

CHURCH MULTIPLICATION TRAINING CENTER
POST-BOOTCAMP TRAINING MANUAL



GETTING IT DONE!

THE CMTC POST-BOOTCAMP TRAINING MANUAL

The Church Multiplication Training Center exists to multiply reproducing churches through equipping and empowering planters, pastors, spouses and leaders of sponsoring agencies.

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Introduction

Welcome to the Church Multiplication Training Center – CMTC. You are about to participate in the building of God’s kingdom as a member of a church planting launch team. CMTC is here to help you. This training manual, titled *Getting It Done!*, is the third of a trilogy of manuals that has been developed to prepare church planters and their launch teams for the challenge of church planting. They surround a training event called the CMTC BootCamp for Church Planters. The trilogy of training manuals includes:

GETTING READY! The Pre-BootCamp Training Manual
GETTING SET! The BootCamp Training Manual
GETTING IT DONE! The Post-BootCamp Training Manual

GETTING READY! prepares the planter, and others who will attend, for the BootCamp experience, laying a foundation of spiritual and biblical insight, outlining strategic concepts and principles and introducing key terms and definitions. **GETTING SET!** is the center piece of BootCamp, the workbook that guides the training event. **GETTING IT DONE!** goes home with the planter as an optional launch team version for the rest of the team. This post-BootCamp manual helps to implement all that’s been developed through the BootCamp training process. Additional copies for team members are available to purchase at every BootCamp or through the CMTC office.

The goal is multiplication, the multiplication of new believers, the multiplication of true disciples, the multiplication of mature leaders, the multiplication of church planters, the multiplication of churches and the multiplication of church planting movements. Multiplication is accomplished through the establishment of a solid spiritual foundation and the development of a strong strategic initiative. CMTC will prepare you for both.

Multiplication is accomplished through the establishment of a solid spiritual foundation and the development of a strong strategic initiative.

Through **GETTING IT DONE!** you now have the opportunity to experience much of the BootCamp experience. Work through the manual with your planter and the rest of the launch team as you prepare to plant an effective church to the glory of God. **GETTING READY, GETTING SET...**

GETTING IT DONE!

Question #1

How do we fit?

The launch team for this new mission work is critical to its success. We are that launch team So it is with excitement and humility that we put our feet in the water and expect God to go before us! So then, just how do we fit?

The purpose of our time together is to consider the implications of the following three statements...

- God has given us a divine mandate
- You have been gifted to fill a significant role
- We must all connect to our mission field

Today, you are starting an incredible journey...together! **You will need one another.** You are divinely gifted to get the job done. This first module will provide an essential understanding of the wiring of the point person giving lead to your new church. Why is this important? It is vital to realize that there are many responsibilities essential to planting a church and no one person is gifted to completely see all of this through. Everyone empowered by The Holy Spirit is wired to share the great opportunities ahead.

THE DIVINE MANDATE:

The Bible gives us many examples of God's calling of particular people to particular ministries. Examine the following Scripture passages and record your thoughts. Discuss your responses with the launch team.

1. *Exodus 3:1-10*

So now, go. I am sending you to Pharaoh to bring my people the Israelites out of Egypt. v.10

2. *Joshua 1:1-9*

Moses my servant is dead. Now then, you and all these people, get ready to cross the Jordan River into the land I am about to give them - to the Israelites. v. 2

3. *1 Samuel 3:1-10*

The Lord came and stood there, calling as at other times, "Samuel! Samuel!" Then Samuel said, "Speak, for your servant is listening." v. 10

4. *Isaiah 6:1-8*

Then I heard the voice of the Lord saying, “Whom shall I send? And who will go for us?” And I said, “Here am I. Send me!” v.8

5. *Matthew 4:18-22*

“Come, follow me,” Jesus said, “and I will make you fishers of men.” At once they left their nets and followed him. vv. 19-20

6. *Acts 10:9-23*

While Peter was still thinking about the vision, the Spirit said to him, “Simon, three men are looking for you. So get up and go downstairs. Do not hesitate to go with them, for I have sent them.” vv. 19-20



7. *Acts 16:6-10*

After Paul had seen the vision, we got ready at once to leave for Macedonia, concluding that God had called us to preach the gospel to them. v. 10

Our Gifts & Our Role:

Discussion

Individually share in what areas of ministry God demonstrated fruit in your life.

Consider

How does the launch team already assembled cover the following traditional ministries?

