

SENDING CHURCH RESOURCE KIT

*Your church can plant churches.
We can help.*

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What is this Resource Kit?

This Sending Church Resource Kit is designed to help churches send planters well. From helping your congregation embrace God's heart for the nations to finding and developing your first church planter, there are resources here to get you started.



SendNetwork.com

Learn more about the many ways Send Network can help
your church plant churches at SendNetwork.com



Churches Plant Churches

Why should I lead my church to be a Sending Church?

Church plants are healthiest when they're planted by healthy church planters. The healthiest church planters are partnered with a strong Sending Church — one that takes responsibility for the plant by coaching the planter, commissioning him and his team, and caring for them as they seek to be faithful to their work. When the planter and his Sending Church play to their strengths, both win.

When Sending Churches take their responsibility seriously, they coach their planter in clarifying his calling and preparing to serve as a church planter, acknowledge the weight of their responsibility by commissioning the planter and his team and caring intentionally for the team and new church until they are able to stand solidly on their own.

Resources in this section

- **4 Objections to Church Planting**
- **Why Plant Churches?**
- **Why Be a Sending Church?**
- **Send Network Pathways**

4 Objections to Church Planting

By Clint Clifton

My friend Shane Critser specializes in helping pastors move from interest to action in church planting for Send Network, in the Los Angeles area. After years of working to get pastors on mission, Shane wrote down the four most common objections he hears from church leaders when considering church planting:

It costs too much

I think most people feel this way because when they think of starting a new church, they begin to think about their own church needs, too. Their church may have a building, programs and maintenance that cost money to maintain. They think about the challenges their church faces each day and cannot comprehend starting another church and doubling the same challenges financially. The truth is, not all church planting costs a lot of money. Some church plants may not cost any money, depending on the model and the context. And even if the church wanted to be a part of something requiring high financial costs, partnering with other small churches can spread the burden of resources.

We can't afford to lose our best leaders

I believe you can't afford NOT to! I think God is just as concerned, if not more, with how many we send as He is with how many we seat in our Sunday morning services. Yes, you may "lose" your best, but don't minimize the awesome fact that another church is receiving your best. And by sending — not losing — your best, you open up spots for other leaders to become your "new" best! A church is meant to be a launching pad for God's kingdom and a place for people to join in on what He's doing. This is actually a great leadership development strategy. By sending them out, you are forced to make new leaders! Jack Welch, former CEO of GE, said, "If the best person to take over as CEO is an outsider, your company has failed. You send the message: 'You are not good enough. You stink and I have to go outside to shape you guys up.'" When we don't develop our lay people to do big things and be our churches' best, what are we communicating to them.



It will destroy our growth momentum

I've actually seen the opposite effect. When people visit your church and they see you celebrating people's leadership capabilities and sending them out to do great things, this inspires new people to join in. People are drawn to churches where big things are happening. There are plenty of clubs people can join to have their preferences and expectations met. A church is meant to be a launching pad for God's kingdom and a place for people to join in on what He's doing. And don't ignore the simple truth that God often blesses you with more people when you send them out. I know this was true for the church I was a part of most recently. Every time we sent 50 out to help plant a church, God would send us new people. Our momentum never slowed. It actually increased and allowed us more seats for all the new people who came to watch God move. Sending out is also a great solution to overcrowded services.

We're too small

This objection stems from a misunderstanding of church planting. When most people hear their pastor discuss a possible church plant, their mind immediately goes to what their church looks and acts like now. They think about buildings, programs, staff, maintenance and the budget it takes to do all those things. But in reality, most new churches will not — and may never — need those things. We have to lead our church to understand that the new church may not look like us. So we can't think of it as duplication. It's multiplication. While a new church will contain aspects of your DNA, it will not be a mirror image of your established church. Pastors must lead their church to understand the new church may not look like us. If you need an illustration, consider my two daughters. Thank the Lord they don't look just like me. They would be ugly girls if they did! My wife gave birth to daughters, not duplicates. Help your church members understand that when you start a new church, you are birthing a daughter, not a duplicate.

Why Plant Churches?

By Clint Clifton

The majority of Christians I meet like the idea of church planting conceptually, but would never give serious consideration toward planting one themselves. One reason many Christians do not more readily consider planting churches is that they can't pinpoint a biblical basis for church planting. They simply do not know that the Bible commands Christians to start new churches.

Church planting is important because the Church is important

Farming matters because food matters. Hospitals matter because people matter. Church planting matters because the Church matters. Not everyone sees it that way, though. Even some professing Christians don't think the Church is really very important at all.

Many in our society consider churches to be irrelevant, corrupt, antiquated and contentious — which, sadly, is partially true. Civic and governmental authorities often consider churches to be special interest groups that hinder municipal progress and profit.

Does this make the church irrelevant? No. Nothing could be farther from the truth! Jesus' Church is the most important institution in the history of the world, because Jesus is the most important figure in human history. When all the world's books are closed and time yields to eternity, the Church will be celebrated as the most significant institution of all time.

Church planting in the Bible

Just because you can't find the term "church planting" in the Bible doesn't mean church planting is not a biblical idea. If you're looking for it, you'll see church planting all over the New Testament.

- **Jesus was a church planter.**

Jesus, the hero of the Bible, established the universal Church and declared the gates of hell would not prevail against it (Matt. 16:18). He also led a small congregation of disciples, teaching them the Word of God, sharing communion with them and commissioning them to plant more churches.

- **Paul was a church planter.**

His commissioning by the church at Antioch (Acts 13) marks the beginning of an incredible church-planting streak by the great apostle. Over the course of 13 years, Paul embarked on three missionary journeys, during which he traveled more than 7,000 miles and planted at least 14 new churches.

- **The apostles were church planters.**

The apostles themselves were church planters, and the book of Acts is an account of their church planting ministry. They planted churches with little support from other churches and against great political and religious opposition. Ultimately, their obedience to the Great Commission cost them their lives.

- **The Great Commission is a call to plant churches.**

Jesus' "Great Commission," recorded in Matthew 28:19-20, essentially is a call to plant new churches. We can say this because, throughout the rest of the New Testament, baptizing, teaching and making disciples are exactly what churches are commanded to do! Additionally, the dozen men who originally heard Jesus say the words "baptize, teach and make disciples" responded by spending the rest of their lives planting new churches.

We think the Great Commission is a call to a two-week mission trip. The disciples thought it was a call to start new churches.

Who misunderstood the Great Commission?

Virtually every evangelical church in North America would agree that the Great Commission applies to all churches, and all churches and all Christians should endeavor to fulfill the Great Commission. Yet, far fewer are able to accept that every church and every Christian should be *involved* in church planting. This perspective contradicts Scripture. It is important to realize the Great Commission is fulfilled by church planting, and the Great Commission cannot be properly fulfilled without planting churches.

Consider how the great preacher Charles Spurgeon urged his congregation, in a sermon titled "The Waterer Watered," on Sunday, April 23, 1865:

"We encourage our members to leave us to found other Churches; nay, we seek to persuade them to do it. We ask them to scatter throughout the land to become the goodly seed, which God shall bless. I believe that so long as we do this we shall prosper."

Why Be a Sending Church?

Why would a church want to be a Sending Church? Taking responsibility for a new church plant can be difficult and time consuming. A giant step of faith is required to send your best people, invest your time and share your resources to begin a new work in a difficult place. So what should move a church to take on this great task?

9 reasons your church should become a Sending Church:

1. New churches reach new people more effectively

Multiple studies have shown that a significant percentage of those who attend church plants previously had never attended church or hadn't attended in many years. Sending Churches help reach people with little to no church background when they plant new churches.

2. New churches are needed to reach a growing population

Even as the population of North America continues to grow, more and more churches are closing their doors. When churches plant churches, they help reach new and existing communities without a gospel presence across the country.

3. New churches are needed to reach different kinds of people

The diversity of North America necessitates new churches willing and able to reach different kinds of people. The gospel doesn't change, but our methods must be contextualized to the people we are reaching.

4. Church planting is a central biblical model for kingdom growth

Ed Stetzer writes, "When we look throughout the New Testament, we see church planting as an established pattern. ... It's the first thing the disciples did when they responded to the commissions of Jesus. They planted churches."¹

¹ "9 Reasons an Established Church Should Plant Churches," BandH Academic Blog (April 26, 2016) <http://www.bhacademicblog.com/9-reasons-an-established-church-should-plant-churches/>.

5. Church plants are healthier when a Sending Church is involved

The survivability of a church plant increases dramatically when a strong Sending Church is involved.

6. Churches that send grow spiritually

Sending Churches often are stretched spiritually as they trust the Lord with their people and finances. J.D. Greear wrote: “The closer you walk with Jesus and the more you understand what He did to save you, the more natural sending will become. Sending, like all spiritual fruits, grows out of a healthy gospel culture.”²

7. Churches that send grow missionally

Churches involved in planting new churches are constantly challenged with a greater kingdom vision, ever-new missional strategies and an increased passion for reaching their own communities.

