

While this document is primarily focused on leadership development in movements, it provides lots of insight which can help us focus our prayers for emerging and existing leaders.

Many thanks to Mark S. for sharing this document.

Stages of Church Planting

Stage 1 - Gospel Sower (Evangelist)

Goal:

They are consistently sharing the Gospel and target people are consistently coming to faith and being baptized. [Research has shown that the missionary team must average sharing the gospel and drawing the net with at least 10 persons per month per person so that churches are planted.]

Development Areas: This is beginning training - Abiding in Christ, Entry, Evangelism, Initial Discipleship (Experience God, the Gospel, who they are in Christ and doing the Great Commission)

Abide in Christ/Live by the Spirit

Who we are in Christ - especially that we have the Holy Spirit and His power

Hearing God and Lordship - major sin issues (especially things that affect their witness)

Full Dependence on God

Faith in God and Love for the lost

Prayer - Dependence on God and including how to pray for the lost; [Workers - Prayer Networks]

Share the Gospel with others

What is the Gospel and why is it important to share it?

Vision and DNA of all believers doing the Great Commission (Matthew 28:18-20; John 14:12) - You have the authority to do it and have Spirit

Love the Lost (Urgency)

Oikos list/map- with whom do we share? [Where do workers new to an area share?]

Simple EV Tools - What do I say to share the Gospel and How do I get started? (includes way to get started, Testimony, Simple Initial EV tool, group/seeker tool)

*Answering frequent objections (*usually happens as they do the ministry)

Simple Initial Discipleship Pattern - What do I do if they believe? (6-12 initial lessons that include Baptism, the new believer sharing, getting to group/church, dealing with persecution)

*Helping with frequent beginning problems in initial discipleship (*Usually happens as they do ministry.*)

Development areas specifically for Near-Cultural Workers (Cross-Cultural Workers will need these as well)

Priorities and accountability to do the task

How to mobilize others to start sharing the Gospel as well? Includes the Priesthood of the believers.

[Types of mobilization - same-, close-, and far-cultural (cross-cultural) believers - when to use each, especially same and near-culture. Impart the vision of giving it immediately to the new believers]

Understanding the Meta-Narrative of the Bible including the Post-Pentecost Great Commission Pattern

Hope that leads to Endurance - work hard

Understanding the role of the worker; Immediately Indigenous - giving it away to same-culture believer

Other broader EV methods to find God-prepared people

Is there a heart language Bible?

Development areas specifically for Cross-Cultural Workers:

Learn the language and culture well enough to share the Gospel and make disciples and not have an offensive lifestyle. [Contextualization]

Identity/Platform - decide your strategy and then decide identity/platform to enable you to do strategy.

Teaming

Sending and Support

Common Obstacles:

Not Consistently hearing God and abiding in Christ/living by the Spirit [Lack of power].

Sharing the Gospel but not in full dependence on God.

Lack of prayer (personally or with others).

Wrong motives - sharing to fulfill obligations, to be seen by others, etc.

Unaware of spiritual warfare.

Lack of a consistent routine (consistent hard work) of sharing the true Gospel (few hear the Gospel each week). [Can include a lack of multiple routine times to share the Gospel. Need to average 10 gospel shares with a call to respond per person per month or better.]

Not knowing with whom to share the Gospel or where to start sharing the Gospel.

Sharing the Gospel in a way that locals do not understand the true Gospel.

Delaying the full sharing of the Gospel (Be-e Stings - friendship before, only after built relationships, only if in a group, only after having dealt with their worldview/culture).

Tools that are not proclamation of the Gospel (have non-believers try to find answers on their own instead of explaining it to them).

Not consistently calling for a response.

Lack of Conviction / Persuasion or using manipulation instead of persuasion to call people to decision.

Saying I have other roles/gifting so I do not have to evangelized (or other restrictions on sharing).

Lack of training, mentoring, and coaching for believers in how to share the gospel and do initial follow-up.

Not Consistently following up quickly those who are open or believe.

Not consistently being available to meet with open people / those who believe when they are available.

Not spending sufficient time helping new believers to overcome obstacles to them reaching their oikos and starting a group/church (there must be an investment of your time/yourself).

[Dropping new believers when they don't change dramatically right away or if they don't start leading others to faith right away.]

Not dealing with major sins (big cultural issues)

Lack of faith - to believe God will do what he said or not expecting God is at work and so people will come to faith. [Too hard in this area/ people.] Not expecting God to do amazing things.

Not emphasizing the importance of believers baptism by immersion. Not dealing with baptism obstacles/issues.

