

A Guide to Establishing a Church Planting Center



All across our nation are communities where the Gospel is not being sufficiently proclaimed. Some of these communities can be reached through churches that already exist in their midst and intentionally prioritize the work of evangelism. However, there are many communities whose residents are not being pursued with the Gospel by any congregation. New churches are needed in these communities, but who will start these churches? In the proverbial pews of existing churches are an army of Christian leaders that could and should be challenged and equipped to take the Gospel to such communities.

Some church leaders are addressing the need for church planting and sending out church planters by establishing what have come to be known as church planting centers (CPCs). This resource, *A Guide Establishing a Church Planting Center*, has been created to assist church leaders in understanding the nature of church planting centers and the how-to's of leading their church to be a church planting center. It is not intended to be exhaustive but to provide a stimulus for pastors to create a customized plan to equip God's people to plant churches. The recommended experiential learning process would include instruction and modeling coupled with the vitally important process of mentoring.

Let's train an army of missionary evangelists who will plant multiplying churches and reclaim this land for Him until King Jesus returns!

Training Focus

The focus of a church planting center is to equip men to start and lead Gospel-centered, missional, church-planting churches. Church leaders need theological training and directed personal mentoring to help them lead and serve like Christ.

The three-fold nature of the training focuses on developing the knowledge, character, and ability of the prospective leaders. The theological training will equip church planters and their team members to proclaim the Gospel in a manner that is biblically faithful and culturally sensitive, even as it enables them to defend the Gospel against false teachings and corruption. The mentoring aspect involves the maturing and development of Christ-centered virtues, especially with a view to each man's character and family life.

Finally, each mentor should seek to provide various practical ministry experiences, thus giving the prospective leaders opportunities to exercise and cultivate their gifts. Together these aspects of training provide the men with the needed skills to plant healthy, evangelistic churches and provide a solid foundation for lifelong ministry in the service of King Jesus.

Leadership Characteristics and Qualifications

The leadership of each church planting center should pray and look for church planters to be equipped who follow biblical qualifications. Other observed behaviors that have been helpful in selection are included below as well. Additional leaders (other than lead church planters) to be equipped should be individuals of proven Christian character, called to serve, and teachable.

Biblical Qualifications from 1 Timothy 3:1-7; Titus 1:5-9, and 1 Peter 5:1-4:

- Above reproach

- The husband of one wife
- Believing children
- Sober-minded
- Not arrogant
- Not quick-tempered
- Self-controlled
- Respectable
- Hospitable
- Lover of good
- Upright
- Holy
- Disciplined
- Holding firm to the Word
- Able to give sound instruction
- Able to refute bad instruction
- Able to teach
- Not a drunkard
- Not violent, but gentle
- Not quarrelsome
- Not a lover of money
- Not greedy
- Good manager of household
- Keeps children submissive
- Not a new convert
- Well thought of by outsiders

Other Helpful Characteristics—Observed Behaviors:

- A leader whom others regularly follow
- Has a desire to grow in God's Word
- Actively shares his faith with others
- Able to work well without direct supervision
- Has the ability to assemble a quality team to accomplish a task
- Currently loves his local church and serves it without compensation
- Grasps biblical truth quickly and accurately
- Demonstrates a deep concern for the lost
- Possesses the humility to seek counsel from others
- Has a wife who honors him and is supportive of his desire for ministry service
- Has the ability to persevere through difficulty

Process and Curriculum Development

The recommended content for a church planting center is based on an experiential learning format. As noted above, church planting centers focus on developing the knowledge, character, and ability of the prospective leaders. The following processes and content are recommended in order to develop the character and message of the man so that the mission and method of the churches being planted will be biblically sound and will reproduce until the Lord Jesus returns.

Each new church planting center should select the processes and curriculum that are appropriate for its setting. Not every process or curriculum listed below is necessary to train leaders. Each new church planting center will want to study the section **Church Planting Center Training Models, Appendix B**.

These are actual models that are being used in different settings in Virginia.

An effective church planting center will focus on equipping with balance. The focus areas below contain recommendations under four primary themes and fourteen areas of discipline.