8. Churches that send grow leaders

Sending people to plant churches inevitably creates holes in the Sending Church’s leadership. These holes provide great developmental opportunities for new leaders. The best Sending Church makes the most of these challenges by creating leadership factories, with new leaders constantly ready to serve, grow and be sent.

9. Churches that send grow numerically

Research by Jeffrey Farmer indicates that churches involved in helping start new churches experienced positive increases in worship attendance, baptism and small group participation.³

2 J.D. Greear, *Gaining by Losing: Why the Future Belongs to Churches that Send* (Grand Rapids: Zondervan, 2015), 51.

3 Jeffrey Farmer, “Church Planting Sponsorship: A Statistical Analysis of Sponsoring a Church Plant as a Means of Revitalization of the Sponsor Church” (Ph.D. diss., New Orleans Baptist Theological Seminary, 2007).



Send Network Pathways

Send Network is a family of churches working to plant multiplying churches together. So, we believe every Send Network church and planter has a next step to take toward multiplication. The Church Pathway (in blue) shows how churches grow in their capacity to send church-planting teams, while the Planter Pathway (in green) shows the Send Network processes ready to serve planters stepping forward. Residencies help churches discover, develop and deploy potential church planters.



CHURCH PLANT

Launching and growing a new church brings a number of challenges — both common to church planting and unique to your context. Send Network is here to help you find solutions and encourage you, your family and your team along the way. This is the beginning of a journey toward multiplication.



SUPPORTING CHURCH

A Supporting Church partners in church planting by praying, participating and providing for a church planter, his family and the new church. Building a strong partnership is a key step toward multiplication for Supporting Churches and their planting partners.



SENDING CHURCH

The health of a church planter often depends on a strong sending partnership. A Sending Church leads as the primary partner of a church plant, taking responsibility for the plant until it strong enough to stand on its own. Providing guidance and accountability for the church planter are key roles for a Sending Church.



MULTIPLYING CHURCH

Churches that discover, develop and deploy church planting teams from within their own context are rare. But this must be the focus of more churches if we are to see churches everywhere for everyone across North America. The Send Network is here to help every church take their next step toward multiplication!

RESIDENCIES

Residencies help churches multiply through intentionally developing and deploying missional leaders and church planting teams. They help aspiring leaders identify a ministry call. They help mature leaders pursue God's leading in their lives. And they prepare leaders and teams for new missional opportunities. The Multiplication Pipeline and Send Network Training are two key resources to help churches develop future planters.



ASSESSMENT

Our pre-assessment tools and the assessment retreat are valuable in helping a church planter and his family, as well as the Sending Church, know the best next steps on their church-planting journey.



ORIENTATION

This event is an encouraging and culture-building time of networking, inspiration and fun where you will learn more about the Send Network kingdom values of family, multiplication and restoration.



TRAINING

Learn alongside other new planters in your area in interactive sessions facilitated by an experienced trainer. This training gives you the tools you will need to develop and implement a contextual strategy for making disciples and planting.



COACHING

With extensive ministry experience and wisdom, a coach serves as a personal sounding board in your first years as a church planter. He will walk alongside you to help you determine your next steps in planting a healthy church that multiplies.



CARE

Church planting should not be pursued alone. It takes compassion and support to help a planter and his wife establish a healthy church while nurturing family relationships. We come alongside you with resources, events and gifts to encourage you and your family.

Send Network Sending Churches

What does it mean to be a Send Network Sending Church?

It takes a team to plant a church. Sending Churches assume the primary role of helping a church planter and his team succeed. Supporting Churches assist with critical prayer, participation and resources. Church planters do the daily work of starting the new church. When everyone plays to their strengths, a healthy gospel witness might soon blossom where once there was none.

Sending Churches lead by taking primary responsibility for seeing the new church planted. God uniquely created and equips local churches to fulfill His mission on earth. Missions agencies partner with local churches, but they do not take the primary responsibility. Biblically, churches plant churches.

When Sending Churches take this responsibility seriously, they coach their planter's calling and preparation to serve as a church planter, acknowledge the weight of their responsibility by commissioning the planter and intentionally care for the team and new church until they're able to stand solidly on their own.

Resources in this section

- [What Is a Send Network Sending Church?](#)
- [Sending Church Commitments](#)
- [Sending Church Essentials](#)
- [Sending Church Best Practices](#)

What Is a Send Network Sending Church?

Sending Churches plant a multiplying church by coaching, commissioning and caring for a particular planter. They take responsibility for the plant until it is self-governing and self-sustaining.

What does NAMB expect of a Sending Church?

Coach your planter(s)

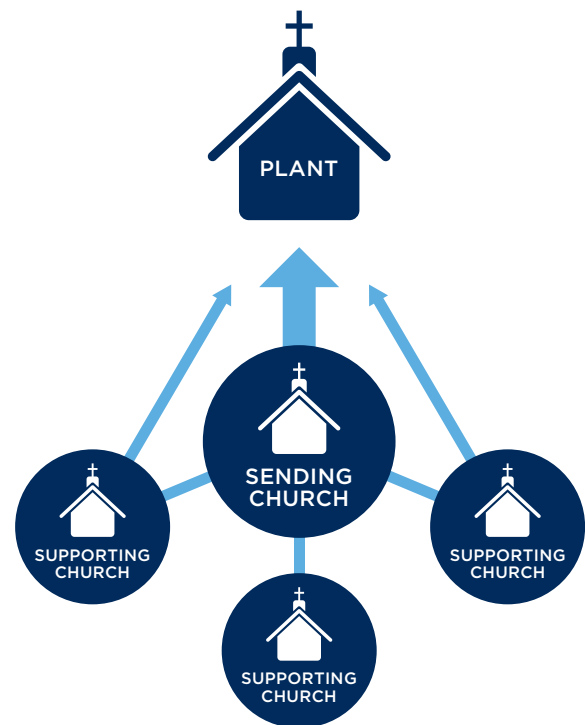
- Coach potential planters to clarify their ministry call.
- Ensure your potential planter is properly assessed and prepared.
- Determine an appropriate budget with your planter.
- Help your planter build planting and support teams.

Commission your planter(s)

- Affirm the call of the planter and planting team by leading your church to formally commission them.
- Enlist a church member or staff person to provide leadership to the partnership.
- Provide accountability for the planter and the new church theologically, administratively and financially until it is able to do so on its own.

Care for your planter(s)

- Affirm the call of the planter and planting team by leading your church to formally commission them.
- Enlist a church member or staff person to provide leadership to the partnership.
- Provide accountability for the planter and the new church theologically, administratively and financially until it is able to do so on its own.





How can Send Network help Sending Churches?

- Comprehensive support for your church planter's journey with a five-year planter pathway and benefits (for endorsed planters).
- Coaching and mentoring assistance for planters and Sending Churches (e.g., Send Network Care, Church Planting Catalysts).
- Resources and events to help develop awareness and equipping within the Sending Church.
- Partner development training and resources for endorsed church-planting missionaries.
- Send City Missionaries providing strategic coordination and coaching in 32 focus cities.
- Strategic research assistance (e.g., community demographic reports).
- Potential financial resources for church plant (e.g., grants for startup funds).

How do Sending Churches relate to the SBC/CNBC?

- Sending Churches must support the “Baptist Faith and Message 2000” and commit to lead the new church plant to be in agreement with its content.
- Sending Churches must be in friendly cooperation and able to seat messengers with the Southern Baptist Convention or the Canadian National Baptist Convention.

The Send Network asks Sending Churches to register their commitment to take responsibility for a particular planter.

Learn more at **SendNetwork.com/SendingChurch**

Sending Church Commitments

Sending Churches play a critical role in church planting. The Send Network is here to help your church plant a church and to provide resources and assistance as you do so.

The Send Network asks that churches register their commitment to serve as the Sending Church for a particular planter at SendNetwork.com/SendingChurch. This commitment clarifies the relationship between your church, your planter and the Send Network.

This strong partnership between the Send Network and the Sending Church will make it possible for the endorsed planter to receive comprehensive support with a five-year planter pathway, a suite of planter benefits and the potential of financial assistance. (Learn more [here](#).)

For the health of the church planter, his family and the plant, the Sending Church commits to take responsibility for the church planter and plant in the following ways:

1. Clarify the goals and expectations of your partnership with a signed written agreement.

NAMB strongly recommends that Sending Churches and church plants formally document their relationship goals and expectations in a clearly written church-planting agreement. Too many times, Sending Churches and church planters partner together based on assumptions about common strategies and goals. Often a simple agreement can bring alignment from the beginning.

2. Ensuring your planter is properly assessed, commissioned, trained and supported.

Sending Churches take responsibility for coaching their planter's call and preparation. The Send Network Planter Pathway is designed to help Sending Churches in these areas, but the Sending Church ensures the planter is appropriately assessed and trained.



3. Ensuring your planter establishes sound financial and employment policies and procedures.

Sending Churches often must provide a church plant with practical guidance on various administrative and legal matters. NAMB expects that the Sending Church, at a minimum, will carefully evaluate the specific circumstances of the church plant and direct the church plant to seek appropriate professional guidance when necessary.

