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## Large-Start Model For Church Planting

Rocky Mountain District  
Lutheran Church-Missouri Synod

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# *Large-start Church Planting Model*

## ***Background***

In order to more effectively plant churches and extend the kingdom of God, the LCMS has been working to transition from models of church planting requiring heavy subsidy. LCMS National Mission's Blue Ribbon Committee for New Starts studied how other denominations and organizations were beginning missions in new and creative ways. Through their work, the LCMS became aware of the Association of Related Churches (ARC), a church planting ministry. ARC has used a model of church planting that has demonstrated great promise.

This ministry has developed a system of planting churches that provides significant human and financial resources upfront to facilitate larger initial worshipping communities that resulted in self-sufficient ministries within one year. Between 2000 and 2005 ARC has been instrumental in planting 31 churches. Twenty-eight of them are considered successful, with a total worship attendance among them of about 10,000. According to ARC, three of the churches were in the top 50 fastest growing churches in the United States.

This concept was piloted in four LCMS Districts: English, Nebraska, Oklahoma and Rocky Mountain to discover if this model could be successfully used in the LCMS. In the Rocky Mountain District, it was piloted at a mission start in Frederick, CO, under the leadership of Rev. Jeremy Jacoby. While this pilot did not reach all of the stated goals, it has successfully connected with the community, reached people for Christ beyond the original group, and at this writing appears to be on track to reaching self-sufficiency in about 9 months after the first worship service

What was learned from this pilot is being implemented in the Rocky Mountain District under the name "Large-start Model" (LSM) and is described below. It is offered with the prayer that the Lord of the Harvest would bless our efforts to bring His saving Gospel to those yet to hear and believe the wonderful message of salvation by grace through faith.

## ***Timeline Overview***

- *Five to 12 months before launch*
  - Mission location determined
  - Covenant Congregation<sup>1</sup> is recruited
  - Church Planter candidate list compiled
  - Short-list of candidates takes Online Church Planter Assessment (OCPA)
  - One or two candidates per mission, who successfully complete the OCPA, attend a four day Church Planter Assessment Center (CPAC)
  - A Call is issued to the planter by the Covenant Congregation and, God-willing accepted
  
- *Five Months before launch*
  - Planter and family move to target area
  - Planter attends Mission Planters Institute (MPI)
  - Planter raises \$30,000 in start-up funds to be matched by Covenant Congregation
  - The Rocky Mountain District pays salary and benefits of the planter up to \$30,000 and moving expenses up to \$10,000 from the Revolving Mission Fund
  - The planter recruits a launch team of at least 30 adults
  
- *Launch of first worship and following*
  - The Synod provides an “income guarantee” in the form of a grant or loan, administered by the District.
  - Normally the mission should be able to support the salary and benefits of the pastor and ministry expenses by the end of the third quarter after the first worship service.

## ***Significant Elements of the Model***

### Church Planter Selection

The model recognizes the importance of selecting the right church planter. This model presumes high expectations of the church planter in terms of bringing about growing worship attendance and financial responsibility. From a human perspective, the success of the mission depends to a great extent on the planter. In order to implement the best process possible to select a planter, candidates using this model will follow a two-step process to ascertain their giftedness to plant churches.

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<sup>1</sup> Covenant Congregations are churches that commit to planting up to four new ministries by 2017 in conjunction with the Synodical Ablaze! Goals. See Appendix I for a full explanation.

*Online Church Planter Assessment* — This is a web-based assessment tool developed by Gallup University. The Mission Executive requests that a link be sent to the candidate from North American Missions. There is a \$100 fee that is paid according to the protocol established by the District.

*Church Planter Assessment Center* – This four day event evaluates the pastor and his wife for their aptitude as a team to plant a mission according to this model and is conducted by the Center for US Missions. The District funds transportation and lodging costs. The cost of the event is underwritten by LCMS World Missions.

### Resource Rich Environment

The model recognizes the need to place the planter in a “resource rich environment.” A planter should not be left to learn by trial and error, but should be supplied with the necessary tools and surrounded by people who are able to offer advice, counsel and encouragement. The Large-start model includes the following resources.

