \$ 1,122

January 1992

Pines Baptist Church – “Where Friends Become Family”

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4
5	6	7	8 Meeting for all Perspective Teachers 6:30pm – FRBC	9	10	11
12 Core Group Meeting 6pm	13	14	15 Preschool SS Teachers Meeting 6:30pm FRBC	16	17	18
19	20	21	22 Childrens' SS Teacher Meeting FRBC 6:30pm Home Bible Study Sites Chosen – 7pm	23	24	25
26 Telemarketing Training 6pm	27	28	29 Flyer Reach to Print Home bible Study 6:30pm Telemarketing Leaders Training 6:30pm Adult SS Teachers Meeting FRBC	30	31	

February 1992

Pines Baptist Church – “Where Friends Become Family”

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1 10am Telemarketing Training
2	3	4	5 6:30pm Telemarketing Training 6:30pm Preschool SS Teacher Meeting FRBC	6	7 Carl & Judy arrive from Orlando Thank You Letter for Telemarketing Finished	8 9:30am Flyer Distribution or Home Bible Study 12pm Lunch 1pm Flyer Distribution
9 6pm Telemarketing Training	10 Home Bible Studies Begin this week for 8 weeks	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

March 1992

Pines Baptist Church – “Where Friends Become Family”

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1 3pm Telemarketing	2 5pm Telemarketing	3 5pm Telemarketing	4 "10 Ways" Brochure to printer 5pm Telemarketing 6:30pm Preschool SS Teachers Mtg FRBC	5 5pm Telemarketing	6 5pm Telemarketing	7 10am Telemarketing
8 3pm Telemarketing	9 5pm Telemarketing	10 5pm Telemarketing	11 "Who We Are" Brochure to Printer 5pm Telemarketing	12 5pm Telemarketing	13 5pm Telemarketing	14 10am Telemarketing
15 6:30pm Youth SS Teacher Mtg FRBC	16	17	18 "Invitation" to printer 6:30pm Childrens' SS Teachers Mtg FRBC	19	20 Meet at Flamingo for "Large Card" Mail out	21
22	23	24	25 6:30pm Adult Sunday School Teachers Mtg FRBC	26	27 Meet at Flamingo for "10 Ways" Mail Out	28
29	30	31				

April 1992

Pines Baptist Church – “Where Friends Become Family”

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3 Meet at Flamingo for “Who We Are Mail Out	4
5 Core Meets for Sunday School and Worship – AM 6pm Mission Service at Flamingo	6	7	8	9	10 Meet at Flamingo for “Invitation” Mail Out	11 Carl & Judy Chubb & Co. arrive
12 Palm Sunday Core Meets for Sunday School & Worship	13	14	15 Final Phone Invitations	16 Final Phone Invitations	17 Good Friday Final Phone Invitations	18 Final Preparations 10am Core Prayer Meeting Final Phone Invitations
19 Easter Church Start – How Many Will Come? - Praise God!	20 6:30pm Follow- up Visitation and Phone	21 6:30pm Follow-up Visitation and Phone	22 6:30pm Follow-up Visitation and Phone	23 6:30pm Follow-up Visitation and Phone	24 6:30pm Follow-up Visitation and Phone	25 10:30am Follow- up Visitation and Phone
26 Week 2 – Who Will Find Christ Through Our Effort?	27	28	29	30		

Sample of Church Weekly Activities

(the goal is to have this in place by the end of the first year)

Sunday

9:00 AM	Bible Study
10:00 AM	Fellowship/coffee, cake, etc
10:30 AM	Worship

Sunday Evenings

- Sunday School Teachers= Training (once a month)
- Youth Staff Meeting (once a month)
- Music (once a month) Choir or ensemble
- Other Committee meetings

Tuesday

10:00 - 12:00AM	Ladies Discipleship
7:00 - 9:00PM	Men's Discipleship

Wednesday (for first Year)

6:45 - 8:00PM	Visitation (outreach and inreach)
8:00 - 10:00PM	Men's Discipleship

Thursday

7:00 - 9:00PM	Ladies Discipleship
---------------	---------------------

Friday

Reserved for Youth Activities and Sunday School Class activities

Saturday

Church Set-up
Quarterly Flyer Distributions or Outreach Ministry

If the core group is comprised of adequate leadership, the Sunday School can start on second week of church start. If this is not possible, then wait and develop teachers. This should take about four to six months. (i.e. if planning an Easter start, then target September or October for Sunday Bible Study start date)

Stay with the Discipleship for one year (if pastor is sold-out to it), as your leaders will come from this group. The main emphasis is on one's personal relationship and responsibilities.

The 2nd year of Discipleship can be spent on #3 Family, and #4 Community.

Year 1 - Leadership Development/people gathering/organization

Year 2 - People gathering/leadership/organization

Year 3 - Organization/people gathering/leadership.