4. Holding your planter accountable to the BF&M 2000 and the Send Network Planter Code of Conduct.

Sending Churches take responsibility for doing everything they can to plant a church that is theologically faithful and a planter whose conduct and character reflect well on the kingdom. Sending Churches should be proactive in setting clear guidelines and scheduling opportunities to talk about accountability.

If you have any questions, please email church@namb.net.



Sending Church Essentials

Sending Churches commit to take responsibility for a church plant until it can stand on its own as a self-sustaining, self-governing and self-reproducing church. There are a number of essential things Sending Churches should do to take ownership of their role.

10 things every Sending Church should plan to do:

1. Plan to champion your partnership.

Every church plant needs a champion within the Sending Church. You should make a plan to champion your partnership within the church and enlist a member of your staff or church to help lead. Who would be the best leader from your Sending Church to act as the primary advocate among the sending congregation?

2. Clarify the partnership's goals and expectations with a signed written agreement.

A written agreement will help the Sending Church and the church planter work through the major issues they will face in years to come. Writing out your expectations and signing an agreement can help make sure everyone is on the same page and underlines the significance of what you're doing.

3. Ensure your planter is appropriately assessed and trained.

Sending churches should ensure that every church planter they send is appropriately assessed and trained. Assessments should be done by those within the Sending Church who know the planter well and by those outside with experience in church planting. Proper training also is essential to maximizing a planter's strengths and helping them grow in needed areas. Send Network stands ready to help with the world's best planter assessment and training. Learn more at SendNetwork.com

4. Help your planter determine a budget and establish financial policies and procedures.

Sending Churches should take the lead role in helping a planter determine an appropriate salary, planting budget and financial accountability processes. Send Network has developed PlantingProjector.com as a free resource to help church planters and Sending Churches with this budgeting process.

5. Help your church plant incorporate, draft operating documents and develop accounting and employment policies and procedures.

Send Network expects the Sending Church to carefully evaluate the specific circumstances of each plant with respect to incorporation, operating documents (e.g., bylaws, personnel policies) and accounting policies and procedures. It may be necessary for the Sending Church and the church plant to seek professional legal counsel.

6. Develop a volunteer strategy with the planter.

Volunteers can be a big help to church planters, but only when their participation in the planting process is strategic and volunteers are well-prepared to serve. Sit down with the planter and develop a plan for sending short-term volunteers and long-term team members to help start the new church.

7. Develop and implement intentional prayer and care strategies.

When your planter hits the field, he will be in the crosshairs of Satan's attempts to thwart his work. Your proactive prayer, encouragement and care for your church planter may make the difference between his success and failure. Sending Churches should lead out in the great work of praying and caring for the church plant, the planter and the planting team.

8. Enlist Supporting Churches to help pray, participate and provide.

Church planting is costly, financially and otherwise. Most of the time, it takes a coalition of churches to plant a new church. The Sending Church should take a lead role in helping the planter develop a team of Supporting Churches to join in this kingdom work through prayer, participation and providing for the plant's various needs.

9. Celebrate and commission your planter publicly.

The Sending Church has the unique privilege of celebrating and commissioning the church planter as they launch them to this new work. Take this as a great opportunity to communicate to your congregation what God has done and to pray for what He will do through this new work.

10. Ensure your planter receives adequate coaching.

While you can care for your planter emotionally, spiritually and physically, you may struggle to coach him strategically unless you have planted a church in a similar context. The Sending Church should take the lead role in finding a coach who has the expertise and experience to help the planter walk through the tactical aspects of church planting.



Sending Church Best Practices

A Sending Church takes responsibility for a new church plant until the plant is self-sustaining, self-governing and self-propagating. Serving a church planter as a Sending Church is an incredible opportunity, but that opportunity comes with great responsibility.

Here are some “pro tips” for sending your planter well:

DO

- **Take responsibility for the planter** as you would your own staff member.
- **Walk this journey with him until the plant is self-sustaining.** It typically takes three to five years for a plant to effectively meet the budget solely from the congregation's giving / it may take longer. Be prepared to stay the course.
- **Officially send the planter out with a commissioning service** and get your church members involved.
- **Hold the planter personally accountable** to the Send Network Planter Code of Conduct.
- **Assist and hold the planter financially accountable** on a quarterly basis.
- **Find creative ways to bless and keep in touch with your planter** (at least once a month). Call, email, text and visit your planter throughout the year.
- **Treat him as a staff member** by including him in staff meetings and retreats when it makes sense geographically.
- **Be available** to listen, guide, struggle alongside and celebrate with your planter.
- **Mentor him** in your strengths as a pastor and help him find a coach who has planting experience.
- **Plan mission trips** according to the church plant's timeframe and strategic outreach needs.
- **Help the planter enlist and nurture** Supporting Churches.

DON'T

- **Overpromise and underdeliver.** Know your capacity and make commitments within those parameters.
- **Make offers of help that only consider your agenda.** Don't assume that the most convenient time for you to take a trip is the best time to go support your planter.
- **Treat him like your travel agent for mission trips.** From the beginning of the planning process to the end of the trip, make sure you are a help, instead of a burden.
- **Send outdated books or materials,** like VBS curriculum or seminary textbooks you don't want.
- **Require him to attend all your staff meetings,** even if he's planting geographically close to you.
- **Underfund.** Be reasonable about how much financial support a planter will need in his ministry location.
- **Overfund.** Don't wildly exceed a plant's self-sustaining giving potential and create unrealistic precedents once they are a self-sustaining congregation.
- **Force him to do things just like your church.** The way you do ministry may be best for your context and community, but that doesn't mean it's best for his.
- **Require multiple reports or constantly nag him for information.** Accountability is key, but you also need to maintain a relationship that demonstrates trust in your planter.



Sending Churches Coach Planters

How can your church help planters identify their call and prepare to be sent?

Sending Churches identify the planters to partner with in many different ways. Some encourage a staff member to explore planting. Some connect with a friend God leads to start something new. One of my pastors found a planter by striking up a conversation with a stranger on a plane. No matter how the relationship begins, however, the role is the same: Sending Churches take responsibility for coaching their planter's call and preparation.

Coaches help people get from where they are to where they need to be. In this case, Sending Churches get to know the potential planter deeply. They listen to how God is working in his life. They ask good — sometimes hard — questions about his past and his plans. Their goal is not necessarily to tell him what to do, but to help clarify what God is doing in his life, family and ministry.

The most effective planters have a clear sense of call and are well prepared for the work. In fact, sending an unprepared planter can cause long-term harm. The Send Network is designed to help. The Planter Pathway can supplement — even foster — an intimate relationship between a Sending Church and a planter to help discern God's leading and to prepare him for the task.

Resources in this section

- [What It Means to Coach Your Planter](#)
- [Where to Find Potential Planters](#)
- [How to Develop Potential Planters](#)

What It Means to Coach Your Planter

Think about the good coaches you've had in your life. More than likely, they believed in your abilities more than you did. They saw you for who you were and helped you get better. Great coaches help get from where you are to where you need to be, even if that's not where you originally thought you were heading.

Proverbs 20:5 says, "The purpose in a man's heart is like deep water, but a man of understanding will draw it out" (ESV). Church planters need good coaches in their life to draw out of their hearts a better understanding of who they are and what God's calling them to do.

10 tips to help you coach your planter well:

1. Be intentional.

Coaching is not just any relationship; it is a relationship with intention. The No. 1 killer of coaching relationships is unmet expectations. Be clear about what you're asking for and what you're promising; nobody thrives on vagueness. Be specific about the goal of the relationship and the frequency of your meetings.

2. Get permission.

Leaders need to understand coaching and agree to it. Let them know, "You can expect me to speak into your life. I can't always guarantee you will like it, but I can guarantee I'm on your team." You may even want to go so far as to have planters formally give permission for feedback. Some coaches draw up a short contract that lays out these expectations.

3. Tune in to the Holy Spirit.

God is at work in the life of the leader you are walking alongside. Listen longer than you think is necessary. Let silence do the heavy lifting, as you pray for insight and direction for the next question.

4. Don't skip the small talk.

Coaching is a relationship, not an arrangement. People can tell whether you're treating them as a person or a project. If they're not invited into your life, they won't let you speak into theirs. If you have not taken the time to get to know the person you are coaching, make it a priority as you begin.



5. Don't assume.

Be a learner. Don't assume you understand what your planter is saying. Don't assume he's heading in the same direction you are. Don't assume you know what he's talking about. Don't assume he can do what you can do.

6. Listen more than talk.

Church planters have lots of people telling them what they should do and how they should do it. They need to know you care enough about them to listen and help.

7. Ask open-ended questions.

Questions that start with what, when and how will help the leader open up and expound on his thoughts. A church planter has many voices speaking into his life. A coach that asks open-ended questions will help draw out their next best step.

8. Set clear next steps.

Sending churches should take the lead role in helping a planter determine an appropriate salary, planting budget and financial accountability processes. Send Network has developed PlantingProjector.com as a free resource to help church planters and Sending churches with this budgeting process.

