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A Church Planting Plan for the Northwest District of the Wesleyan Church

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A CHURCH PLANTING PLAN FOR THE NORTHWEST DISTRICT
OF THE WESLEYAN CHURCH

A Dissertation Project
Presented to
the Faculty of
Western Evangelical Seminary

In Partial Fulfillment
of the Requirements for the Degree
Doctor of Ministry

by
Roger Kenneth Blake

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APPROVAL PAGE

D. Min. Product Title A CHURCH PLANTING PLAN FOR THE
NORTHWEST DISTRICT OF THE WESLEYAN CHURCH

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INTRODUCTION

A beautiful and unusually dry Oregon spring has allowed me to rototill my garden plot very early. With the ground free of weeds and finely pulverized, it was ready to be planted. Since it was still so early, my first decision was to wait. A later date would perhaps protect my garden from a hard killing frost. Then a thought crossed my mind. With this beautiful weather and the moisture that is sure to come, something will grow in my garden. If I do not plant seeds that will produce a luscious vegetable crop, nature will sprout the seeds of weeds. The opportunity will be gone and the work wasted.

Many communities in the Northwest are ready to have churches planted. The states of Washington, Oregon, and Idaho are among the lowest in percentage of church attendance in the nation. the need is great and the resources of God are unlimited. If we do not press forward and plant evangelical churches, our enemy, Satan, will cultivate activities that will lead to destruction and death. The time is right for the Northwest District of The Wesleyan Church to press ahead with a systematic plan for planting new churches.

It is my desire to be a catalyst for the spreading of the Gospel through the most effective means of evangelism, planting new churches. I desire to see this District double

in size over the next ten years. If the Northwest District, with its limited resources, can double its size in ten years through systematic church planting, then other districts and denominations can also make major impacts on the unchurched of America.

This effort, as with any project, has been accomplished through the help of many. The staff of Western Evangelical Seminary through the Doctor of Ministries Program has been the vehicle for moving ahead on this study and plan. Dr. Joseph Coleson has been an encouragement and guide as my advisor. Special mention of appreciation goes to Dr. J. D. Abbott, General Superintendent of The Wesleyan Church and Rev. Jerry Manker, Assistant to the Superintendent of The Oregon District of The Church of The Nazarene, who have taken time for personal interviews. Rev. Kent Anderson, one of the pioneers and the spokesman for The Oregon Plan of The Church of The Nazarene, has been a special inspiration. The people of my church, Willamette Valley Wesleyan Church, have been very understanding and uplifting in allowing me time to complete this work. Their prayers are my strength.

The one person who has been the most inspirational and supportive is my wife, Marilyn. She has more than once spurred me on in love to complete this task. She has given countless hours typing and retyping my plan. Her love and devotion have made the completion of this project a reality. God's love shown through each of these individuals has made my efforts more than worthwhile in the process and I believe

He will use the results to His glory and the building of His kingdom.

Chapter 1

A SURVEY OF CHURCH PLANTING LITERATURE

Although church planting has always been a major strategy of church growth, and although most evangelical denominations are making a concerted effort to renew church planting as a growth strategy, only a few books have been published on this subject. The majority of these come out of the efforts of Southern Baptists who have kept the pace of church planting when many other denominations have almost completely stopped planting churches. The books that do present church planting deal with five major areas: (1) the reason for church planting, (2) the church planter and his characteristics, (3) the selection of the site for planting, (4) the financial considerations and (5) the method to be used. Although there are some areas of a great diversity of opinion, the majority of the authors agree substantially in the principles of church planting.

The Reason for Planting Churches

The reason for planting churches is established in all the literature as the need of men to be converted. Beyond that, however, three basic themes are dominant as the foundation and motivation for planting new churches.

The Biblical Base

The Birth of Churches, compiled and edited by Talmadge Amberson, is a book of nine chapters written by various authors all giving the biblical base for church planting.¹ The essence of the message is that church planting is the natural outcome of New Testament living today.

Church planting does involve specific and deliberate intent to start new churches, but the New Testament points to the fact that new churches and church planting are the direct and inevitable consequences of the believers' involvement in witnessing and proclamation.²

Elmer Towns puts the biblical perspective very clearly, stating "the great commission in Matthew includes church planting."³ Chaney gives the three biblical pillars upon which churches should be multiplied as (1) the nature and purpose of the church, (2) the nature and condition of contemporary man and (3) the nature and character of the triune God.⁴

A number of authors point out that the Holy Spirit is the motivating force behind the planting of churches in the book of Acts and in the world today. Chaney points out the four ways the Holy Spirit works in church planting as indwelling the congregation, instructing the church, endowing the church with leaders, and empowering the church to grow.⁵ Donald McGavran, considered by most the father of the church growth movement, states, "If God's plan for the salvation of the world is to be carried out, a mighty multiplication of living congregations must occur in most pieces of mosaic in most countries."⁶

Most Effective Evangelistic Tool

"All forms of evangelism have their place but the most effective method is to plant a New Testament church in every section of every city of the United States."⁷ Towns and Chaney both quote Lyle Schaller as the source of this conclusion. Schaller noted that 60 to 80 percent of the new adult members of a new congregation were not actively involved in the life of any worshipping congregation immediately prior to joining the new mission. "New congregations are needed simply because they are much more evangelistically prolific than old congregations."⁸ Chaney adds that both biblical and modern experience point to the multiplication of churches as the most effective evangelism because of our surging, changing, mobile, and plural society.

This degree of effectiveness is amplified when the great need in America is pointed out. The 1980 population of America was approximately 225 million people. Of that number Schaller points out that only sixty million are responsible practicing Christians. The other 165 million are either nominal marginal Christians (Schaller says about 110 million) or have no allegiance to any Christian group.⁹ Chaney agrees with these figures and points out that only six countries in the world -- Russia, China, Japan, India, Indonesia, and Brazil -- have total populations that exceed the number of unchurched in America. "America is one of the great mission fields of the world."¹⁰

The Essential Purpose of the Church

Win Arn points out that there are three basic ways the church is to grow: (1) growth in the local congregation, (2) planting new churches in America, and (3) multiplying new churches in other countries. He says "an individual church should be doing all three."¹¹ Charles Brock points out that the New Testament view of the church makes planting a necessary part of the purpose, even for the church planter who has no money for land or buildings, hospitals, and schools.¹²

The purpose of the church is not dependent upon man's resources but upon God's. The essential purpose of the church is to reproduce. Towns points out that a church sends out a missionary to plant churches that also send out missionaries.¹³ The very nature and purpose of the church cannot be fulfilled without the planting of new churches.

The Church Planter and His Characteristics

The literature available has a hard time identifying the exact qualities of the "perfect" planter. All agree with Ezra Jones, though, that the "selection of the right pastor is the single most important factor."¹⁴

The one quality all do emphasize in a church planter is his call. The call of God upon a man is essential for the success of the church plant. The Holy Spirit, who is the dynamic force behind church planting, gives a definite

call to the chosen planter. "The mission pastor must be fully aware that God has called him to THAT place, to THAT church, to THAT congregation, and that it is God's will THAT he serve there."¹⁵ Elmer Towns adds that this call includes a burden to win souls, a desire to preach, and a compulsion that a man cannot do anything else in life.¹⁶ That definite a call is not called for by all, but all believe the planter's ability to overcome early hardship will be based on a definite call from God.

The second universal quality noted in the literature is a victorious personal faith in God. Most of the authors assume such without a definite statement, but all agree to its importance.

The third point of agreement is the overall uniqueness of the church planter. In listing qualities of a church planter Schaller makes "unique" number one. By "unique" Schaller means, "many of the personal and professional characteristics that are appropriate and helpful for the pastor of a long-established congregation are not necessarily the most important talents of a new church developer."¹⁷ He then lists entrepreneurial skills, self-starter, initiative taker, and transformational leadership as needed qualities.¹⁸ Elmer Towns states that church planters must be pioneers and that only certain men have that trait.¹⁹ C. Peter Wagner says a church planter must have six basic qualities: leadership, faith, possibility thinking, preaching skills, flexibility, and willingness to work hard.²⁰ Chaney says a church planter

must be a "dynamic, creative leader who thinks big, who has a genuine compassion for men without Christ, and an overpowering commitment to obey Jesus Christ in his own life."²¹

One area of marked disagreement is the amount of training needed. Ezra Jones makes training and experience the number one qualification²² but Chaney points out that most of the churches started by the Southern Baptists in Illinois were by laymen with little or no formal training.²³ McGavran pointed out Paul as the great example. "His life had been so transformed by his knowledge of Christ that he wanted everybody to share in this treasure. He counted everything else as useless, as trash, compared with the excellency of knowing Jesus Christ."²⁴

