

National (Provincial) Church Planting Process

4 Components Team Manual with Worksheets

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FAQ's:

What is a National Church Planting Process?

A national church planting process is the plan by which we seek the mobilization of the church to plant churches to saturate the nation (province) with the Gospel.

What are the Four Components of a National Church Planting Process?

The four components needed to mobilize the church to saturate the nation (province) with churches can be depicted with these images:



Leadership

Leadership is the team which takes responsibility for facilitating the overall process. This team ensures that the other components take place, are healthy and progressing towards the goal.



Information

Information is the research needed to understand where new churches are most needed, how many are needed, which people groups and languages are most in need and how new churches are being started most effectively in your context.



Gathering

Gatherings refer to gathering pastors, church planters and church leaders from all denominations and mission agencies to pray for the lost, understand where churches are most needed (research), commit to act to do their part, set goals for local church planting, pray and plan next steps.



Systems

Support systems are the tools and training needed to help the church in the nation (province/city) be as effective as possible in making disciples who make disciples and planting churches which plant churches.

What is the Purpose of this Manual?

The purpose this manual is to help the leadership team serve their nation (province) effectively.

Each component will be summarized in about two pages with suggestions for discussion, planning and action by the national (provincial) leadership team.

Remember, leading a national mobilization process is “a long obedience in the same direction.” It involves returning to these components frequently, gaining more progress each time as momentum increases towards the goal expressed by the prophet Habakkuk: *For the earth **will** be filled with the knowledge of the glory of the LORD as the waters cover the sea.* (2:14)



Leadership

Team leader: Your national facilitation team requires a faithful, humble, trusted leader with passion for God’s goal for his or her nation.

Team members: Your national facilitation team also requires 5 to 7 team members equally committed and possessing gifts and strengths to supplement those of the team facilitator.

Areas of strength and responsibility which may be served by these team members may include areas such as:

- Prayer mobilization
- Training for disciple making
- Church planter training
- Research team leader
- Event planning (to lead or assist with national gatherings of pastors and church leaders)
- Administration
- Willing to help as needed

Love and Relationship: Your team needs to give priority to growing in friendship, prayer, love and relationship. Ideally you will already be a team who has worked together but also welcoming newcomers as friends who care about each other’s personal challenges and walk with the Lord. An annual retreat to pray, deepen relationship and plan your work is ideal at the beginning of each new year.

Overseeing the national (provincial) process: Even in an Internet meeting, the balance between spontaneity and “ticking the boxes” can be maintained.

Meeting Plan: The following process may be helpful:

1. Connecting relationally and spiritually (approximately 1/3 of time available, depending on your culture.)

Welcome, scripture and prayer

I like to ask, because Internet allows us to see one’s face but not his or her heart. We ask, “What is happening in your life that we can’t see, but that may be affecting you, positively or negatively, as we meet?” or, “What is a personal or ministry high or low you’ve experienced since we last met?”

Invite each person to pray for one other person, or for the group to engage in a season of prayer.

2. Advancing the National Process: (approximately two-thirds of time available)

Task updates: Each person present shares progress in his or her area of responsibility, followed by time-bound plans for next steps. For example, leaders may be developing sub-teams in such areas as:

1. National Congress event planning (may be re-constituted every 2-3 years)
2. Regional seminars, consultations and collaboration groups that aim for geographic breadth.
3. Prayer mobilization

4. Research of the harvest field and harvest force (aiming to update every 2-3 years).
5. Relational engagement of organizations and networks—i.e., “drinking tea” with network and denominational leaders to discover needs, encourage engagement, and find key leaders within organizations with a passion to serve.
6. Communications and publications—print and Internet
7. Tools and training—e.g., developing fourth-generation movements, pre-launch bootcamps/incubators for planters, training coaches, peer-support groups for planters that stimulate Bible school and seminaries to assist in training, etc.

This systematic overview may involve about half of the meeting. If the task update rotation cannot be completed, relax, and pick it up next time. Don't neglect to do so.

Scrum

However, there is also need for spontaneous input. New ideas emerge. The Holy Spirit speaks. Some liken this part of the meeting to a rugby scrum. It's a quick stand up meeting focusing on solving a difficult problem or floating a new strategy or direction. Sometimes a decision can be made quickly, but if not, next time.

Team development

Teams mentioned above may need to be enlarged or members to be replaced. Each team should have a second or apprentice leader, should the facilitator be unable to continue. A review of team strength and possible need of additional teams to be formed on a regular basis is wise.