9. Connect to people and resources.

A written agreement will help the Sending Church and the church planter to work through the major issues they will face in years to come. Writing out your expectations and signing an agreement can help make sure everyone is on the same page and underlines the significance of what you're doing.

10. Follow up.

Trust but verify. Every church plant needs a champion within the Sending Church. You should make a plan to champion your partnership within the church and enlist a member of your staff or church to help lead. Who would be the best leader from your Sending Church to act as the primary advocate among the sending congregation?

Where to Find Potential Planters

One of the biggest challenges to planting a church is finding a church planter. However, there may be potential planters all around you! God calls a vast array of individuals to join Him in planting new faith communities. It's not just the outwardly sharp and apparently gifted people that God uses. It takes all kinds of people to reach all kinds of people. So, where are you to look and what should you look for in potential planters?

6 qualities to look for in potential church planters

If we are to be intentional about seeking out those who might be strong church planters, we would do well to start by looking for these critical characteristics:

- Are they a starter and/or risk-taker?
- Do others naturally follow them?
- Do they value working with a team?
- Do they relate well with those outside church?
- Are they a good communicator?
- If married, does their spouse support them?

5 places to look for potential planters:

1. Look in your pews.

Who in your church faithfully shepherds their family? Who leads their small group well? What godly men do people naturally follow? Their faithfulness in these settings may be an indication that -- with the right development -- they could help plant a church.

2. Look in your student ministries.

Student ministries are a great place to cultivate young leaders and church planters. What could you do to challenge students to consider God's call on their life, train them in ministry and missions, then inspire them toward church planting leadership?



3. Look in your staff.

Who on your staff — whether full or part-time — might have the desire and/or capacity to plant a church or join a church-planting team? Are you willing to send them out to start a new work in a community without the gospel? All it may take is you giving them the permission to dream or the challenge to grow.

4. Look at colleges and seminaries.

College and seminary students often are trying to make significant decisions about the direction of their lives. Look for students who are faithful, who others love to be around, and who you could challenge with a kingdom-sized vision for their lives.

5. Look at your network.

Are there pastors in your area or in your relational network who are looking to transition? Challenge them with the idea of planting and see what God does. It might be just what they need to hear that you see that potential in them and that your church will walk with them toward starting a new work.

Multiplication Pipeline

What if your church could develop more and better disciples and leaders?

The Send Network's Multiplication Pipeline is an on-line training system that will help your church identify and train missional leaders and potential church planters within your congregation.

Learn more and register at SendNetwork.com/Pipeline

How to Develop Potential Planters

As you discover potential church planters within your congregation, you may begin to ask, “How do I help these men prepare to plant a church?” Sending Churches will intentionally speak into the calling of a planter and walk with them through every crucial step of the planting process.

6 steps you can take to develop potential planters within your church:

1. Assess their call.

Disciples will be produced only by the power of the gospel, which means that any development plan must submerge them in the water of the gospel and allow them to soak in its life-giving truth (Gal. 3:1-5). Help them discern the work of God in their life and challenge them to take a next step.

2. Commit to a process.

Disciples cannot be mass-produced through a content-laden curriculum. They are produced through the intense process of walking with a person in the context of a loving relationship, as they grow in gospel understanding and application (Rom. 5:3-5).

3. Identify a mentor and a coach.

Disciples cannot train themselves (or at least they should not have to). Rather, what they need is a mature leader to mentor them through an intentional process of development. This process will build into them the tools they are sure to need to multiply and make more disciples (2 Tim. 3:14; 2 Tim. 2:2).

4. Develop critical areas.

Disciples are not made in isolation. The local church provides the context for them to form relationships with other aspiring leaders with whom they can grow and internalize what it means to follow Jesus and serve the Church (Heb. 13:17).

5. Listen to others.

There is no omni-competent disciple and leader. They come in all shapes and sizes, and developing disciples need a process by which they can try on various roles in the church and discover their best fit for fruitful ministry (1 Cor. 12:14-26).



6. Provide ongoing feedback.

Disciple-multiplication happens in the context of real-life relationships with messy people, not simply in the classroom. The skills necessary to connect theological training with practical wisdom are forged only in the local church (1 Tim. 3:6-7).

The Send Network can help your church...

- **Build a multiplication pipeline.**

The Send Network's Multiplication Pipeline is a survey tool and customizable, on-line learning system that you can use to develop leaders within your congregation. With three levels of training on 24 competencies, you can tailor the training to your needs. Learn more and register at SendNetwork.com/Pipeline.

- **Start a church-planting residency.**

Every church can help church planters prepare to plant. A residency can help you provide intentional pathways for discovering, developing and deploying missional leaders and church planting teams from within your congregation. Learn more and download a Quick Start Guide at SendNetwork.com/Residencies.

Sending Churches Commission Planters

How can my church build a healthy partnership with those we send?

As God leads, a church should formally set apart those God calls. They should acknowledge both the opportunity they have to partner in God's Kingdom work and the responsibilities they are assuming as they do so.

The practical implications of this are twofold: a meaningful commissioning and a formalized partnership. Sending Churches help the congregation and planter feel the joy and significance of sending when they commission a planter (and his team). Sending Churches should send their people out in a way that is meaningful to both the planter and the Sending Church.

Sending Churches also should take seriously the ongoing responsibilities of this new partnership. They are primarily responsible for holding the planter accountable morally, theologically and administratively. They should check regularly on the health of a planter's character and doctrinal fidelity, even as they help the new congregation develop appropriate accountability structures within.

Resources in this section

- [How to Commission Your Planter](#)
- [How to Build a Partnership Agreement](#)
- [How to Help a Plant Financially](#)
- [Administrative and Legal Considerations](#)

How to Commission Your Planter

Sending Churches acknowledge the significance of this kingdom endeavor when they commission their planter. A commissioning, done well, recognizes both the opportunities and challenges the planter, his family and his team are stepping into. Additionally, a commissioning done well helps your church understand the weight of responsibility the congregation is taking on as they plant a new church.

6 things to consider as your church commissions a planter:

1. Affirm your planter.

It's not hard to see that the first sending activity was Spirit-led, weighty and mutually edifying. It should be this way with all Sending Churches and their partnerships. As God leads, churches should formally set apart those God calls, acknowledging both the opportunity they have to partner in God's kingdom work and the responsibilities they assume as they do so.

2. Identify a champion.

Every church plant needs a champion within the Sending Church. You should make a plan to champion your partnership within the church and enlist a member of your staff or church to help lead. Who would be the best leader from your Sending Church to act as the primary advocate among the sending congregation?

3. Formalize the partnership.

A formal agreement will help the Sending Church and the church planter work through the major issues they will face in coming years. Writing out your expectations and signing an agreement helps make sure everyone is on the same page and also underlines the significance of this partnership.

4. Celebrate publicly.

The Sending Church has the unique privilege of celebrating and commissioning the church planter as they launch them to this new work. Take this opportunity to affirm with the congregation your commitment to church planting, to share what God has done and to pray for what He will do through this new work.



5. Plan for accountability.

Partners genuinely interested in achieving the goal(s) of the partnership will want to hear about progress. They will want to celebrate success and help overcome obstacles. They will care about the health of the partner and opportunities to strengthen the relationship. Sending Churches should plan to proactively touch base with their planter on key areas of health and success.

6. Commit to the long haul.

Starting a new church in a lost place is difficult work. It takes time to reach people and disciple them to the maturity necessary to sustain a healthy, multiplying church. Be patient with your church planter and be willing to continue investing in the plant long enough to see the new church succeed.

How to Build a Partnership Agreement

NAMB *strongly recommends* that Sending Churches and church plants formally document their relationship goals and expectations in a clearly written church planting agreement. Too many times, Sending Churches and church planters partner together based on assumptions about common strategies and goals. Often a simple agreement can bring alignment from the beginning. Here are several commitments you should consider building into your partnership agreement.

4 things Sending Churches should clarify for their planter:

1. Your commitment to support.

The Sending Church needs to clearly communicate the support they intend to provide. From monthly financial support and insurance costs to start-up expenses and non-financial support (e.g., design, volunteers), how and when will you help?

2. Your commitment to encourage.

Sending Churches should commit to providing intentional care and encouragement for both the planter and his family. Clarify what kind of encouragement you intend to provide and when.

3. Your commitment to establish.

Sending Churches should clarify their role in helping the new church establish. Clarify your plan to help the new church incorporate, create bylaws and other governing documents, develop basic operating policies and procedures, plan for insurance, etc.

4. Your commitment to advocate.

Sending Churches should clarify their role in helping the church planter recruit core team members and support. Specifically, will the planter be allowed to recruit team members and financial support from within the sending congregation? Will the Sending Church help the planter recruit partner churches? Who will assume that responsibility?

4 things planters should clarify for their Sending Churches:

1. Your commitment to faithfulness.

There's nothing more critical to the health of a new church than the personal faithfulness of the planter. Planters should make a commitment to integrity in their personal walk with Jesus and their leadership of the church.

2. Your commitment to openness.

Planters should commit to openness with the Sending Church in his life, ministry and leadership of the new church. This should include sharing personal struggles, discussing major church decisions and answering hard questions from Sending Church leadership.