Not having a simple pattern of EV and discipleship that all new believers can follow. [Those not consistently seeing people come to faith may say better to not have one set pattern.]

Struggles with leading a group (leading others). [Usually because self-focused and not loving others.]

Unwilling to use broader Gospel sharing tools (such as media).

Thinking if I have the right method/process/steps or tap into the right culture aspect then people will be saved.

Existing churches who lack the desire to share the Gospel, have restricted the priesthood of the believers - especially for new believers, or don't have a vision for kingdom expansion (want all new believers to be under them or in their church). [Sometimes existing churches are opposed to starting new churches or working with a particular people group.]

Persecution squelching openness or decisions.

Envy or Jealousy

Platform drives the strategy or reduces greatly the time sharing the Gospel or training others to share.

Stage 2 - Church Planter

Goal:

First church(es) started and set up for health.

Development Areas: [How to make disciples and plant healthy churches.]

Full of the Holy Spirit - resulting in boldness (courage) and full dependence on God

Spiritual Warfare

Hope that results in endurance (Endurance - patience with people who are still have many issues and not doing what you hoped for early on. They will disappoint you. Hope based on who they are in Christ and that they will become more and more like Christ. Must deal with sin but must have patience.)

On-going discipleship tool (lessons that deal with the major categories of discipleship topics and cover an overview of worldview / overview of Scripture and starts into books of the Bible; includes an accountability process so they will obey; needs to focus on motivation for doing these things - God, Gospel, and Who we are in Christ) - how people change and are transformed. How to disciple for transformation (includes patience and prayer) - you must help new believers.

Healthy Church

Church Formation (How to get from 1 to church) - setting DNA and simple church pattern early in initial follow-up and discipleship.

Simple pattern for when the church gathers - including simple Bible teaching [Must have teaching]

Church functions and celebrations - tool which including simple lessons for each function and a specific time when the group commits to be the church in their local community.

Dealing with sin and problems

Spiritual gifts

Leadership in the church/group (deal with any extra-biblical qualifications) - 1 Tim 3/ Titus 1 character

Authority of Scripture and Immediately Indigenous

Church multiplication

Development areas for Near Culture and Cross-Culture Workers:

Relating to existing (institutional) churches - why won't they share? [The issue is discipleship and healthy church]

Mobilization process

Three Selves (self-governing, self-sustaining, self-reproducing) - not subsidizing church; not restricted authority regarding baptism, Lord Supper, etc.

Different definition of the Great Commission

Simple model of church for new churches [4 stages of the church] [Different Healthy Models of Church] - check your own method - do you think it is the only or best method?

How the church gathers in persecuted areas - dealing with fear

Common Obstacles:

Not spending sufficient time helping new believers obey and multiply.

Restricting the priesthood of the believers or adding extrabiblical requirements.

The CPer having to be the pastor or lead most things (not allowing locals to lead or still controlling some aspects such as money or teaching). [Worker feels that they must lead for a while first.]

Pushing church planters into pastoral leadership.

Not looking beyond one church plant (only bringing people to this church) (inward focused).

Making the new believers just discovery what to do for church or discipleship without teaching them what to do from the Scripture.

Person shares the Gospel and baptizes the saved and does initial discipleship lessons but does not have a system for (or does not do) on-going discipleship.

No pattern for how to meet as a church (They may say it is better to not have a set model).

Has pattern for what to do when meet but the pattern does not result in healthy churches (or certain elements are not healthy - not giving, not starting new churches, not taking the Lord Supper). [Pattern is formulaic or legalistic]

The pattern of church they are using can't be reproduced easily by new believers. Or the existing churches they are working with have restricted some aspects that make multiplication hard.

Meeting but don't consider themselves church (or has no commitment to this group to be their church).

Church is meeting but are not truly being disciples of Christ (may be because of not being trained or may be because not obeying). Churches not dealing with sin and disciplining.

Only one model of church is acceptable (and it is not conducive for their context).

Only or mostly women were reached so hard to become a church.

Started with only one or a few young people and have no process to get to families (easily disappears).

Only 1 family has come to faith so only 2-3 people in the group.

Heavy persecution when the group tries to meet as the church.

Trying to plant the church in own strength or for your own glory and not fully in dependence on the Spirit.

Being unaware of the spiritual warfare that is happening.

Not being aware of wolves both from inside and out.

Restricting church planting to only a few (heavy education requirements, etc.) or subsidizing church planters in such a way that discourages others from planting churches.