Guests

It's wise and good to invite guests to retreats and Internet update meetings, both to broaden the movement and to build potential future leadership.

Next meeting

Setting time and date of the next meeting is vital and best done while the group can consult their calendar. Leaving this vital step until later is costly.

Support of a “Backbone” organization: Some national (provincial) church planting processes function as relational networks. This may be more often the case in higher security settings. In other settings the process is often effectively aided and supported by a “backbone” organization which assists, at least minimally, with areas such as administration, bookkeeping, event organization, perhaps even research.

National (provincial) church planting processes can advance without the support of such an organization but are often more effective in the longer-term with this assistance.

The “backbone” organization needs to be broadly trusted to serve the process without serving itself. It does not “own” the process. In my experience the national team can review and re-affirm the “backbone” organization each two years if needed. In most cases the “backbone” organization is highly valued and no change is necessary.

The ideal spirit of such an organization is often reflected in that of *Barnabus* in the New Testament, a man who served key roles with little personal recognition.



Leadership

National Leadership Team

Development Worksheet:

Who is currently actively committed to serving on the team?

- | | |
|----|----|
| 1. | 4. |
| 2. | 5. |
| 3. | 6. |

Who is the team leader?

How is the team leader selected?

Does everyone on the team have a responsibility? Which roles are still needed to make the team more effective?

- | | |
|----|----|
| 1. | 4. |
| 2. | 5. |
| 3. | 6. |

If we need to add people to the team, what kind of leadership people best serve a national process? What qualities are we looking for?

- | | |
|----|----|
| 1. | 3. |
| 2. | 4. |

Who are the people in our country (province) who have these characteristics or are developing them?

- | | |
|----|----|
| 1. | 3. |
| 2. | 4. |

Who will invite people not yet on our team to meet with us and assist in the work?

How will our team work to move the national process forward? (Monthly, quarterly? Face-to-face or by internet? Would a 2 day retreat be a better way to start strongly?)

Let's set the date, place and time of our next four meetings:

- | | |
|----|----|
| 1. | 3. |
| 2. | 4. |

Who will prepare the agenda and remind everyone to come prepared for our work?

How will we set our quarterly objectives?

How will we benefit from a coach, mentor or peer-coaching conversations

<http://scp.outreach.ca/Resources/Learning-Communities/Internet> for broader perspective?



Strategic Information is informational and motivational. The motivational component is often termed the “prophetic message” which calls the church to a change of heart and to action.

Information

Strategic information helps the church make wise practical decisions in regard to church planting, even though research is never perfect, and it is never complete.

These characteristics of research do not diminish its practical value.

Research requires a team leader and often a team to serve what Bob Waymire (who founded Global Mapping Institute to support the first “DAWN” projects¹) called a needed “permanent research function.” Some of these areas of research include:

The Harvest Field: Jesus said, *“Open your eyes and look at the fields! They are ripe for harvest. Even now those who reap draw their wages, even now they harvest the crop for eternal life, so that the sower and the reaper may be glad together.”* (John 4:35-36)

The harvest field is an image pointing to those who have not yet responded to Jesus’ call into the Kingdom of Heaven. Harvest field research seeks to identify the languages, locations and people groups who have least opportunity to be invited to follow Jesus the Messiah and estimates the size of the needed workforce.

Mapping is a useful tool to make the results of harvest field research simple and clear. Effective maps focus less on where the church **is** than on where the church is **most needed**. This may be shown as a ratio between the population in an area and the number of churches in that area. Ideally there will be for every 1,000 unreached people, one church actively seeking to make disciples among them.²

The Harvest Force: The *reapers* in Jesus’ words of John 4:35-36 are the harvest force, those who are winning the lost, making disciples and planting churches. In most countries this harvest force is organized into denominations, networks and mission organizations. Some of these organizations are highly aware of how well they are advancing in disciple-making and church planting and some keep no records.

The research team can help the church see itself more clearly as a harvest force.

Harvest Fruit: sometimes it is helpful also to discover which harvesters are most fruitful. This research involves discovering the most fruitful tools and methods (e.g. mother-daughter church planting, DMM) being utilized to multiply new disciples and disciple-making communities. In this way we can learn from each other and together become more fruitful.

Case Studies: a helpful tool in sharing fruitful practices can be case studies which outline what has been learned and principles which may be considered by others. The purpose of case studies is to help each of us reflect about how we are going about our task and learn from others are who, like us, are seeking to honor the King and bring His lost sheep into His fold of salvation.