3. Your commitment to communicate.

Church planters and their Sending Church should commit to regular, intentional communication, including communicating with the entire sending congregation (e.g., monthly letters, video updates, preaching).

4. Your commitment to cooperate.

Send Network church planters commit to planting a cooperating SBC/CNBC church, including giving to the Cooperative Program and other convention causes.

4 things that should be clear in all agreements:

1. How long will we partner?

Don't assume you're on the same page here. Clarify exactly when the formal partnership will start and end.

2. How will we handle misunderstandings?

Disagreements are inevitable when the work is as important as church planting. Commit from the beginning to handling challenges in a humble, God-honoring way.

3. What would end this partnership early?

Lay your cards on the table. What would cause the Sending Church to withdraw support? What theological changes, methodological changes, location changes, etc. would make you rethink this relationship? Discuss these things and formalize the most critical.

4. How will we be accountable?

Clarify expectations of financial, theological and personal accountability. Who is the planter's primary point of contact? When will you talk about these things? Who will initiate the conversation? How will you share information?

How to Help a Plant Financially

Sending Churches commit to take responsibility for a church plant until it can stand on its own as a self-sustaining, self-governing and self-propagating church. Many Sending Churches have questions about their role in helping a church become self-sustainable.

6 critical elements of the Sending Church's role in helping a church plant reach financial sustainability:

1. Set a realistic budget.

The Sending Church and church planter should work together to determine a realistic budget that accounts appropriately for personal, administrative, ministry and missions expenses. NAMB has provided a free tool to help with this process at PlantingProjector.com.

2. Determine an appropriate salary.

Sending Churches should help planters determine an appropriate salary that makes it possible for the planter and his family to thrive in their ministry context. You should consider the cost of living where he's planting, as well as his experience, education, budget and family. Send Network may help provide planter benefits in the early stages.

3. Build adequate support.

Sending Churches should take the lead in advocating for a church plant with potential Supporting Churches. Successful plants benefit greatly from a network of churches surrounding them with prayer, participation and provision (when appropriate).

4. Manage bookkeeping, including receiving and distributing funds.

NAMB expects Sending Churches to take the lead role in financial support management and bookkeeping by receiving donations, distributing them with appropriate accountability and providing accounting services for the plant until it has the financial wherewithal and appropriate processes and structures to handle them on its own.

5. Institute appropriate accountability measures.

NAMB expects Sending Churches to take the lead role in advising and supervising the plant's implementation of appropriate systems to receive donations, distribute salaries, pay bills, process purchase orders, oversee accounting, etc. This often includes walking with the plant through incorporation, formalizing a constitution and bylaws, registration with the Southern Baptist Convention or Canadian National Baptist Convention and other logistics necessary to legally organize a church.

6. Trust but verify.

Accountability is important for all. Sending Churches should trust their church planter is handling things appropriately, but verification is critical accountability for the planter, Sending Church and the supporting network.

Administrative and Legal Considerations for Sending Churches and Church Plants

Sending Churches often must provide a church plant with practical guidance on various administrative and legal matters. While it is impossible to provide a complete summary of all administrative and legal considerations that may need to be addressed with a church plant, NAMB expects that the Sending Church, at a minimum, will carefully evaluate the specific circumstances of each church plant with respect to the following matters, directing the church plant to seek appropriate professional guidance when necessary.

Clarify your goals and expectations with a signed, written agreement.

NAMB strongly recommends that Sending Churches and church plants formally document their relationship, goals and expectations in a clear, written church-planting agreement as early as possible. [Click here to see a guide for building a Church Planter Agreement.](#)

Incorporate the church plant and draft operating documents.

- Incorporation under applicable state / provincial law
- Creation of church bylaws and related governing documents
- Basic operating policies and procedures
- Staff and volunteer conduct and background-screening policies
- Insurance coverage

Develop policies and procedures for accounting and employment:

- Southern Baptist Convention / Canadian National Baptist Convention cooperation
- Tax-exempt status through the Southern Baptist Convention (USA) / local church or other charity (Canada)
- Establishing bank accounts and check-signing procedures
- Establishing accounting and cash-management systems
- Operating and capital budgeting
- Employment - Employees vs. Independent Contractors
- Ordained / clergy minister housing allowance
- Ordained minister self-employment tax (USA only)
- Payroll and benefits

Sending Churches Care for Planters

How can my church care for our planter and his team?

Sending is spiritually significant work. The forces of evil will not simply concede territorial loss to a well-intentioned planter. They will fight any extension of the kingdom, and they will not fight fair. They will not restrict their attacks to more obvious struggles of funding or numerical growth. No, Satan will work to make him feel alone and incapable. He will attack his family and marriage. He will do whatever he can to keep him from planting a healthy, reproducing congregation.

Sending Churches must take responsibility for the care of their planters, and they should make plans to care for him by checking in on his physical, emotional and spiritual health. Is he keeping his walk with Jesus his priority? Is he caring for himself physically? Does he have an appropriate outlet for processing emotional struggles?

Sending Churches also should care for a planter's wife and family. They also will be challenged on the front lines. Make sure his wife knows she's known and appreciated. Find ways to help the couple love on their children. A planter will not make it long if his wife or children do not thrive in the work too. Do everything you can to help your planters shepherd their family well.

Resources in this section

- [How to Pray for Your Planter](#)
- [How to Participate with Your planter](#)
- [How to Care for Your Planter](#)

How to Pray for Your Planter

If we want to see a move of God in North America, we should pray that God will move in and through church planters. Church planters are on the front lines, confronting the darkness and spreading the gospel in North America. They often serve in areas with little gospel witness, far from the familiar and comfortable, working week after week to see God's kingdom move forward in difficult places.

7 ways to pray for your planter:

1. **Pray for a close walk with Jesus.**

Pray that your planters prioritize their relationship with Jesus. Pray they stay in His Word, fellowship deeply with Him in prayer and keep their lives pure. Pray God would walk powerfully and intimately with them, so they are able to minister out of the overflow of this personal walk.

2. **Pray for an identity grounded in Christ.**

Planters are entrepreneurs who long to see something started from nothing. The temptation often is to find their identity in what they do and how well they do it. Pray your planters root their identity deeply in the gospel.

3. **Pray for a strong marriage and family.**

Balancing family and ministry can be difficult. Pray your planters are sensitive to the needs of their families and make shepherding them a priority.

4. **Pray for wisdom.**

Church plants can be fragile organizations. Each decision can be the one that makes or breaks the organization. Pray God gives your planters great wisdom as they make decisions weekly that affect the growth of the plant — and the extension of God's kingdom in their communities — for years to come.

5. **Pray for favor in their community.**

Pray local businesses would open their meeting spaces. Pray local leaders would help them connect with the community. Pray for natural relationships with neighbors. Ultimately, pray your planters find people open and excited about a new work in their community.



6. Pray for faithfulness in their work.

The hard work of church planting can be draining and discouraging. One week can be exhilarating with success, while the very next week can be a crash of disappointment. Pray your church planters stay focused and faithful to the call God has placed on their lives, even amid the ups and downs of difficult ministry.

7. Pray for fruit in God's kingdom.

Planters plant churches because they have a passion to see individuals and communities transformed by the gospel. Pray God will have His way in men and women across our land. Only Jesus can save lives. Pray that He will transform hearts and lives.

How to Participate with Your Planter

Planting a church is often difficult and lonely work. The long-term success of a plant is intimately tied to the spiritual, emotional and physical health of the planter and his family. One of the best ways to join your planter in his work is by taking a proactive role in encouraging and caring for him and his family.

10 practical ways you can participate in church planting by caring for your planter:

1. Call them, ask good questions and pray for them.

Consider asking: What has been the greatest part of planting for you thus far? What has been the hardest part? But don't just ask questions; pray to praise God for successes/joys and for God's help in the challenges.

2. Have small groups write personal notes of encouragement.

3. Remember birthdays by sending a gift card with a personal note from the church's staff on the planter's and spouse's birthdays.

4. Remember their anniversary by sending a gift card with a book on marriage and a personal note.

5. Remember the planter's children at Christmas by sending gift cards to them with a short note thanking them for what they do for Jesus!

6. Once a semester, work with the planter to schedule a spa day for his spouse.

7. Once a semester, send a team to babysit the planter's kids for an overnight getaway with his wife, and pay for their getaway.

8. Once a year, invite the planter and his wife, if possible, to your church to love on them and have him preach at your church.



9. Once a year, send your lead pastor to visit your planter's church. Take the planter and his family out to lunch after church and pick up the tab.
10. Once a year, provide access to a biblical counselor for your planter and his family. Offer this whether you think it is needed or not.

How to Care for Your Planter

Clint Clifton once reflected: “In my experience, church planters who give up on the ministry usually feel a sense of despair brought on by severe isolation.”¹ Sending Churches should commit to do everything they can to guard their planter and his family from isolation and despair. An intentional, proactive plan to care for the planting team will go a long way toward this.

6 Tips to help you care for your planter:

1. **Think holistically.**

Take some time to consider how your church can care for multiple aspects of your planter’s health. A lack of health — spiritually, emotionally, physically, financially, mentally, familially and maritally — can hurt your planter’s chances for success or worse.