*Basic Mission Planter Training* – This is a five day conference to offer training in church planting conducted by the Center for US Missions.

*Mentoring/Coaching Program* – The planter is matched to an experienced church planter, who is able to offer guidance, counsel and encouragement to the planter and/or a coach to assist the planter in using his God-given talents to the fullest.

*Specific Church Planting Resources* – This includes resources such as timeline and budget and their related tasks. Through the mission planting team resources such as demographics, marketing consultations, mailings, websites, sermons and the like will be available.

### Financial Plan

The Large-start Model holds the ministry accountable to become self-supporting in a very short time, usually in less than one year, with a relatively small amount of money from the outside. *NB: The financial plan for each mission may vary due to local circumstances; the plan below presents a general model for its structure.*

#### *Expense Categories*

Large-start missions would expect to have a monthly budget of approximately \$7500 as follows.

250-750	District and Synod Missions Pledge/Revolving Mission Fund (10 percent of monthly offering)
4167	Planter Salary/Housing (\$50,000 annual)

1500-2200	Worker Benefits <sup>2</sup>
750	Building (Rent, utilities, etc.)
500	Outreach
333	Other Program
7500+	TOTAL

*Income Categories*

<i>Income Area</i>	<i>By whom</i>	<i>Amount</i>
<i>Start up fund raising</i>	<i>Planter</i>	<i>\$35K</i>
<i>Start up match</i>	<i>Cov. Congr.</i>	<i>\$35K</i>
<i>Pre-launch salary and benefits</i>	<i>District</i>	<i>\$30K</i>
<i>Moving</i>	<i>District</i>	<i>10K</i>
<i>Post-launch income guarantee</i>	<i>Synod Grant/ LCEF Loan</i>	<i>\$54K</i>
<b><i>Total</i></b>		<b><i>165K</i></b>

*Pre-launch*

*Planter Salary and Benefits* – The Rocky Mountain District will provide salary and benefits for the church planter for up to five months up to \$30,000 and will reimburse moving expenses up to \$10,000. These funds are to be paid from the District’s “Revolving Mission Fund.” The mission pays this fund back as it tithes to District and Synod missions from its offerings. The Revolving Mission Fund is paid back first from these offerings. When repaid the tithe continues to unrestricted District and Synod missions.

*Start-up Funds* – The planter is to raise \$30,000 in start-up costs for the ministry. This money may come from partnering churches and organization and other supporters. Depending upon the location and circumstances up to \$45,000 may be needed. Normally the sponsoring Covenant Congregation(s) will match the funds raised up to \$30,000, giving the planter \$60,000 to \$75,000 to plant the mission. The match is paid approximately six weeks in advance of the launch. These funds are to be used for upfront marketing and equipment purchases in order to have a well attended and highly polished first worship experience. However, as the planter forms the budget for his mission, it may become necessary to allocate some of funds for the Post-launch phase. See Appendix II for a pre-launch budget.

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<sup>2</sup> This amount will vary according to the benefit plan offered by the Covenant Congregation.

## *Post-launch*

The mission will receive an “income guarantee” for nine months as indicated below. The amount of the ministry’s offerings below the quarterly benchmark is added to bring the balance to the level set for that period.

First Quarter - \$10,000 per month  
Second Quarter - \$7500 per month  
Third Quarter - \$7500 per month

In addition, the monthly income guarantee paid to the mission is not to exceed the amounts below.

First Quarter - \$8000  
Second Quarter - \$6000  
Third Quarter - \$4000

Extensions of the income guarantee may be granted in exceptional cases, if it is deemed that the mission is making adequate progress toward self-sufficiency.

The source of the income guarantee is a Synodical Ablaze grant or a loan from the Lutheran Church Extension Fund (LCEF) Mission Development fund. The grant and/or loan will be administered by the District and disbursed according to the above schedule.

*Ablaze Grants*, at this time, are awarded once per year in the fall in amounts up to \$50,000. Contact the Mission Exec for more information. If grant funds remain after nine months, they will be given to the mission in a lump sum.

*Mission Development Loans* are available from LCEF for this project. For the first three years, there will be NO payments. Interest will accrue. Years 4-5 payments will be interest only. After 5 years, any unpaid portion will be amortized as an LCEF loan. The Covenant Congregation and/or the District may be required to guarantee the loan.