¹ DAWN refers to “Discipling a Whole Nation,” a vision and strategy we are summarizing and building on when we speak of a National Church Planting Process. The first DAWN process was undertaken in the Phillipines in 1975 and saw the planting of 45,000 churches in that nation in 25 years.

² www.murraymoerman.com/NCPP/resources.asp, see footnote 137



Information

Strategic Information

Worksheet:

What strategic Information **already** exists which **others** have already gathered?

- 1.
- 2.
- 3.

What strategic information do we already have (partial or dated)?

- 1.
- 2.
- 3.

Who can be recruited or is already willing to compile these materials into a form most helpful to the whole church?

- 1.
- 2.

What strategic information is still missing or needs to be updated?

- 1.
- 2.
- 3.
- 4.

Who can we ask to seek out this information?

- 1.
- 2.

How can we form the information we have into an effective “prophetic message”? (see: <http://tinyurl.com/PropheticMessage>)

How can we ensure this information is before every Christian leader in our country?

How can we challenge every Christian leader to set church planting goals to respond to the needs revealed in the strategic information (research)?

Can we present this information more clearly or distribute it more effectively?



Leadership Gatherings: To mobilize the whole church to disciple the whole nation through saturation church planting requires period gatherings of pastors and leaders of the church, church planters and mission organizations.

Gathering

Congress/La Plaza: These gatherings can be called a “Congress” (i.e. a formal gathering where decisions are made) or “La Plaza” (i.e. an informal place where leaders build relationship and have conversation about important subjects).

Goals: National (provincial) gatherings can be organized to

- Make pastors and leaders aware of **the needs** for church planting in the nation (province). Strategic information can provide the foundation for what some have called a “prophetic message” calling the church to a heart-and-hands response to its calling.
- Give pastors and leaders opportunity to seek the Lord and **pray together** for the lost asking the Lord of the Harvest for direction.
- Offer encouraging **workshops** and case studies with opportunity for discussion and learning.
- Encourage pastors and leaders to consider setting **goals and** making church planting **plans** in response to what they are hearing and learning.
- Provide some way in which leaders can re-connect in smaller local gatherings in **follow-up** to share, pray, collaborate on projects and encourage each other relationally on the journey.

Program: you may want to consider the following potential components for consideration:

Plenary: Casting the Vision	Plenary: Propose a National Goal as “harvest force” can work towards (or an interim goal along the way, or the means of arriving at a goal)	Plenary: Worship, commissioning and communion.
Plenary: Laying out the Need (research overview of where churches are most needed nationally)	Breakout – by Denomination, Network Organization: Review progress in the last decade and set goals (numbers and/or planting processes) for the future.	Breakout – by Denomination, Network Organization: Develop Plans in higher levels of detail.
Plenary: Prayer and Worship	Workshops I A variety of Practical Topics (e.g. planter training, prayer mobilization, movement approach, case studies, etc.)	Workshops II A Range of Practical Topics (repeat of previous day)
Plenary - Case Study: Demonstrate distinction between planting churches (addition) and establishing movements (ideally, a 4 th generation movement of planting or disciple-making)	Breakout – Geographic Regions: Focus on prayer, relationship-building.	Breakout – Geographic Regions: Explore areas of potential collaboration, set general goals if possible, agree on time(s) to meet again in the region after the Congress.

Follow-up gatherings: in some settings national gatherings can be followed up by smaller gatherings in various regions or major cities. The goals of these gatherings are similar to those of national gatherings, but the gatherings can be more informal and flexible at any frequency to which participants agree. Consider the first round an experiment to repeat and improve on. Next round, pray & aim for progress.



Gathering

National / Provincial Gatherings

Worksheet:

What is our next opportunity to gather Christian leaders in our country (or province) to consider how to disciple our nation?

Is there a “natural” opportunity apparent, or shall we create an opportunity?

Date and location: What should be the date and location for this gathering?

Invitation Team: Who will form a team to invite pastors, church planters and church leaders from all denominations and mission agencies together to consider our common mission?

What questions can we answer now?

What decisions must we make soon?

Program Team: Who will prepare a program to help those who gather to pray for the lost, understand where churches are most needed (research), commit to act to do their part, set goals and plan what they will do next?

What questions can we answer now?

What decisions must we make soon?

Finance Team: Who will prepare a simple budget and calculate registration costs in order to break-even or put aside for the future?

What questions can we answer now?

What decisions must we make soon?

Logistics Team: Who will review and prepare for practical details for a smooth and comfortable gathering?

What questions can we answer now?

