THE GREENHOUSE CHURCH

preparing plants for the field

THEALLIANCE

SCHEDULE

11:00 **OVERVIEW OR REGIONAL APPROACH TO CHURCH PLANTING**

Introduction- The Story of a Greenhouse Church

Purpose: What are we trying to do?

A Regional Approach

THE GREENHOUSE CHURCH - preparing plants for the field

Greenhouse Church Overview

The Planter Pathway (Discover, Disciple, Develop, Deploy)

The Development Process: Look, Learn, Lead, Launch

Resident Needs: Housing, Healthcare, Half-Time Job

12:30 **LUNCH**

1:00 **SUPPORTING GREENHOUSE CHURCHES WITH A.C.T.S**

Assessment, Coaching, Training, Support

EVALUATION, DISCUSSION, NEXT STEPS

Discussion of Pathway

Next steps for your church and for all of us

PLEASE NOTE APPENDIX MATERIALS:

- *Steps to ministry, licensing, ordination with C&MA*
- *Core characteristics for licensed workers in C&MA*
- *Ordination requirements with C&MA*
- *Online Ministerial Study Program (MSP)*

2:30 **CONCLUDE**

A STORY OF A GREENHOUSE CHURCH

Bethany Church, Long Beach- From Dave Reynolds

*"My wife and I have been involved in church planting since 1989, when we starting forming our first planting team at Bethany Church in Long Beach, CA. But our development process began much earlier. Thanks to the generosity and foresight of Bethany, we had a training process to equip and send us. While there were no titles (I later adopted the **Look, Learn, Lead, Launch, Leave** titles to outline the process for launching healthy church plants from within a mother church), the process looked like this:*

- *During college, I attended the church and learned about grace. I was discipled right away.*
- *Then I was able to explore college ministry and discover my spiritual gifts. (**LOOK** at ministry)*
- *Next, I was invited into a 2-year internship and taught practical skills. (**LEARN** ministry)*
- *As an intern, I was given a leadership role in the college ministry of that church. (**LEAD** ministry)*
- *I was given the opportunity to start a contemporary worship service for that church. (**LAUNCH** a new ministry)*
- *I handed that ministry off in order to be sent to plant a new church. (**LEAVE** to plant a church)*

*Upon planting ShoreLife Church in Huntington Beach, CA (1991), we brought new interns with us. We replicated the Look, Learn, Lead, Launch, Leave model and they all went out and planted new works from our young church. Both the mother and most of those daughter churches are still around, nearly 20 years later - some are now over 500 in attendance. Though we didn't have the phrase, Bethany is a **Greenhouse Church**- a place where plants grow in preparation for the field.*

- *They nurtured plants.*
- *They developed leaders.*
- *They planted a seed in me (and others) and helped bring it to fruition.*
- *Eventually, they sent me out with a team to plant another work.*

I believe this kind of process, through many local churches, is vital to a true multiplication movement. I believe we must focus on equipping our C&MA churches to be Greenhouses. We cannot assume that church planting leaders come to us already trained. Churches must take responsibility (with lots of help and support) for the ongoing training and sending of planters."

OVERVIEW OF REGIONAL APPROACH

WHAT ARE WE TRYING TO DO? - *Reach People Through Church Planting*

Jesus told us to make disciples of all nations (Matthew 28:18-20). His method of obeying this command is the Church, and the local expression of His Church. Every local church started at some point. *It was a church plant*. So to obey Jesus, we need lots of churches, and that means we need lots of plants. It is a proven reality that new churches are very effective in reaching new people and penetrating cultural people groups. We need many churches to reach many people, so we must work effectively and collaboratively to plant new churches.

A REGIONAL APPROACH - *Cross-Pollinate to Bear More Fruit!*

A Region is a partnership between neighboring Districts and Associations of the C&MA in which we work cooperatively to be more effective in church planting. By strategizing, collaborating, sharing resources, and combining some training, *we can all be more effective. And we can bless other churches in other denominations as well.* A Region is a cooperative effort between Districts. Each District still runs their planting under the direction of their DS and CP Director. Each District retains direct oversight of whatever aspects of the planting pathway they choose. At the same time, Districts may choose to partner with other Districts on certain aspects of their pathway (assessment, for example). The graphic to the right illustrates.

Think of the Country as a Field. Each of our Districts and Associations are unique, strong and productive Trees in various locations. Each District is well suited to its' environment, has many branches (churches) and bears fruit (changed lives). We value the unique nature of our Districts! At the same time, trees are more productive when they cross-pollinate. This is the goal of our Regions. We want to help each other be even more productive by sharing resources and supporting each other in our church planting efforts.

Together we can bear more fruit!

We are looking at four regions throughout the US: West, Central, Northeast, and Southeast.

THE GOALS OF A REGION: *Help Local Churches Develop "Planting Pathway"*

1) Equip "Greenhouse Churches" within each District.
We believe that churches plant churches. Therefore, we will seek to develop and provide the framework for 2-3 year residencies at churches committed to reproduction (Greenhouse churches).

2) Provide Assessment, Coaching, Training, Support (A.C.T.S) for each District.
Some elements of A.C.T.S, such as assessment and training, can be done more effectively as a region. So we'll do these together. The WCPA is composed of church planting leaders from the districts. Each leader will serve as a "specialist" in one of these areas and provide training for the entire region.

3) Create a clear church-planting pathway from our Colleges to our Districts.
Our Colleges, Districts and Churches work to equip planters. We're actively working on integrating these efforts and establishing a clear entry from the Colleges to our regions, districts, and local churches.

VALUES FOR REGIONAL EFFORT

- We value church planting as an effective way to fulfill the Great Commission (Matt 28:18-20).
- We value each of our Districts and want to serve them well in their efforts to plant churches.
- We value the local church and believe that churches plant churches. Our role to help them.
- We value partnership and believe that in some ways, we can be more effective together.
- We value the many cultures in our region, and will strive to reach all of them through planting.
- We value using a model that will be most effective in reaching the targeted culture.
- We value a training process that begins with conversion and discipleship in local churches.
- We value multiplication at every level: people, churches, centers, and regions.

THE LOCAL CHURCH IS THE KEY!

We believe that planters are most effectively trained and sent **from the local church**. Often times, we begin the process by assessing a potential planter. If they pass the assessment, we train them and send them out. This can and has been effective, but there's a problem: *We assume they are already trained.* Instead, we'd like to back up the timeline and begin training at conversion and with discipleship. Proven Disciples will emerge, and these are the leaders we must develop to plant churches. Of course, this happens best through the local church.