## ***Contrasts from LCMS Church Planting Practice***

*Start Big/Start Right* – While it has been long recognized in the LCMS that large starts are definitely preferred and give missions a greater potential to grow to become large churches, new planters and core groups generally are quite anxious to begin public worship. This model provides guidance and resources for outreach to attract a large number of the unchurched to the first worship. It should be expected to pay significant upfront costs for equipment and marketing for the first worship.

*Launch team vs. core group* – Many LCMS church plants start as a “coalition of the willing” instead of a “gathering of the gifted.” The Large-start Model sees the launch

team not as a gathering of potential worshippers, but as development of a corps (not core) of leaders who would take particular leadership posts, such as worship, youth, outreach, etc. The planter is expected to raise a launch team of at least 30 adult prior to launch.

*Church structure that supports pastoral leadership* – Most LCMS constitutions have structures that lead to people governing the pastor and the pastor doing ministry, even though it may be unintended. In a mission setting, it is imperative that a common vision and direction are established and maintained. The Large-start Model calls for a structure where the pastor “equips the saints” (Eph 4:12) and the people do ministry.

*Financial accountability built into model* – The Large-start model requires that the ministry assume financial responsibility for itself very quickly as noted above. The professional workers of our Synod are not accustomed to this level of responsibility or to the degree of sacrifice that it may require in order to achieve.

*Emphasis on ministry vs. building and land* – Among people who have been highly involved in the church their whole lives, it is easy for a mission to be overly concerned with the purchase of land and the construction of the first unit. This model places a strong emphasis on the ministry. With a strong ministry, there is a greater likelihood to have the necessary human and financial resources to enter into a building program.

## ***APPENDIX I: Large-Start Model Protocol***

This is a preliminary draft of a protocol between a Covenant Congregation and the Rocky Mountain District to begin a “Large Model Mission.” As a draft, it is understood that the local situation may require reformulation before the final protocol is adopted.

1. The Church Planter and new mission will
  - 1.1. Plant a congregation that upholds the public teachings of the Lutheran Church-Missouri Synod
  - 1.2. Value the partnership with District and Synod by doing all within their power to encourage a positive relationship
  - 1.3. Move as quickly as possible from being a “net user” of mission resources to a “net contributor”
    - 1.3.1. In financial terms by committing at least 10% to District/Synod Missions
      - 1.3.1.1. Mission giving will be applied first to repay the loan, if any, from the Revolving Mission Fund. (See 3.2-3.3)
    - 1.3.2. In human terms by supporting future church planters by
      - 1.3.2.1. serving as a mentor when requested
      - 1.3.2.2. networking the gifts of the members of his church with a new mission
      - 1.3.2.3. intentionally planting new missions
  - 1.4. That the Call issued is to be a church planter. If for some unforeseen reason, the church planting project ends, the call will also end.
2. The Covenant Congregation will
  - 2.1. Faithfully pray for the mission in personal and corporate prayers
  - 2.2. Expediently conduct the call process and issue call for the planter
    - 2.2.1. Such a call would need to meet mutually agreed upon deadlines
    - 2.2.2. Such calls would be limited to the financial commitments agreed upon in advance
    - 2.2.3. The process will include the assessment of the planter, in order to meet Synodical requirements to access its funding.
    - 2.2.4. Mutual agreement on the candidate to be called is necessary between the District and the Covenant Congregation
  - 2.3. Apply for Synodical grants and loans on behalf of the mission
  - 2.4. Provide encouragement to the planter and network him with human and financial sources within the congregation
  - 2.5. Supply the Start-up Fund match up to \$35,000 from the Revolving Mission Fund
  - 2.6. Guarantee the Post-launch LCEF loan, if any, for the mission
3. The District will
  - 3.1. Connect the planter to Synodical Resources
    - 3.1.1. Church Planter Assessment