2. **Build the relationship.**

Care is personal, so take the time to invest in a personal relationship with the church planter and his family. If you always jump straight to business, you will never know what will really help him and his family. Invest the time and energy necessary to build a relationship strong enough to foster openness and authenticity.

3. **Ask, don’t assume.**

Don’t assume that what gives you life will be life-giving for your planter and his family. Anticipate needs, for sure, but ask them about ideas and allow them to be part of the planning.

4. **Be generous.**

Too often we think planters will be happy to receive our leftovers. Don’t send left-over curriculum for their summer camp or buy cheap hotdogs for their event. Give them the best you can. Care for them in a way that testifies of God’s graciousness to your own church.

5. **Find ways to single out care for his spouse and family.**

Sometimes care for the spouse and family is tacked onto the things you plan to do for the planter himself. What if we thought of the spouse first and worked to care for her and her needs? You would bless her, and it likely would be one of the most life-giving things you could do for the planter and the plant.

1 “Starting a Church Planting Care Team, Part 1” by Clint Clifton



6. Make it easy to get emotional health.

It's hard to ask for help, especially when you're struggling emotionally or mentally. Work to normalize your planter's care for his health in these areas. Check in with him regularly, even when you think he's fine. Provide a trusted third-party he and his wife can reach out to and offset the expenses of getting real help. The more you can anticipate and alleviate barriers to health in these areas, the more likely your planter will be to seek help when he really needs it. And we all need it sometimes.

Send Network can help...

Healthy churches are planted by healthy church-planting couples. Send Network provides a team to encourage planting couples and show our appreciation for their work with events, resources, gifts and community-building with other planting couples.

Learn more at SendNetwork.com/Care.



Appendix

1. Sending Church Quick Start Guide

This guide is a one-page checklist of the critical steps a Sending Church should take as they send a church planter and/or planting team with the Send Network.

2. Starting Point: A 10-Week Missions Study

Sending well starts with creating a missional culture within your church. “Starting Point” is a 10-week study designed to help individuals or small groups go deeper in the basic elements of missional engagement. Consider using a Bible study like this to help your congregation take ownership of the mission personally.

3. Multiplication Pipeline: An Online Leader Development Tool

The Multiplication Pipeline is an online learning tool for developing missional leaders and future church-planting missionaries in your church. You can develop custom training for missionaries in more than 20 areas of missional leadership through self-study, reflection and coaching.

4. Pipeline Survey and Summary

The Pipeline Survey and Summary are assessment instruments designed to help churches discover and develop missional leaders and church-planting team members. They help growing leaders better understand their potential and teaming capacity, and they help Sending Churches connect growth areas to training opportunities in the Multiplication Pipeline.

5. Residency Quick Start Guide

Leadership development is contextual and personal, so residencies should be too. Whatever your church’s vision for multiplication, there is a residency that can help make it a reality. This Quick Start Guide will give you an idea of the basic steps needed to take to start a residency for developing leaders in your church.

6. Coaching Conversations to Have with a Potential Planter

You don’t have to be an expert on church planting to help guide a planter’s preparation. Intentional coaching can help you take responsibility for a potential church planter. These guides provide a framework for conversation.

7. Send Network Resource Library

The Send Network Resource Library is a collection of resources to help your church multiply leaders and churches. From evangelism courses and mission team training to missional leader development and church planter training, you'll find tons of resources free to Send Network churches looking to discover, develop and deploy missional leaders and church planting teams.

8. Send Network Planter Code of Conduct

Sending Churches are primarily responsible for ensuring their planter's lifestyle and conduct are consistent with biblical morals. However, Send Network church planters are asked to abide by this NAMB Code of Conduct.

9. MSC/Ministry Partner Development

Partnership development is an integral part of church planting. Learn how Mission Service Corps (MSC) Ministry Partner Development (a ministry of the North American Mission Board) can help NAMB-endorsed church-planting missionaries to develop effective ministry partnerships and raise financial support.

10. Send Network Church Planter Benefits

Send Network planters (assessed and endorsed in 2022 or later) may access this suite of benefits courtesy of the generous giving of Southern Baptists through the Annie Armstrong Easter Offering and Cooperative Program.



Sending Church Quick Start Guide

Sending Churches take the lead role in planting churches. They take responsibility for a church planter and his team with coaching, commissioning and care. This checklist will guide you through the key steps of sending your planting team.

Ensure Your Planter's Called

Discuss your planter's call and vision for planting.

- ☐ Examine his character and calling to church planting
- ☐ Discuss his readiness and vision with coaching conversations.

Ensure Your Planter's Assessed

Use the Send Network Assessment process to ensure your planter is ready.

- ☐ Start the process with the online interest form at SendNetwork.com. A Send Network field leader will help them take their next steps toward the Assessment Retreat.
- ☐ Help them attend Assessment Retreat if they are invited and make plans to attend with them.

After each step of the process, discuss your planter's results and make a plan to address growth opportunities.

Ensure Your Planter's Trained

Use Send Network resources to ensure your planter is prepared.

- ☐ Help address growth opportunities identified during the Assessment Retreat using Multiplication Pipeline and other suggested resources.
- ☐ Hold planter accountable to completing the Send Network Training process.
- ☐ Ensure the planter connects with Send Network Coaching and Care.



Lead Your Church to Commit

Consider your church's commitment to send this planter.

- ☐ Learn about the role of a strong Sending Church.
- ☐ Begin discussing your partnership with your planter.
- ☐ When ready, register your commitment to be the Sending Church of this planter at SendNetwork.com.

Lead Your Church to Commission

Attend the Send Network Assessment Retreat for training to prepare your church to send.

- ☐ Accept the Sending Church invitation from the Send Network Assessment Retreat Team.
- ☐ Attend the Sending Church Training at the Assessment Retreat.
- ☐ After training, discuss and plan your next steps with your planter and your Send Network contact .

Lead Your Church to Care

Make a plan to care for your planter, his family and his team.

- ☐ Become familiar with the support available through Send Network Care.
- ☐ Assign a church leader to provide leadership to the church-planting partnership.
- ☐ Develop and execute a plan to provide intentional, holistic care for the planter, his family and his team.

Send Network has a number of field leaders across North America ready to help you and your church send well. If you would like to connect with a leader in your area, please email church@namb.net.



Starting Point: A 10-Week Missions Study

“Starting Point” is a 10-week study designed to help individuals or small groups go deeper in the basic elements of missional engagement. The curriculum includes a small group guide, sermon helps and an introductory video to help you share “Starting Point.”

10 topics covered:

1. Imago Dei

All people bear God's image. Discover the significant implications of this truth for followers of Christ participating in the demonstration and declaration of the gospel.

2. Spiritual formation

Discover how God shapes us to be more like Jesus and empowers us to fulfill His mission on earth.

3. Disciple Making

Discover that disciple making is a command from God that Christians should learn to faithfully obey within their own gifting and context.

4. Bible fluency

Discover how a thorough understanding of the Bible will help Christians demonstrate and declare the gospel confidently.

5. Awareness

Discover how knowing and embracing their unique gifting will enable their distinct service in God's mission.

6. Relationships

Discover how God uses every relationship to shape them more into his likeness and to further equip them for engagement in God's mission.

7. Teamwork

Discover how God has placed others around them to work together for His mission and to complement each other's giftedness in accomplishing His mission.



8. Calling

Discover that there may be some specific tasks God has burdened and gifted them to accomplish while on mission with Him.

9. Missionary practices

Discover their role as missionaries where they live, work and play and the intentional practices that will help them engage in God's mission successfully.

10. Missio Dei

Discover the mission God is working to accomplish and the opportunity they have to join Him in His kingdom work.

**Starting Point is a free resource available at
SendNetwork.com/Pipeline.**

Multiplication Pipeline

The Multiplication Pipeline is an on-line learning tool for developing missional leaders and future church-planting missionaries in your church. Individuals receive training in more than 20 areas of missional leadership through self-study, reflection and coaching.

What the Multiplication Pipeline is . . .

Multiplication Pipeline training is comprised of three levels for progressive and flexible development:

- Level One (L1) equips individuals to live on mission by strengthening spiritual formation, biblical knowledge, servant leadership and evangelism skills.
- Level Two (L2) prepares individuals for missional leadership and disciple making while exploring a call to further missional involvement.
- Level Three (L3) explores models and methods of church planting and prepares individuals for their next steps as a church planter or a church planting team member.

The Multiplication Pipeline is designed to serve your goals and your context:

- The Pipeline is easily accessible on a web-based platform compatible with mobile and desktop browsers.
- It is designed to fit a September-to-May school calendar, but flexible enough to implement on any schedule.
- It requires learners to invest approximately two to three hours per week.
- Coaches play a significant role in the growth experience and are encouraged to meet with participants at least twice a month.
- The content is suitable for both men and women - and can be tailored to meet specific developmental needs.
- Each lesson follows a “learn, integrate and demonstrate” design.

What the Multiplication Pipeline is not . . .