A GREENHOUSE NURTURES PLANTS

A biological greenhouse provides a healthy, protective, nutritional environment for plants to grow and thrive. A seed isn't simply thrown into the soil right away. Instead, a seed is nurtured and grown into a healthy "start" *within the Greenhouse*. This is also true of the "Greenhouse Church." Greenhouse Churches grow healthy plants. They provide a nurturing environment for a "seed" (a leader-in-the-making) to develop and become a "start" (a prepared leader and team) that is transplanted into the mission field. Denominations can help, but they are sort of like the Gardeners who can water and provide resources. But the church is the Greenhouse, the place where it all must happen. Without the local church, there may be addition, but there is no multiplication. Reproducing churches, Greenhouse Churches, need at least these qualities:

(1) Willingness to "give itself away."
(2) A leadership development pathway
(3) Faith-Filled Risk to release leaders

1) A CHURCH THAT IS WILLING TO "GIVE ITSELF AWAY"

This is the key ingredient. No person is ever quite ready to be a parent. The same is true for churches that reproduce; we're never quite ready. We need more (fill in the blank with time, money, people, etc). Yet God meets us after we take a faith step.

2) A CLEAR LEADERSHIP DEVELOPMENT PATHWAY

In order to reproduce effectively and continuously, a leadership development pathway is helpful. Therefore, we propose to work together to equip and support our local churches in discovering, discipling, developing and deploying leaders to start healthy,

THE PLANTING PATHWAY

UNSAVED > > > PLANTER

DISCOVER The beginning of the planting pathway is when person comes to faith!	**DISCIPLE** The Local Church has clear plan of Discipleship in Place	**DEVELOP - 2 years** Theological and Ministry Training & support from Greenhouse Church and Regions.	**DEPLOY-1+ year** Planters and teams are sent out with new residents on team.
Pre-Evangelism - Local Church, Missional Living	**Discipleship -** Clear plan at Local Church	**Path:** Look, Learn, Lead, Launch (4L)	**A.C.T.S** (Assess, Coach, Train, Support)
Conversion - Entry into Faith and the Local Church	**Calling-** APEST pre-assessment	**Needs:** Housing, Healthcare, Halftime Job (3H)	Vision, Values, Team Formation, Funding, etc
***MANY** Methods of evangelism. Use what is best for your church.*	***MANY** Options of Discipleship Tools. Pick what is best for you.*	***MANY** Options of curriculum for Residents.*	***MANY** Models and styles of Church Plants. Plant as God leads you.*

reproductive churches. In effect, we seek to build a reproducible "pathway for planting" through a two-year Residency program.

- **DISCOVERY (Conversion).** The planting pathway begins at conversion. Many churches have effective outreach plans and see people come to faith. The point is not to change this, but to encourage all churches to make sure they have an effective outreach ministry.

• **DISCIPLESHIP.** A Greenhouse Church is built upon Discipleship, and knowing and using one's spiritual gift is part of growth. Ephesians 2:10 says, *"For we are God's handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do."* Ephesians 4:11-12 says, *"So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip his people for works of service, so that the body of Christ may be built up."* Once people discover their gifts, they must be trained and encouraged to use them. This is certainly true of the apostles, who often express this gift through church planting.

- **DEVELOPMENT - A Church Planter Training Process: LOOK > LEARN > LEAD > LAUNCH**

GREENHOUSE CHURCH MATRIX

DISCOVER > **DISCIPLE** > **DEVELOP** > > > > **DEPLOY** > > >
(Evangelism) (Local Church) (2 year Residency at Greenhouse Church) (Assessment, Coaching, Training, Support)

STAGE		YEAR ONE		YEAR TWO			YEAR THREE +	
TRAINING METHOD	PRE-ASSESS PLACEMENT - APEST - ONLINE CP TOOL	LOOK at healthy ministry	LEARN practical ministry skills	LEAD established ministry	LAUNCH new ministry and hand off (for those who may have apostolic gifts)	ASSESSMENT - FULL 4 DAY	CONCEPTION PHASE Vision, Values, Strategy, Structure for Plant	PREPARATION PHASE Team Development Implementation
MINISTRY EMPHASIS	• *What is God's calling?*	DISCOVERING PERSONAL MISSION	EQUIPPING AROUND SPIRITUAL GIFTS & WIRING	LEADERSHIP DEVELOPMENT & CAPACITY	MINISTRY VISION, STRATEGY & IMPLEMENTATION	• *Is God calling me to plant a church?*	DEVELOP CLEAR CHURCH PLANTING PLAN	SYSTEMS Development and Leadership
LICENSE/ORD & EDUCATION		LOCC & EDUCATION >	LOCC & EDUCATION >	LOCC & EDUCATION >	LOCC & EDUCATION >		Licensing, Education Completed	Use Acquired Skills
Scriptures and Teaching	• *What is my best ministry setting?*	• Present Scriptural basis for the Church	• Teach Scriptures to small group/ missional community	• Teach Scriptures on regular basis to larger group	Develop and teach to larger group/Missional Community	• *What is God's timing?*	• Teach Outreach Series in a Church Plant	• Develop Preaching Plan for New Church
Spiritual Mentors		• Be Discipled • Mentored in Calling	Mentoring in Basic Ministry Skills	• Mentoring in Leadership	• Mentoring in Strategic Planning	• *Am I and my family ready now?*	• Assigned Church Planting Coach	• Church Planting Coach
Ministry Teams	• *How do I prepare for ministry?*	Observe ministry teams	• Participate on ministry team around gifts/calling	• Lead ministry team	• Establish new ministry team for new ministry		• Begin Assembling CP Team around Gifts	• Lead Team to Implement strategy for church
Groups/Mission Communities		Participate in Group/ MC	Apprentice in Group/MC	Lead Group/MC	• Launch Missional Community	• *What must I develop?*	• Design Group Ministry	• Launch Missional Community in target area
Evangelism & Discipleship	• *How do I address financial & family needs?*	• Participate in Discipleship • Share faith	• Win convert and begin to Disciple	• Help disciple identify gifts and calling	• Bring Disciple to partner in Outreach Ministry	• *Have I completed LOCC?*	• Bring Disciple(s) as Team Members on Plant	• Prepare Disciple to Become Resident
Possible Resources		• Books regarding Calling • WHATEVER WORKS!	• 7 Practices of Ministry - Andy Stanley • Effective Executive- Drucker • WHATEVER WORKS!	• 3DM Materials • Axiom- Hybels • WHATEVER WORKS!	• The E-Myth Revisited Exponential Conference WHATEVER WORKS!		• **CP Bootcamp** Prepare Viable Proposal	• Bootcamp Materials, Doing Ministry as Team
QUESTIONS FOR EACH PHASE		*What is my calling? Am I called to planting?*	*What is my role in a church plant?*	*How do I develop my leadership abilities?*	*Can I start a ministry? Can I mobilize people around a vision?*		*Do I have a viable planting plan that others will support?*	*Am I ready to launch a church plant?*