- 3.1.2. Church Planter Training
  - 3.1.3. Information and assistance in applying for Synodical grants and loans
  - 3.2. Loan the Pre-launch salary/benefits up to \$30,000 from the Revolving Mission Fund.
  - 3.3. Reimburse moving expenses through a loan from the Revolving Mission Fund up to \$10,000
  - 3.4. Provide a trained coach/mentor for the planter and facilitate mutual support among church planters in the District.
  - 3.5. Pay the cost of the Online Church Planter Assessment
  - 3.6. Pay the transportation and lodging cost for the Church Planter Assessment Center (CPAC)
  - 3.7. Connect the planter with the resources that are helpful in the planting of new missions, i.e., demographics, marketing, mailings, websites, and sermons.
4. The Synod will
- 4.1. Provide the post-launch an Ablaze grant or LCEF loan (\$50,000)
    - 4.1.1. These funds will be administered by the District and disbursed monthly as an income guarantee to the mission at the rate described in the model description document.
  - 4.2. Provide for the program costs of the CPAC
  - 4.3. Provide church planter training through the Center for US Missions

## ***APPENDIX II: Launch Checklist<sup>3</sup>***

### **TIMELINE**

#### Major Milestones:

- Seek God's confirmation on His call to start a church - 1 year
- Pray for a name and location of the church - 1 year
- Move to new city - 4 months
- Incorporate in new state - 4 months
- Develop launch plan and budget - 4 months
- Raise start-up costs - 4 months
  - Write fund raising letter and send out
- Secure location for Sunday services - 3 months
- Development of marketing materials - 3 months
- Equipment and supplies purchased - 3 months
- Conduct advertising in local newspapers, radio, and TV - 1 month
- Send out postcards - 2 weeks
- First service - consult other church planters for good times

#### Legal and Corporate actions:

- Establish name of the church - 6 months
  - Check with State for rights to name
- Secure web site address using church name - 6 months
- Secure apostolic organization for covering of church and Pastor
- Secure sponsoring church
- Determine (temporary) Board of Directors
- Write By-laws of the church
- Incorporate in new state
  - See the State Corporation Commission
- Secure EIN from Federal Government
  - Call 1-800-829-0115
  - Get forms from [www.irs.gov](http://www.irs.gov)
- Form 8718
- Form 8821
- Form 1023 (long one)
- Set up bank account
  - Requires State Articles of Incorporation
- Secure accountant to establish books and procedures
- Select Overseers
- Secure location for church services and offices
  - Ensure enough seating, parking, and childcare facilities
  - Secure Non-profit bulk mail status and number from Post Office
  - Get CCLI license for music
- Church insurance (corporate and property)

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<sup>3</sup> Adapted from ARC timeline, handout

## Raise the Launch funds

Establish launch budget

Write fund raising letter and send out

Send to at least 100 friends and family

Try to send to >300

Call your closest friends and ask for support

Determine the power brokers in your town, and set a meeting

## Three meeting strategy

Meeting 1 - share the vision

Meeting 2 - how vision helps city

Meeting 3 - ask for support

Travel and preach at different churches (if possible)

Ask God what your own investment could/should be (401 K, houses, cars, jewelry, etc.)

## Build Launch team (most important item)

Build a "launch team" of at least 30 or more people to birth the church

hold weekly home meetings for mentoring, training and planning invite prospects

over to your house to share the vision

Network, network, network

Meet with other local Pastors

Neighborhood desert

Neighborhood block party

Get contacts from all sources

Other ARC pastors

## Marketing Development

Develop logo for church Develop newspaper ad Develop radio ad

Develop TV ad

Develop direct mail postcard

## Pre-launch events

21 Days of prayer and fasting for city revival

Advertise the launch of the church in local newspaper

Press release to local news stations

Advertise the launch on Cable TV

Advertise the launch on radio

Send invitations to the friends of the launch team to a special reception

Reception for friends of the launch team to build relationships and introduce the church