The Man

- Leadership Development
- Character Formation
- Marriage and Family
- Time and Financial Management

The Message

- The Church and Its Role
- Biblical Interpretation
- Oral Communication

The Mission

- Personal Evangelism
- Contextualization
- Local Missions
- Mission Strategy
- Multiplication

The Method

- Pastoral Care
- Church Planting

The Man:

Focus Area	Desired Outcomes	Process	Curriculum Options
Leadership Development	<ul style="list-style-type: none"> 1) Decision-making development 2) Proven to be a self-starter 3) Proven to be a respected leader 4) Demonstrated willingness to be taught and accountable 5) Demonstrated an attitude of being teachable 	<ul style="list-style-type: none"> 1) Serve on leadership team of church (plant) and coordinate a ministry team 2) Start a small group and enlist and guide a leadership team 3) Have a year-end evaluation by selected peers and leaders 4) Enlist and meet with a mentor in identified areas to be strengthened 	<ul style="list-style-type: none"> 1) <i>Spiritual Leadership</i>, Oswald Sanders 2) <i>Jesus on Leadership</i>, Gene Wilkes 3) <i>On Track Leadership</i>, John Kramp 4) <i>21 Irrefutable Laws of Leadership</i>, John Maxwell 5) <i>PLANT: Leadership Development</i> module
Character Formation	<ul style="list-style-type: none"> 1) Maturing in Christ 2) Developed a mentoring relationship 3) Demonstrated integrity and honesty 	<ul style="list-style-type: none"> 1) Read a devotional and discuss during mentoring session 2) Discuss one of the recommended books during mentoring sessions 3) Develop a personal accountability system, which includes a mentoring relationship 4) Read with your wife a recommended book on spiritual formation 	<ul style="list-style-type: none"> 1) <i>The Pursuit of Holiness</i>, Jerry Bridges 2) <i>The Character of Leadership: Nine Qualities that Define Great Leaders</i>, Jeff Iorg 3) <i>10 Questions to Diagnose Your Spiritual Health</i>, Donald Whitney 4) <i>Spiritual Disciplines for the Christian Life</i>, Donald Whitney
Marriage and Family	<ul style="list-style-type: none"> 1) Demonstrated healthy marital relationship and 2) Parenting skills 3) Modeled a healthy 	<ul style="list-style-type: none"> 1) Read text together as a couple and discuss 2) Research resources for parenting needs and read one; discuss with 	<ul style="list-style-type: none"> 1) <i>Love Life for Every Married Couple</i>, Ed Wheat 2) <i>If Only He Knew: Understanding Your Wife</i>,

	balance between family and ministry	mentor 3) Take a marriage inventory test and discuss its application with mentor/counselor 4) (Wife) meet monthly with a mentor 5) Attend a marriage retreat	Gary Smalley 3) <i>PLANT: Pastoral Health</i> module 4) <i>Christian Ministry</i> , Charles Bridges 5) <i>God, Marriage, and Family</i> , Andrea Kostenburger 6) <i>Leaving the Light On</i> , Smalley and Trent
Time and Financial Management	1) Developed a personal, family, and ministry schedule by month and year 2) Developed a family budget	1) Meet with mentor/coach and evaluate monthly calendar for the previous month and the coming month 2) Meet with financial mentor/coach and discuss family budget 3) Attend a conference for time management and one for budget planning and management	1) <i>Boundaries: When to Say Yes and How to Say No to Take Control of Your Life</i> , Henry Cloud 2) <i>What Do You Do All Day?</i> , online at pillarchurchsbc.com 3) <i>Margin</i> , Richard Swenson 4) <i>One Minute Manager</i> , Blanchard and Johnson 5) <i>Financial Peace Revisited</i> , Dave Ramsey 6) <i>Get a Grip on Your Money</i> , Larry Burkett

The Message:

Focus Area	Desired Outcomes	Process	Curriculum Options
<p>Ecclesiology: The Church and Its Role</p>	<p>1) Developed a biblical understanding of the church</p> <p>2) Developed an understanding of biblical church governance</p> <p>3) Developed a biblical understanding of church membership</p> <p>4) Able to write a theological position paper</p>	<p>1) Journal through the Book of Acts and write and communicate a biblical definition of the church</p> <p>2) Write position statements on the governance and membership of the church</p>	<p>1) <i>9 Marks of a Healthy Church</i>, Mark Dever</p> <p>2) <i>Elders and Leaders</i>, Gene Getz</p> <p>3) <i>Who Runs the Church?: 4 Views on Church Government</i>, Engle and Cowan</p> <p>4) <i>Perspectives on Church Government</i>, Brand and Norman</p>
<p>Hermeneutics: Biblical Interpretation</p>	<p>1) Understands basic principles and demonstrates methods used to interpret Scripture</p> <p>2) Able to demonstrate how a text must be interpreted according to the language in which it was written; its historical context; its literary nature; and the situation to which it was originally addressed and able to articulate a contextual application</p>	<p>1) Develop three sermon outlines based on assigned texts</p> <p>2) Have the message outlines reviewed by mentor</p>	<p>1) <i>Rediscovering Expository Preaching</i>, John MacArthur Jr.</p> <p>2) <i>Christ-Centered Preaching</i>, Bryan Chapell</p> <p>3) <i>12 Essential Skills</i>, Wayne McDill</p>
<p>Homiletics: Oral Communication</p>	<p>1) Developed an understanding of the art and theology of preaching the Gospel</p>	<p>1) Prepare for and teach a small group</p> <p>2) Prepare and preach</p>	<p>1) <i>Communicating for a Change</i>, Andy Stanley</p> <p>2) <i>Power in the Pulpit</i>, Jerry</p>