- All planters must reach the same destination: people reached through church planting.
- All planters go through the same process: Discover, Disciple, Develop, Deploy
- Many planters can go through similar training (Assessment, BootCamp, etc)
- NOT all planters and churches take the exact same routes. They are each unique.

LEADERSHIP TRAINING PROCESS (Look > Learn > Lead > Launch > Plant)

- **Pre-Assessment -** Each candidate will take a pre-assessment in order to establish residency according to his or her gifts and calling. Online resources include: churchplanterprofiles.com, fivefoldsurvey.com. Each candidate is strongly encouraged to meet with SPD leadership to determine licensing capabilities. Each resident will pursue theological training. Some may be in Bible school or seminary, or take online programs. Residents are exposed to all ministries of the local church and assigned to appropriate internships.

- **Character Development and Theological Training**

Residents continue to develop character and learn theology in preparation for licensing with C&MA. This may occur through Bible School or online programs such as Ministerial Study Program (see Appendix). As Residents grow in character and learn theology, they will experience hands-on ministry progressively. Jesus said, *"He who is faithful with little will be given much."* (Luke 16:10) The goal of this process is to build upon the faithfulness of a developing leader to the point that they may plant a church either as point leader or team member. Residents will be assessed in each area before moving on. The goal is to do all of this in 2-3 years.

Ministry Training (as Residents grown in character and theology)

Year One

- **LOOK at All Aspects of Ministry –** Each Resident will be exposed to the various ministries of the Greenhouse Church. Every church planter will need to understand all the functions of the local church, including outreach, discipleship, preaching, board leadership, worship, pastoral care, children, youth, finances, etc. This is a time to let them see the local church. Residents will learn from both healthy and unhealthy ministries. Part of this exposure is to give them a realistic view of ministry and to help them learn from both positive and negative situations.

- **LEARN Personal Ministry –** As a Resident is exposed to all the ministries of the church, they will hone in on their particular areas of giftedness and service. As they use their gifts, they will also learn servanthood, character, conflict resolution, and more. They are also learning to follow well, because leaders need to know how to follow and how it feels to follow. And in doing so, they are also learning patience!

Year Two

- **LEAD an Established Ministry**

Each Resident must use and develop their leadership gifts. If they cannot lead in a local church context, they will not be able to lead in a planting situation. Leadership includes casting vision, delegation, completing group objectives, resolving conflict, and more. They must learn situational leadership, and how to lead different kinds of people.

- **LAUNCH a New Ministry**

Each Resident with perceived apostolic gifts will start a church ministry from scratch. They must discover a God-given vision, build team, and launch a ministry with the goal of adding value to the church while learning launch skills in a coached environment. This ministry must grow and thrive to the point that leadership can be transitioned to someone in the "LEAD" phase, so the Resident may now begin to develop a church planting team. This is vital. *If a Resident can't launch a successful ministry in a local church, how can we expect them to launch an entire church plant?*

Year Three+

- **DEPLOY- LEAVE Greenhouse Church (with team) to plant. Incorporate A.C.T.S.**

The Greenhouse Church must think through structure, team, funding, location, timeline, etc for the new church. There are many tools that can help. The resident would now enter into the church planting structures of the C&MA, including the A.C.T.S. process:

- Assessment Center - Four-Day version of Assessment.
- Coach assigned
- Training & Support- BootCamp, Funding, Forums etc.
- Team Formation - May include people approved by church.
- Fund Raising
- Relocation- Church Planter and Team will relocate and plant new church. As church begins, the plant will include apprentices, and become a Greenhouse even at a young age.

NECESSARY COMPONENTS IN A GHC RESIDENCY PROGRAM

A successful Residency will include at least the following:

Greenhouse Church Coordinator – Every Greenhouse Church should have a Coordinator. This person will work with the Residents, assign ministries, coach as needed, provide accountability, and connect with District and Regional church planting efforts.

Core Competencies and Experiences - Each area of 4L will include several core competencies and experiences. For example, LOOK will include a list of books to be read as well as all the ministries and elements that a Resident should be exposed to within their own GHC. This may include seeing outreach, youth, children, Elder meetings, etc. Competencies will slightly differ from church to church based upon the unique nature and values of each, but there will be basics for all.

Ministry Setting with Accountability – Every Resident will have a place of service, especially once they reach the LEARN aspect. The source of accountability will likely be their ministry supervisor which will likely be the staff member over that ministry. Residents may be assigned to any ministry for which they are gifted or well-suited.

Resident Meeting – Residents should gather for training and encouragement on a regular basis. The frequency can be determined by the GHC, and may vary from weekly to monthly to even quarterly. This meeting may also happen in connection with other GHCs in the area. The meeting should be given a great amount of thought by the Coordinator and may include special guests, elements of surprise, etc. This should be a gathering that Residents are anxious to attend.

TANGIBLE PROVISION FOR RESIDENTS (3H)

The following components are necessary for a successful Residency and must be considered by every potential Greenhouse Church (GHC). If leaders grow up within the local church, some or all of these issues may be already addressed. But if a Resident transfers to a GHC, the following needs will have to met upon entry into the Residency:

Housing - GHC may help apprentices find basic housing.
- Someone within church has home with casita, extra room, etc.
- Perhaps church owns or purchases home for Residents.

Healthcare - GHC could help fund basic healthcare.
- Some jobs provide healthcare, which solves this problem.
- Or… church provides stipend to assist with healthcare.
- Perhaps Residents can enter into national C&MA plan.