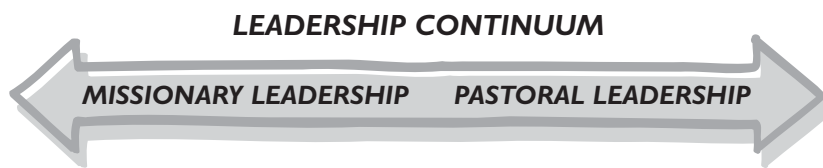
- Vision Casting
- Networking to People
- Children
- Youth
- Music
- Small Group Development
- Publicity & Communications
- Organizational Structures
- Financial Accounting
- Funding The Vision

Note

You may be involved in an alternative model of ministry that includes ministry needs not included here. What are those ministry needs?

God's Gifting & Your Leadership Style:

Each church planter is different yet similar. For the next few minutes the point planter in this project will explain the leadership continuum and the implications for you and the new plant. (This continuum was covered in module 1 at BootCamp)



Take a look at the chart below. Now each launch team member circle a number that best identifies you on the chart for each category.

Write your total in this box

Reaching	1 2 3 4 5	Caring
Winning	1 2 3 4 5	Discipling
Going	1 2 3 4 5	Staying
Finding	1 2 3 4 5	Keeping
Starting	1 2 3 4 5	Finishing
Lots of places	1 2 3 4 5	One place
Lost sheep	1 2 3 4 5	Found sheep
Preaching one thing	1 2 3 4 5	Whole counsel of God

8=Missional

40=Pastoral

Are you more Missional or Pastoral in your leadership gift?

Next, discuss the implications for the entire launch team. List your conclusions.

Connecting to our Mission Field:

Each of you take a few minutes and write out a description of our local mission field. Include the local culture and people tendencies. Use the chart as a worksheet for collecting your thoughts.

Geographic region	People groups
Cultural issues	Demographics

Identify how you and your team connect with these various elements of your mission field.

Consider whether or not we see the same mission field. After developing a consensus write a consolidated description of your field. Finish up with a discussion of how you and your team connect to your mission field.

As a result of our time together do we have a better understanding of?

- God's Mandate
- God's gifting and your role
- Our Mission Field

Question #2

What do we Need to Process?

- Vision = What does God see?
- Values = Who are we going to be?
- Mission = How are we going to do it?

Vision defined

A defined yet growing picture of a reached impact group at a certain point in the life of the church plant, e.g. three years, five years or ten years from now. Most importantly, the best vision is a picture of *what God sees*.

Values defined

Non-negotiable commitments that are reflected in the church plant's behaviors and decisions. Some church planting values are universal, common to all effective church plants. Other church planting values are unique, reflecting the distinctives of reaching a particular group of people. Most importantly, our values describe *who we are going to be*.

Mission defined

A finely tuned strategy for reaching the impact group that is a vision inspired and values driven game plan for *how we are going to get it done*.

KEY TERMS IN CONTEXT

Values	What are we going to be?
Vision	What are we going to see?
Mission	What are we going to do?
Impact Group	Whom are we going to reach?
Launch Team	Whom are we going to deploy?
Circles of Influence	With whom are we going to network?

Review and discuss the definitions of Vision, Values and Mission

What does God see?

Remember always that success in church planting is measured in reached people! Also, remember that God's desire is to see people become all he intends for them.

Let's get started by drawing a clear picture of the people of our community. What knowledge and understanding of the people of our community do you have at this time? List ten descriptors of our impact group.

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.

Now list the networks that are currently available to us that will help connect us to these people.

- | | |
|----|-----|
| 1. | 6. |
| 2. | 7. |
| 3. | 8. |
| 4. | 9. |
| 5. | 10. |

Who are we going to be?

The Universal Values...

It all starts with looking at who we are. Solidly in the mix there must be behavioral evidence of the three key universal values descriptive of the Antioch Church. Review individually the passages and then decide together on a key word that best describes each passage to the group.

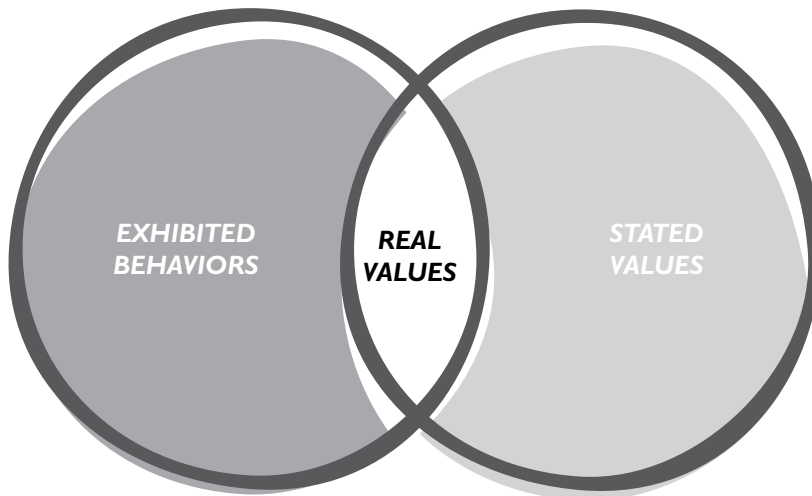
- Acts 11:19-23 _____
- Acts 11:25-26 _____
- Acts 13:2-3 _____

These three words represent the universal values characteristic of effective church planting.