The Selection of the Site for Planting

The essential qualification for selecting a site for church planting is people. The number of people is another matter. Charles Brock, writing with a missionary background, says a place where three hundred people are without a church is a prospective place for a new church.²⁵ Ezra Jones says a population of fifteen hundred people is needed.²⁶ The factor that all agree upon is that a community needs to be a growing community. Jones says the majority of the residents should have lived in their present homes for less than three years. Schaller likens the selection of site and people to a fisherman going to the fish and a businessman looking for the

traffic patterns. Schaller in fact says the three key features are (1) location, (2) location, and (3) location.²⁷

While Towns, Redford and others assume a rented facility will be the starting place, Jones, from a more liturgical background, and Schaller both note the need for a permanent site. Schaller cites thirteen reasons for owning a permanent meeting place.²⁸ The majority of new plants must begin in temporary sites but the disadvantages ultimately lead to a permanent site. In selecting a permanent site Ezra Jones has a very detailed chapter in his book Strategies for New Churches. Both Elmer Towns and Jack Redford have community surveys included in their books for site selection.²⁹ One final note Jones makes is that people will drive up to twenty minutes to attend church but few will drive longer.³⁰

The Financial Considerations

Here, as in the idea of a permanent or temporary site, there is great diversity of opinion. Denominations that feel a building is essential to planting new churches complain that it takes thousands, even hundreds of thousands of dollars to plant a church. On the other hand, Jack Redford says, "Many of the initial phases of church planting are not expensive; some may not cost anything."³¹ Chaney, also from the Southern Baptist camp, says, "Monetary support of new churches and missions is, when all things are considered, minimal."³² Lyle Schaller noted in Church Growth Strategies That Work

that "it was not a major component of St. Paul's strategy for new church development."³³

There are some points that the literature agrees upon. One is that the subsidy should be used primarily for the church planter. "The best money will be spent on personnel."³⁴

Schaller, in his book Growing Plans, gives six overall guidelines for subsidies,³⁵ all of which are in agreement with the literature on finances. Basic rule one is that the higher the income level of the people to be served, the larger the subsidy. In some new black and Hispanic starts no subsidy was given or expected. Rule two is that dependency fosters an adversary relationship with the church, especially if the subsidy is extended over a long period. The third rule is that numerical growth and financial subsidies are incompatible. Schaller states, "It is rare to find a congregation that has been receiving financial subsidies for more than three or four years and is also experiencing significant numerical growth."³⁶ The range of time for a subsidy runs from six months to five years, but all agree it must be on a decreasing scale. The fourth rule states that subsidies that come from other congregations are less negative than those that come via denominational channels. The fifth rule is that subsidies from a predominantly Anglo-Protestant denomination to a minority church can lead to a power struggle over who will have control. The final rule Schaller gives is the longer the anticipated period of financial subsidy, the slower the growth rate and the more likely the new church will plateau in size.

There appears to be increasing agreement among denominational leaders that a three-year financial subsidy, with decreasing amounts each year, is the most that can be granted without adversely affecting the health and vitality of the new congregation.³⁷

Towns, who has a way of boiling things down to the essential, states, "At times, the more help that is given to a new church, the less it seems to grow."³⁸

McGavran makes one more important remark when he states, "Christians have the resources and therefore denominations have access to the needed resources if an apostolic vision of the possibilities can attract the funding."³⁹ In proving his point he points out that the Assemblies of God start 240 congregations per year and the Southern Baptists start over 700 congregations per year with the same or fewer resources than most main line denominations in America that start twenty or fewer churches each year.⁴⁰

The Method

In Getting a Church Started, Elmer Towns quotes Wendell Belew of the Southern Baptist Home Mission Board, "For 500 churches we need 500 methods."⁴¹ Such is the diversity of planting. Although most of the books available point to a pioneer planter method of planting, Towns lists the six most common methods of church planting as follows:

1. Mother-church concept
2. Establishing a mission Sunday School
3. Bible study
4. Local association sponsorship
5. Church splits
6. Pioneer church⁴² planter going into an area to plant a church

Chaney, when questioned about the success of Baptists in Illinois, said they started them "any and every way we could," but went on to state that the real method was spelled W-O-R-K.⁴³ Some books make an attempt to be more descriptive in their approach to the method of church planting. Jack Redford gives nine fully explained steps for one church to plant another church in his book Planting New Churches. Elmer Towns gives 84 steps that include everything from publicity to organizing rules in Getting a Church Started.

One major area that is pointed out by all the literature is a foundation built upon a clear set of goals. The term "Philosophy of Ministry" is being used to express these foundational goals. Schaller points out the planter must decide who is the client.⁴⁴ Brock states that the planter must "think reproducible" in every step. He states, "In an age when perhaps more than three billion people do not know Christ, it may be shortsighted stewardship for a church ever to be born without a definite idea of reproducing itself."⁴⁵ Chaney agrees, stating "A transferable philosophy of ministry may be essential to developing an effective, long range church planting strategy."⁴⁶ Ezra Jones lists 14 distinct considerations that should be made in developing a church philosophy.⁴⁷ McGavran points out three clear goals that are common to many rapidly growing church plants: (1) they were lay oriented, not clergy dominated; (2) they were a church with an authentic sense of community; and (3) they

were centers of true biblical faith where people found spiritual answers to their problems.⁴⁸

Others agreed upon principles including the necessity of starting right because of careful research and preparations, starting slow with a first public service being two to three months after the initial contacts, and starting and continuing with a flexible plan of attack open to many possibilities God may provide. Chaney pointed out that in all areas of church planting a team approach seemed to be very advantageous.⁴⁹

Additional Resources

In addition to the books that are available, the literature of church planting is growing rapidly in periodicals such as Leadership. The spring 1984 issue has "Leadership Forum: The 'Johnny Appleseeds' of Church Planting" with interviews with four church planters, each of whom has planted a number of churches. The winter 1985 issue has an excellent article by Dean Merrill on "Mothering a New Church." The article was the result of a survey of eighty respondents who have mothered new churches out of existing churches. This article is the best information available on the effects of a church mothering a new church.

Another source of literature is denominations that major in church planting. The Southern Baptist Church, which now plants around 700 churches a year, has a wealth of materials which they are more than happy to share. Booklets that they have available include "How to Start New Mission Churches--

A Guide for Associational Mission Leaders," "The Indigenous Satellite Program Manual" and "Bold Missions Multiplying Churches," both of which tell the story of the church planting strategy in Texas, and "Guide for Starting New Churches," which incorporates Jack Redford's nine steps of church planting with a number of practical helps and a list of hundreds of sources for church planting helps. The Oregon District of the Church of The Nazarene and the Extension Department of The Church of The Nazarene offer some very helpful materials. The Youth and Extension and Evangelism Departments of The Wesleyan Church have produced a small booklet "Project Plant" with 24 easy steps for planting a church and a packet of materials used in planting a church in Tulsa, Oklahoma, utilizing teen volunteers and computer files.

A final source to be considered is the church planting seminars that are springing up across America. The seminar at Charles E. Fuller Institute of Evangelism and Church Growth in November of 1983 drew over 600 participants from sixty-six denominations. That volume of interest has caused many seminaries, including Western Evangelical Seminary, to offer church planting seminars. The materials used are based on planting success and current research and are very valuable in this rapidly developing area of church growth.

Conclusions

The conclusions to be drawn from the literature of church planting are three. Firstly, much more research could

and probably will be done on the subject of church planting. Church planting seems to be done by men of action, not of words. Secondly, the methods of planning, financing, and establishing new churches are so varied that they are difficult to put into specific steps or principles. Any attempt to list specific steps either becomes overly long or overly general in nature. Thirdly, because church planting is vital to growth and even the survival of the church movement and because we have a mandate to evangelize the world, the church planting movement will continue to grow, be revised, evaluated, corrected, and move into new frontiers. This trial and error research will be documented, but because of the moving society never tied down to a set and lasting pattern.

Chapter 2

NORTHWEST DISTRICT HISTORY

The Northwest District of The Wesleyan Church has its roots in churches that began before the beginning of the twentieth century. The Oregon Conference of The Wesleyan Methodist Church was organized on September 29, 1893. The Pilgrim Holiness Church and The Holiness Church of California both had churches in the Northwest by 1930. By 1963 three districts, two of The Pilgrim Holiness Church of America and one of The Wesleyan Methodist Church of America, covered the three states (Oregon, Washington, and Idaho) that now comprise the Northwest District of The Wesleyan Church. The total number of churches in the three districts was 38 with a total membership of 880.

By 1973 The Wesleyan Methodist Church of America and The Pilgrim Holiness Church of America had merged to form The Wesleyan Church and the three former districts had merged to form the Northwest District. The church count then stood at 27, eleven less than it had ten years before. The total membership was, however, only 30 less at 850. By 1983 there were only 25 churches but total membership had climbed to 901. The church planting record for The Wesleyan Church in the Northwest is also a disappointing one. Since the

1968 merger forming The Wesleyan Church, only two churches have been started -- one at Veradale, Washington, one at Wilsonville, Oregon. One church was reopened at Eugene, Oregon, after being inactive for several years. During the same time, however, seven churches were closed, showing a net loss of five churches.