Half-Time Job - GHC could help place Apprentices in part time jobs
- Are there business owners in the church that would interview Residents?
- Are there businesses in community? (Chic Fillet, etc)

3) RELEASING LEADERS THROUGH FAITH-FILLED RISK

A Necessary Mindset: They are not "your" leaders. We must think of ourselves as stewards or managers of God's resources, and that begins with His people. People belong to God, not us. We must shift our thinking to consider what God has called His individual people to be and do, and how He would have us help them get there. Many times, this means that we train them and release them. As Andy Stanley pointed out, everybody leaves as some point. So the question becomes, *how do you want them to go?*

An Alliance Core Value is "Faith-Filled Risk" and this certainly occurs with church planting! Churches rarely ever feel quite ready to reproduce. But God honors faith-filled risk, and He often provides resources *after* the church has made the decision to release leaders. One church may not be ready to plant an entirely new congregation, but every congregation can take action at some level.

THREE *KINDS* OF PLANTING, REGARDLESS OF THE STYLE OF PLANT

- **A SEED -** A planter lands in the field on his own. Some seeds make it, but some don't. It's a difficult way to plant and it usually takes longer. Some call this a "parachute drop."

- **A START** - This is what a Greenhouse Church can produce. The seed is nurtured and grown into a Sapling in the Greenhouse. This means developing a key leader, developing a team from that church, providing some funding, etc.

- **A SHOOT -** Some trees grow from the roots of another tree. In some cases, a Greenhouse Church will send out shoots to a new community and a ministry will develop. This is a Venue or Multi-Site situation that is closely connected with the supporting church

These three kinds of plants can include many models…

1) **Many Cultures & Generations -** Any kind of church can reproduce this way.
2) **Many Models** - Traditional plants, Seeker Sensitive, Missional, House Church, etc.
3) **Fresh Starts** - Mature congregation gives resources to start new work at that church.

WHAT'S IN IT FOR THE GREENHOUSE CHURCH?

Honesty Time - Here are some likely costs:

- **Sacrifice –** You will sacrifice leaders, dollars, facilities, resources, time, talent, and more.

- **Soul-Searching –** You may question church planting when pressing needs surround you.

- **Possible Frustration –** You'll be frustrated that leaders don't grow as fast as you like. You may be frustrated with folks who just don't get it. And you will likely be frustrated at some point by the "apostles" in your church, the very ones you're training. They will make waves and question the status quo, including you. This becomes a growth area for the, and for you. And it's normal.

- **Pain –** That's a guarantee. It hurts when people leave, even when you've trained them for such a departure. Just as when a child becomes an adult and leaves home. There is joy mixed with pain.

Some of the Benefits…

- **Joy –** It's the joy of a parent, or grandparent, to see their "child" do well.
- **More People reached -** New churches reach new people.
- **Leadership Development-** Some leaders will plant. Some stay and lead. The church is built up.
- **Ministries in the Church -** GHC Residents will start new ministries- that's part of their job.
- **New Teams-** GHC Residents will build ministry teams that will stay with the church.
- **Innovation-** Younger leaders explore new ways of doing ministry. Innovation will thrive.
- **Relevance -** Younger leaders are more in touch with their generation and will add relevance.
- **Shepherding Help -** More leaders means more shepherds for the church.

IMAGINE…

Think about that person who occasionally attends your church and maybe isn't even a believer yet. What if God saved them at your church? What if they grew in your congregation? What if God has given them apostolic gifts and plans for that person to become a church planter? What will you do to equip them? What risks will you take for their sake, and the sake of God's Kingdom? What if they planted a church, and that church planted others? What would the fruit look like in 5 years? 10 years? 25 years? *That fruit would be your fruit*. It just hasn't grown yet. And it will only grow if you give leaders away.

The C&MA in the United States has 2000 churches. What if 100 of those (just 5%) became Greenhouse Churches? What if each of those 100 Churches had 5 Residents going through them? That would be 500 potential church planters. What if some of those planters took Residents with them to plant, and sent them out in 2-3 years? *That is multiplication*.

SUPPORTING GREENHOUSE CHURCHES WITH A.C.T.S.
(Assessment, Coaching, Training, Support)

The tools and structures used for deploying planters make the acrostic **A.C.T.S.** - **A**ssessment, **C**oaching, **T**raining, and **S**upport. The Region will help provide portions of A.C.T.S. where our combined efforts can help everyone. For example, Assessment and Training events (BootCamps, Funding, Coaching) can be combined as a Region, but Forums and individual coaching are best conducted as Districts.

ASSESSMENT

Potential planters must attend an Assessment Center designed to help planters and spouses gain a clearer understanding of their character, skills and abilities. They receive feedback from assessors experienced in church planting, including specific suggestions for growth and comments regarding suitability for church planting. Clients will be assessed for calling toward church planting.

COACHING

Once a planter is approved, he will be assigned a personal coach for a period of two years, during and through the launch process. His role is to serve as mentor, a friend, and a source of accountability. The planter and coach meet once per month (and more as needed) for strategy, accountability, and encouragement.

TRAINING

- **Training Events/BootCamps**

We offer several training events including Church Planter BootCamps, Fund Raising, and more. Each potential planter is required to complete all training events within the first year of being on the field.

- **Equipping through Resources**

Books and ongoing resources can be made available to planters. Established training conferences such as Catalyst and Exponential may also be encouraged.

- **Finances & Team Building**

If a potential planter is approved, he will secure his "mother church" support, gather a team (consisting, in part, of next generation students), raise funding, move into a community, and launch a new church. His church will likely become one of the "teaching churches" for future students. This way, we expand and multiply the church-planting ministry.

SUPPORT

- **Church Planter Forums**

This is a regularly scheduled event, usually localized to Districts or Clusters, designed to give church planters training, encouragement, and interaction around various topics.

- **Prayer Support**

The regional team can regularly for our church plants and planters.

- **Spousal Support**

Encourage church planting spouses through retreats, gatherings, and personal care.

- **Steering Committee Support**

Planters form a Steering Committee consisting of Church Planter, Mother Church Leader, and SWCP coach. This team acts as an advisory board and may possibly assume some elder responsibilities as the new church is established.