Values & Behaviors

Principle:

Real Values are reflected in Genuine Behaviors.



Exhibiting behaviors not based in real values is hypocrisy, pretending by actions to be something that you're not.

Stating values not reflected in genuine behaviors is hypocrisy, pretending by words to be something that you're not.

How are we going to do it?

Our mission statement will reflect our vision and our values and will include how we intend to get it done. Without question our mission will be needs driven. Therefore, stop and list individually four needs in our mission field.

- 1.
- 2.
- 3.
- 4.

Now pull your lists together and determine the top four needs as a group.

- 1.
- 2.
- 3.
- 4.

Next step... let's discuss and determine how we plan on meeting these needs.

Final test

Examine each of the four descriptions and answer these questions.

- Will our plan help us accomplish the vision?

- Is the plan consistent with our values?

Remember that our conceptual planning serves as the foundation for inviting people to join our church planting team. If at any time you begin to realize that your values are inconsistent with the values of the launch team, we need to talk. God may be calling you in a different direction for a different purpose. He has an intent for all of us; it just might not be for all of us to be fulfilled here.

With the completion of this module are you confident that you have embraced what God sees, who are we going to be and how we are going to do it?

Question #3

How do We Network effectively?

The most important tool in the church planting toolbox is NETWORKING! It is a user-friendly tool and every one of us has this tool. Let's pull it out of the toolbox, learn how to use it better and practice NETWORKING.

Networking defined...

Intentionally building relationships with people who need what you have to offer (a relationship with Jesus) and then getting them connected with other people who will help them on their spiritual journey.

Two kinds of Circles of Influence:

- **Natural** - all the people who are currently connected to your life
- **Intentional** - a new area of life you engage in for the purpose of building new relationships

Okay, let's all look at our Natural circles. Begin by listing them below and then we will share together our individual Natural circles. We will also consider together the significance of being aware of each other's circles of influence.

- 1.
- 2.
- 3.
- 4.
- 5.

Now, let's move on to the Intentional circles. As a group, begin considering 20 Intentional circles of influence between us that we can develop.

- | | |
|-----|-----|
| 1. | 11. |
| 2. | 12. |
| 3. | 13. |
| 4. | 14. |
| 5. | 15. |
| 6. | 16. |
| 7. | 17. |
| 8. | 18. |
| 9. | 19. |
| 10. | 20. |

What did we learn from this exercise? What can you do about making your Natural circles more Intentional?

Finally, make a list of four people that are in your Natural circles that have not yet met Christ on their personal journey.

- | | |
|----|----|
| 1. | 3. |
| 2. | 4. |

Question #4

How do we get people on our team?

You are probably picking up the theme of this one-string guitar...THIS IS ALL ABOUT REACHING PEOPLE FOR CHRIST & HIS KINGDOM! The *For Christ* deals with conversion, the *For His Kingdom* concerns growth and deployment.

For the church to effectively be the church, several roles will need to be filled. Let's identify a minimal list of people or people groups critical to the church.

- **The Intercessory Prayer Team** - A select group of people that believe in us and our ministry and will pray daily for this new church.
- **The Leadership Team** - A group of people that demonstrate their commitment to the vision, values and mission by their behaviors. If the point person goes down they will pick up the battle. These people reproduce themselves.
- **The Launch Team** - A group of people that combine talents and effort to start the new church
- **The Launch Team Members** - A person who is willing to serve and serves wherever they are needed.
- **The Ministry Directors** - A person who partners with the church planter and provides leadership in a specific area of ministry/s.

- **The Ministry Categories** - All the major ministries that must be in place for the new church to launch effectively.

Who has been identified thus far and to which category/s list here are they assigned?

What are the major ministry categories that must be in place in order to effectively launch this church?

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.

INVITING PEOPLE to the team...

1. Be clear that you are inviting people to participate in our vision.
2. Be clear that you are inviting people to become missionaries not members.
3. Be intentional by providing “taste & see” events.
4. Be clear in your thinking how someone may pass from the event to the team.