In 1970 a plan was begun to plant new churches in the District on a regular basis. The plan included the purchasing of property, construction of a first unit and a fully-salaried pastor to establish the work. The church at Eugene, Oregon, which was closed at the time, was chosen and a major improvement to the church was added in 1970. The second work was launched in 1974 in Veradale, Washington, a suburb of Spokane, with a new church building and parsonage. The final work under this plan was started in 1977 at Wilsonville, Oregon. The building was not completed until 1980 and no parsonage was constructed. The cost of the delay in building ran this project \$70,000 over the set budget. Due to a number of financial difficulties, the District then faced a very real crisis and the District parsonage had to be sold.

It was apparent that another method of planting churches had to be devised. It would be very slow and costly if a new church building would have to be constructed for each new church. The cost of a fully salaried church planter was also a major concern. In response to these very real concerns this church planting plan was developed in cooperation with the District Board of Administration. Approval

for the development of this plan was passed by the District Board of Administration on June 20, 1983. The plan was adopted as the working plan for the Northwest District at the July meeting in 1984.

Chapter 3

NORTHWEST DISTRICT CHURCH PLANTING BASIC PLAN

I. Axioms

- A. Planting new churches is a biblical strategy for the great commission.
- B. Planting new churches is the most effective strategy for fulfilling the great commission.
- C. Planting new churches is a necessary strategy for survival of any denomination.

II. Strategy

- A. Every possible means should be encouraged for planting churches, including: local churches planting new works, lay couples beginning Bible studies, bi-vocational pastors, etc.
- B. The District Home Missions thrust must have a long-range plan for planting churches.

III. The Plan -- Northwest District

A. Planting Team

A team approach would be utilized to maximize success and serve as training grounds for future church planters. The team would ideally be made up of a senior planter, one or two trainee ministerial couples and one or two dedicated lay couples.

B. Stages

In order to insure accountability and to facilitate careful review, the new churches should move through development stages. Accountability will be established with transitional requirements for each advancement.

C. Support

Senior planter would receive minimum level of support and health insurance on a three year decreasing scale determined by the district. Moving expenses and start-up costs would be paid by sponsoring churches. Trainee ministerial couples would receive only health insurance and only for two years, plus moving expense help. Lay couples would not receive any district support but could receive help with moving expenses.

D. Cluster Planting

In order to reach large population centers that are far removed from any Wesleyan Church and more effectively to use common support and technology, church cluster planting will be used. A cluster will be made up of three or more senior planters (with supporting teams if possible) moving into a population center.

E. Ten Year Plan

A ten year plan will be established and updated annually to keep the vision before the District.

This plan would include churches planted by other means through the local churches across the District.

The Explanation

I. Axioms

- A. Planting new churches is a biblical strategy for fulfilling the great commission. Christ's command was to go into all the world and make disciples of all nations. When the church tarried too long God allowed persecution to spread the believers throughout Judea. They established churches. In the Antioch church in response to the leadership of the Holy Spirit, missionaries were sent out and established churches across the known world. As long as there are people who are not reached by the Gospel our strategy must be to go and plant new churches.
- B. Planting new churches is the most effective strategy for fulfilling the Great Commission. In a day when very large churches are getting much publicity and praise, it should be noted that statistics still prove church planting to be a more effective means of reaching the unchurched. The Oregon District of The Church of The Nazarene established a bold thrust of church planting in 1979. In the four years that followed over 700 new members were received through the 25 new congregations, while the rest of the District, which is one of the largest and fastest

growing districts of The Church of The Nazarene, received just over 900 new members. This example can be multiplied again and again.

- C. Planting new churches is a necessary strategy for survival of any denomination. In 1966 the 10 million member Methodist Church and the 750 thousand member Evangelical United Brethren Church merged to form The United Methodist Church. Since that time that church has experienced a net decrease of approximately 4000 congregations and is planting less than 30 new congregations annually while closing approximately 180 congregations. The result is a major decrease in membership and every other measuring statistic. Meanwhile, the denominations that are showing continued growth are the ones planting more new congregations than they are closing. The Wesleyan Church growth patterns have slowed to almost no growth. A study of the churches opened and closed from 1972 to 1982 gives a clear indication of the problem. While 194 churches were opened, 275 churches were closed. A hopeful turn is that from 1980 - 1982 more churches were opened (52) than closed (37). This trend must continue and increase if this denomination is to survive, let alone impact our world for Christ.

II. Strategy

- A. Every possible means should be encouraged for planting churches, including local churches planting new churches, lay couples beginning Bible studies, bivocational pastors, etc. There is not one way new churches begin. It is time for some of our churches to begin the process of establishing a daughter church in a nearby community. Several of the churches on the Northwest District were begun by such a plan. A Bible study led by a lay couple could produce the nucleus for a new church plant. This should be taught to our couples that move a long distance from a Wesleyan Church as an alternative to just finding another church to attend. We must never overlook the value of men who are bivocational, holding a secular job while beginning a new church. A support system for encouragement of these pioneers must be developed. God cannot be limited in methods, so our eyes and hearts must be open to His leading.
- B. The District Home Missions thrust must have a long-range plan for planting churches. Just as Paul and Barnabas were sent forth with the support of the established churches, so must we have an organized effort to reach the communities of the Northwest. Such a plan must take into account a long-range perspective in order to arrange financial and personnel support for new churches.

III. The Plan

A. Planting Team

A team approach will be utilized where possible to maximize success and serve as training grounds for future church planters. Reports of failure often point to the loneliness and discouragement of a single couple striving to establish a new church. A team made up of a senior planter, one or two trainee ministerial couples, and/or one or two dedicated lay couples would give internal support and strength for the task. The valuable training received would be ideal for a recent Bible college or seminary graduate who would then become a senior planter. Although we do not want to rob lay couples from other existing churches, we must allow the Holy Spirit to direct key lay couples to help establish a new church.

B. Stages

In order to insure accountability and to facilitate careful review, the new churches should move through development stages. Accountability will be established with transitional requirements for each advancement. In order to be good stewards of God's people and the financial support of the District, check points must be established that will give guidance to the leadership of the District in evaluating the possibilities of the new church. Direction must be given to the planter and early participants in order

to encourage and motivate. These stages are not intended to be harsh stopping places but rather road signs pointing the church toward becoming a fully self-supporting and self-governing church of the Northwest District. The explanation and development of the stages will be presented in Chapter 5.

C. Support

The senior planter would receive a minimum level of support plus health insurance on a three year decreasing scale determined by the District. Moving expenses and start-up costs of literature and meeting place could be provided by sponsoring churches. Such beginning support would be limited to the first three months so that it would not jeopardize the District support plan. Trainee couples would receive only health insurance, and that for only two years, plus moving expense help. Lay couples would not receive any district support but could receive help with moving expenses from sponsoring churches. The purpose of these minimum levels of support would be two-fold. Firstly, they will allow the District to establish a long-range plan of church planting with new starts each year without being an overwhelming financial burden. Secondly, they will encourage the new congregations to move quickly to a self-supporting status.

D. Cluster Planting

In order to reach large population centers that are far removed from existing Wesleyan Churches and more effectively to use common support and technology, church cluster planting will be used. A cluster planting will be three or more senior planters (with supporting teams if possible) moving into a specific population center. On the Northwest District, which includes all of Oregon, Washington, and Idaho, there are several population centers that are over 75 miles from existing Wesleyan Churches. Some, such as the Nampa - Boise, Idaho, area, are over 250 miles from the nearest Wesleyan Church. Mutual fellowship and support for these planters would be a critical need. A cluster approach would give mutual support and the possibility of shared communication equipment such as a computer, copy machine, etc. Some support personnel could give aid to all of the church planters.

E. Ten-Year Plan

A ten-year plan will be established and updated annually to keep the vision before the District. In the light of the great need and the ripeness of the harvest fields, the following will be established as the first ten-year plan.

CHURCHES PLANTED

<u>Year</u>	<u>District Plan</u>	<u>Local Churches</u>	<u>Total</u>
1	1	0	1
2	1	0	1
3	1	1	2
4	1	0	1
5	0	1	1
6	4	0	4
7	0	1	1
8	4	0	4
9	0	1	1
10	4	0	4
	—	—	—
Total	16	4	20

Even anticipating a 25% failure rate, the end product would be 15 new churches or a 58% increase over the present 26 churches. With the addition of these new churches and the increased motivation for outreach in the existing churches, the goal is to double the present membership in ten years.

Chapter 5

INITIAL STEPS TO BE TAKEN

Step One--Changing the Mind-Set of the District

To launch an all-out church planting program, there must be backing, prayers, and finances from the entire district. In order to gain that support, a belief basis must be built.