Stage 3 - Church Planting Multiplier

Goal:

A stream of generational churches with many healthy churches. Leadership development in place in the stream.

[Gives authority away. One or two people not leading all the churches. Healthy Churches at this point are likely not to be lost unless the leadership development process is lost.]

Development Areas: (Multiplication and Role Change, how to identify and train leaders, and Church health /Discipleship Depth) [going Deep and Wide]

Servant leadership - Humility and focus on others needs and total dependence on God

Wresting in prayer - Prayer groups and networks

Getting rid of the ignoble things and work ethic - things to give up, etc. [What to say 'no' to.]

Work Hard

Multiplication [Multiple Generations]

The Role Change that must take place for multiplication to happen

Equip and Release leadership - leading others to lead) (100% Priesthood of the believers) (Immediately indigenous along with exemplify and equip). must see people as potential leaders not just someone I am discipling.

Generational Vision casting and Growth - How to get to 2nd, 3rd, and 4th generation churches (growth beyond their ability and control) - with accountability; Priesthood of the believers.

Consistently asking generational accountability questions can help get to 4th+ generation churches and to work through DNA deformities.

Has mastered and can train others to use a simple CP plan that locals can use (examples Big One, T4T, 4 fields)

The importance of and how to set up leadership development

Leadership Development Materials and pattern - chosen [Will include going over all major discipleship topics more in depth, each aspect of church health, how to choose church leaders, how to disciples for transformation, how to study, interpret, and teach the Bible, Old and New Testament survey, all the major doctrines, How to lead a group/ church, how to deal with false doctrine, how to be a spiritual servant leader, disciplines, training others to plant churches, basic counseling, family, and conflict skills, transforming communities, etc.]

Identifying Leaders - Ephesian 4 leaders

Church Health /Discipleship Depth

Network wide events - we are not alone

Heart language songs - written locally [Probably starts in stage 3 but at least by stage 4.]

Solving Problems (finding root issues, able to diagnose

Celebrating any positive movement forward (seeing the potential)

Tracking progress, evaluate churches, diagnosis problems (good tool is the diagram with stick men and church circles) - must really know what is going on in each church and be ruthlessly realistic.

Adds other lessons for EV/Discipleship if main method did not get people to objective and can answer major objections/questions (leads from objectives/goals not just doing lessons).

How to make sure institutional churches don't mess up the depth and multiplication.

Common Obstacles:

[6 major difficulties in setting up leadership development - time, place, educational level, money, topics, pattern] - it's hard to get them together

Locals don't want to take leadership

Church model chosen cannot easily be produced by normal believers in the local context.

Unclear Simple CP pattern that new believers can use.

Not thinking beyond one church.

Not getting to generational churches - A good CPer who can get pastors from somewhere else can plant 1-2 churches each year) but will plateau with total number of churches at 5-30 churches. All or most will be Generation 1 churches. This is an addition approach not multiplication.

No vision for generational churches - wants it all under them [let's bring all the groups under one church for now until the first church gets bigger]

Want to be over the churches first for a time then release (or only certain trained leaders over the churches for a time) - in actuality, indigenous leaders will only slowly and painfully immerge if do this.

No or unclear on-going leadership training for leaders of the local churches (stage 2 leaders).

Without a network of churches and on-going training churches typically become weak or disband.

Worker (or someone else such as a national partner) trying to maintain control over the churches (does not give away authority).

Unhealthy churches - or no evaluation tool or way to track church health

Lots of Discipleship/Sin issues.

No process to choose leaders or wrong leaders chosen.

Not releasing leadership authority or wanting everything under one or two people.

Seem to lack spiritual power in the area.

Platform helped do Stage 1 and 2 but holds up people from doing stage 3, 4 and 5.

Stage 4 - Movement Trainer (UPG Coordinator / Mega-City Coordinator)

Goal:

All major segments have a church and there is sufficient saturation so that most people have an opportunity to hear the Gospel. Lots of healthy churches and leaders being developed locally. [Sustained and Expanding Church Movements] [This stage usually takes longer especially if the size of the target area is large.]

Development Areas: (How to reach a large area; Train Trainers; Multiple Streams)

Depending on God and not on my expertise or experience

Significant Prayer and Fasting

Dealing with Pride and Identity coming from our work - gives credit to others

Dealing with burn out

Tenacity

Integrity (set an example for the believers in speech, in conduct, in love, in faith, and in purity)

Whole Area (People) Vision/Burden - How to reach a whole area or whole people group

Segmentation [Usually personally involved in one of the segments.]