Two Rehearsal Services

Pre-launch party for everyone on the launch team

Direct mail for at least 40,000 homes and up to 80,000 homes

Saturday night prayer meeting the night before the launch

Launch

Opening service

Believing God for at least 200 in opening service

Assume 15% of attendees are children, split evenly between 0-5 and 6-11

Assume that 50% come back for 2nd service

Post launch events

Sunday night visitor/new member orientation - one month after launch

Plan the second wave of direct mail for 6 months after launch

Begin leadership training for first semester of small groups

Launch small groups after first 3-6 months

### ***APPENDIX III: Sample Pre-launch Budget for New Church Start<sup>4</sup>***

Direct mail to 63,000 homes	\$9,500
First month rent for facility and insurance	\$2000
Advertising on TV	\$3000
Advertising on radio	\$3000
Advertising in newspaper	\$1000
Shirts/promotional	\$2000
Reception for friends/family of launch team	\$2000
Sound system, trailer, and instruments	\$25,000
Video projector and screen	\$6000
Tape duplicating machine	\$1300
Nursery and Children's Church	\$4000
All nursery equipment	
Children's curriculum	
Tags/registration	
Decorations (plants, etc.)	\$500
Information center display	\$2000
Signs (indoors and outdoors)	\$1000
Computer/software and office equipment	\$3200
Printing	\$3000
Stationary	
Welcome brochure	
Handouts	
Offering envelopes	
Salaries	\$4000
Travel during start-up	\$2000
Telephone (cell phone)	<u>\$500</u>
Total	\$75,000

Remember to include:

Incorporation fees  
Chairs  
Website development

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<sup>4</sup> Hornsby, Billy. Launch Budget for Church Start, handout

## **APPENDIX IV: Ablaze! Covenant Congregation<sup>5</sup>**

### **Definition:**

An *Ablaze!* Covenant Congregation is a congregation that covenants with its respective district and also with LCMS World Mission to plant up to four (4) congregations by the year 2017, the 500th anniversary of the Lutheran Reformation.

- I. COVENANT CONGREGATIONS:
  - A. Congregations are recruited by the district or can be self-identified and be approved by the district. Districts will manage the identification process based on the agreed upon profile of *Ablaze!* Covenant Congregations.
  - B. Congregations have a covenant framed between themselves and their district to plant up to four new congregations by 2017. This covenant will be shared with LCMS World Mission.
  - C. Congregations will participate in training offered regionally by the Center for United States Missions. The training can either be part of the identification process before the covenant is framed or may come after the congregations are identified.
  - D. Congregations have a mission and strategy that is aligned with LCMS World Mission National New Congregation Development.
  - E. Congregations which are not ready or capable of daughtering congregations may be referred to the Revitalization facilitator to be prepared to become a congregation planting congregations.
  - F. Congregations are acceptable to partnering with others to plant up to four new congregations.

### **Profile of an *Ablaze!* Covenant Congregation**

*Note: the profiles of the Ablaze! Covenant Congregation and pastor are descriptive of and not prescriptive. These are ideal characteristics; there might be some characteristics that are missing but can easily be remedied through training and consultation.*

1. The congregation has peace/harmony. This is not an absence of conflict. The congregation is capable of creatively managing conflicts and has properly aligned congregational resources for mission and evangelism.

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<sup>5</sup> Mengsteab, Yohannes. *Ablaze! Covenant Congregations*. Handout.

2. The congregation has evidence of the presence of the five pillars of a healthy congregation: right person, place, vision, resources and structure.
3. The congregation has a mission vision. The congregation is embedded within the community.
4. The congregation is intentional in developing leaders/people/priesthood of all believers.
5. The congregation has good communication of (Vision/Process/Purpose). There is a sense of unity in mission and purpose.
6. The congregation is willing and always ready to learn about mission opportunities and cultural trends in its neighborhood, nation and around the world.
7. The congregation shows a spirit/attitude of churchmanship - trust, beliefs, walking together, integrity in doctrine and practice, and “positive” congregation (i.e., not “Anti-“). Congregation has demonstrated faithfulness to the Confessions of the Evangelical Lutheran Church and willingness to walk alongside her sister congregations in The Lutheran Church-Missouri Synod.
8. The congregation has a Gospel-centered care system.
9. The congregation shows conversion membership growth - adult confirmations.
10. The congregation shows a steady worship increase.
11. A congregation who a) focuses on the lost; b) know themselves as “Reached People,” Forgiven Sinners; c) demonstrate leadership and exhibit a variety of gifts; d) Are good and faithful stewards; and e) have an active prayer ministry for the lost (prayer is central to the life of the congregation).
12. A congregation who is not waiting for outside funding to do mission work.
  - a. Has a track record of mission-giving to our work together (involvement/investment);
  - b. Prayer - Active prayer ministry for the lost (prayer is central to the life of the congregation).