Identify "Myths" That Must Be Discarded

Myth--"You have to build a building first." There is no doubt that it is convenient to have a nice new building to use as a worship center but there is a great cost to pay. Initial cost of construction is great. The upkeep and maintenance of a building can drain precious energies and funds from a new congregation that would be better used to evangelize the community. No matter how well planned and spacious a new building seems, it will limit the growth of a new congregation. The fastest growing churches of America do not start in their own building, for they do not have time or monies or energy to keep growing and focus on a building at the same time. One more danger of building a building first is that the new congregation does not feel a part of

the structure and will have a difficult time paying for a building they did not design or even ask for.

Myth--"There is only one way to plant a church, that being a fully salaried pastor." Very few churches are ever started with a fully salaried pastor. Church planters must give full-time and yet receive only part-time wages. Some studies seem to suggest that the higher the level of guaranteed salary the slower the productivity. It is certainly the desire of every district to move every pastor to the fully salaried status, but to start church planters at that level is not really feasible or desirable in terms of the faith and growth of the new congregation.

Myth--"In the Northwest, church planting is practically impossible." It is true that the Northwest states of Oregon, Washington, and Idaho are among the lowest in church attendance. That fact can discourage or bring a greater determination to reach this great harvest field. Other denominations (The Church of The Nazarene and The Foursquare Church most notably) are leading their national growth with church planting in the Northwest. It is not only possible, but the Northwest appears to be ripe for a harvest of souls through new church plants.

Myth--"Our churches/district are too weak and small to plant churches." The size of churches and district has nothing to do with the power of Almighty God. The size does

limit the resource supply only as negative thinking is allowed to prevail. Maybe millions of dollars cannot be raised, but prayers resource the very God who has limitless resources available. To wait until a few churches are "large" and "wealthy" will never accomplish the task of reaching an area for Christ. New churches will strengthen the District and existing churches more than any holding plan.

Myth--"Once a church is started, it can never be closed even if it is not growing." The District should never start a new church believing that it will not become an established church, but must not be afraid to allow a church that is not growing to cease. It is in continued support to a failing church that the District becomes a bad steward of both men and money. Hard decisions will have to be made with the resolve to move on, the better to fulfill God's plan of reaching the Northwest.

Take Steps to Build Belief-Basis

- A. Establish a visionary group to serve as directing counsel for planting program. The key step in building a belief-basis is the appointment of a Church Planting Council (C.P.C.). This small group of people (3-7) would serve as the advisory and support group to the District and could have or not have any organizational power on the District. They would do the research related to steps B., C., and D., and report

- such through a Home Missions prayer letter and the District Newsletter. They would also serve as an encouragement and resource group to the planting teams.
- B. Research and publicize successful planting stories.
 - C. Challenge hearts with statistics of communities of thousands without a holiness message.
 - D. Share possible methods of church planting.
 - 1. Bible study led by lay couple
 - 2. Bivocational church planter
 - 3. Mother-Daughter church
 - 4. Team of church planters
 - E. Establish a dedicated prayer base and motivate prayer.

Step Two--Targetting Specific
Areas for Planting

There is a need to refine the current plan for future planning. The following steps will be taken:

- I. Establish a list of possibilities from a broad base of sources.
 - A. Service reports of pastors
There is a blank for locations the pastor sees as potential sites for new churches. This record should be kept on a master list.
 - B. Yearly appeal to prayer partners
An opportunity will be given to those who have planting churches on their hearts and who know the Northwest to express their desires for church plant locations.

C. The Church Planting Council, the District Board of Administration, and the Ministerial Convention, those groups directly involved in reaching out to the Northwest, should add sites to a master list.

II. Make preliminary studies of a choice group.

At the recommendation of the Church Planting Council and the approval of the District Board of Administration a choice group of sites from the master list would be researched. Such research could be done by the Church Planting Council in cooperation with the District Superintendent and utilizing the resources of the national church as well as the District. The following data would be given priority:

- A. Population status, especially growth trends.
- B. Present church status in terms of number, size, and denominational makeup.
- C. Survey of needs and receptivity. This phase could be researched by a team of youth with a door to door survey.
- D. Possible Wesleyan workers present.

III. Publish promising target areas to prayer support group, prospective planter, pastors.

Again at the recommendation of the Church Planting Council and approval of the District Board of Administration a list of 5 to 10 cities could be selected. The point here is to allow God to confirm choices through

support and personnel. One of the strategic keys to planting a church is having a planter and supporters who know God is leading.

IV. Determine Sites

The final decisions for new church planting sites would remain in the hands of the District Board of Administration and would be based upon the gathered research, available personnel and finances, and most importantly the leading of the Holy Spirit. Plans should include the immediate site, future promising sites, and of course the master list for long-range planning.

Step Three--Choosing a Church Planting Team

Qualifications

All studies point out that the ultimate key to church planting is the church planter. God can work miracles if He has an open channel to use. There is no profile of the "perfect" planter, but the following guidelines are minimum considerations.

A. Senior Planter Qualifications.

1. Victorious personal and family Christian experience.
2. Clear leading or call to church planting.
3. Sense of calling to the area or town to be the planting site.
4. Ability to motivate and lead others into ministry.
5. Proven ability to lead people to Christ in personal

- soul-winning, Bible studies and preaching ministry.
6. Agreement with the philosophy and the financial policies of the District planting program.
- B. Supporting Couples Qualifications (Ministerial and Lay).
1. Victorious personal and family Christian experience.
 2. Clear call or leading of Lord to church planting.
 3. Willingness to support self and help church become established. (Ministerial couples should make at least a two-year commitment.) Lay couples should make at least a three-year commitment, but should be looking at a long-range association with the planted church.
 4. Willingness to work under authority of senior planter.
 5. Openness to training and faithfulness to soul-winning plan.
 6. Agreement with the philosophy and the financial policies of the District planting program.

Selections Process

Application to become a senior planter or a supporting couple should be made directly with the District Superintendent. Applicants will be screened by the Church Planting Council and the District Board of Administration. Credentials will be checked by the District Board of Ministerial Standing.

The final decision will be made by the District Board of Administration.

Step Four--Devising a Financial Plan for Continuing Church Planting

The Problem

The level of support given to a church planter must meet three criteria. It must firstly be high enough to give the planter a chance to get started without the burden of total self-support. It must secondly be short term enough to urge the new congregation to move rapidly toward a self-supporting status. Thirdly, it must allow for new church plants to be started each year. The research that has been done through the two denominations that lead the nation in church starts, Assemblies of God and Southern Baptist, point to a limited subsidy and a short term commitment as being the most productive.

The Principles

The following principles of finance will be followed in setting the final level of support.

- A. Health insurance will be covered in full for one year for both the senior planters and the ministerial trainees. This subsidy would decrease as per the salary.
- B. Start-up expense and moving expenses shall be handled by the sponsor churches. These extra subsidies are not to extend beyond three months.

- C. The level of subsidy will remain stable for the first full year.
- D. The level of subsidy will decrease in three 8-month intervals and will be completely withdrawn at the close of the third year.
- E. The District Board of Administration will adjust the first year level of subsidy yearly.

The Plan

- A. The level of subsidy for the Northwest District will begin in the 1984-85 year as follows:

<u>Length of Subsidy</u>	<u>Monthly Amount</u>
1 year	\$1,250.00
8 months	900.00
8 months	600.00
8 months	400.00
<hr/>	<hr/>
Total: 3 years	\$30,200.00

- B. The Salary Impact on the District

Year 1	\$15,000.00 plus insurance
Year 2	9,600.00 plus 1/2 insurance
Year 3	5,600.00 plus 1/3 insurance

C. The Continuous Planting 3 Year Impact

<u>Year</u>	<u>Church 1</u>	<u>Church 2</u>	<u>Church 3</u>	<u>Church 4</u>	<u>Total</u>
1	\$15,000	0	0	0	\$15,000
2	9,600	\$15,000	0	0	24,600
3	5,600	9,600	\$15,000	0	30,200
4	0	5,600	9,600	\$15,000	30,200

This level would remain the same in a steady cycle.

D. The Continuous Impact of the Cluster Planting

<u>Year</u>	<u>Churches</u>	<u>Cost</u>
1	4 at \$15,000	\$60,000
2	4 at 9,600	38,400
3	4 at 15,000 4 at 5,600	82,400
4	4 at 9,600	38,400
5	4 at 15,000 4 at 5,600	82,400

The average yearly impact would be just over \$60,000.

Step Five--Involving Total District
through Adopt-a-Church Plan

Each church on the District should be involved with a church planting program regardless of size or strength. Each planted church would have the assurance of special friends and support churches.

Sponsor Churches Responsible to Help

- A. Prayer support encouraged by regular reports of progress.
- B. Financial backing through district program.
- C. Moving expenses to get the church planting team to the site of the new church.
- D. Personnel (led by God to move to area to help establish a new church).
- E. Summer and/or other temporary ministries (i.e., V.B.S., calling teams, musical programs, etc.).
- F. Start-up funds for literature and a meeting place for the first three months.