EVALUATION, DISCUSSION, NEXT STEPS

GREENHOUSES	DISCOVER	DISCIPLE	DEVELOP	DEPLOY
Multi-Cultural	Missional Communities	Newcomer Classes	**Key area for Greenhouses**	**SWCP/Regional Help**
Many Contexts	Outreach Events	Church-Based Programs	**Theology Training**	**Mother Church Considerations:**
Many Models	Weekend Services	3DM	**MSP (online)**	Timeline Team Location Funding Etc.
Larger Church	**Personal Evangelism**	Kingdom Come (Existence)	Bible School	**A.C.T.S. Systems**
Smaller Church	Outreach Ministries	Foundations (SaddleBack)	Local Seminary	**A**ssessment Options (1 day, 4 day, online)
Older Church	Attraction Models	**Small Groups**	**Greenhouse Training (Look, Learn, Lead, Launch)**	**C**oaching Options (Many options)
New Church	Other	One on One	Church Leadership Classes	**T**raining Options BoorCamps Funding Forums Conferences
What Else?	What Else?	What Else?	Church Planter Institute	**S**upport Options Forums Retreats
			CPI- Spanish	
			Cultivate Training- Gateway	
			Launch Materials	
			Church Planting Resources	
			What Else?	
Many Kinds	**(Choose best option)**	**(Choose best option)**	**(Choose best option)**	**(Work w/SWCP/Region)**

Example: The **Blue Arrows** represent a possible path for one particular church.

- All Greenhouse Churches pass the *same road markers* (Discover, Disciple, Develop, Deploy)
- But *each church will follow it's own unique pathway.*

DISCUSSION

- ***What other training options can you think of for each area?***

- ***What is your church currently using in these areas that you could recommend to others?***

- ***Look at the chart above. What is your church's "pathway to planting" at this point?***

NEXT STEPS FOR YOUR CHURCH

1) CONSIDER YOUR WILLINGNESS

- **Examine your heart**. *Are you willing to give God's best leaders away?* (hint: they're not yours anyway!)

- **Look at your church.** *Are leaders in your church willing to become a church that "gives itself away"?*

2) CONSIDER YOUR CHURCH'S CURRENT LEADERSHIP DEVELOPMENT PATHWAY

- **Evaluate your "Planting Pathway."** *What is working well? What must you implement? What do you already have in place for the following areas?*

YOUR CHURCH	DISCOVER >	DISCIPLE >	DEVELOP >	DEPLOY
Describe your church. What is your cultural context? Size, age, ethnicity, geography, etc?	*How are people coming to faith in your church?* *What methods are most appealing within your context?* *What action step(s) come to mind?*	*What is your discipleship process?* *What methods are most appealing within your context?* *What action step(s) come to mind?*	*Where do you get leaders?* *What are you currently doing to train them?* *What methods are most appealing within your context?* *What action step(s) come to mind?*	*Have you sent leaders into missions, plants, in the past?* *What would it take for your church to reproduce?* *What are your plans for the future?* *What action step(s) come to mind?*

- **Look at the necessary provisions for Residents (3H)**
  - *What could your church offer for Housing?*
  - *What might your church offer for Healthcare? Could you give a stipend toward this?*
  - *Do your members have businesses that might offer Half-time jobs?*

- **Take inventory of the upcoming leaders.**
  - *Who are they? How old are they?*
  - *Are there "apostles" in your church? Do some people naturally rally others to start things?*
  - *Are any pursuing ministry?*
  - *Who and how are you challenging leaders to take the next step?*

- **Have potential leaders take the online pre-assessment tests:**
  - CHURCH PLANTING: Churchplanterprofiles.com - choose free test or thorough $99 test.
  - APEST: www.fivefoldsurvey.com
  - ALLIANCE LICENSING: www.called2serve.org and complete form under "next steps."

3) TAKE ACTION (Start small) – Here are 10 Ideas to help planters right NOW.
Remember, those who are faithful with little will be given much!

1) Select a planting couple/team from your area and pray for them. Feature them in your media.

2) Send a planting couple out to dinner/overnight as a gift from your church. Pay their childcare too!

3) Pick a planting couple and financially support them. (One time or monthly...ANY amount helps!)

4) Pick a church plant and give them a one-time gift. (Could be financial...but doesn't have to be!)

5) Hold a "baby shower" for a church plant and give them gifts for their startup. (Office supplies, etc.)

6) Invite a planter to share his vision with your Board/Church. Invite them to preach. Yep, preach.

7) Partner with other area churches in planting a church. (Call some pastors & see if you can help).

8) "Adopt" a plant in your area and send volunteers to help once a month.

9) Send team members from your church to participate in a plant.

10) Send a planter and team from your church.

Circle 1 or 2 actions on this list that your church could do right now or in the near future.

4) CONSIDER PARTNERING WITH OTHER CHURCHES

- Identify other churches that could partner with you in the Resident Training process.
- Identify other churches that could partner with you to plant a church.

5) PARTICIPATE IN THE GREENHOUSE TRAINING AND DEVELOPMENT PROCESS

- We are developing a GHC Model for use in our District, Region, and eventually the Country. Would you like to be part of the Development Team? If so, *please send to Dave Reynolds at: reynoldsd@cmalliance.org*

- If you have or know of good resources for any element of the GHC process, would you share them with us? *Send to Dave Reynolds at: reynoldsd@cmalliance.org*

- Would you consider joining us for a full day of training early next year, with the goal of launching a number of GHC's in the SPD sometime in 2015?

6) NOTE APPENDIX MATERIALS ON FOLLOWING PAGES

THANK YOU FOR JOINING US TODAY!

NOTES:

APPENDIX

STEPS TO MINISTRY, LICENSING, ORDINATION with C&MA

Application for Ministry

1. First Steps

Go to www.called2serve.org and complete the short form under "Next Steps." This will help us to learn a little about you and your interest in ministry. Please check "yes" and choose the South Pacific District from the drop down box on the question about the district you are working with. When you have submitted the form, the South Pacific District will be notified of your interest. You may be asked to obtain a reference from your pastor with an email link.

2. Complete the Application

An email will be sent from the South Pacific District when the full application is available to you. You will be instructed on how to create a MyCMA profile with the link given. Upon signing in with your new profile at the application site, you will have access to the doctrinal questionnaire, the biographical inventory and all other sections of the application.

3. General Bible Exam

Applicants for ministry are required to take a 50-question exam to determine general Bible knowledge and preparedness for ministry. The link for the test is included at the application site and the test will take approximately 30 minutes. A score of 80% correct is required and applicants are given 3 opportunities to pass the test.

4. Transcripts and Background Screening

Applicants are asked to submit college transcripts. A criminal background and credit screening will be completed through the South Pacific District.