Role Change - saying no; making hard decisions

Good communication skills - especially on the vision and direction and changes; picturing it in a simple way (way to easily communicate that the Great Commission is for all).

Interpersonal skills

Develop Stage 3 and 4 Leaders from within [A common issue is 1-2 stage three leaders, national partners or locals, who like being the big man in their area and don't release control or raise up other leaders.]

Prioritization - Role change (saying 'no' to good but not best things) - not just leading a stream but developing stream leaders and movement leaders [Let them lead the streams and the Leadership Development]

Filter disciples by fruitfulness and faithfulness

Coaching and training trainers - [Make sure they have a simple CP plan and let go of local authority]

- absolutely important to evaluate and know generally what is happening - going through each area church by church and place by place (also including helping stream leaders / CP Multipliers decide priorities and goals) (SL2, Coaching tools)

Assessment and Diagnosis (Finding root issues)

Being available to them 24/7

Ensuring that local believers are trained to set up and lead the leadership training (material and process) (decentralized / indigenized) - how to teach the whole Bible [Not centralized training]

[In both these above it would help develop them as leaders if the Stage 3 and 4 leaders locally were part of a revision or redo of the CP tool, Leadership Development process and material, and the evaluation process for church health / multiplication.]

New Streams in each of the unengaged or weak segments of the area (people group) [Multiple networks]

Intentionally starting new streams in segments that present segments are naturally getting to or new churches intentionally crossing into new streams. [hot coals strategy]

Mobilizing existing churches [Types of mobilization - same-, close-, and far-cultural (cross-cultural) believers - when to use each.] Casting multiplication vision to unhealthy churches so they join in starting streams of healthy multiplying churches.

Training Apostolic type workers - how to train and mentor them and including sending to other segments

How to help people develop a simple CP plan/tool (understands multiple methods of EV/Discipleship/CP) [Multiple harvest fields and contexts] [Contextualization] - locals may improve the simple tool. Models of church.

Possibly using different models/tools for different segments [Multiple harvest fields / contexts]

Other broader EV methods to find God-prepared people to start new segments. New platforms/identities to get into new segments.

Get everything indigenous [not dependent on outsiders]

Priesthood of the believers and autonomy of the local church - Three Selves (self-governing, self-sustaining, self-reproducing) - not subsidizing church; not restricted authority regarding baptism, Lord Supper, etc. [Self-theologizing - meaning they have come up with the materials in a way that addresses their cultures needs]

Does not try to own the fruit of their labor

Network - Meeting larger needs; sending people to help in other areas

Troubleshooting Problems (Overcoming barriers / problems using Scripture) - How to find the root problem

Gap analysis and evaluation

Biblical correction - not just done by the outsider but by the insiders

Expose Stage 4 leaders to other fruitful fields/people - Community of practitioners

Teaming skills

People with different giftings on the team - Who is with you? What is their role? Releasing them

Who should you bring on the team/network? (Need to have the same vision, strategy, values, doctrine, and have a commitment to the team)

Core values

Leadership styles

Interpersonal skills - resolving conflict, listens well before speaking, etc.

Loving and Kind to others (truly caring) - not grumbling and bitter

Gentle, Patient, Calm, and forgiving - how to disagree without being disagreeable but still get point across

Cooperation - Respecting others viewpoints, reaching consensus, when to agree to disagree

Common Obstacles:

Extrabiblical systems of church government/ordinances - especially centralized leadership (leadership development)

Don't know how to evaluate or diagnose or doing very little evaluating.

Don't understanding coaching - is more a supervisor than a coach.

Not understanding that coaching roles change based on where people are in the process (SL2).

Don't know how to find root problems/issues

Don't know the people and churches they are mentoring/coaching in the networks. (not understand the true problems happening)

Limited Vision

Wanting all the new stream starts to come under one stream (centralization)

Not recognizing that some segments may need a modified CP tool or CP model

Becoming so busy with other things that either training new CPers or training of church leaders is slowed or stopped. Or mostly focusing on trouble people who are not getting to multiplication.

Doing many CP trainings but not filtering and mentoring fruitful and faithful believers.

Interpersonal conflicts

Allowing bad DNA (sometimes from institutional churches) to get into the movement.

Burn out or Pride

Contentious attitude (frequently in quarrels, controversies, and irreverent babble)

Lassa fare attitude (not work as hard or feel not as much needed any more)

Not spending a lot of time at this stage working the plan. Sometimes people want to move on too soon. Stay at this stage for a good long time working the plan. Don't feel like want to move on too soon.

