Principles of Church Planting
MS703
Professor: Dr. Thomas D. Hawkes, Ph.D.

Description
This course will cover the theological, spiritual, personal, relational and organizational dimensions of church planting. It will offer a detailed task analysis for every stage of the church planting process from before going to the field to the reproduction of daughter churches. Topics include: a theology of church planting, self-assessment of suitableness for church planting, personal and family life of the church planter, developing a philosophy of ministry, conducting basic demographic studies, outreach in the church plant, leadership development, understanding and applying church health principles, and developing the basic ministries necessary for the planting of a healthy, growing, reproducing church.

Course Learning Objectives
A. Knowledge/understanding
1. To understand a biblical model of church planting.
2. To understand reformed distinctives in the type of church to plant.
3. To understand reformed distinctives in the methods for church planting.
4. To understand the five stages of church planting and what needs to be done in each.
5. To understand how to effectively develop the ministries in a new church.
6. To understand how to do effective outreach in a church plant.

B. Skills/doing
1. Will be able to evaluate their own readiness for church planting.
2. Will be able to write a philosophy of ministry for a church plant.
3. Will be able to conduct a simple demographic study of a target area.
4. Will be able to develop a personal plan for growth as a church planter.
5. Will be able to develop leaders in a church plant.

C. Being/affective
1. To desire to plant a church, if they are able.
2. To desire to plant a distinctly reformed church.
3. To desire to plant an outreach-oriented church.
4. To desire to develop leaders in a church plant.
### Course Objectives Related to MDiv* Student Learning Outcomes

<table>
<thead>
<tr>
<th>MDiv* Student Learning Outcomes</th>
<th>Rubric</th>
<th>Mini-Justification</th>
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</thead>
<tbody>
<tr>
<td><strong>Articulation (oral &amp; written)</strong></td>
<td>Broadly understands and articulates knowledge, both oral and written, of essential biblical, theological, historical, and cultural/global information, including details, concepts, and frameworks.</td>
<td>Moderate</td>
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<tr>
<td><strong>Scripture</strong></td>
<td>Significant knowledge of the original meaning of Scripture. Also, the concepts for and skill to research further into the original meaning of Scripture and to apply Scripture to a variety of modern circumstances. (Includes appropriate use of original languages and hermeneutics; and integrates theological, historical, and cultural/global perspectives.)</td>
<td>Minimal</td>
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<tr>
<td><strong>Reformed Theology</strong></td>
<td>Significant knowledge of Reformed theology and practice, with emphasis on the Westminster Standards.</td>
<td>Strong</td>
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<td><strong>Sanctification</strong></td>
<td>Demonstrates a love for the Triune God that aids the student’s sanctification.</td>
<td>Moderate</td>
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<tr>
<td><strong>Desire for Worldview</strong></td>
<td>Burning desire to conform all of life to the Word of God.</td>
<td>Strong</td>
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<td><strong>Winsomely Reformed</strong></td>
<td>Embraces a winsomely Reformed ethos. (Includes an appropriate ecumenical spirit with other Christians, especially Evangelicals; a concern to present the Gospel in a God-honoring manner to non-Christians; and a truth-in-love attitude in disagreements.)</td>
<td>Strong</td>
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<tr>
<td><strong>Preach</strong></td>
<td>Ability to preach and teach the meaning of Scripture to both heart and mind with clarity and enthusiasm.</td>
<td>Minimal</td>
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<td><strong>Worship</strong></td>
<td>Knowledgeable of historic and modern Christian-worship forms; and ability to construct and skill to lead a worship service.</td>
<td>Minimal</td>
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<td><strong>Shepherd</strong></td>
<td>Ability to shepherd the local congregation: aiding in spiritual maturity; promoting use of gifts and callings; and encouraging a concern for non-Christians, both in America and worldwide.</td>
<td>Strong</td>
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<tr>
<td><strong>Church/ World</strong></td>
<td>Ability to interact within a denominational context, within the broader worldwide church, and with significant public issues.</td>
<td>Minimal</td>
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### Required Texts
OR


**Highly Recommended Texts**

**Recommended Texts**
Amberson, Talmadge R. *The Birth of Churches: The Biblical Basis for Church Planting.*
Chaney, Charles L. *Church Planting at the End of the Twentieth Century.*
Conn, Harvey. *Planting and Growing Urban Churches.*
Keller, Tim. *Center Church.*
Schaller, Lyle, *Center City Churches; 44 Questions for Church Planters.*
Shenk, David and Ervin Stutzman, Ervin. *Creating Communities of the Kingdom, New Testament Models of Church Planting.*