	<p>2) Demonstrates skill in developing and delivering sermons</p> <p>3) Able to develop a preaching schedule for three months</p>	<p>a sermon</p> <p>3) Prepare a three-month preaching schedule with sermon outlines</p>	<p>Vines</p> <p>3) <i>Preach</i>, Mark Dever</p>
<p>Soteriology: The Gospel</p>	<p>1) Developed a biblical understanding of the Gospel and able to articulate it</p> <p>2) Developed a full understanding of the biblical narrative and its implications on teaching and leadership</p>	<p>1) Journal through the Book of Romans</p> <p>2) Research and write a summary in defense of the Gospel if confronted by followers of Islam, Hinduism, Mormonism, and Catholicism</p> <p>3) Write a position paper on the Gospel</p>	<p>1) <i>The Gospel</i>, J.D. Greear</p> <p>2) <i>The Explicit Gospel</i>, Matt Chandler</p> <p>3) <i>PLANT: Biblical Foundations</i> module</p> <p>4) <i>The HOPE</i> series, online at thehopeproject.com</p> <p>5) <i>Defending your Faith</i>, R.C. Sproul</p> <p>6) <i>Kingdom of the Cults</i>, Walter Martin</p>

The Mission:

Focus Area	Desired Outcomes	Process	Curriculum Options
Personal Evangelism	1) Developed a biblical understanding of personal evangelism 2) Demonstrates a missional life through personal evangelism 3) Developed a personal evangelism tool or witnessing process	1) Participate in follow-up visits from outreach events and worship 2) Research existing evangelistic tools, such as <i>Share Jesus Without Fear</i> , the Romans Road, and <i>The Way of the Master</i> , and submit a summary of their strengths and weaknesses 3) Make a list of your personal spheres of influence and develop a plan to pray for and witness to the top 10 the Lord places on their heart	1) <i>The Gospel and Personal Evangelism</i> , Mark Dever 2) <i>Total Church</i> , Chester and Timmis – Chap. 3, “Evangelism” 3) <i>Planting Missional Churches</i> , Ed Stetzer – Chap. 15, “Evangelism in Church Planting” 4) <i>Live Sent</i> , Jason Dukes
Contextualization	1) Developed an understanding of the community and the focus group to be reached 2) Developed an evangelism strategy that is consistent with the community to be reached	1) Develop a demographic and lifestyle profile of the community to be reached and present to your mentor and peer group 2) Research and explain “felt” needs from the perspective of the community to be reached 3) From research done, describe the type of preaching, music, small group life, and evangelism that would be impactful to the community to be reached	1) <i>MissionShift: Global Mission Issues in the Third Millennium</i> , David Hesselgrave 2) <i>Global Church Planting: Biblical Principles and Best Practices</i> , Craig Ott 3) <i>Planting Missional Churches</i> , Ed Stetzer – Chap. 9, “Understanding Cultures and Models”; Chap. 10, “Church Planting in Emerging Culture” 4) <i>Purpose Driven Church</i> , Rick Warren – Chap. 9 – 11 5) SBCV Mission Site Digests,* online at

			<p>www.sbcv.org/msd</p> <p>*(for a list of possible demographics data research material, see appendices)</p>
Community	<p>1) Community partnerships established</p> <p>2) Servant evangelism projects identified</p>	<p>1) Develop partnerships with leaders and organizations within the community</p> <p>2) Organize and oversee a servant evangelism project for your church</p> <p>3) Complete a written report on partnerships and servant evangelism projects</p>	<p>1) <i>Conspiracy of Kindness</i>, Steve Sjogren</p> <p>2) <i>Church of Irresistible Influence</i>, Robert Lewis</p> <p>3) <i>Total Church</i>, Chester and Timmis – Chap. 4, “Social Involvement”</p> <p>4) <i>Planting Missional Churches</i>, Ed Stetzer – Chap. 13, “Missional/Incarnational Churches”</p> <p>5) <i>Live Sent</i> – Jason Dukes</p>
Strategy	<p>1) Developed an understanding of biblical missions</p> <p>2) Developed a personal missions philosophy and strategy</p> <p>3) Developed an understanding of NAMB, IMB, and SBCV mission partnerships</p>	<p>1) Write and defend a biblical definition of missions</p> <p>2) Organize and lead a mission trip</p> <p>3) Interview someone from IMB and someone from SBCV’s Missions Mobilization Team</p> <p>4) Write a summary of mission partnership opportunities with IMB, NAMB, and SBCV</p>	<p>1) <i>Let the Nations Be Glad</i>, John Piper</p> <p>2) <i>Total Church</i>, Chester and Timmis – Chap. 6, “World Mission”</p> <p>3) <i>Planting Missional Churches</i>, Stetzer – Chap. 13, “Missional/Incarnational Churches”</p> <p>4) <i>Biblical Basis of Missions</i>, Avery Willis</p>
Multiplication	<p>1) Developed church</p>	<p>1) Write out and go over your church planting</p>	<p>1) <i>Viral Churches</i>, Ed</p>