### **Profile of Pastoral Leadership (Senior Pastor) of an Ablaze! Covenant Congregation**

1. He has a passion for the Lost and is evangelistic;
2. He is an a good administrative leader;

3. He is a visionary and effective communicator;
4. He connects with community, agencies and other churches and pastors;
5. He has the ability to equip others;
6. He is a strategic planner, thoughtful;
7. He possesses good “people skills” especially with sinners;
8. He is a life-long learner of community and Word;
9. He is collegial (“synod” in all that it means)
  - a. Willingness and ability to “walk together”
  - b. Trust
  - c. Commitment to unity;
  - d. Prayer life, spiritual growth
  - e. Truly understands and conveys the Faith.

## II. TRAINING ABLAZE! COVENANT CONGREGATIONS

A. Training I: church planting orientation workshop will be available to all Ablaze! Covenant Congregations at which the pastor and key leaders of the AC congregations will have to attend.

B. Training II: The senior pastor or a staff member from the AC congregation must take Basic Mission Planter Training.

C. Training III: Mission planter will engage in the Mission Planter Development Process, which is a two year process that includes Basic Mission Planter Training, the Edge Gathering (an annual conference event of planters and spouses in a successful church plant for sharing and refreshment), and Advanced Mission Planter Training.

## III. PLANTER IDENTIFICATION:

A. It has been realized that successful congregational development depends on three major factors: **the right place, the right person (planter) and the right plan.** In other words the identification of the planter is very critical to the new congregation development. An indigenous congregational planter is preferred to that of an “outsider.” This reduces the time that a planter would spend in studying the landscape and developing the right plan for the plant.

- B. New Planters should be coming from:
1. Ablaze! Covenant Congregations
  2. District-called missionary-at-large

### 3. Recommended by the National Affiliates

C. A Planter can be self-identified: certain personalities come to the forefront, i.e., engaging, using theology in life, family/spousal support, etc.

D. Pastors of Ablaze! Covenant Congregations may identify gifted members based on a profile for effective church planters.

#### **Planter Qualifications:**

A. To confirm the potential for church planting, an instrument developed by the Gallop organization may be administered to candidate planter. This is computer-scored and based on a profile of successful planters. The result will give one of these recommendations: highly recommended, guardedly recommended or not recommended. The cost is \$100 per planter candidate.

B. Seminary Mission Formation program, which prepares seminarians for congregation development, requires that each student in the program take the Ridley Behavioral Interview before acceptance into the program.

#### **Profile of a Successful Church Planter:**

1. Visionary - the candidate is able to assess what is now and envision a preferred future.
2. Intrinsic motivation - the candidate has an inner drive and is not waiting to get permission from others when it is appropriate to address issues him/herself;
3. Creates ownership - is able to bring people along and create ownership of the task at hand;
4. Reaches the unchurched - has demonstrated the ability to build relationships with the unchurched and witness to them;
5. Has spousal cooperation - spouse support is evident.
6. Relationship building - the candidate has excellent people skills; is able to build relationships and sustain them;
7. Mission/Evangelism - the candidate has demonstrated a passion for mission and evangelism;
8. Responsive to the community - candidate has a demonstrated ability to address community needs;
9. Uses the gifts of others - has demonstrated that he is able to surround himself with others who have gifts and talents that complement his;

10. Flexibility - flexibility in dealing with others/issues;
11. Builds cohesive groups - able to help groups deal with polarizing issues to bring them together rather than apart;
12. Resilience - has a demonstrated ability to work through difficult situations and succeed;
13. Exercises Faith - has a demonstrated prayer life, strong faith and trust for God to guide his way.

#### IV. PASTORAL PLANTER TRAINING:

##### A. Seminary Residential Mission Formation Track Student:

1. After student is accepted into the program, during their third year, vicarage is delayed; student takes some missional courses and attends a one-day seminar in Groups Ablaze!, Daughter Church Planting, Team Ministry, and three field trips.
2. Final year is vicarage, when students will have a well-rounded vicarage experience with an Ablaze! Covenant Congregation and also strategize for the new church plant.
3. Student attends Basic Mission Planter Training during the vicarage year; this begins the two year Mission Planter Development process, which includes collegial groups, Edge Gathering, and Advanced Mission Planter Training.