5. Licensing Interview

Following completion of the application, submitting necessary forms, and passing the Bible exam, an accreditation interview will be scheduled with the South Pacific District Licensing, Ordination and Consecration Council (LO&CC). This interview is an opportunity for the committee to assess the candidate's Core Characteristics of 1) Christ-centered character, 2) Empowered Ministry, 3) Spiritual Leadership, 4) Healthy Living, and 5) Biblical alignment. It is also a time for the candidate to get to know leadership within the district. Upon successfully completing the interview, the candidate is accredited, which means he or she is licensable when and if a call and appointment is received to a specific ministry. Completion of the application and interview does not automatically mean that the district will license an individual.

Ordination/Consecration/Church Ministry Worker

All workers newly licensed in the South Pacific District are considered "provisional workers" and will begin one of three processes: 1) ordination or consecration, (2) sustaining of previous ordination, or 3) church ministry worker license. There are specific assignments required for each, which are explained in the South Pacific District Provisional Candidate Handbook. Workers will agree to complete ordination/consecration process within a 2 to 3 year period. The manual contains a list of required assignments.

CORE CHARACTERISTICS FOR LICENSED WORKERS IN C&MA

During the accreditation/credentialing interview process, C&MA licensed official worker candidates are evaluated on five core characteristics critical to effective Kingdom ministry:

1) Christ-centered character **2) Empowered ministry** **3) Spiritual leadership**

4) Healthy living **5) Biblical alignment**

These qualities are the focus of the developing leader's Personal Growth Plan. While it is understood that emerging leaders may not excel in every area, the goal is for candidates to demonstrate growth and maturity as they pursue God's calling. A coaching relationship is a great way for candidates to begin to work on their areas of challenge.

1. **Christ-Centered Character**
   Candidates are wise stewards of their resources and demonstrate an ever-deepening walk with God through:
   - Formation: Evidence of being filled with the Holy Spirit and maintaining consistent devotional patterns and spiritual disciplines, including a growing and consistent prayer life
   - Integrity: Reflection of a godly, exemplary lifestyle (see 1 Timothy 3:1-7), practicing and pursuing personal holiness, integrity, and moral purity
   - Stewardship: Exemplifying wise care of personal resources—including time, money, and relationships
2. **Empowered Ministry**
   Discovering and confirming the candidate's calling and gifting can lead to effective ministry that transforms lives, exhibited in the following areas:
   - Calling: Evidence of God's call into ministry leadership, which the local church confirms
   - Gifting: An understanding and application of abilities, talents, and passions to advance the Kingdom
   - Competency: Ability to articulate a Christ-centered, disciple-making philosophy of ministry in the church and to mobilize others
   - Missional Lifestyle: Evidence of engagement in the Church's global mission, including intercession for and relationships built among nonchurched people with whom the candidate is comfortable, appropriate, and proactive in sharing the gospel
3. **Spiritual Leadership**
   Candidates will demonstrate leadership excellence based on three criteria:
   - Teamwork: A proactive stance and constructive engagement in conflict resolution; an ability to put the interests of the team above their own while seeking to contribute beyond their job descriptions
   - Effectiveness: Practicing successful decision-making strategies and efficient organizational, communication, and mobilization skills
   - Attitude: Demonstrating flexibility and the ability to manage stress and anxiety well, and respecting and valuing authority as well as constructive feedback
4. **Healthy Living**
   Candidates will demonstrate healthy, balanced lives on four levels:
   - Physical: Exhibiting good nutrition, physical fitness, and rest habits
   - Emotional: Having processed past traumatic and/or abusive experiences and exhibiting appropriate emotional health, including awareness of how their emotions affect others
   - Relational: Relating well to others, maintaining a positive, realistic outlook on life
   - Marriage/Family: Having a strong marriage, proven parenting skills, and families committed to a ministry lifestyle
5. **Biblical Alignment**
   Candidates can articulate an integrated, biblical theology through:
   - Scriptural Knowledge: Demonstrating a good, working knowledge of the Bible
   - Theological Understanding: Clearly articulating an integrated doctrinal understanding of the C&MA's Statement of Faith and communicating the Word with spiritual authority
   - Alliance Alignment: Embracing the C&MA's Fourfold Gospel, submitting to constituted authority, and committing to modeling Alliance Core Values

ORDINATION REQUIREMENTS WITH C&MA *- Expected to be completed in* ***three years*** *from date of initial licensing.*		
Books	**Projected**	**Actual**
1. The Fourfold Gospel: A. B. Simpson		
2. A Basic Guide to Eschatology: Millard Erickson		
3. The Pursuit of God: A. W. Tozer		
4. All For Jesus: R. Niklaus/J. Sawin/S. Stoesz		
5. The Children's Bread: Keith Bailey		
6. Wholly Sanctified - A. B. Simpson		
7. The Heart of the Gospel: A. B. Simpson, the Fourfold Gospel, and Late Nineteenth Century Evangelica Theology, Bernie A. Van De Walle		
8. Spiritual Leadership: O. J. Sanders		
9. The Treasure Principle: Randy Alcorn		
10. Power through Prayer: E. M. Bounds		
11. Master Plan of Evangelism: Robert Coleman		
12. "Statement on Sanctification," Manual of the C&MA		
Position Papers	**Projected**	**Actual**
1. Christ our Savior		
2. Christ our Sanctifier		
3. Christ our Healer		
4. Christ our Coming King		
5. Christ's Body: The Church		
6. Completing Christ's Mission		
Successful completion of the online Polity Course satisfies these requirements!		
Projects	**Projected**	**Actual**
1. Attend New Official Workers Forum (Resonate) in Colorado Springs		
2. Polity Course (if required) to be completed in *first year*		
3. Eternal CPR Course – attend and complete requirements		
4. Missions Awareness – (see description under Required Projects)		
5. Sermon Reviewed Annually by Mentor		
6. Attend Church Planters Boot Camp		
7. Read through the Bible Twice		
8. The LO&CC will may assign additional projects when deemed profitable for the candidate		
Elder's Evaluation:		
Oral Examination		

Name: _____ **Signature:** _____

Mentor: _____ **Date:** _____

ALLIANCE MINISTERIAL STUDY PROGRAM (MSP)

The MSP has been developed primarily for people who are aware of the call of God to full-time ministry, but who are unable to obtain their training through traditional educational institutions. It is also used by many others who, through the guidance and approval of their District, desire a self-study and coaching approach to their ministry preparation.