(This is a summary of the work included in “The Method” section of this document)	planting strategy	strategy with your leader	Stetzer 2) <i>Total Church</i> , Chester and Timmis – Chap. 5, “Church Planting”
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The Method:

Focus Area	Desired Outcome	Process	Curriculum Options
Pastoral Care	1) Demonstrated pastoral care in a variety of experiences, ex., counseling, funerals, weddings 2) Able to conduct the Lord’s Supper and baptisms	1) Conduct hospital visits and debrief with pastor 2) Observe and participate in crisis counseling situations with a pastor 3) Observe and participate with couples in their premarital counseling 4) Observe and participate in funeral services and funeral preparations with families 5) Participate in planning and conducting of a Lord’s Supper service 6) Participate in pre-baptism counseling and preparation and conduct baptism	1) <i>Helping Those Who Hurt: A Handbook for Helping Those in Crisis</i> , Barbara Roberts 2) <i>Effective Pastor: A Practical Guide to Ministry</i> , R.C. Anderson 3) <i>The Premarital Counseling Handbook</i> , Norman Wright 4) <i>The Quick Reference Guide to Sexuality and Relationship Counseling</i> , Tim Clinton 5) <i>A Contemporary Guide to Weddings and Funerals</i> , Aubrey Malphurs
Church Planting	1) Vision and core values for new church written	1) Write vision and core values for new church plant based on the results of research and conducted field studies	1) <i>PLANT: First Steps and Going Public</i> modules 2) <i>Straight Street</i> , NAMB (Colbert and Reid) —units on vision and values
	2) Researched and developed contextual evangelism plans for	2) Research the new field of ministry and write evangelism plans for the	3) <i>PLANT: First Steps, Going Public, and Systems</i> modules

	the new church	first 18 months of the new church based on the results of research and conducted field studies	4) <i>Straight Street</i> , NAMB (Colbert and Reid) —unit on evangelism
	3) Developed an understanding of and written a plan for contextual worship for the new church	3) Research the new field of ministry and describe the worship style that your people group will respond to best and why (based on the results of research and conducted field studies)	5) <i>PLANT: Going Public</i> module
	4) Developed an understanding of ministry systems and how decisions will be made in the new church	4) Write a flow chart for decision making and planning. The flow chart should show the relationship between the leadership team and ministry team leaders.	6) <i>PLANT: First Steps and Building Community</i> modules
	5) Developed an understanding of contextual media and promotional strategies for the new church	5) Research and conduct field studies to describe the culture that is to be reached and determine what promotional plans would speak the people’s language and communicate to their needs. Describe the media forms that would be most effective at communicating the Gospel in this context.	7) <i>PLANT: First Steps and Going Public</i> modules
	6) Developed a prayer strategy for the new church	6) Develop a plan for involving a prayer team in the new church 7) Develop a prayer	8) <i>Straight Street</i> , NAMB (Colbert and Reid) —unit on prayer 9) NAMB products and

		strategy that will focus on reaching the lost and growing disciples	papers at www.namb.net : <i>Prayer Walking</i> <i>Lighthouses of Prayer</i> <i>Praying Your Friends to Christ</i>
	7) Developed a small group strategy and leadership roles for the new church	8) Participate in and lead a small group; enlist leaders for a small group	10) <i>PLANT: Building Community</i> module 11) <i>Communities of Hope</i>
	8) Developed an understanding of core group development	9) Identify and enlist through vision core team families	
	9) Defined ministry team roles for the new church	10) List and describe each of the ministry teams needed to launch your new church. These descriptions need to be as concise as possible and should flow back to the vision and core values of the church.	12) <i>PLANT: First Steps, Going Public, and Systems</i> modules
	10) Developed the leader- and disciple-making process for the new church	11) Write the plan that will be used to develop new believers to be faithful disciples and become leaders	13) <i>PLANT: Leader Development</i> module
	11) Studied and developed administrative systems	12) Outline how the following will be handled by the new church: <ul style="list-style-type: none"> • Accounting • Payroll • Employee hiring, screening, and 	14) <i>PLANT: Administration</i> module