Length of Support

Each sponsor church will support a new church for 3-5 years or until:

- A. The new church is fully organized.
- B. The new church can sponsor short ministry to sponsoring church (i.e., witnessing service, musical program, etc.).
- C. A joint social event can be sponsored by new church for celebration of life and praise to God.

District Implementation

- A. Year 1 -- All churches support new work but cluster of 3-5 actually assigned as sponsor churches.
- B. Year 2 and following -- All churches assigned in groups of 3-5 to new churches as they are planted.

- C. Goal -- Every church be involved directly in planting a new work near their present church.
- D. New churches would be assigned as sponsor church as soon as they are fully organized.

NOTE: In early years of plan, cooperative churches should be assigned as sponsoring churches regardless of distance, but as plan develops, the sponsor churches should be clustered around the new church.

Chapter 5

STAGES OF GROWTH FOR NEW CHURCHES

In order 1) to provide adequate accountability, 2) to give specific points of evaluation, and 3) to give guidance leading to rapid development of new churches, the following stages of church planting are proposed:

1. Gathering Stage
2. Emerging Stage
3. Developing Stage
4. Fully Organized Church

The first three stages all fall within the Pioneer Status of churches in The Discipline of The Wesleyan Church. The new churches would move through these stages only when the requirements for advancement were completed. The reporting system is designed to give accountability of progress for each stage. The District Superintendent and the District Church Planting Council (C.P.C.) will receive the reports and approve the advancement of the new churches from one stage to another.

Gathering Stage

The initial stage of church planting will be called the Gathering Stage. This stage will extend from the time the church planting team arrives at the target city to the

first public service. The recommended time frame would be eight to ten weeks and the limit would be sixteen weeks.

There is a fourfold purpose of this stage: 1) a thorough study of the target city resulting in a target area, 2) the initial recruitment of new families to join in the church planting effort, 3) the establishment of a planting plan including a philosophy of ministry and 4) the preparation for the first public services.

The planting pastor and team would have a number of specific tasks to accomplish before a major thrust could be made into the community. A concentrated study of the demographics would be the number one task. Special interest would be given to the growth patterns, church strengths and locations, population profiles and possible worship sites. This study, based upon the preliminary research of the Church Planting Council, will result in the selection of first a two to five mile square target area and secondly a choice for a public worship site. The senior pastor with approval of the District Superintendent or C.P.C. would negotiate a one-year contract for a worship site. The target area will be divided into sectors for ease of canvassing and record keeping.

The second major task for the planting team would be the establishment of a philosophy of ministry and initial goals. The philosophy of ministry will depend upon a number of factors including the spiritual gifts of the planting team, the profile of the target population (i.e., race, socio-

economic level, family status, etc.). It will, without excluding other areas, focus the church outreach to a major segment of the population. It will include a word picture of the type of church the church planting team envisions. An outcome of the study and philosophy will be a church name and perhaps a logo. The philosophy will also aid the team in creating a church brochure that will appeal to the community. The goals that will be established should all be in terms of people. Goals should be established for contacts, prospects, conversions, Bible studies, and the first public service. Such goals will enable the team to evaluate their progress and focus their efforts.

The third major task of the Gathering Stage would be the preparation of materials to be used in the evangelization and notification of the community. Of primary importance would be an attractive church brochure to be used in door to door and direct mail canvassing. Such a brochure should include a picture of the planting pastor and family, the name of the church and logo, a brief statement of the philosophy and beliefs of the church and a prominent announcement of the date, time, and location of the first public worship service. Other information such as current Bible studies or other outreach ministries could also be highlighted. Other preparation could include news releases for local news media, posters/banners for the worship site, direct mail invitations and record-keeping materials.

The final task of the Gathering Stage is the notification and evangelization of the community. With the help of the planting team, lay couples from other Wesleyan churches, and teen work teams (LIFE Corps), the target area should be systematically canvassed. The prospect card with interest warmth scale and canvassing procedures of Appendix A will be used to maximize follow-up potential. Careful record keeping of all prospects is imperative. Other sources of prospects to be used would include children's Bible studies (Kids Klubs) held by teens, teen events, adult Bible studies, musical concerts, and fellowship gatherings open to the public. All Wesleyan Church contacts gathered from college alumni lists, district and national publications, and other sources will be visited by a member of the planting team. Bible studies will be started immediately with at least two thrusts. Bible studies for the team and believers will build unity and spiritual dynamics. These will take the form of leadership training for continued outreach. Bible studies for unbelievers will be evangelistic in nature to produce converts and growing Christians.

The goals of the Gathering Stage will be to prepare for the public ministry of the new church by 1) developing a broad base of prospects (a list of 500 or more prospects would be best), 2) gathering and developing a nucleus of God-inspired people for the task of planting a new church, and 3) developing a spiritual leadership team for continued outreach in the community.

The transition requirements for moving from the Gathering Stage to the Emerging Stage would be as follows:

1. Written monthly reports to the District Superintendent (Appendix B).
2. Completion of the major tasks. A copy of the philosophy of ministry and church brochure would be sent to the District Superintendent and C.P.C.
3. A written plan for the first public service, including:
Advertising and contact notification,
Leadership, music, child care, greeters,
Service outline,
Follow-up plans.
4. Approval of the District Superintendent and Church Planting Council (C.P.C.).

Emerging Stage

The second stage of the church planting process will be the Emerging Stage. The time frame for the Emerging Stage will be roughly one year from the date of the first public service. A short extension of this time allotment could be granted by the District Superintendent and the C.P.C. This vital stage would be the real gauge for the continuance of the church planting.

The purpose of the Emerging Stage is threefold. Firstly, this stage is primarily a time for the development of an ongoing evangelistic outreach into the community.

Secondly, this stage should be marked by the emergence of specific ministries to meet the real needs of the community. Thirdly, the Emerging Stage is for the discipleship and development of spiritual leaders for the church.

The planting team would complete the following six tasks vital to the health and growth of the church. The major task would be the development and execution of an outreach ministry. A ministry plan such as GRADE (Growth Resulting After Discipleship and Evangelism) would be developed. Such a plan should include personal evangelism, discipleship, and church assimilation steps. It should be begun as soon as possible and made a norm for participation in the church. In addition to a personal evangelism plan or means such as worship evangelism, evangelistic Bible studies and special event evangelism should be used to reach as many as possible with the Gospel.

The second task would be to develop ministries to meet specific community needs. Canvassing and community contact will point to specific community problems or deficiencies. Under the leading of the Holy Spirit ministries such as day care, singles' ministries, parent support groups, teen ministries, ladies' growth groups, children's spiritual clubs, etc., could be undertaken. Such ministries should always be redemptive in focus. The goal in mind would include solving the identified problem and the salvation of souls.

A third task would be the development of a small group ministry within the church. The discipleship, training,

growth and accountability aspects of small groups should be developed early to set the pattern for continued unity and growth within the church.

The fourth task would be the establishment as soon as possible of membership classes that would prepare people for full membership in the church. Such classes would be the natural step following a discipleship course. Churches in the Emerging Stage would be able to receive full and provisional members with approval of the District Superintendent.

The fifth major task to be completed by the planting team and particularly the senior planter would be the appointment as soon as possible of a Local Advisory Council. This group of dedicated lay members along with the planting team would complete the final task of the Emerging Stage.

The final task of the Emerging Stage would be the completion of the Pioneer Profile. This profile, which is Appendix C, would include community demographics, an attendance profile, the church philosophy, goals, leadership development plans, and a financial plan for the church. The purpose of this profile would be evaluation and participation in vision and goals of the church by the lay leadership. This profile would become the backbone of the progress toward a fully organized church.

The goals of the Emerging Stage would include the following: growth through conversion and discipleship, establishment of needs-focused ministries, development of

lay leadership, development and completion of a pioneer profile and the preparation of an initial group of believers for membership.

The transition requirements would be as follows:

1. Monthly reports to the District Superintendent and Church Planting Council.
2. Appointment of a Local Advisory Board.
3. Acceptance of a nucleus of new members.
4. Completion of Pioneer Profile.
5. Approval of the District Superintendent and Church Planting Council.

Developing Stage

The final stage a church plant would move through would be the Developing Stage. This stage would be completed as soon as the qualifications were met, but could extend for no more than three years from the initial public service. The fourfold purposes of this stage all relate to the establishment of a fully self-supporting, self-governing organized church. The first purpose would be the development of church membership and spiritual leadership. The second would be the development of a self-supporting financial base. The third purpose would be the development and adoption of long-range plans for growth and a permanent worship site. The final purpose of this stage is to meet the requirements and take the steps to become a fully organized Wesleyan Church.