**Course Content**
1. Theology of church planting
2. History of Church Planting
3. Assessment: are you called to church planting?
4. Types of Church Plants today (models of church planting)
5. Five stages in church planting and their key tasks
   a. Conception: Philosophy of ministry, worship models, and self-assessment.
   b. Birth: team building, vision casting, finding the lost, demographic studies, and fund raising.
   c. Childhood: staffing, developing new leaders, developing ministries.
   d. Adulthood: particularization of the new church, solving the building question.
   e. Reproduction: planting daughter churches.
6. The personal life of the church planter: the team of two, family impact, spiritual challenges and directions
7. Finding your way into church planting: preparing yourself as a church planter, MNA/PCA contacts and procedures, Assessment Center, funding process, choosing a target city or network.

**Course Structure**
1. **Classes.** There will be 14 two-hour classes during the semester.

2. **Reading.** 1000 pages total. In addition to the 400+ pages of required reading an additional 600 pages should be read from the recommended book lists.

3. **Projects.** Each student should complete all the projects outlined below.
Projects
All written assignments should be typed and completed in conformity to the SBL handbook of style.

1. Self-assessment exercise. (2 pages) Complete the self-assessment exercise and discuss this with your mentor (and wife if applicable). Turn in the self-assessment.

2. Philosophy of ministry questionnaire. (1 page) Complete the worksheet to start your thinking about what kind of church you would like to plant.

3. Demographic study. (3 pages) Complete a study of a target area describing where and why you would want to plant a church there, and who there you would try to reach, given your initial thoughts on philosophy of ministry.

4. Plan to grow as a church planter. (1 page) Complete the work sheet on a personal growth plan.

5. Plan to enter church planting. (1 page) Considering the distinct institutions in your denomination outline a ten-point action plan for becoming a church planter.

6. Interview with a church planter. (2 pages) Interview a church planter to discover how he maintains a healthy spiritual and family life. Write up your observations and a plan for yourself for the future.

7. Philosophy of ministry. (10 pages and Power-point presentation) Write a complete philosophy of ministry paper using the attached guidelines to describe the church you would like to plant. This is a research paper, you should integrate all your reading into this paper and footnote copiously. Develop a five-minute Power-Point, or similar, presentation to submit, or possibly present in class. (On a volunteer basis)

Grading
1. Projects: 60%.
2. Class Participation 20%.
3. Reading 20%. Please turn in a reading report on the last day of class.
## Course Content by Date with Assignments Due

<table>
<thead>
<tr>
<th>Class/Date</th>
<th>Topic</th>
<th>Reading</th>
<th>Assignments Due</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2/6</td>
<td>Theological Dimension: A Theology of Church Planting I</td>
<td></td>
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<tr>
<td>2</td>
<td>2/13</td>
<td>Theological Dimension: A Theology of Church Planting II</td>
<td></td>
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<tr>
<td>3</td>
<td>2/20</td>
<td>Personal Dimension: Characteristics of a Church Planter/ Self-Assessment</td>
<td>1. Self-Assessment</td>
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<tr>
<td>4</td>
<td>2/27</td>
<td>Organizational Dimension: Developing a Vision and Philosophy of Ministry</td>
<td>2. Philosophy of Ministry Questionnaire</td>
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<tr>
<td>5</td>
<td>3/6</td>
<td>Organizational Dimension: Exegeting the Community</td>
<td>3. Demographic Study</td>
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<td>6</td>
<td>3/13</td>
<td>Organizational Dimension: Stages of the Church Plant Process I</td>
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<td>7</td>
<td>3/27</td>
<td>Guest Lecture: Organizational Dimension: Creating and Managing Ministries</td>
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<tr>
<td>8</td>
<td>4/3</td>
<td>Organizational Dimension: Stages of the Church Plant Process II</td>
<td></td>
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<tr>
<td>9</td>
<td>4/10</td>
<td>Organizational Dimension: Stages of Church Plant III</td>
<td></td>
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<tr>
<td>10</td>
<td>4/17</td>
<td>Relational Dimension: Gathering People and Evangelism</td>
<td>4. Plan to Grow As a Church Planter</td>
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<tr>
<td>11</td>
<td>4/24</td>
<td>Relational Dimension: Developing Leaders</td>
<td>5. Plan to Enter Church Planting</td>
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<tr>
<td>12</td>
<td>5/1</td>
<td>Personal Dimension: Establishing a Strong Spiritual and Family Life</td>
<td>6. Interview with Church Planter</td>
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<tr>
<td>13</td>
<td>5/8</td>
<td>Organizational Dimension: Finding Opportunities; Managing Formal Relationships</td>
<td>7. Philosophy of Ministry Paper</td>
</tr>
<tr>
<td>14</td>
<td>5/15</td>
<td>Last Class, Exam weeks starts</td>
<td>Reading Report</td>
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Project 1 -- Self-Assessment as a Church Planter
Instructions: Rate yourself 1-5 in each area (1- does not describe me; 5 describes me very well).