RECRUITING PEOPLE to the team...

1. Be as aware as possible of the values and behaviors of the recruitee... ASK.
2. Be fully aware of your recruiting goal prior to meeting with the prospect.
3. Be conscious of how much time the ministry will require.
4. Be clear in defining who this person will be working with and to whom will this person report.

BUILDING PEOPLE on the team...

1. Provide morale-building events for prospective and current team members.
2. Consider and provide what this person will need to succeed.

Stop and make a list of possible morale-building activities and begin placing them on a calendar.

- 1.
- 2.
- 3.
- 4.
- 5.

Develop a brief list of effective questions that you will use to assess a person's qualifications and proven behaviors that predict the likelihood of future effectiveness.

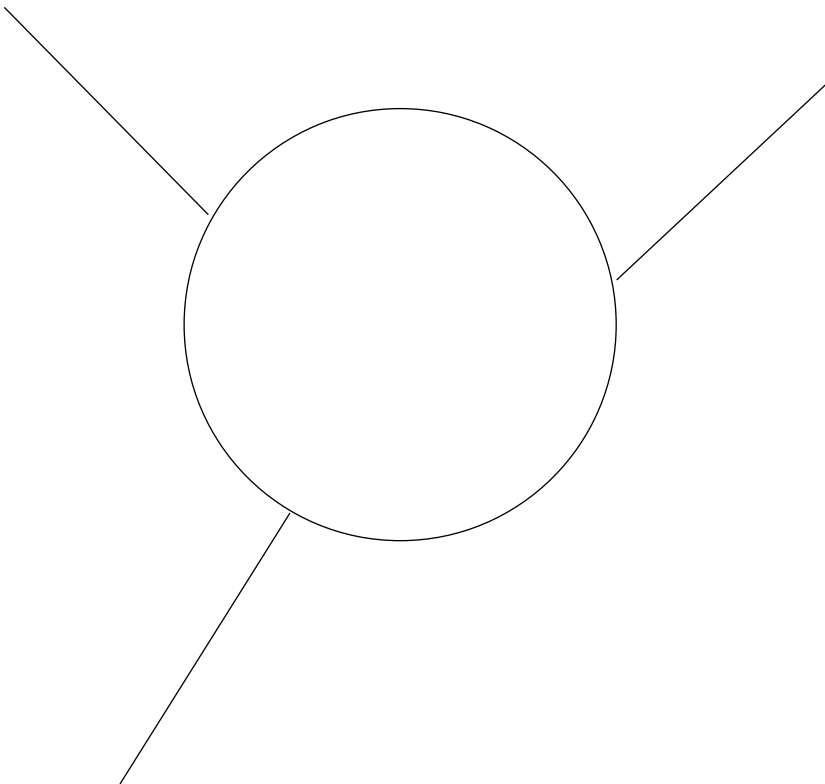
- 1.
- 2.
- 3.
- 4.
- 5.

Question # 5

How do we connect people to God and others?

There is often the tendency for the church planter to connect everyone to him or herself. At BootCamp we covered the propensity and difficulties of the following connecting diagram. Let's illustrate the point by explaining the diagram.

The Connecting Paradigm



Goal:
Moving people along in their spiritual journey

Facts...

1. Personal relationship is a key to spiritual connection & growth.
2. We link people in relational or task-oriented settings.
3. An increase in relationships moves people to higher commitment.

Look at number two above and start a list of task-oriented settings that exist or can exist with the new church.

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.

Now discuss ways in which we can (connect) people to other people using several of the settings listed in 1-10 above.

Question # 6

How do we launch effectively?

Our goal is to get this rocket (church) into orbit. Once in orbit we can continue to effectively keep moving. Getting into orbit will take a tremendous amount of energy. We can compare this endeavor to a three-stage rocket ship.

- Stage One - Preview Services
- Stage Two - Exhibition Services
- Stage Three - Celebration Sunday

Stage 1 - Preview services

A series of monthly meetings, (once a month for 6-9 months) open to the public that preview your upcoming weekly public services.

Advantages

1. Creates a service for your team to attend.
2. Creates an opportunity for your team to invite their friends.
3. Creates an opportunity for the involvement of other Christians and churches in the area.
4. Creates a rehearsal opportunity to work out the programming bugs and to train upfront presenters.

Strategy between preview services

1. Follow up first time attendees.
2. Continue to develop cell groups.
3. Discover the next group of contacts to invite to the next preview.
4. Motivate and enlist team members for the next preview.