The tasks to be accomplished in the Developing Stage will all be completed by the planting team and the Local Advisory Board under the supervision of the District Superintendent and the District Church Planting Council. The number one task for the Developing Stage is to meet the minimum requirements for organization as a fully established church as set forth in The Discipline of The Wesleyan Church, Article 209. Those requirements are:

1. Twelve or more persons who are full members or are approved and ready to be received as full members when the organization shall be effected.
2. A reasonable degree of financial stability, including the meeting of such obligations as it may have to the general church and the district.
3. A reasonable degree of leadership and organizational maturity, with sufficient qualified persons to staff the minimum organization provided for in 326.
4. The holding of all property in trust for The Wesleyan Church as required in 1418, or steps taken to accomplish the same (1425).¹

In addition, the church organization must be authorized by the District Board of Administration and effected by the District Superintendent.

In addition to the minimum requirements, churches planted by the Northwest District of The Wesleyan Church should accomplish the following tasks showing good faith and unity with the District planting strategy. Firstly, the church planting team and Local Board of Administration will complete the District Standard of Organization (Appendix D). This standard calls for planning and adoption of plans in the following areas: finances, permanent worship facility and site, and ministry and attendance goals for short- and

long-range growth. The completion of this future-oriented planning guide will aid the new church in envisioning and enacting goal-oriented growth.

The final three tasks of the Developing Stage will demonstrate the maturity of the church and the completion of the planting cycle. First, the new church will respond to one or more of the sponsoring churches with a ministry. This ministry of thanksgiving could take the form of a musical presentation, a testimony service, or many other service-designed programs. The second task directed toward the sponsoring church or churches would be the hosting of a joint social event for the celebration of the birth and the new life of the church. This celebration will be centered around a theme of praise to God. The final task to complete the cycle of church planting will be the assignment of the new church by the District C.P.C. or Board of Administration as a sponsoring church to a new church planting project.

The goals for the Developing Stage all center around the continued growth and strengthening of the church. Numerical growth should continue through evangelism, discipleship, and assimilation of new members. Leadership development through training and practical experience should be a goal. Through the completion of the Standard of Organization, specific growth plans, including worship location, ministry plans, and numerical goals, will be set. The development of a stable budget and the keeping of that budget for at least four months before organization will develop a sense

of accomplishment within the new church. These rather general goals should be made specific and adopted by the Local Advisory Council.

The transition requirements for moving from this stage into operation as a fully organized church include:

1. Monthly reports, becoming quarterly reports, to the District Superintendent and C.P.C. as the time of organization nears.
2. Completion of The Discipline requirements and District Standard of Organization.
3. A responding ministry to at least one sponsoring church.
4. Hosting a joint social event with the sponsoring church/churches for celebration of life and praise to God.
5. An organizing meeting and election of officers conducted by the District Superintendent as outlined in The Discipline of The Wesleyan Church, Article 210.
6. The adoption of the new church as a sponsor church for a new church planting project.

Chapter 6

SUMMARY

Church planting is absolutely necessary for the fulfillment of God's great commission. This study and resulting plan for church planting in the Northwest by the Northwest District of The Wesleyan Church is designed to: (1) meet the existing need for this particular district with its present status and potential, and (2) be a model that other districts and denominations can modify and use to plant churches in their area of responsibility. With that in mind, this study was both narrow in its approach and wide in its perspective of church planting.

The current literature of church planting, although somewhat limited, was reviewed and analyzed in chapter one and through the annotated bibliography. The findings were grouped into five major areas: (1) the reason for planting, (2) the church planter and his characteristics, (3) the selection of the site for planting, (4) the financial considerations, and (5) the methods to be used.

The reason for church planting was found to be primarily evangelism, but fell under three major topics. The first was that it is the biblical method for spreading the Gospel. The second was that church planting is the most effective

method of evangelism. The final topic was that church planting is essential to the purpose of the church.

Although there is no consensus regarding the qualities of a "perfect" planter, the authors agreed that the planter was the single most important factor. The literature pinpointed three vital areas for the planter. He must have a definite call, a victorious faith, and the drive to pioneer in an unstructured setting. The major disagreement about a planter was the level of training or education needed.

The selection of a site is strategic only in the sense that some areas are more suited for rapid growth. Areas where large concentrations of people have located recently are the most productive for new church plants. Several authors give excellent community survey information for locating a permanent site.

The financial considerations varied considerably in accordance with the denominational preference and socio-ethnic peoples being reached. The over-all rules established were that the subsidies should be minimal, on a decreasing scale, and with a definite termination date. The literature was in agreement that the resources are available within existing churches.

The one conclusion that could be drawn about the method was that it must be flexible enough to fit the need at hand. Several books attempted to give lists of very general guidelines, but all recognized a need to be innovative in any church planting situation.

Church planting literature is growing and will continue to do so because little has been written about this vital strategy for reaching the world.

The specific need of the Northwest District was investigated and presented in chapter two of the study. The dismal picture of the history of The Wesleyan Church in the Northwest accents the need for a systematic church planting plan. The drop from 38 churches in 1963 to 25 in 1983 coupled with the fact that only two new churches were opened over the last sixteen years is alarming. The slow beginnings of a plan that included the purchase of property, construction of a first unit and parsonage and an unlimited fully-salaried pastor was apparent. The need for a plan for more rapid growth was evident.

The basic plan for the Northwest District, including the axioms, strategy, and planting approach are presented and explained in chapter three. The axioms are that church planting is (1) biblical strategy, (2) the most effective evangelism strategy, and (3) a necessary strategy for survival. The District strategy was the promotion of all means of church planting, including: local churches mothering new churches, lay couples beginning Bible studies, bivocational pastors, and the major thrust through a long-range district plan for planting churches. The planting approach included five basic areas. A planting team made up of a senior planter, ministerial trainees and dedicated lay couples was the first component. Such a plan would utilize the number one resource, people,

and continually reproduce new planting pastors for future growth. To ensure accountability and development in the new works, stages of development were proposed. The third and very important component was a financial plan that was based on a minimum support level, a decreasing scale, and a three year maximum. The need to move into population centers far removed from any existing Wesleyan Church demanded a cluster planting approach be utilized as a fourth part of the plan. Such a strategy would call for the simultaneous planting of three or more churches in one major population center using some centralized support personnel and equipment. The final component was a ten-year plan to give perspective to the vision. The goal was to double the membership of the District in ten years.

Chapter four outlined the process of beginning such a church planting plan. The five-step plan would bring the District to the point of practical and enthusiastic application of the plan. Such steps are vital to the initial success as well as the longevity of the plan. The first step identified was the need to change the mind-set of the present District toward church planting. The failures of the past and the low self-image of the District would be changed with positive research and presentation of the potentials for planting churches in the Northwest. This task would be accomplished by an appointed Church Planting Council.

The second step was a four-phase site selection process to identify immediate and long-range planting sites. The

third step was the presentation of criteria for choosing a church planting team. Although the "model" planter has not been identified, care must be taken to select a team that meets specific qualifications set by the District. The selection process would work through the Church Planting Council and the District Board of Administration. The fourth step was the devising of a financial plan that would give an adequate start without jeopardizing the long range cycle of planting churches. A decreasing scale was established on a three-year basis that would allow continuous yearly planting without overburdening the District. The cluster planting expenses were also calculated on a continuous cycle. The final step to be taken in implementing the plan was an adopt-a-church plan that would involve every existing church on the District. This total participation is essential to the success of the church planting endeavor.

Chapter five outlines the stages of growth for the new churches. The purpose for stages was (1) to provide adequate accountability, (2) to give specific points of evaluation, and (3) to give guidance leading to rapid development of new churches. Each new church is expected to move through three steps of growth. The Gathering, Emerging, and Developing Stages each have time frames and goals to be completed before a church can move into the next stage.

The Gathering Stage lasts from 10 to 16 weeks. It is the time for intense study of the city resulting in a target area and a philosophy of ministry to reach the unchurched

of that area. The goal is to develop a prospect list and a nucleus of believers for the first public service. Transition requirements include a written philosophy of ministry and detailed plans for the preparation, execution, and follow-up of the first public service.

The Emerging Stage begins with the first public service and extends for a maximum of one year. Its goals are centered around evangelism, outreach, and the development of a lay leadership team for transition into a self-supporting church. The pioneer profile that includes community demographics, church philosophy, and goals helps develop the joint acceptance of responsibility between the planter and the lay leadership. The transition requirements include the completion of the profile, the acceptance of a prepared nucleus of members, and the appointment of an advisory board.

The Developing Stage begins whenever the Emerging Stage transitional requirements are met and extends until the church is organized as an established church, but no longer than a three year maximum from the initial beginning. The goal of this stage is to move from the pioneer status as a church plant to the established church status. In order to accomplish that status the requirements of The Discipline of The Wesleyan Church, which center around membership, financial capability and the election of officers, and the District Standard of Organization, which consists of planning and goals for growth, must be met. The developing church is also

to move into the sponsoring position in the continuing church planting plan.

Throughout these stages of growth, monthly reports are expected to be made to the District Superintendent and the Church Planting Council.