		<p>benefits</p> <ul style="list-style-type: none">• Legal issues; constitution and bylaws; incorporation, etc.• Insurance for church• Security• Software• Expand this list to other administrative needs <p>13) Do a Google search for administrative books and online resources</p>	
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Administrative Processes and Tools

Your enlistment process could vary depending on whether the church planter candidate comes from within your church or from outside of your church. It should be noted, therefore, that the use of recommended processes and tools will vary on the basis of your relationship with each candidate. However, a brief word of warning is noteworthy: your church assumes responsibility for each leader that you train and send out. For this reason, prayer and fasting with wise counsel must be applied in each situation. It is recommended that you receive references and background checks for each candidate. For accountability and to encourage confidence in others, your process should be in writing.

The following are possible enlistment processes for church planter candidates using provided forms in Appendix A where referenced.

Suggested process for those within your church:

- After prayer and discussion of possible candidates with your elders or leadership team, meet with each candidate and his wife and discuss what you have observed in their lives. Cast the vision for church planting and ask the candidate and his wife to pray about God's purpose for their lives.
- If the candidate and wife affirm church planting as God's purpose (lead planter or team member), explain the process in which they will engage to confirm this direction with the church and explain the training that will be provided.
- Ask the candidate to complete the Church Planter Interest Form; provide five references with contact information; complete Discovery Instrument (planter) and Spousal Discovery Instrument (wife) (Appendix A).
- Follow up on references and conduct background checks. Note: Before doing credit checks, establish with your leadership team what will be the acceptable levels of debt or credit infractions. Also, establish policies regarding moral failures and how you will deal those issues. The leadership team should have the authority to make decisions regarding bad credit, moral failures, and poor references.
- Ask the candidate and his wife to meet with your interview team. Review the Church Planter Interest Form and Discovery Instrument results with them (Appendix A). The interview form or your own version should be used to provide consistency with all candidates.
- Present the candidate and his wife to the church as entering the training process and ask the church to cover them in prayer.

Suggested process for those outside of your church:

- Upon identifying a possible church planter candidate with whom you do not have a personal relationship, request the following items:
 1. Current resume
 2. Church Planter Interest Form (Appendix A)

- Review forms and, before scheduling a field interview, look for items that could become a problem for your church planting center (ex., alcohol, drugs, divorce, tongues). Discuss with your leadership team any problems or exceptions and how you will handle them.
- Schedule an entrance interview with the candidate and wife and 1) use the Field Interview Questionnaire (Appendix A) as a guide, making notes to keep; and 2) if you sense you can go to the next level with the candidate, discuss the remainder of your process. Note: It is recommended that you have two people conduct this interview, such as a husband and wife. Women often pick up on things that men don't.
- Review the field interview in light of other items received; decide whether to take the candidate to the next level in your process.
- If the decision is to move forward, send the following items and coach the candidate in your next steps:
 1. Church Planter Candidate Application (Appendix A): to be returned to you electronically with a JPG photo. Also ask the candidate to sign a consent form for reference and background checks. Proceed with references and background checks.
 2. Discovery Instrument (Appendix A)
 3. Spousal Discovery Instrument (Appendix A)
- After these items have been received and reviewed, determine if there is anything that would prevent the candidate from entering your church planting center to be trained.
- If you desire to partner with the SBC of Virginia in placing your church planters, please contact your SBC of Virginia church planting strategist for more information on how to process your candidates through the SBC of Virginia and the North American Mission Board. Email ChurchPlanting@sbcv.org for more information or to locate the church planting strategist in your area.

Appendix A

The following forms are provided by the Southern Baptist Conservatives of Virginia because of our commitment to the local church. Healthy churches plant churches, and it is the commitment of the SBC of Virginia to come alongside churches to enable them to fulfill the Great Commission. The forms will be made available in a Microsoft Word format at www.sbcv.org/articles/detail/church_planting_centers. A Word format will enable each church planting center to personalize the forms.

Forms

Field Interview Questionnaire: Format for the initial “get to know you” time with candidates

Church Planter Interest Form: Provides basic contact information, testimony of call to church planting, and biblical standards screening questions

Church Planter Application: An application that provides expanded contact information, references, testimony of salvation, call to church planting, etc.

Discovery Instrument: A useful instrument that provides tools to clarify one’s call to church planting, spiritual gifts, passionate areas for ministry, ministry preferences. It also includes a self-assessment of behaviors that are indicative of a healthy church planter.