- A Bible study: While content is highly integrated with Scripture, the Multiplication Pipeline training is designed to help learners grow as disciple makers and missional leaders.
- Theological training: While the material touches on basic theology, it is not designed to dive deeply into theological matters.
- Ministry-specific training: Pipeline training develops leaders with missional mindsets and habits that help any ministry area. However, it is not intended to replace training for specific ministry roles (e.g., Sunday school teachers, children’s workers, etc.).



How to start Your Multiplication Pipeline

- Watch a demo video and then register your church at SendNetwork.com/Pipeline.
- Your confirmation email will guide you to create a login and your church's own Resource Library.
- You will be contacted by a NAMB Multiplication Pipeline Coach to discuss available options for your participants in your local church.
- Access is free for SBC/CNBC churches.
- For questions, email pipeline@namb.net.



Pipeline Survey and Summary

The Pipeline Survey and Summary are assessment instruments designed to help churches discover, develop and deploy missional leaders and church-planting team members. They help growing leaders better understand their leadership potential and teaming capacity, while connecting their growth areas to training opportunities within the Multiplication Pipeline.

Pipeline Survey

The Pipeline Survey is an instrument designed to help churches assess missional leaders in four key development areas:

- Character – What uniquely defines the candidate's personality and ethics?
- Leadership – What is the candidate's ability to influence others toward a common goal?
- Multiplication – How committed is the candidate to shaping a kingdom movement?
- Vision – Can the candidate see, share and realize a God-inspired vision?

As part of the Pipeline Survey, each candidate will be invited to take a DISC Assessment. This survey provides insights into the candidate's personality and behavioral makeup to better understand how one might work together with a missional team.

Pipeline Summary

After taking both surveys, the church leader and candidate will receive a Pipeline Summary. This document will provide a snapshot of how the candidate assessed in the four key areas and report on the DISC Profile.

All this is designed to foster conversation between the church leader and the church member about the candidate's next steps.

Coaching Conversations

These coaching conversations will help growing leaders understand how God has shaped them for ministry and mission by clarifying:

- What does each category in the Pipeline Survey mean?
- What is significant about how you scored in each category, related to the other categories?
- What defines each of the key categories of DISC?



- How does your DISC type relate to other types?
- How does your Pipeline Survey category scores and DISC type affect teamwork?
- What are your tendencies in regard to conflict resolution?
- Where do you need to grow in your self-awareness?
- Based on the needs of our church and your Pipeline Summary results, where is the best place for you to plug into Pipeline training?

Pipeline Growth

The insights from the Pipeline Summary combine with conversations between a participant and coach to help identify the best next steps for the participant's training and growth.

The Pipeline Survey and Summary are designed to work hand-in-hand with Send Network's Multiplication Pipeline, but they are not required.

If your church needs a training pipeline to help discover, develop and deploy missional leaders from within your congregation, go to SendNetwork.com/Pipeline today!



Residency Quick Start Guide

Pastors rightly want to see their ministries and kingdom efforts extend beyond themselves and continue for generations. The Send Network can help you develop a residency program that does just that! Whatever your church's vision for multiplication, there is a residency that can help make it a reality.

9 steps to help your church begin building a residency:

1. Remember God's heart.

Before you start building a residency, remember and reflect on God's heart for multiplying leaders. We care about multiplication because God does. Residencies are the path that will help you reproduce your ministry in faithful leaders.

2. Clarify your vision.

Before you start your residency, you should think about your "why," as it will inform so much of what you do and how you do it. Set time aside to stop and articulate why God is calling your church to develop and multiply leaders.

3. Identify your development philosophy.

Next, you need to develop the residency's training philosophy. How will you develop the whole person: head (theology), heart (shepherding) and hands (the work of ministry)?

4. Identify your development system.

The next critical question to ask is: "Once I have residents, how do I help them grow?" Good resources and content can help guide you as you share your life and ministry. The Send Network offers a number of free resources in the Send Network Resource Library.

5. Organize your leadership.

After determining your vision, philosophy and training systems, you should turn your attention to organizational structures. Good, clear leadership is key to a healthy, multiplying residency.



6. Organize your logistics.

Another major step in building your residency is working through administrative logistics. Your leadership team should think through a resident's job description, a growth plan for residents, and a budget.

7. Recruit residents.

Recruiting residents may be one of the most challenging aspects of starting and continuing a residency. Residency leaders must pray God gives them eyes to see the leadership and ministry potential in those they encounter, both among their current leadership and those within their relational networks.

8. Plan your application process.

Make sure you have a well-thought out application process for residents that includes a character assessment, a personality assessment and interview(s). You want to make sure that potential residents are a good fit and that expectations are clear on both sides.

9. Launch your residency.

Help your residents onboard smoothly by reviewing expectations and responsibilities, connecting the resident to your team and congregation, planning to spend personal time with the resident and providing access to training resources and platforms.

Download the complete Residency Quick Start Guide at SendNetwork.com/Residencies.



Coaching Conversations to Have with a Potential Planter

You don't have to be an expert on church planting to help guide a planter's preparation. Intentional coaching can help you take responsibility for a potential church planter.

The guides below provide a framework for conversation. Each guide has five parts: Connect, Celebrate, Explore, Capture and Act. Discussing these questions with your planter will help you both clarify his call, guide his growth and send him well.

11 coaching conversations you should have with potential church planters:

Spiritual health and calling

Connect:

- What's something God has been teaching you lately about yourself?
- What's something God has shown you about Himself lately?

Celebrate:

- What is something you can celebrate today about your spiritual growth?
- Who in your past has affirmed your calling to ministry / church planting?

Explore:

- As you consider the qualifications for church leadership (1 Tim. 3:1-7, Titus 1:6-9, 1 Pet. 5:1-5), In what areas do you need to grow?
- Where do you need to grow spiritually to be ready to plant?

Capture:

- What one goal for your spiritual maturity can you set right now?
- What steps could you take toward that growth?

Act:

- What will you do in the next two weeks to begin making progress?
- When will you do that?
- Who could help you?

Preparation and training

Connect:

- What progress have you made on your action steps since the last time we met?

Celebrate:

- What can you celebrate today about your growth and progress?
- Out of the following areas, where do you feel most prepared to plant this church?
Calling / Emotional & Spiritual Health/ Family Dynamics / Vision / Leadership /
Communication / Missional Engagement / Disciple Making

Explore:

- Of these areas, where do you feel you need the most growth/help?
- How would you rank these in terms of strongest to weakest?

Capture:

- Which of these do you need to focus on first?
- What steps could you take toward growth in that area?
- Who could you talk with to help you grow in that area?

Act:

- What will you do in the next two weeks to begin making progress?
- When will you do that? Who could help you?
- How can I help you prepare to plant this church?



Stewardship and budgeting

Connect:

- What progress have you made on your action steps since the last time we met?

Celebrate:

- What can you celebrate today about your growth and progress?
- When it comes to finances and family budget, what is going well?

Explore:

- When it comes to finances and family budget, what concerns do you have?
- What plans are in place to ensure your family is taken care of? (Health insurance, life insurance, budget, savings.)
- What plans are in place to ensure your plant is financially accountable and sustainable?

Capture:

- What steps do you need to take toward building a system of accountability for your church plant?
- What needs to happen next to see those plans accomplished?
- How many partners will you need for that plan to become a reality?

Act:

- What will you do in the next two weeks to begin to make progress on that plan?
- When will you do that? Who could help you?
- Who could hold you accountable to follow through with that?



Leadership and vision

Connect:

- What progress have you made on your action steps since the last time we met?
- How is your family doing?

Celebrate:

- What can you celebrate today?

Explore:

- In what areas of leadership did your assessment say you were strong? Weak?
- How would your friends and family describe your leadership style?
- Tell me about the vision for your church plant.

Capture:

- What steps could you take to grow in the areas of weakness?
- What team roles do you most need around you to complement your strengths? Weaknesses?
- What do you need to do to maximize your strengths?
- When it comes to your church plant's vision, what steps do you need to take to begin seeing that vision become reality?
- With whom do you need to share that vision in the next month?

Act:

- What will you do in the next two weeks to begin making progress on that plan?
- When will you do that? Who could help you?



Mission and evangelism

Connect:

- What do you enjoy most about ministry? What do you enjoy the least?
- With whom have you shared the gospel over the past month?

Celebrate:

- What one big win have you had since our last conversation?
- What can you celebrate with your family?

Explore:

- How would you describe the mission God has given His Church?
- When it comes to evangelism / mission, where do you need to grow?
- How will your church need to grow in becoming evangelistic?

Capture:

- What would success look like in terms of faithfulness in evangelism and mission?
- What steps could you take to move toward that picture of success?
- What steps do you need to take to cast a clear vision for this?
- What do you need to do to incorporate missions giving into your church budget?

Act:

- What steps will you take in the next two weeks?
- When will you do that?
- How can I pray for you?

Preaching and teaching

Connect:

- What do you enjoy most about preaching and teaching?
- What would you say is your preaching and teaching style?

Celebrate:

- What can you celebrate today?
- What progress have you made on your action steps?