The first implementation of this plan on the Northwest District began in 1984 at Federal Way, Washington. The Rev. Mr. and Mrs. Scott Wallace moved to Federal Way on July 15th. With the help of a corps of teen workers, children's ministries and canvassing took place during August and September. The first public service was held in a rented school facility on October 14th with sixty present, many of whom were out-of-town visitors. Growth has continued with the monthly average for March, 1985, over thirty. Easter services had 49 in attendance and two conversions. Pastor Scott and his wife both have stated their deep regret that a team approach was not implemented on this first venture. It is obvious from this first attempt that the assembling of a team for planting is both very important and very difficult to accomplish. It is, however, also apparent that this plan is workable. The District Board of Administration has targeted another city for planting and is now searching for a planting team.

ENDNOTES

ENDNOTES

Chapter 1

¹Talmadge R. Amberson, Ed., The Birth of Churches (Nashville: Broadman Press, 1979).

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³Elmer Towns, Getting a Church Started (Lynchburg: Liberty Baptist Seminary, 1982), p. 10.

⁴Charles Chaney, Church Planting at the End of the 20th Century (Wheaton: Tyndale House, 1982), pp. 20-31.

⁵Ibid., p. 34.

⁶Donald McGavran, Understanding Church Growth (Grand Rapids: Eerdmans, 1980), p. 75.

⁷Towns, p. 15.

⁸Donald McGavran and George G. Hunter III, Church Growth Strategies That Work, Creative Leadership Series (Nashville: Abingdon Press, 1980), p. 99.

⁹Ibid., p. 101.

¹⁰Chaney, p. 149.

¹¹Donald McGavran and Winfield Arn, How to Grow a Church (Glendale: Regal, 1973), p. 172.

¹²Charles Brock, The Principles and Practice of Indigenous Church Planting (Nashville: Broadman Press, 1981), p. 65.

¹³Towns, p. 11.

¹⁴Ezra Earl Jones, Strategies for New Churches (New York: Harper and Row, 1976), p. 109.

¹⁵Jack Redford, Planting New Churches (Nashville: Abingdon Press, 1960), p. 112.

¹⁶Towns, p. 52.

¹⁷Lyle E. Schaller, Growing Plans (Nashville: Abingdon Press, 1983), p. 135.

¹⁸Ibid., pp. 136-138.

¹⁹Towns, p. 94.

²⁰C. Peter Wagner, Leading Your Church to Growth (Ventura: Regal Books, 1984), pp. 169-171.

²¹Chaney, p. 71.

²²Jones, p. 112.

²³Chaney, p. 42.

²⁴McGavran and Arn, p. 30.

²⁵Brock, p. 67.

²⁶Jones, p. 91.

²⁷Schaller, p. 155.

²⁸Schaller, pp. 151-152.

²⁹Redford, Appendix B and Towns, p. 162.

³⁰Jones, p. 78.

³¹Redford, p. 82.

³²Chaney, p. 49.

³³McGavran and Hunter, p. 114.

³⁴Chaney, p. 91.

³⁵Schaller, pp. 141-144.

³⁶Ibid., p. 142.

³⁷Schaller, pp. 144-145.

³⁸Towns, p. 54.

³⁹McGavran and Hunter, p. 105.

⁴⁰Ibid.

⁴¹Towns, p. 5.

⁴²Towns, p. 61.

⁴³Chaney, p. 47.

⁴⁴Schaller, p. 122.

⁴⁵Brock, p. 55.

⁴⁶Chaney, p. 72.

⁴⁷Jones, pp. 98-100.

⁴⁸McGavran and Hunter, p. 118.

⁴⁹Chaney, p. 73.

Chapter 5

48-49. ¹The Discipline of The Wesleyan Church, 1980, pp.

APPENDICES

APPENDIX A

CANVASSING PROCEDURE

HI, MY NAME IS _____. I/WE ARE HELPING START A BRAND NEW CHURCH IN THIS AREA. MAY I ASK YOU THREE OR FOUR QUICK QUESTIONS? (If they say no, or they don't really have the time, be cordial and simply offer them the brochure and say, "IF WE CAN EVER BE OF HELP IN ANY WAY, PLEASE FEEL FREE TO CALL.")

Question #1 - JUST SO I CAN BE MORE PERSONAL, WHAT IS THE FAMILY NAME HERE?

Question #2 - DO YOU HAVE A CHURCH THAT YOU ATTEND? (If the answer is yes, ask them what church.) DO YOU ATTEND REGULARLY? On your form you will have a place to record this answer in one of four ways: regularly (reg), Semi-regularly (semi), Infrequently (infreq), or not at all (non).

Regardless of response go on to explain that I AM FROM _____ WESLEYAN CHURCH WHICH WILL MEET AT _____ BEGINNING _____. Explain that ALL OF THE INFORMATION IS INCLUDED ON THE BROCHURE.

Question #3 - WE WILL BE MAILING A NEWSLETTER TO INTERESTED PERSONS TELLING THEM MORE ABOUT THE PROGRESS OF OUR NEW CHURCH. MAY I SEND IT TO YOU?
No strings attached.

Question #4 - WOULD YOU BE INTERESTED IN A VISIT FROM THE PASTOR? If they would be interested, ask for their phone number so that we are able to call ahead for an appointment.

Finish by saying, "WE WOULD LOVE TO HAVE YOU AND YOUR FAMILY ATTEND."

Last, record your view of their desire for follow-up. Circle either soon, yes, mailing, or no. Also add any special comments you feel would be helpful.

CANVASSING CARD

Sector _____ Date _____

Name _____ M F

Phone _____ Age _____

Address _____

Children Youth

Church Affiliation: Baptist Catholic Church of Christ
 Lutheran Methodist Charismatic None

Other _____

Church Attendance: Reg Semi Infreq Non

Follow-Up: Soon Yes Mailing: Yes No

Comments:

Warmth Scale: 1 2 3 4 5 6 7 8 9 10

APPENDIX B
REPORTING BLANK

NORTHWEST DISTRICT CHURCH PLANTER'S
MONTHLY REPORT

Pastor _____ Church _____
 Year _____ Date of Report _____
 Month _____

FINANCIAL:

<u>Date</u>	<u>Church Offerings</u>	<u>Amount</u>	<u>Other Receipts</u>	<u>Source</u>
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
Total Receipts		_____	_____	_____

<u>Disbursements</u>		<u>Disbursement of Dist. Funds</u>	
Rental of facility	_____	Amount received from Dist.	_____
S.S. Materials	_____	Amount spent for church work	_____
Printing	_____	Paid for parsonage utilities	_____
Advertising	_____	Paid for rent	_____
Postage	_____	Auto travel expenses	_____
Salary paid pastor	_____	Amount applied for salary	_____
Equipment	_____	Other	_____
Other	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

<u>Pastoral Activity</u>		<u>Attendance</u>	
Number saved	_____	Sunday A.M. Date	_____ Att. _____
Number sanctified	_____	_____	_____
Times preached	_____	_____	_____
Bible studies	_____	_____	_____
Discipleship classes	_____	_____	_____
Home visitations	_____	Midweek	_____
		_____	_____
		_____	_____
		_____	_____
REMARKS:		_____	_____

APPENDIX C

PIONEER PROFILE

*To be completed by Pastor and Advisory Board before moving into Developing Stage.

Name of Church: _____

Community: _____

Pastor's Name: _____

Address: _____

Telephone: _____

I - Community Profile

1. Target area definition (include an area map)
2. Population of target area _____
3. Population projection of the target area:
 5 years _____
 10 years _____
4. Social characteristics of the target area (housing, income, education, institutions, ethnicity)
5. Basic economy (major employers, industry, agriculture, newly declared corporate development, unemployment trends)

6. Religious characteristics:

A. List all churches in the area with:

1. Church membership
2. Sunday School attendance
3. Worship attendance

B. Determine total unchurched:

Population _____ - Worship attendance _____ =

Unchurched _____

C. List three (3) fastest growing churches and the observed reason(s) for growth.

II - Worshippers' Profile

1. Average worship attendance last four (4) months _____.

Total number of worshippers _____ (i.e., number
of individuals)

2. Age of worshippers:

	Total	Percent of Total
65+	_____	_____
45-64	_____	_____
25-44	_____	_____
18-24	_____	_____
13-17	_____	_____
5-12	_____	_____
0-4	_____	_____

3. Family status:

Single adults _____

Single-parent families _____

Husband-wife families _____

4. Housing characteristics:

Single-family dwellings _____

Multiple-family dwellings _____

Mobile homes _____

5. Church "Philosophy of Ministry"

(Basic purposes, premises, objectives, operational guidelines, and priorities)

6. List present ministry programs with four (4) month average attendance and name of leader.

<u>Ministry</u>	<u>Average</u>	<u>Leader</u>
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