Spousal Discovery Instrument: Similar to the Discovery Instrument, the spousal version does each of the above and also provides the wife an opportunity to elaborate on how she has worked through her husband’s call to church planting.

Appendix B

Church Planting Center Training Models

ALETHEIA

Norfolk, VA

www.aletheianorfolk.com

Jamie Limato | jamielimato@aletheianorfolk.com

[Pastor, Aletheia, Norfolk, VA]

Leaders Trained:

- **Internal:** Men to be brought through eldership/church-planting training
 - We take up to 4 men at a time through this process of training per 18 months
 - The hope for the men that go through this process is that they will be elders or church planters at one of our locations
- **External:** Men who contact us at Aletheia Network, interested in training and specifically becoming church planters within our network
 - We take no more than 2 men at a time through this process per calendar year
 - The hope for the men that go through this process is that they would be prepared to plant a church within the next 12 to 18 months at the most

Leadership Qualifications:

Screening:

- **Internal:**
 - Faithful men who meet the qualifications of an elder/pastor/overseer (1 Tim. 3:1-7; Titus 1:5-9; 1 Peter 5:1-4; Heb. 13:17; Acts 20:28-35)**
 - The 18 months of training also serve as part of the screening process (1 Tim. 4:16—life and doctrine)
- **External:**
 - See above **
 - SBCV and ACTS 29 screening
 - Training on location to some extent for a minimum of 6 months
 - Approval by the Aletheia Network Board

Equipping Process:

- **Internal:** Primary topics, titles of courses for each, materials used
 - **Overview:** Elder training is designed to equip men of God to serve as undershepherds of the Lord Jesus' Church. The training includes both theological and practical aspects in order to make men thoroughly equipped for every good work. The theological aspect will equip them in their knowledge of God and their understanding of how to integrate the Gospel into their own lives and the life of the church in a manner that is biblically faithful and culturally sensitive. The theological aspect will also equip them to properly proclaim the Gospel and defend it against all false teachings and false gospels. The practical aspect will provide various avenues of service within the church for prospective elders to exercise and cultivate their gifts. Both of these aspects strive to equip men for the office of elder and provide a foundation for continued lifelong service for King Jesus.
 - **Methodology:**

- **Theological Aspect**
 - **Critical Book and Section Summaries:** 1-page, single-spaced reading/book summary including: content summary, critical analysis of the argument (thesis, strengths, and weaknesses), and Gospel appropriation
 - **Scripture Outline:** Learn to put together both a Bible study outline and sermon outline from both an Old Testament book and a New Testament book of the Bible. A summary of an Old Testament and New Testament book must be completed as well. Summaries, Bible studies, and sermon outlines must include concise content summary, Gospel aspect analysis in view of the person and work of Jesus, and an explanation of the book's integration to the larger message of the Bible within its immediate section (Law, Prophets, Writings, Gospels – Acts, Pauline, General, Revelation) and the entire Canon.
 - **Papers:** Papers due as required per specified sessions
- **Practical Aspect**
 - **Teaching assignments:** Community Group Hosting/Teaching, Elder Training Sessions
 - **Leadership Mentoring:** Serving in close relationship with various elders in both general areas of ministry and specific areas of focus per elder candidate
 - **Service Ministry:** Serving in various servant ministry tasks associated with deacon duties
 - **Mentoring Assignments:** Discipleship duties for equipping newer believers
- **Monthly Requirement:**
 - Theological: 2 sessions per month (1.5 hours each)
 - Practical: Various ministerial tasks by design, per elder candidate
 - Accountability: Accountability, repentance, and prayer meetings with assigned elder each week
 - Church-wide: Community group and member meetings
- **Sessions:**
 - **Month #1 – What Is the Church?**
 - **Books:** *Vintage Church – Driscoll/A Display of God's Glory – Dever/On Church Leadership – Driscoll*
 - **Months #2 – 5 – The Importance of Scripture**
 - **Books:** *ESV Study Bible/On the Old Testament – Driscoll/On the New Testament – Driscoll*
 - **Months #6 – 7 – What Is Biblical Leadership?**
 - **Books:** *Biblical Eldership – Strauch/On Church Leadership – Driscoll*
 - **Month #8 – What Is Biblical Theology?**
 - **Book:** *Biblical Theology in the Life of the Church – Lawrence*
 - **Month #9 – Bible Doctrine**
 - **Book:** *Doctrine – Driscoll*
 - **Month #10 – The Importance of Jesus**
 - **Books:** *Vintage Jesus – Driscoll/Systematic Theology – Grudem*
 - **Month #11 – Biblical Counseling**
 - **Books:** *Speaking the Truth in Love – Powlison/Seeing with New Eyes – Powlison*
 - **Month #12 – The Importance of Prayer and the Nations**
 - **Books:** *Operation World – Mandryk/Let the Nations Be Glad – Piper*