Explore:

- When it comes to preaching and teaching, where do you need to grow?

Capture:

- What resources and tools do you use to help you prepare for preaching and teaching?
- What does your preparation process look like?
- What plans will you need to put into place to grow in this area? What could you do?
- How will you evaluate your growth in this area?

Act:

- What steps will you take in the next two weeks?
- When will you do that?
- How can I pray for you?

Governance and staffing

Connect:

- What progress have you made on your action steps since the last time we met?

Celebrate:

- What can you celebrate today?

Explore:

- What do you envision your church governance (leadership structure) looking like?
- What would be most important for us to talk about regarding the structure of your church?

Capture:

- What does the structure need to look like?
- What research do you need to do regarding governance?
- What's the priority (timeline) of building and implementing this structure?
- What steps could you take toward building and implementing?

Act:

- What do you need to do next to move toward this plan?
- When will you do that? Who could help you?

Multiplication

Connect:

- Where have you seen God at work lately?

Celebrate:

- What is working right now in your life?
- What progress have you made on your action items?

Explore:

- Who are you personally discipling right now?
- What is your three-year vision for church multiplication? Five years? Ten years?
- What do you see as the greatest barriers to church multiplication?

Capture:

- What is your strategy for discovering potential missionaries / church planters in your church?
- What is your strategy for developing missionaries / church planters in your church?
- What is your strategy for deploying missionaries / church planters in your church?
- What steps could you take toward implementing these strategies?

Act:

- What new step do you need to take in that specific area?
- When will you do that? Who could help you?

Communication

Connect:

- What is your interpersonal communication style? (Introverted vs. Extroverted, Loud and robust vs. Quiet and reserved.)
- What would your family and friends say about your personal communication skills?

Celebrate:

- What one big win have you had since our last conversation?
- What progress have you made on your action items?

Explore:

- How is your communication with your wife?
- When it comes to your communication within your church plant, what do we most need to talk about today?

Capture:

- Where do you need to build a plan for communicating well? (Guests, Attenders, Members, Partners, Community.)
- What do you need to do next to implement a strategy for communicating well with each of these?
- What could you do to communicate more effectively?
- What barriers will you need to overcome in communicating more effectively?

Act:

- What steps will you take in the next two weeks?
- When will you do that?
- How can I pray for you?



Conflict Management and counseling

Connect:

- What energizes you most about what you are doing?

Celebrate:

- What one big win have you had since our last conversation?
- What progress have you made on your action items?

Explore:

- What is your initial reaction when conflict arises?
- Tell me about a time you were in personal conflict with someone. How did you resolve it?
- When it comes to conflict and counseling, what would be most important for us to talk about today?

Capture:

- What new steps do you need to take to build out a counseling plan?
- What steps do you need to take to help your team grow in conflict resolution?
- What will you need to do to ensure this plan is working?

Act:

- What do you need to do next to move toward this plan?
- When will you do that? Who could help you?

Theology and practice

Connect:

- Who has been a major influence on you theologically?
- What was the last book you read on a theological topic?

Celebrate:

- What can you celebrate with your family today?

Explore:

- Do you affirm the BF&M 2000? What areas might you struggle with?
- What are your beliefs regarding? baptism, use of alcohol, women and pastoral ministry, spiritual gifts, abortion, other social issues?
- Have you been ordained?

Capture:

- Out of the areas above, what action steps would be most important for you to create today?
- What could you do?
- Where might this result in conflict with your spouse or team?

Act:

- What do you need to do next to take action?
- When will you do that? Who could help you?



Send Network Resource Library Introduction

The Send Network Resource Library is a collection of resources to help your church multiply leaders and churches. From evangelism courses and mission team training to missional leader development and church planter training, you'll find plenty of resources to help your church discover, develop and deploy missional leaders and church planting teams.

The Send Network Resource Library can help disciple every member of your church:

- Discover - Help every member find their calling.
- Develop - Equip every member with tools to serve.
- Deploy - Send every member on mission.

Authors...

- Dhati Lewis
- Kathy Litton
- Christine Hoover
- Clint Clifton
- Brad Brisco
- Dino Sinesi
- Matt Rogers
- Tiffany Smith
- Charles Campbell
- With more to come!

Topics...

- Evangelism
- Coaching
- Discipleship
- Fundraising
- Missional leadership
- Missions
- Training
- Church planting
- World religions
- And more!

Titles...

- *Multiplication Pipeline*
- *Gospel Neighboring*
- *Starting Point: Discover Your Role in God's Mission*
- *10 Qualities of a Great Coach*
- *Sent to the Workplace*
- *Church Planting Primer*
- *Covocational Planter Training*
- *Church Planting Thresholds*
- *Send Network Training 2.0*
- *Church Planting in the City*

With your church's library, you can...

- Import any resource you need from the Send Network Resource Library
- Create cohorts and invite your members to take those courses in your library
- Adjust the content of those courses for your particular context
- Design your own courses
- Track the progress of individuals
- Assemble custom training tracks for your participants
- Customize your library's branding



**The Send Network Resource Library is 100% free
for Send Network churches.**

Scan the QR code or go to snrl.pathwright.com and click “Start a Library” to build your training library now.



Send Network Planter Code of Conduct

- I will conduct myself in a way that reflects positively on Christ and the North American Mission Board.
- I will be a tithing member of record and in good standing in a Southern Baptist or Canadian National Baptist Church.
- I will abstain from the consumption of any alcoholic beverage or illegal drugs. I will not view pornography.
- I will maintain financial integrity.
- I will not show affection that could be questioned.
- I will be careful in answering cards, letters and email notes from the opposite sex.
- If married, other than my spouse or another family member, I will not be at a residence alone, have a meal alone or be in a car alone with the opposite sex.
- I will pray for the integrity of other missionaries and staff members.



MSC/Ministry Partner Development

Partnership development is an integral part of church planting. Mission Service Corps (MSC) / Ministry Partner Development is a ministry of the North American Mission Board that trains and equips endorsed missionaries to develop effective ministry partnerships and raise financial support.

Any NAMB-endorsed missionary may:

- Receive training on how to develop effective financial partnerships.
- Set-up a ministry profile with easy, safe online giving for donors at missionaries.namb.net.*
- Use a secure gifts and partnerships management system for missionaries.

MSC provides partner development training and resources for NAMB missionaries.

What does this mean for the Sending Church?

- Sending Churches coach lead planters and church-planting team members through the development and execution of a partnership development plan.
- Sending Churches act as the “Sponsoring Entity” for the church planting missionary and/or team. To learn more about what it means to be the Sponsoring Entity, go to namb.net/msc.
- Sending Churches need to clearly define the relationship by setting expectations between themselves and the church-planting missionary and/or team.
- Sending Churches work with missionaries to determine the timing and process for disbursing funds to the missionary and the nature of the relationship. (For example, will the missionary be a W-2 employee of the Sending Church, a 1099 contractor, etc.? NAMB recommends working with a local tax expert to determine best practices and processes.)

Questions? Email msc@namb.net or call 800.634.2462.

* Any funds raised through the NAMB giving portal will be for and sent to the local Sponsoring Entity or the missionary's 501c3.



Send Network Church Planter Benefits

SendNetwork.com/Benefits

5-Year Planter Support System

DEVELOPMENT & BROTHERHOOD

- Rigorous assessment in consultation with Sending Church
- Two-day, in-person orientation upon endorsement
- Contextualized, ongoing training
- Two years of personal coaching
- Access to free, confidential counseling
- Free access to periodic national and local events
- Ongoing care for the planting couple and their family

Generous Financial Support

Fueled by the Annie Armstrong Offering

ONGOING FUNDS AND STARTUP GRANTS

- Minimum \$56,000 in funding and grants available for vocational planters

CHURCH PLANT LOANS

- First lien property purchase loan
- Purchase loan consultation



First Year Benefits Free

GUIDESTONE FINANCIAL RESOURCES

More Info: www.guidestone.org/sendnetwork

Medical Insurance*†

- Planter and family covered
- Prescription drugs included

Retirement*

- New account opened
- Initial \$1,000 contribution from Send Network

Survivor Protection and Disability**

- Planter covered
- Up to \$100k survivor protection benefit
- Up to \$500 per month disability coverage

INNOVATIVE FAITH RESOURCES

More info: innovativefaith.org/finances

Accounting and Payroll Services*†

- Payroll and bookkeeping

TITHE.LY

More info: Get.Tithe.ly/namb

Website and Giving Platform*

- Custom website development
- Giving (online, mobile and text)
- People and member management

Questions? Visit namb.net/Contact

Please Note: This document is intended as a convenient summary of the major points of church planter benefits offering. This document does not cover all provisions, limitations and exclusions. The official plan documents and details will need to be obtained directly from the various providers.

** Covered by Send Network at no cost to the planter for one year; available to any planter assessed and endorsed in 2022 or later*

† SBC ID & W-2 from church required



**North American
Mission Board**

namb.net

A Southern Baptist Convention entity supported by the Cooperative Program and the Annie Armstrong Easter Offering.® For general information, call 1 800 634-2462 or visit namb.net