7. List current and proposed leadership development plans.

8. Financial facts:

A. List income last four (4) months:

B. List any savings balances:

C. List the projected budget for the first year of
Developing Stage:

III - Goals

1. Expected date for Developing Stage _____

Organization _____

2. Projected size at beginning:

	Membership	Attendance
Developing Stage	_____	_____
Organized	_____	_____

3. Ministries/programs we expect to use in evangelization:

4. Projected growth patterns:

	Year	1	2	3	4	5
Sunday School		_____	_____	_____	_____	_____
Worship		_____	_____	_____	_____	_____
Evening		_____	_____	_____	_____	_____
Midweek/Bible Studies		_____	_____	_____	_____	_____
Profession of Faith		_____	_____	_____	_____	_____
Baptisms		_____	_____	_____	_____	_____
Tithing Households		_____	_____	_____	_____	_____
Income (Monthly Averages)		_____	_____	_____	_____	_____

APPENDIX D
DISTRICT STANDARD OF ORGANIZATION

I. Finances

A. Proposed Budget Monthly

Pastoral Support

Salary _____

Insurance _____

Pension _____

Housing _____

Other Expenses _____

Operations

Facilities Rent _____

Utilities _____

Equipment _____

Office Supplies _____

Telephone _____

Insurance _____

Program _____

Materials _____

District Budget _____

Savings _____

Total _____

Present Monthly Income _____

B. Plans for financial program to assure meeting the proposed monthly budget:

II. Plans for Permanent Facility

A. Projected size needed in attendance

Worship _____
 Sunday School _____
 Fellowship _____

B. List three (3) best-suited possible sites:

Name	Acreage	Cost
_____	_____	_____
_____	_____	_____
_____	_____	_____

C. Briefly describe financial plans to obtain land and construct facility:

D. List any buildings (churches, schools, warehouses, etc.) that could be purchased and remodeled to meet your needs:

Name	Cost	Cost to Remodel
_____	_____	_____
_____	_____	_____
_____	_____	_____

III. Ministry and Attendance Goals

A. Projected Growth:

<u>Ministry Name</u>	<u>Attendance Goals</u>		
	<u>1 year</u>	<u>5 years</u>	<u>10 years</u>
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

B. List any special needs and special ministries you intend to develop:

<u>Special Need</u>	<u>Ministry</u>
_____	_____
_____	_____
_____	_____
_____	_____

ANNOTATED BIBLIOGRAPHY
OF
CHURCH PLANTING LITERATURE

CHURCH PLANTING BIBLIOGRAPHY

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This book written by nine men holding positions of leadership in church extension or professorship in colleges, all Baptists, is primarily a theology/philosophy of planting. It is very biblical and holds great insights for developing a church philosophy of ministry.
- Arn, Winfield. The Pastor's Church Growth Handbook. Pasadena: Church Growth Press, 1982.
- Bartel, Floyd. A New Look at Church Growth. Newton: Faith and Life Press, 1979.
- Bauman, Dan. All Originality Makes a Dull Church. Santa Ana: Vision House Publishing, 1976.
- Benjamin, Paul. The Growing Congregation. Lincoln: Lincoln Christian College Press, 1972.
This book presents five positive principles: gathering and scattering, ministry of all believers, the taught teaching, multiplying congregations, kingdom of God above the institution. The presentation is biblically based and would be a good study guide for stirring a congregation into action.
- Benson, Donald. How to Start a Daughter Church. Quezon City, Philippines: Filkoba Press, 1972.
This book, written about work in the Philippines, has much to say to American church planters. It traces the development of new congregations from Home Bible Studies to organization.
- Brock, Charles. The Principles and Practice of Indigenous Church Planting. Nashville: Broadman Press, 1981.
Although this book was written primarily for church planting in a foreign country, the principles are applicable to our country as well. Chapter 3 "Essentials in Church Planting" and Chapter 7 "Think Reproducible" give an excellent foundation for any planting project.
- Chaney, Charles. Church Planting at the End of the 20th Century. Wheaton: Tyndale House, 1982.
This is an amazing book by an author involved in planting Southern Baptist Churches. The account of

planting 79 churches in 44 months in Northern Illinois is chronicled step by step. The eight observations about strategy on pages 71-73 are an excellent foundation for a local church or denominational strategy. The main thrust of this book is to motivate congregations into church planting but the principles apply to many different strategies.

Chaney, Charles. Design for Church Growth. Nashville: Broadman Press, 1977.

This is a very practical approach to local church growth. It has the philosophy of growth, the principles of growth, and the practices of growth. It includes charts and diagrams on measuring growth and methods of outreach and incorporation. It has a good mixture of biblical principles with practical ideas. There is a companion Manual available.

Chapman, Kenneth. How to Plant, Pastor and Promote a Local Church. Lynchburg: James Family Christian Publishers, 1979.

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This book presents in a logical sequence the evangelism cycle in the life of a church. Since this is the primary task in church growth, this material is essential for evangelism planning and evaluation.

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Hunter, George G. The Contagious Congregation. Nashville: Abingdon Press, 1979.

Jones, Ezra Earl. Strategies for New Churches. New York: Harper and Row, 1976.

This book contains a strategy that would be most fitting for a mainline denomination with great resources and with much time. It does however have excellent suggestions for church planters at all levels. Its treatment of site selection and early organization are outstanding. Also valuable is the history of church growth

in chapter two. The profile of the church planter is one in direct contrast to the ideas of the Southern Baptists and The Oregon Plan of The Nazarenes but perhaps there is a middle ground.

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This is a resource level book for church evaluation and organization. Its many charts, good index, bibliography and appendix sections make it a valuable book for all church and committee leaders.

Lawson, E. LeRoy. Church Growth: Everybody's Business. Cincinnati: Standard Press, 1973.

Longenecker, Harold L. Building Town and Country Churches. Chicago: Moody Press, 1973.

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McGavran, Donald. How Churches Grow. New York: Friendship Press, 1966.

Although this book deals primarily with foreign fields, the basic principles are much the same in planting churches so there is much valuable material here. Especially good are the sections on evaluating the composition of the population and the organization for church growth.

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This is referred to by church growth consultants as "The Bible of Church Growth." It has been fully revised since it first was printed in 1970. The major revision was the "Americanization" of the principles of church growth.

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McGavran, Donald and Winfield Arn. Ten Steps for Church Growth. San Francisco: Harper and Row, 1977.

This is another in a series of church grow "how tos" from McGavran and Arn. It would be of practical help as class material to stimulate growth. The study questions and growth materials listed add to its strength.

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Of special interest is Chapter 6, "Reaching People Through New Congregations." This chapter written by Donald McGavran outlines the great need for new congregations, apparent difficulties, homogeneous population units and eight different methods for beginning new works. McGavran concludes the chapter with a case study and a sharing of his dream for church planting in America.
- MacNair, Donald J. The Birth, Care and Feeding of a Local Church. Washington, D.C.: Canon Press, 1973.
This book seems to be church planting from the denominational perspective - especially Presbyterian. It has some good material on organization and practical matters such as borrowing money.
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- Orjala, Paul R. Get Ready to Grow. Kansas City: Beacon Hill, 1978.
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This, the latest and most precise of Schaller's books, deals with church growth of small, middle sized and large churches pointing out the potential and problems facing each. In each case a specific strategy is suggested. Chapter four, which is the longest chapter of this book, is devoted solely to the "Issues in New Church Development." It is the very best condensation of all church planting studies available today. Who, how, when, and where questions are addressed with researched solutions and concise language.

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 Church Growth Studies -- Bibliography Review
 Church Growth Issues in Theological Perspective
 The Church -- Its Growth and Mission
 Anthropological Perspectives on Church Growth Theory
 The Significance of Indigenous Movements for the Study of Church Growth
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- Towns, Elmer. The Complete Book of Church Growth. Wheaton: Tyndale House Publishers, Inc., 1981.
- Towns, Elmer. Getting a Church Started. Lynchburg: By the author, 1982.
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- Towns, Elmer. Getting a Church Started in the Face of Insurmountable Odds with Limited Resources in Unlikely Circumstances. Nashville: Impact Books, 1975.
 An inside look at eleven churches and the secrets of their success. Then steps to revitalize churches as follows:
1. Analyze and evaluate
 2. Strong Bible emphasis
 3. Love -- body life
 4. Leadership -- selection and delegation
 5. Program and planning to meet needs
- Good book for ideas and evaluation.

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- Trueblood, Elton. The Incendiary Fellowship. New York: Harper and Row, 1967.
- Wagner, C. Peter. Leading Your Church to Growth. Ventura: Regal Books, 1984.
The author approaches and examines church growth from interpersonal relationships, particularly those of the pastor and his lay people. Of particular interest to the planting pastor is the role of the pastor in relation to church growth diagrammed on page 136. Another key issue addressed is the pioneer/homesteader conflict. The case study of Rich Warren's Saddleback Valley Community Church is very inspirational.
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