The Ministerial Study Program

The Ministerial Study Program (MSP) is designed to develop character and competency in skills for ministry. Though the student will gain knowledge, the emphasis of this course is on growing in Christ-like character and developing practical ministry skills. Candidates for the program must be approved by the local congregation and recommended by their respective district superintendent. The student will study under the supervision of a coach appointed by the district. **MSP fulfills the academic requirements of The Christian and Missionary Alliance for licensing and ordination or consecration.**

The typical candidate for the Ministerial Study Program has the following profile:

• Has experienced a call to full-time ministry and is able to articulate that call.
• Is willing to make a career change to follow God's leading.
• Is an experienced leader in a local Alliance church.
• Gives evidence of having godly character and potential for the vocational ministry. • Is an active member of an Alliance church.

Enrollment Procedure

The cost to participate in the Ministerial Study Program is approximately $2,000. This includes a $100 application fee, $85 to $95 tuition (per course), plus books and materials. To enroll, a candidate contacts the office of the district in which he or she resides to request the MSP application packet. As an alternative, a prospective student can download the application packet. The packet contains:

• Student application form
• Congregational approval form
• Schedule of course completion
• Instructions

When the student has filled out the application form and has received approval from his congregation, the student sends these forms with the application fee to the District office. The District Superintendent must sign the application form to give his approval, and assign a coach to oversee the student's progress. The district office then sends these completed forms to the Church Leadership Academy for processing. The Church Leadership Academy sends a Student Handbook to both the student and their coach with information and links to the online resources. The student and coach also receive a username and password to access the online resources and courses.

Accreditation

The Ministerial Study Program is not officially accredited by an accrediting association, nor is it a degree program. However, some Alliance schools, including Crown College, which will give 2/3 credit for MSP courses toward Crown College requirements, recognize it. Students may take classes through the Crown Online Program and MSP simultaneously, or they may finish MSP first, and then complete their degree at Crown College. Either way, all classes will be counted toward Crown College requirements for purposes of GPA, course requirements and residency. If interested contact Crown College at (952) 446-4100) or admissions@crown.edu.

Transferring Credits

Students who have received some theological training at an accredited institution may receive credit for up to seven courses in MSP, upon submission of an official transcript of credits. For further information, please contact the Church Leadership Academy.

Additional Information

For more information on study methods, course assessments, and registration for courses, download the Quick Guide to the MSP or visit the Church Ministries Online Learning site.

For information within the South Pacific District, please contact: Steve Riley (steve@cmaspd.org)

Description of Courses (In Suggested Order)

YEAR ONE

101 Church Ministry I: The Priestly, Prophetic, and Sacramental Ministries

This course emphasizes worship (the priestly ministry), preaching and teaching (the prophetic ministry), and celebrating the Lord's Supper and baptism, as well as instruction on how to officiate at weddings, funerals, dedications, etc. Along with the study on preaching and teaching is a study in basic hermeneutics.

102 Inductive Bible Study

The student will learn to study the Bible using the inductive method through a study of the Gospel of Mark. With a minimum of instruction, the student will learn to observe what Scripture says, interpret what it means, and apply it to his/her life and ministry.

103 New Testament Survey

Through study of the text Encountering the New Testament, this course presents a panoramic view of the New Testament. The student will learn how to: contains:

•Conduct effective Bible studies on New Testament passages

•Develop an integrated understanding of New Testament books, doctrines, personalities and problems in the Early Church.

104 Old Testament Survey

Using the text Encountering the Old Testament as a basis, the student will understand the broad themes of the Old Testament, principal characters, different types of Biblical literature, and the history of the people of Israel. This will help the student to: contains:

•Apply lessons from the Old Testament to modern-day life situations •Understand the roots of New Testament teachings

•Preach and teach from the Old Testament

105 Disciple-Making

This course guides a student toward a biblical understanding of "Disciplemaking" as revealed in the Great Commission and Great Commandment priorities of Christ. Students choose to either: participate in a full cycle of a Live 2:6 group; attend and participate in the Eternal CPR seminars; OR, complete the six Growing a Healthy Church online training modules.

YEAR TWO

201 Church Ministry II: Outreach and Care

This course focuses on evangelism, missions, social involvement, pastoral care, and Christian education. The student will present a written project for evaluation.

202 Introduction to Theology

The student will explore major doctrinal themes in order to:

•Demonstrate an acquaintance with the basic issues in each major division of theology •Help people with their problems by pointing them to God's Word

203 Alliance Values & Beliefs

This online course consists of two modules: Alliance Core Values, and Alliance Doctrine & Beliefs. The first of these acquaints the student with the values that are at the heart of The Alliance, challenging them consider how each of those values is reflected in their life and ministry. The second module focuses on particular Alliance doctrines, based upon the classic formulation of the Four-fold Gospel. The student will present various position papers/presentations for evaluation.

204 Alliance Polity & Missions

This online course continues the study begun in MSP 203, and again encompasses two distinct modules. History & Strategies of Alliance Missionsguides a student to develop a Biblical worldview of missions, and to appreciate the C&MA's unique contribution (historical and contemporary) to the worldwide mission endeavor. In addition to reflective study, students demonstrate personal involvement in cross-cultural ministry. Organization & Polity of The Alliance studies the theological basis and practical implications of pastoral ministry in the local, regional, national, and international ministries of the C&MA. The student will be able to lead a congregation to participate effectively in the Alliance's global mission.

205 Romans

Using a study guide, the student will complete an inductive study of epistle to the Romans. The student will: contains:

•Learn the fundamental truths of the Christian life, as presented in Romans •Write a personal application of those truths for his/her life and ministry

206 Expository Preaching

Using a study guide, the student will learn an eight-step process for creating expository sermons. Through this course the student will learn to: contains:

•Distinguish between an expository sermon and other basic sermon types •Explain and utilize the steps in preparing an expository sermon •Develop and deliver expository sermons

YEAR THREE

301 Church Ministry III: Management, Administration and Stewardship

This course assists the student to deal with issues both personal and in family life, the management of time, human resources, and material resources. It also gives instruction on working with a governing board, transitions, and finances. Through a written project, the student demonstrates his/her understanding of church management and administration.

302 The Life of Christ

This course consists of a guided self-study of the harmony of the Gospels to see how Christ trained his disciples so that they could make other disciples. The student will present a paper on his/her personal strategy for making disciples, as Jesus did.

303 Raising Leaders for the Harvest

Using a series of digital recordings and a workbook, the student will learn to identify emerging leaders in the church, develop a strategy for training those leaders and generate momentum for a church multiplication movement.