Potential liabilities of preview services

1. Since you need to gain momentum with each preview service, the impression that fewer are coming could hurt you.
2. Since each preview service requires competency and relevance, experimenting with various upfront presenters could backfire.
3. Since the success of the church plant depends on the ability of the church planter and the launch team to recruit and assimilate new people, the failure to do so during the preview stage will indicate poor planting potential.

Milestones to be reached during preview services

1. Host multiple “taste and see” events.
2. Create a “word of mouth presence” in your mission field.
3. Add 20-30% new people at each preview service.
4. Gain the financial ownership of the launch team.
5. Recruit the upfront presenters.
6. Put follow up systems in place.
7. Develop “critical mass” based on your mission field.
 - Development of multiple cells
 - Continue hosting people gathering events

Stage 2 - Exhibition services

A series of weekly meetings, (once a week for 4-8 weeks) that contains all the elements of the preview service, but now in a weekly format, meeting on the day and hour of what will be your regular weekly service.

Milestones to be reached during Exhibition services

- 1. Launch Team adjusts to the new schedule.
- 2. Increase the assimilation processes.
- 3. Hold first baptism service.
- 4. Expand “critical mass”.

Celebration Sunday

The date and accompanying promotion and celebration that mark the public launch of the church plant

Calculate your projected Going Public date

Today’s date: _____

On-site preparation time: # of weeks _____

- Family issues
- Planning
- Networking

Preview Services: # of months _____

Exhibition Services: # of weeks _____

Celebration Sunday: _____

Milestones to be reached before Celebration Sunday

Fully developed infrastructure

- a. Ministry directors
- b. Team members
- c. Cell groups
- d. Follow up strategies
- e. Systems/Administration



- a. 2 word statements
- b. verb is past tense
4. Arrange the milestones/activities in logical sequence.
5. Identify critical milestones along the way.
6. Identify delegated tasks.
7. Determine adequate resources for each time frame.
8. Complete reality checks.
 - a. consistent with vision and values
 - b. realistic and doable
 - c. people resources available
 - d. financial resources available
 - e. Are there any gaps?

Specifically list the implications of the exercise for you personally. Following the making of our lists we will discuss all of our observations.

- 1.
- 2.
- 3.
- 4.
- 5.

Final and most important note...

THE PRAYER, THE NETWORKING AND THE CONNECTING OF PEOPLE TO GOD AND HIS KINGDOM MUST CONTINUE FOR THE LIFE OF THE CHURCH RESULTING IN THE MULTIPLICATION OF LEADERS AND MORE AND BETTER CHURCHES. PLANT CHURCHES THAT PLANT CHURCHES. IT IS THE ACTS MODEL, THE ANTIOCH MODEL, IT IS OUR MODEL!

Question #7

How do I use what I've learned?

Now let's review the six questions - *matters of the HEAD*. Included is a grid that highlights the stages of development from conception to multiplication - *matters of the HANDS*. Finally, you will consider the development of an intercessory prayer team and shared vision - *matters of the HEART*.

THE HEAD - Understanding the Principles

Review each of the questions. Everyone on the launch team is asked to provide an answer to the six questions from their own perspective. This is a full-on participation exercise giving everyone the opportunity to provide affirmation and to make suggestions for greater effectiveness. Each launch team member should be the center of the discussion for about 10 minutes. End with the point leader on the "hot seat."

Here again are the six previous questions...

1. How do I fit?
2. What do I need to process conceptually?
3. How do I network effectively?
4. How do we gather more people for our launch team?
5. How do we connect people?
6. How do we launch effectively?

THE HANDS - Reminder on what we need to do

Write the stages of life (one per page) across the top of a flip chart. Generate a discussion regarding the essentials in each stage of the life of the church. From this discussion generate a list of the team's observations.

Here are the five stages of life and development...

1. Conception
2. Pre-natal
3. Birth
4. Growth
5. Multiplication

THE HEART - Protecting our spiritual lives and building the vision

Intercessory Prayer Team - Review together names of people on your intercessory prayer team.

List them again here.

Next, discuss how you are going to regularly communicate requests and answers with your intercessory team. Remember your intercessory team is not the basic prayer list but rather people who will pray daily for you and your new ministry.

Shared Vision - building loyalty to a vision, not to an individual

Discuss and define the following stages of commitment.

Consider together ways to measure an individual against this continuum by listing behaviors associated with each level.

Quote: “At the simplest level, a shared vision is the answer to the question, ‘What do we want to create?’”

You are about to embark on the incredible journey of bringing people to Christ and multiplying churches. Always remember to keep your eye on God, discover what he is doing and go with it. Enjoy the journey!

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