- **External:** Primary topics, titles of courses for each, materials used
 - **Core Competencies for Church Planters Going Through Aletheia Norfolk Church Planting Center:** In this rubric for the church planting center at Aletheia Norfolk, you will find the clearly defined core competencies for our church planters; the practical avenues within our church that can facilitate the development of these competencies in our planters; and the tangible markers of a planter growing in these areas.
 - **Growing Follower of Jesus:** Love for Jesus and obedience to God seen in Spirit-filled submission to His Word
 - *Avenue of Cultivation:* Weekly accountability (marks: displays fruits of the Spirit, humility, correction, confession, and repentance)
 - *Resources:* We use a form as a guide to lead these weekly sessions (available upon request)
 - **Qualified Elder:** These qualifications should be seen and confirmed by those in close proximity
 - *Avenues of Cultivation:* Family leadership, discipleship relationships, pastoral responsibility (marks: ask wife, children, disciples, and elders that oversee him)
 - *Resources:* Study 1 Timothy and Titus and read *Biblical Eldership* – Strauch/*On Church Leadership* – Driscoll
 - **Able Shepherd:** He can adequately defend the essential doctrines of the faith, confront heretics, and communicate to skeptics the clear truths of the Bible
 - *Avenues of Cultivation:* Systematic, biblical, and historic theology (marks: good on his feet, knows how to properly approach church discipline and conflict resolution)
 - *Resources:* Read *Biblical Theology in the Life of the Church* – Lawrence and talk through sections of *Systematic Theology* – Grudem
 - **Missional Lifestyle:** Displays relationships with non-Christians and can contextualize the Gospel for them (if a candidate can't do this, he will struggle as a planter and more than likely fail)
 - *Avenues of Cultivation:* Evangelism, hospitality, mercy ministry (marks: shows a tangible care for the lost, easily relates to skeptics, and is a friend to sinners)
 - *Resource:* Discipleship course, evangelism training, read *Gospel In Life* – Keller
 - **Biblical Understanding of the Gospel:** He shows that he has a grasp on how the Gospel produces salvation and fuels sanctification
 - *Avenues of Cultivation:* Pastoral care, counseling, and evangelism (marks: clear articulation of the Gospel and its application and contextualization in his context)
 - *Resources:* *Disciple* – Bill Clem
 - **Christ-Centered Preaching and Teaching:** Displays a grasp of the grand narrative of the Bible and centrality of Jesus in the text
 - *Avenues of Cultivation:* Preach, evaluate sermons, develop small group material (marks: can contrast the Gospel and religion, preaches Jesus as the hero, emphasizes that identity motivates action)

- *Resources: Christ-Centered Preaching* – Chapell, *Preaching and Preachers* – Jones, *On the Old Testament* – Driscoll, and *On the New Testament* – Driscoll
- **Biblical Understanding of the Church:** Must be able to address: What is the church biblically? Why is it important? How is it different from Campus Crusade and InterVarsity Christian Fellowship?
 - *Avenues of Cultivation:* Read *Total Church* – Chester and Timmis, *9 Marks of a Healthy Church* – Dever, *Vintage Church* – Driscoll; teach membership/partnership class; conduct membership interview (marks: can articulate the biblical marks of a church and defend church planting as central to the Great Commission)
- **Clear Compelling Vision:** Can articulate God's specific vision for the new church
 - *Avenues of Cultivation:* Research of campus/ community; vision pitch; development of strategic plan; and development of a three-year budget (marks: burden for campus, gathering of core team, raising funds)
- **Dynamic Leadership:** Proven entrepreneurial leader in whom people can believe and follow
 - *Avenues of Cultivation:* Start new ministry, manage people, develop ministry goals (marks: people respond to leadership, are cared for, and progress)
 - **Confirmed Calling to Plant Now!!!** Other qualified men have confirmed his calling (time, place, and vision)
 - *Avenues of Cultivation:* Help the church planter candidate understand that planters are elders but not all elders are planters (marks: faced seasons of discouragement and has proven perseverant)

BEDROCK CHURCH PLANTING CENTER

Bedford, VA

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Chris Dowd | chris@bedrockchurch.com

[Executive Pastor, Bedrock Community Church, Bedrock, VA]

- **Purpose**

Paul reminds us of the charge that sits before all ministers of the Gospel, “*Do your best to present yourself to God as one approved, a worker who has no need to be ashamed, rightly handling the word of truth*” (2 Tim. 2:15, ESV). That challenge involves elements of personal **integrity, calling, theology, and ministry**. We desire to help encourage and equip the members of this program through this journey of discovery. We wanted to develop a program that would help others grow in each one of these critical areas. The result would not just be that we plant churches but that we see approved, unashamed, faithful servants being sent out to deliver the Word of truth.

