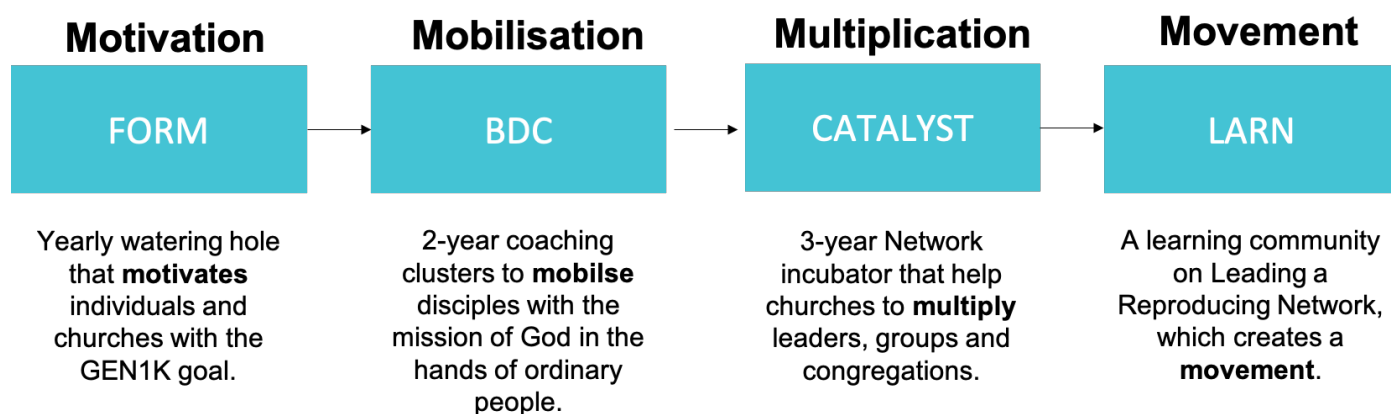




PLANTING CHURCHES THAT REPRODUCE
A RESOURCE FOR CHURCH PLANTS

Partnering with you in God's Mission

The church plant life cycle provides a roadmap for leaders and teams in planting churches that reproduce. This vision for multiplication is at the heart of our Gen1K goal of a thousand healthy churches in a generation. This roadmap has been developed in line with the Movement Pathway:



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PLANTING CYCLE

Once a church planter and team have completed the Discernment Process, they enter into the Planting Cycle. This is the time when the Mission Plan is enacted, with the ongoing practice of action and reflection to see a healthy contextual church emerge. This phase will usually last between 3 – 18 months, depending on the approach and model.

What should you expect to see?

- The lead planter(s) is the driving personality or face of the new work
- Identified apprentice planter(s)
- The lead planter is connecting with other local churches and community leaders
- A collaborative culture where people are coordinating, contributing and cooperating in an informal way
- The group and leader(s) prioritise reaching new people
- There are very few, if any, rules (policies and systems)
- Characterised by creativity and innovation
- Numerical growth of people is starting to generate financial growth
- Experiencing growing pains and complexities requiring leaders to think more strategically about ministry pathways, training leaders and next steps

How should you lead?

The leadership style in the planting cycle is primarily **directing**. In new situations and group formation people are looking to you for clarity, direction and motivation. Be clear and regularly remind people who we are (our values), why we exist (our purpose), where we are going (our vision), how we will get there (our strategy) and what is required of them (our behaviours).

What resources will help you to lead in this cycle?

1. Coaching of church planter and planting team
2. Participating in a Network and/or Region
3. FORM Church Planting and Evangelism Conference

If you notice attendance at gatherings and engagement throughout the week beginning to plateau or decline, this is usually a good indicator that you're ready to transition to the Growing Cycle.

Question to help you transition:

1. How will the new church do discipleship in a way that is simple, reproducible and transferable?
2. How will the new church welcome and integrate people so they feel a sense of belonging?
3. How will the new church care for the spiritual, emotional and physical needs of the growing community?
4. How will the new church make and implement decisions?

NOTES

PARTNERING CYCLE

In the Partnering Cycle the Gen1K Health Team support the new church through the Church Affiliation process and the team focus on multiplying leaders, groups and congregations.

What should you expect to see?

- Affiliation with the Baptist Association and developing partnerships with its related agencies
- Engages in broader Baptist movement activities
- Reproducing and multiplying at all levels and in all areas of ministry
- Coaching and mentoring other planters
- Intentional about developing leadership through an effective leadership development process
- Beginning to identify a specific vision for the future direction
- Shifting from leadership personalities to empowering and releasing team-based leadership where roles and responsibilities are clearly defined

How should you lead?

The leadership style in the partnering cycle is primarily **coaching** and **networking**. By now there are leaders and teams in place, facilitating the ministry of the church. Internally you are coaching and supporting, rather than doing the work of ministry. This allows time to broaden your networks beyond the local church.

What resources will help you to lead in this cycle?

1. Pastoral renewal groups and leadership coaching, mentoring or professional supervision
2. Participating in a Network and/or Region
3. Catalyst Community Training (3-year leadership and network development process)

If you notice that the vision is losing momentum and people are looking for the next thing, this is usually a good indicator to transition to the multiplying cycle.

Question to help you transition:

1. Where do you see the church in the next 3 years?
2. How will you multiply a service, congregation or church?
3. What are the roles of the staff?
4. What do they do with their time? (Not who do they work with – ie youth, kids, worship etc – but what do they do?)

NOTES

REPRODUCING CYCLE

In the Reproducing Cycle the church is leader ready, with the resources and structures needed to multiply new churches regularly. It has a clear goal that aligns with the Gen1K vision and has developed strategic kingdom partnerships to enable this to happen.

What should you expect to see?

- A fresh and expanded vision to multiply at specific times e.g. every 3 years
- A healthy balance between refreshed vision and healthy systems and structures to support the vision
- Staffs and structures around growth engines including church planting and/or multisite
- Prioritises sending and releasing people into roles beyond the church
- Taking a leading role within the region
- Budgets financial support for local mission and church planting
- Attendance numbers have increased each year
- There has been a consistency and stability within the leadership
- A pipeline of leaders who want to be sent

How should you lead?

The leadership style in the reproducing cycle is primarily **releasing** and **supervision**. God has placed leaders within the new church who will take their learning and start a new church, service or congregation. Who are they? Speak to them about this. Commit to a date and support them to develop a plan. Communicate this to the church. Release and supervise.

What resources will help you to lead in this cycle?

1. Pastoral renewal groups and leadership coaching, mentoring or professional supervision
2. Participation in a Network and/or Region
3. Leading a Reproducing Network (LARN) training and community of practice

If you notice attendance at gatherings and engagement throughout the week beginning to plateau or decline, this is usually a good indicator to transition.

Question to help you stay fresh and keep multiplying:

1. What do you expect of church members and leaders?
2. How will you partner with other churches and organisations in your region?
3. When will you reproduce again?
4. Where should you plant next?
5. Who is God sending and have you had a conversation with them?
6. How are you intentionally developing leaders?

NOTES

The question of buildings...

All church plants wrestle with the question, “where will we meet?” Sometimes there will be an existing church building available, but these can cost a lot of money, drawing key resources away from other priorities. So, how do you make a decision about where to meet? Let me give you some questions to help discern this:

1. Will your church be on mission in a particular neighbourhood or through the social networks of members? How does this impact where you meet and what type of venue you'll need?
2. How do you plan on doing ministry across the different generations? How does this impact where and when you meet PLUS the type of venue you'll need?
3. Will you need to invest in additional staff or buildings to further God's mission/calling for the church?