I. Personal Characteristics
A. Relationship with God/love from and for God
Exceptionally close to God, reliance on the power of the gospel evident, knows own sinfulness and turns constantly to Christ for forgiveness, regular deep devotional times where he is deeply feed by Christ, evidence of powerfully answered prayer, Scripture is deeply embedded in thinking, shows reliance on God to do ministry through him, walk with God more important than ministry success.

1 2 3 4 5

B. Marriage and family relationships strong
Communicates openly and warmly with spouse, regular spiritual communion with spouse and family, family is a demonstrable priority, family excited about ministry, growing relationship with children, love and discipline are balanced.

1 2 3 4 5

C. Relational ability/love for others
Excellent interpersonal skills, good one to one, projects warmth and acceptance, exceptional listening skills, personal problem solver, captivating conversationalist, works well in groups.

1 2 3 4 5

D. Personal holiness
Very committed to truth telling, and doing the right thing, honest and authentic, does what he says, no hyperbole or exaggeration, shown financial reliability, faithful in small things, sexually pure.

1 2 3 4 5

E. Emotional health/ self-image
Demonstrates great self-confidence, excellent self-understanding, accepts criticism, freely affirms others, can articulate accurately his strengths and weaknesses.

1 2 3 4 5

F. Great Faith
Believes God will use him to do great things, vision is wide and deep in scope, has seen unusual evidence of God’s power in ministry, expects others to have great potential.

1 2 3 4 5

II. Professional Characteristics/Abilities
A. Preaching and teaching
Powerful preacher, experiences the Holy Spirit’s power in preaching, insightful exegesis, grabs and holds congregation’s attention, opens scripture and applies with unusual power, clarity and passion.

1 2 3 4 5

B. Vision/philosophy of ministry
Can communicate a clear compelling vision for his church, can get others excited about the vision, others are consistently attracted to the vision, well integrated philosophy of ministry, he and followers are willing to sacrifice for the vision.

1 2 3 4 5
C. Leadership gifts/abilities
Very obvious leadership abilities, people naturally want to follow him anywhere, uses proper leadership styles, people seek out his leadership, has led many large successful organizations.

D. Discipling/leadership formation
Has for years discipled many men who have in turn discipled others, has a clear plan and system for developing new leaders, enjoys discipling.

E. Entrepreneurial organizer
Loves to start new projects, has a history of starting new ministries and programs successfully, can gather resources well, can plan and organize new ventures with clarity and precision, creatively solves problems.

F. Team builder
Has formed and lead many high performance teams, understands the strength and wisdom of working in teams, brings out the best in his people in the team environment, tends to naturally build teams to address a problem.

G. Evangelist
Has shown unusual ability to lead people to Christ, evangelism is a very high ministry value, trains others to evangelize, uses new approaches to evangelism.

H. Enthusiasm
Filled with energy and enthusiasm, speaks with passion and conviction, others catch his enthusiasm, very optimistic about the future, motivates those around him to new actions and attitudes.

I. Productivity
Gets an extraordinary amount accomplished in life, loves a challenge, knows how to work efficiently, spends time on critical areas, has produced some exceptional works such as books or programs, continues to generate more than seems possible.