Only a few leaders responsible for leadership development and starting new areas (or all coming through just a few leaders)

Stopping the leadership development training or getting too busy to really do it well.

No Stage 4-5 leadership helping this person develop to the next stage and be kept accountable.

Centralizing leadership development. [Not all can come to training or cost of travel can't be done locally.]

Not empowering and developing people.

Taking on too many new workers than can possibly be mentored.

Becoming sidetracked with lower priority training opportunities in traditional churches and denominations.

Starting to depend on my success/experience to problem solve or strategize and not full dependence on God.

The vision is for only a small segment of the population.

Lacking communication skills to communicate the vision in a way that people want to join.

Stopping or rarely training/coaching.

Getting busy so not available to the leaders that are being raised up.

Writing all the materials yourself (or only a few people).

Mobilizing unhealthy churches that introduce bad DNA into the network. Or connecting young leaders to unhealthy churches who start telling them they can't do certain things or need a certain level of pay.

Refusing to use broad seed sowing in new areas.

Subsidize leadership or training in a way they cannot do it locally.

Not addressing major cultural issues.

Not looking to the Scripture when there are problems or questions - just answering from experience.

[Stage 4 Leadership is frequently what IMB TLs are asked to do, even sometimes when they have never experienced Stage 1-3.]

Stage 5 - Multi-Region Trainer (Strategy Coordinator) (Paul)

Goal:

Multiplication movements in multiple Areas/Regions among the unreached (like Paul in the book of Acts).

Development Areas: (To engage all UPGs with a multiplying movement) [Training, releasing, and coaching full buy-in partners to fulfill the same vision within their church, mission organization, denomination.]

Continues doing local multiplication in new unreached areas.

Coaching Movement Trainers / Stream Leaders (Movement Trainer Coaching)

Assess where a leader is (his strengths and weaknesses) and help him move forward (not afraid to give feedback that is beneficial - have the hard conversation)

Coaching new area leaders - gives authority away - including taking them through the process of understanding Leadership Training and allow them to change or replace it.

What is the biggest lacking things/issues in each area - stay connected with the field - especially deal with doctrinal problems and multiplication problems. [Diagnose and reset DNA.]

Catalytic Coalitions / Events - including Mission events and media projects to fan and facilitate movements

Pioneer Missions Mobilization - sending system set up and run locally

Research - UPG/UUPG research, metrics to measure the performance and effectiveness of teams and areas

Brings people along to what God is saying. [Has the relationship skills to move people onto God's agenda.]

Prioritizing time and use of resources (how Budgets used and use of money and personnel)

The need for the counsel of many (so not myopic)

Courage to make hard decisions

Common Obstacles:

Myopic - One or two area focused. Missing major hole areas.

Spending most his time in things other than developing streams and area leaders. Especially getting caught up in mostly administration of structures.

Losing focus between competing needs and responses to success. [Especially when early success draws outside attention.]

Doing big trainings from place to place but not really investing in a few people for an extended time.

Not letting the Sending of Missionaries system be led locally or not developing people to set that up.

Not involving nationals and GCCs that are stage 4 and 5 and have the same strategy and doctrine in the strategy/budget process. Or putting stage 4 or 5 nationals under outsiders in the organization that have not progressed beyond stage 2.

Additional agendas backed by foreign funds (that you feel obligated to do).

Putting Beginning stage and stage 1 folks at mentors/coaches does not usually lead to much fruit.

A structure that does not allow people to be trained OJT and JIT locally.

Not having sufficient time with movement coaches.

Not dealing with doctrinal or multiplication issues in local movements when the locals are not addressing it.

Trying to lead a larger area alone without the council of others.

Trainings for leaders being several one-off trainings with little follow-up coaching.

Using resources (people and money) in places that are not the most strategic.

Overall comments on the process

1. Don't judge yourself or others based on which stage you are at (not pride or discouragement). Success is being completely faithful to all that God has called you to. This is a tool to see where people are, to best know how to help people move forward. This should not be used in a way that causes pride or discouragement, but be a help to move people forward.
2. Highly directive for stage 1 and 2 (but addition). Stage 3 and beyond produces multiplication.
3. Stage 3 and 4 leaders produce a lot of fruit for the Kingdom. The greatest investment of time should be with Stage 3-4 leaders. Stage 4 produce a lot but won't need as much of your time.
4. Some have a 6th stage but it is usually listed as a leader of a nation or international or across multiple affinities. Usually a stage 6 leader only occurs because of organization structures. We have found that such leaders don't do CP work personally anymore and lose effectiveness. Country and international leaders that still do stage 5 things are much more effective.