- **Training**

- **Opportunities**

- Learning in a high-capacity leadership environment
- Participating in church-planting-specific training
- Being part of a regional network of church planters
- Having a hands-on church planting experience
- Periodically observing church staff meetings

- Participating in a monthly preaching lab with opportunities to preach throughout the year
- **Learning Objectives**
 - Four units with a suggested supplemental reading book for each
 - 1. The Man**
 - Calling
 - Character
 - Competencies
 - Commitment/Convictions
 - BOOK: To be selected by the church planting center
 - 2. The Message**
 - Gospel
 - Scripture
 - Ecclesiology
 - Practical Theology Issues
 - BOOK: To be selected by the church planting center
 - 3. The Methods**
 - 10 Sessions of *PLANT* Material
 - BOOK: To be selected by the church planting center
 - 4. The Mission**
 - Local
 - Regional
 - Global
 - Multiplication
 - BOOK: To be selected by the church planting center
- **Time commitment**
 - One year (June through May)
 - Bi-monthly group training sessions
 - Bi-monthly one-on-one mentoring sessions
 - Quarterly collective gatherings with wives
- **Responsibilities**
 - Attendance at church planting group sessions
 - Serving in ministry in a church plant environment
 - Small group involvement and leadership
 - Reading of supplemental material
 - Completion of assignments as required
 - Preaching at least once in the preaching lab

- **Monthly Agenda**
 - June:** Intro and Man #1
 - July:** Methods and Man #2
 - August:** Methods and Man #3
 - September:** Methods and Man #4 (with wives)
 - October:** Methods and Message #1
 - November:** Methods and Message #2
 - December:** Methods and Message #3
 - January:** Methods and Message #4 (with wives)
 - February:** Methods and Mission #1
 - March:** Methods and Mission #2
 - April:** Methods and Mission #3
 - May:** Q&A and Graduation (with wives)

PILLAR CHURCH

Dumfries, VA

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[Pastor, Pillar Church, Dumfries, VA]

Leaders Trained: men from within the Pillar Church congregation who aspire to plant and pastor churches

We seek to inspire the men in our church to become church planters by placing a consistent focus on church planting; celebrating church planting accomplishments; and constantly pointing to the biblical motives for church planting. Since we firmly believe that churches plant churches, we only train to become church planters men who are committed and faithful members of our congregation. We have made exceptions to this in international situations where foreign nationals were the best choice for the church planting position. In those cases, we seek to forge a long-term, meaningful relationship with the church planter and help identify a local church that can provide accountability to the planter.

Leadership Qualifications:

We believe the Bible provides all of the absolute qualifications for church planters in 1 Timothy 3:1-7, Titus 1:5-9, and 1 Peter 5:1-4. In addition, we seek men who have three obvious character qualities. First, we seek men who are currently faithful to the Gospel of Jesus Christ, faithful to their local church, and faithful to their families. Second, we seek men who willingly make themselves available for training and discipleship. Third, we seek men who are teachable and humble—men who are willing to accept rebuke, correction, and instruction from our pastors and elders.

Since we believe churches plant churches, we believe each church is responsible to lead and prepare its own members for Gospel service. For this reason, if someone outside of our congregation wanted to go through our church planter training process, he would first need to leave his church and become a member of Pillar Church. This has happened in our situation several times.

Equipping Process:

- Since each individual needs a different degree of attention, we start with a basic 12-month training process that is expanded as time or need dictates.
- The meeting is a one-on-one mentorship meeting that takes place once a month.

- We have a church planter training guide, *Churches Planting Churches*. This guide includes the following chapters:
 - The Church Planter Trifecta (Am I Called to Church Planting?)
 - Don't Jerry Rig Your Church (Making Good Decisions in the Beginning of Your Plant)
 - Your Church Is Going to Die (What's God Doing in the World and How Does Church Planting Fit into That?)
 - Johnny the Church Planting Pirate (Your Relationship with Your Sending Church)
 - Uniflock (Choosing Blend Over Balance in Family & Plant)
 - Seeing Reality (The Necessity of Accountability)
 - Pastor as CEO (The Job Description of a Church Planting Pastor)
 - The Tomato and The Fungus (Aiming for the Right Kind of Growth)
 - Theology Matters (Title Says It)
 - So, What Do You Do All Day Anyway? (The Schedule of a Church Planter)
 - Christian Crises and the Great Commission (Planting Churches that Plant Churches)
 - Uncaging the Lion (Preaching in the Church Plant)
 - Fundraising



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