304 Introduction to Missions

This course requires the student to take one of the approved forms of the Perspectives on the World Christian Movement course. It enables the student to understand the Bible basis for the missionary movement of which The Christian and Missionary Alliance is a part, and to understand the need for cross-cultural ministry in the pluralistic society in which we live.

305 Ministry Leadership

This online course blends a shepherd-leader philosophy of ministry with an introduction to basic peacemaking skills and understandings. The student enrolls directly in Peacemaker's University to take the course.

SWCP - 10 STEPS FROM ASSESSMENT TO LAUNCH

As a planter comes out of the Greenhouse, he will connect with SWCP to help clarify A.C.T.S. and secure a solid planting plan, in cooperation with his sending church. This includes the following steps:

1. Initial Contact
The potential planter and Greenhouse Church leader will contact SWCP to begin a discussion (if this hasn't already occurred).

2. Written Application
Applicants are asked to complete a thorough application, leadership evaluation tool, personal history, and provide us with a brief resume.

3. Personal Interview/Licensing
After we have reviewed the application and contacted references, applicants are asked to meet with one of our church planting staff for an interview. They also meet with C&MA for licensing and ordination qualifications.

4. Assessment Center
The 4-day Assessment Center helps planters, spouses, and sponsors discern if the client has the character, calling, and skills of church planting. We utilize a proven assessor team, trained psychologist, and multiple tests and exercises. If calling is affirmed, planters are directed to either a 2-year internship (see process below) or immediately to a church planting work.

5. Expectations Interview
If we proceed with an intern or planter, we will review and clarify our expectations, so that we can continue harmoniously. The following steps are for planters who are ready to move on location and begin their church plant.

6. Project Proposal & Support Raising
Planters are asked to articulate their vision, strategy, and support-raising plan by submitting a 4-5 page church-planting proposal. This may be augmented by a formal "Church Planting BootCamp experience.

7. Formal Call
Following the acceptance of the proposal, the SPD/SWCP will issue a formal call to join our church planting team. Support will be determined and approved first by the District Superintendent and the church-planting director.

8. Training
Approved planters are required to attend BootCamps, Forums, and are encouraged to attend other training events such as Exponential Conference, Catalyst, etc.

9. Preparation
Planters must now raise support (fund-raising training provided), mobilize intercessors, and move to the mutually agreed-upon church-planting site. Planters will not be allowed to begin the work until funding is secured and approved by District leadership

10. Church Planting
Guided by a coach, planting teams will make final preparations, launch public services, and begin the great work of building a new church. They are expected to participate in reproduction within 3 years of the launch date.

DISCOVER > **DISCIPLE** > **DEVELOP** > > > > **DEPLOY** > > >
(Evangelism) (Local Church) (2 year Residency at Greenhouse Church) (Assessment, Coaching, Training, Support)

STAGE →	PRE-ASSESS PLACEMENT - APEST - ONLINE CP TOOL	YEAR ONE →		YEAR TWO →		ASSESSMENT - FULL 4 DAY	YEAR THREE + →	
TRAINING METHOD ↓		LOOK at healthy ministry	LEARN practical ministry skills	LEAD established ministry	LAUNCH new ministry and hand off (for those who may have apostolic gifts)		CONCEPTION PHASE Vision, Values, Strategy, Structure for Plant	PREPARATION PHASE Team Development Implementation
MINISTRY EMPHASIS	• *What is God's calling?*	DISCOVERING PERSONAL MISSION	EQUIPPING AROUND SPIRITUAL GIFTS & WIRING	LEADERSHIP DEVELOPMENT & CAPACITY	MINISTRY VISION, STRATEGY & IMPLEMENTATION	• *Is God calling me to plant a church?*	DEVELOP CLEAR CHURCH PLANTING PLAN	SYSTEMS Development and Leadership
LICENSE/ORD & EDUCATION		LOCC & EDUCATION >	LOCC & EDUCATION >	LOCC & EDUCATION >	LOCC & EDUCATION >		Licensing, Education Completed	Use Acquired Skills
Scriptures and Teaching	• *What is my best ministry setting?*	• Present Scriptural basis for the Church	• Teach Scriptures to small group/ missional community	• Teach Scriptures on regular basis to larger group	Develop and teach to larger group/Missional Community	• *What is God's timing?*	• Teach Outreach Series in a Church Plant	• Develop Preaching Plan for New Church
Spiritual Mentors		• Be Discipled • Mentored in Calling	Mentoring in Basic Ministry Skills	• Mentoring in Leadership	• Mentoring in Strategic Planning		• Assigned Church Planting Coach	• Church Planting Coach
Ministry Teams	• *How do I prepare for ministry?*	Observe ministry teams	• Participate on ministry team around gifts/calling	• Lead ministry team	• Establish new ministry team for new ministry	• *Am I and my family ready now?*	• Begin Assembling CP Team around Gifts	* Lead Team to Implement strategy for church
Groups/Mission Communities		Participate in Group/ MC	Apprentice in Group/MC	Lead Group/MC	• Launch Missional Community		• Design Group Ministry	• Launch Missional Community in target area
Evangelism & Discipleship	• *How do I address financial & family needs?*	• Participate in Discipleship • Share faith	• Win convert and begin to Disciple	• Help disciple identify gifts and calling	• Bring Disciple to partner in Outreach Ministry	• *What must I develop?* • *Have I completed LOCC?*	• Bring Disciple(s) as Team Members on Plant	• Prepare Disciple to Become Resident
Possible Resources		• Books regarding Calling • WHATEVER WORKS!	• 7 Practices of Ministry - Andy Stanley • Effective Executive- Drucker • WHATEVER WORKS!	• 3DM Materials • Axiom- Hybels • WHATEVER WORKS!	• The E-Myth Revisited Exponential Conference WHATEVER WORKS!		• **CP Bootcamp** Prepare Viable Proposal	• Bootcamp Materials, Doing Ministry as Team
QUESTIONS FOR EACH PHASE	⊞	*What is my calling? Am I called to planting?*	*What is my role in a church plant?*	*How do I develop my leadership abilities?*	*Can I start a ministry? Can I mobilize people around a vision?*	⊞	*Do I have a viable planting plan that others will support?*	*Am I ready to launch a church plant?*

GREENHOUSE CHURCHES OVERVIEW - Dave Reynolds- reynoldsd@cmalliance.org