What decisions must we make soon?

Prayer Team: Who will gather intercessors to pray during our season of preparation, during the gathering and afterwards for God’s full purposes to be accomplished?

What questions can we answer now?

What decisions must we make soon?

Follow-up Plan: How will we follow-up with these Christian leaders who attend to encourage them and learn the tools and training they may need, to do all the Lord has put in their hearts to do?

What questions can we answer now?

What decisions must we make soon?



Systems

Support Systems provide some tools and training to help pastors, church planters and denominational leaders make progress toward their goal for movements of disciple-making and church planting. Many tools and resources helpful and possible but choices will need to be made.

Preparations: We must of course pray the Lord's guidance. He knows what His children need. It is important likewise to talk to leaders, asking about their needs and perspective on which resources would be most helpful. Then new initiatives can be added to fill gaps as the Lord guides.

Priorities: It can be argued that several support systems are foundational and in fact beneficial in every context. Please consider:

Prayer mobilization – Every effective disciple-making and church planting movement is founded on sustained, concerted prayer. Prayer must be encouraged, prayer networks recruited and prayer needs shared.

4G training and coaching – 4G refers to four generations of believers related to one another spiritually. These may be new disciples, discipling-making groups or church plants. Movement training requires follow-up coaching as leaders make progress in the paradigm shifts involved.

Peer support clusters – Church planters and other leaders (e.g. trainers, denominational leaders, pastors planning daughter churches) benefit from the encouragement, prayer and shared learning provided by small clusters of peers committed to same task.

Regular purposeful communication – Encouragement, progress reports, prayer requests, means of connecting with groups and resources can be the content of regular purposeful communication. Means of communication can range from small quiet conversations in secure locations to public newsletters and websites in open societies.

Your team may add to these considerations or replace them with more important support tools. It is important, regardless, to evaluate regularly and seek to make small improvements in response to feedback.

Delivery: Spiritual support, tools and training can be offered national or regionally, individually or in large groups, in person or by email or the web. Teams will often come up with creative ideas and share the work.

Leaders to Serve: Asking busy pastors and mission leaders to help provide tools and training will surface some with hearts already in alignment. Seek also to recruit non-formal leaders to help. Non-formal leaders can include laymen and women, seasoned leaders who have officially retired but are still vigorous and students just starting out in ministry. Students can serve in internships or field projects assisting with parts of the task while they prepare for broader ministry.

Scale up or down – flexibly: Your team may initially have the capacity to offer only one resource. If so, provide it as helpfully as possible. You can always scale-up. Your team may have the capacity to offer several resources. If so, serve faithfully and evaluate. Perhaps you will need to scale-down or can scale-up the next season. Maintain a posture of evaluation and improvement, while seeking additional co-workers to serve the Body of Christ.



Systems

Tools and Training

Worksheet:

Which tools and training for disciple making and church planting are already available in our country (province?)

- 1.
- 2.
- 3.

Which support systems are missing or could strengthen laborers in the harvest?

- 1.
- 2.
- 3.

What steps are we committed to take in the next year?

- | | |
|----|---------------|
| 1. | Point-person: |
| 2. | Point-person: |
| 3. | Point-person: |

What steps will need to be taken in the next 90 days to be successful?

- | | |
|----|---------------|
| 1. | Point-person: |
| 2. | Point-person: |
| 3. | Point-person: |

Prayer: How can we mobilize concerted prayer for revival and mission in the church in our nation? Who will lead the initiative?

Movement training: How can we encourage addition to become multiplication?

How can we stimulate multiplication movements?

Who will lead the initiative?

What do we need to learn about movements or about leading movements?

===

What have we missed in our conversation so far to go into our agenda for next meeting?

How are We Doing?³

A National Team Self-Evaluation Tool

Vital Component:

(Place an "X" in one colored box)

National Team:

National team leader, committed and capable:

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National team, right-sized and effective

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Team meets regularly (four or more times a year)

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Strategic Information:

Strategic Information, updated in last three years

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Widely distributed

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Stimulating discussion and action

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Leader Gatherings:

National Gathering, key leaders in last three years

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Regional gatherings, discussion and collaboration

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Support Systems:

Widespread training in church planting, disciple-making, multi-generation movements

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Coaching

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Communication—website or newsletters, regular, effective

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Reflections based on our self-evaluation ...

Our priorities for the next year

- 1.
- 2.
- 3.
- 4.
- 5.

³ Downloadable from www.murraymoerman.com/NCPP/resources.asp, footnote 219.