J. Knowledge of church planting/ church health, a learner.
Has read all the books, attended much training, has trained other planters, knows the tools and methods of church planting well and how to use them, constantly seeks to learn more, has a solid ten-step plan for starting a church.
Project 2-- Initial Phil. of Ministry Questionnaire

1. Why do you want to plant a church?

2. What do you passionately want to see in the life of a church? Describe the church five years from now.

3. Who do you want to reach? Describe them in terms of age, ethnicity, social-economic class, life-style, etc.

4. How will you reach this particular group? What approaches and methods would you use? Are there any approaches you want to avoid?

5. What will the worship of the new church look like? Describe what you want it to look like five years from now in terms of musical style, elements, instruments, vocalists, etc.
Project 3 -- Demographic Analysis of a Target Area

1. Pick a city or area of city to study which might correspond to your eventual target community. What are the current and projected growth rates for your area? What has been the growth rate historically? What are the projections for the next 5-25 years?

2. What is the largest age group segment?

3. What is the average income?

4. What percentage has a college education?

5. Is your target area above or below the national average for:
   a. Income
   b. Education

6. What is the racial makeup of your area?

7. In what employment sector(s) do people in your target work?

8. Write a brief profile of the main target group(s) for your community.

9. What are the implications of this information for your philosophy of ministry?
Basic Sources:
County/City Planning Departments
Chamber of Commerce
US Census

Web Based Tools:
1. The county website for your target area. Do a search for the county, then go to the home page for that county. Click on one or more of following:
   a. GIS Department
   b. County Planning Department
   c. Demographic information

2. US Census Bureau
   www.census.gov

3. Church Planting Supersite
   http://www.churchplantingsupersite.com/tags/keyword/demographics

4. Arda
   http://www.thearda.com/

5. City Data
   http://www.city-data.com/

6. Percept Group
   http://www.perceptgroup.com/

Non-Web based Tools:
1. Go to the County Planning Office. Make an appointment to speak with someone and “pick their brain” about the demographic trends of your area.

2. Go to the Chamber of Commerce. They may well have printed material on demographics. They are also usually very helpful on what type of people are moving in and what general growth trends are.
Project 4 -- Plan to Grow as a Church Planter

1. List the areas of strengths and weaknesses you would like to address in preparing to be a church planter. (Select 2-3 of each so you focus on growing your strengths as well as overcoming weaknesses)

2. For each area, set an educational/growth objective. For example, if you decide that preaching is a weakness you want to improve, you might set as an objective to become a better illustrator in preaching.

3. For each educational/growth objective select an educational experience or plan that will help achieve that objective. For example, if the objective is to become a better sermon illustrator you might have: listen to 10 Steve Brown Sermons and summarize his philosophy of illustration. And/or subscribe to Preaching Today Online Sermon Illustration service.

<table>
<thead>
<tr>
<th>Area</th>
<th>Strength/Weakness</th>
<th>Educational/Growth Objective</th>
<th>Educational Experience (Reading, interview, Prayer, Bible Study, etc.)</th>
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</table>
Project 7 – Philosophy of Ministry for a New Church Plant

A. Definition
A Philosophy of Ministry describes the type of church you want to start in terms of
Who you want to reach them
What approaches you will use to reach them
How the church will help them grow as disciples
It is more general than your goals and more specific than the purposes of the church offered in Scripture.

Because it lays the framework, or tracks on which the church will develop you should think through carefully the consideration that go in to determining a philosophy of ministry.

A philosophy of ministry should cover these questions:
1. What is our purpose/mission?
2. What is our vision?
3. Who are we trying to reach?
4. How will we reach them?
5. What are our governing values?
6. What are our ministry priorities?
7. What will be our worship style?

B. Outline of the Philosophy of Ministry (See Malphurs Chapter 7)
1. Purpose/Mission Statement. The purpose or mission statement is the foundation of the POM which states the enduring purpose for this particular church. It answers the question: Why are we planting this church here and now?

2. Vision Statement. The vision statement incarnates the purpose statement by describing specifically what the church will look like at a particular point in the life of the Church. It answers the question: What will we look like 5-10 years from now?

3. Governing Values. Values define the parameters for how you will minister. They communicate what is important to the church. This answers the question: What values will shape what we look like as a congregation?

4. Ministry Strategy. This answers the question: How will we fulfill our mission and vision? Who are you trying to reach and how will you reach them. What ministries will you emphasize?

5. Ministry Styles. This answer the questions: What presuppositions do we have about leadership, worship styles, ministry structures and communication styles? Which of the various styles available will allow us to become what we are called to be?