##### B. Non-Residentially Trained Planter:

1. Planter will have the commitment to engage in distance theological education to be certified for ordination, especially those planting self-standing congregations.
2. Planter will engage in the two-year Mission Planter Development Process: Basic Mission Planter Training, Collegial Groups, Edge Gathering, and Advanced Planter Training.

#### V. FUNDING/SUPPORT OF ABLAZE! COVENANT CONGREGATIONS

- A. *Ablaze!* grants will be primarily available to *Ablaze!* Covenant Congregations - always remember these three factors: right place, right person, and right plan.
- B. Funds will also be available through the Fan into Flame campaign to *Ablaze!* Covenant Congregations.

C. Other funding sources will also be identified and made available to Ablaze! Covenant Congregations.

D. Church Development Partners, a Not-for-Profit Development organization, affiliated with LCEF will also be available to help with land procurement and development processes.

E. Open Arms Institute, an early childhood ministry development organization, affiliated with North American Missions and LCEF will also be available to *Ablaze!* Covenant Congregations.

## **APPENDIX V: Church Planter Profile<sup>6</sup>**

### **Why is the selection of the mission planter so important?**

Observations show that the most important factor, from a human perspective, for the success of a mission planting endeavor is the gifts of the mission planter. In our culture, which is increasingly ambivalent or even hostile to Christianity, the proper giftedness of the missionary is essential.

### **What kind of person makes a good mission planter?**

Mission planting requires special God-given gifts. God has not given them to everyone. The selection of a mission planter is a spiritual process to be led by the Spirit and in the context of prayer. Even though it is a spiritual process, God works through human means. Diligent preparation is in order before making a selection. Much research has been done to discover what characteristics mark those who have successfully started mission congregations. Mission planter selection considers such research as well as identifying unique needs for its own ministry.

Some research has claimed to identify which personality types tend to perform the best in mission planting situations. One study used *Personal Profile Systems* (Carlson Learning Company n.d., 7) to rank personalities best suited as lone mission planters. Using the DISC profile (D- Dominance, I- Influence, C- Conscientiousness, S- Steadiness), Malphurs concludes, “Those who score as High D’s or I’s or a combination of either on the Personal Profile . . . are usually best suited for this position of leadership<sup>7</sup>.”

**Figure 1. Worship Attendance Growth by Personality Type<sup>8</sup>**

<b>Personality Type</b>	<b>Attendance after One Year</b>	<b>Attendance after Several Years<sup>9</sup></b>
High Dominance	72	181
High Influence	98	174
High Conscientiousness	39	71
High Steadiness	38	77

<sup>6</sup> Larson, Mark. *Mission Planting Catechism*, pp. 39-41

<sup>7</sup> Malphurs, Aubrey. *Planting Growing Churches*, p. 103

<sup>8</sup> *Ibid*, p. 103

<sup>9</sup> The length of time in this column varies according to category: Dominance, 5.2 years; Influence, 3.6 years; Steadiness, 6.3 years; Conscientiousness, 4.3 years

People with high “Dominance” and “Influence” traits tend to be strong leaders who are concerned about their constituents’ following their lead based on intrinsic motivation, as opposed to coercion.

### **What characteristics are important in mission planters?**

Charles Ridley<sup>10</sup> (1988, 7) has identified what he believes are important traits for church planters. While he enumerates 48 general traits, he narrows the list to 13 crucial characteristics for successful church planting.

1. Visionizing capacity
2. Intrinsically motivated
3. Creates ownership of ministry
4. Relates to the unchurched
5. Spousal cooperation
6. Effectively builds relationships
7. Committed to church growth
8. Responsive to the community
9. Utilizes giftedness of others
10. Flexible and adaptable
11. Builds group cohesiveness
12. Resilience
13. Exercises faith

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<sup>10</sup> Ridley, Charles. How to Select Church Planters, p. 7

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