

WE WANT  
TO BE A

CHURCH  
PLANTING  
CHURCH



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THE ONE-HUNDRED YEAR PLAN

In September of 2016 Frontier Church turned one-month old. Only three weeks into our first sermon series, we established our commitment to plant more churches by preaching a sermon titled "We Want to Plant More Churches." That goal was quickly married to two other goals ("we want to plant our grandchildren's church" and "we want to plant the city's most joyful church") and The 100-Year Plan began to emerge. We wanted to devote ourselves to goals that would help build a church that outlasts our lifetime. We wanted to commit ourselves to goals that would confidently ensure that we planted a church, not a trend. We wanted to commit ourselves to goals that would promote gospel longevity and gospel health. And we believe that church planting is one of the most faithful ways to accomplish this.

THIS IS OUR COMMITMENT

In that sermon titled "We Want to Plant More Churches" we made a spoken commitment to a specific church planting strategy: we want to tithe 10% of our local church to church planting. That includes 10% of church's internal tithing (6% to SBC's church planting efforts, 4% to our church planters), 10% of our church's membership, and 10% of our lead pastor's workweek.

May God have forgiveness and mercy upon us if our vision presumes upon his own sovereign plan. But should Jesus Christ choose to smile upon our goal to plant more churches, it is our heartfelt prayer that he would use our strategy to plant more local churches that makes his manifold wisdom known. This guide simply sets out to clearly communicate the pathway to church planting in Frontier Church.



# SKILLFUL MEMBERSHIP THOUGHTFUL PASTORING STRATEGIC APPRENTICESHIP

**THREE FLEXIBLE SEASONS:** On a long road trip, sometimes a few miles in, comes the question: “are we there yet?” When leaders don’t know where they are going or sense that their leaders don’t have a vision for their direction, frustration and apathy settle in quickly. They feel locked into a carseat with no map and no direction. Our church planting pathway is a LONG road trip, but we don’t want you lacking vision. Here is a snapshot of the three seasons included in our pathway to church planting:

**SKILLFUL MEMBERSHIP:** A church member knows how to belong to a local church before he becomes serious about his call to plant a church. In his first year (or perhaps even his first handful of years), Frontier Church's pastoral team is serious about observing a skillful church membership that actively leads to church growth, health, and friendships in the prospective planter. *To gain more perspective on specific milestones in this season, turn to page 4.*

**THOUGHTFUL PASTORING:** A church member knows how to thoughtfully and affectionately shepherd a local church before he becomes serious about planting a church. Our pastoral pathway is designed to take you from pew-to-pastoring in three spheres of pastoral ministry: at the table, at the desk, and in the mess. *To gain more perspective on specific milestones, turn to page 5 & 6.*

*"We were gentle among you, like a nursing mother taking care of her own children. So, being affectionately desirous of you, we were ready to share with you not only the gospel of God abut also our own selves, because you had become very dear to us." (1 Thess. 2:7-8).*

**STRATEGIC APPRENTICESHIP:** A pastor experiences an overwhelming affirmation internally from Christ (with strong conviction) and externally from the local church (from both pastors and church members) before he becomes serious about his call to plant a church. After experiencing skillful membership and thoughtful pastoring, our church planting residency is designed to gift you with 12-months of church planting nuts and bolts bracketed by a strong front door and a strong backdoor to the residency. *To gain more perspective on specific milestones, turn to page 7, 8, & 9.*

*"Now there were in the church at Antioch prophets and teachers... While they were worshiping the Lord and fasting, the Holy Spirit said, "Set apart for me Barnabas and Saul for the work to which I have called them." Then after fasting and praying they laid their hands on them and sent them off." (Acts 13)*

# MEMBER SHIP

THE FIRST SEASON



*"Many churches are weak because we have members who have turned the meaning of membership upside down... if we approach church membership from the perspective of entitlement, we have it upside down. You always ask first what you can do for your church."*

*--Thomas Rainer*

# FIRST SEASON: SKILLFUL MEMBERSHIP

*IN THIS SEASON OF THE PATHWAY,  
THERE IS NO AVAILABLE FUNDING*

## THINK OF THE CHURCH AS A 100-ACRE FARM.

A season of skillful membership is Frontier Church's assessment process. Before Frontier Church sends you to cultivate 100 acres of wild nature and skillfully till it into 100 acres of farmland. We want to see you serve in genuine, Biblical community by committing to the people of God on the mission of God with the message of God. Then, we will give you 5 acres of farmland while hoping you will skillfully farm 6 acres. Then, 10 acres, and so on. This might feel like a slow and plodding pace, but we want you to taste meaningful membership because it is what you will be calling the majority of your church members to participate in. During this season (one or two years) of skillful membership, here are three milestones that a called and qualified member will accomplish with Christ's strength:



1

**DOES HE POSSESS ORGANIC LEADERSHIP?** God makes church planters. Frontier Church does not make church planters, we identify church planters. Practically speaking, somebody is a leader before they are given the position of a leader and, first, we want to see organic traits of leadership before a position of leadership is given. Admittedly, this part of the process is deeply subjective and will feel more "felt" than quantified. But it needs to be experienced.

**CAN HE CREATE COMMUNITY?** If you are a church planter, we will ask you to plant either a community group or fighter group from scratch. It would bring our hearts great confidence to see people flourish in christlikeness when they are committed to a community that you lead.

2

3

**DOES COMMUNITY FLOURISH BECAUSE OF HIS LEADERSHIP?** We want to plant flourishing churches that are committed to planting flourishing churches. This means that you need a skill set that is not merely entrepreneurial, but is also infused with a stick-with-it-ness that results in healthy, flourishing gospel-centered communities that last. There should not only be a trail of novelty behind you, but a trail of health. This third milestone is one of the best practical steps that prove your God-given calling.

# PASTOR ING

THE SECOND SEASON




*After a season of skillful membership, faithfully farming with 5 acres and 15 acres and so on, we will focus on effectively moving from pew-to-pastor.*

*The Bible alone provides the qualifications of the pastoral role, but the local church has to work these teachings out in a specific place for a specific people. We work out pastoral ministry by defining a pastor as the private man and the public man.*

# SECOND SEASON: THOUGHTFUL PASTORING

IN THIS SEASON OF THE PATHWAY, THERE IS NO AVAILABLE FUNDING

**YOUR ON-RAMP MOMENT:** AFTER RECEIVING A NOMINATION FROM THE CHURCH AND APPROVAL FROM THE PASTORAL TEAM, WE WILL HAVE A SPECIAL SUNDAY WHERE WE INTRODUCE YOUR PASTORAL CANDIDACY TO THE CHURCH.



**FROM PEW TO PASTOR.** After a season of skillful membership, faithfully farming with 5 acres and 15 acres and so on, we will focus on effectively moving from pew-to-pastor. The Bible alone provides the qualifications of the pastoral role, but the local church has to work these teachings out in a specific place for a specific people. We work out pastoral ministry by defining a pastor as the private man and the public man.



## THE PRIVATE MAN

**At the home:** Our local church needs pastors composed of godly character. Character qualification is the front door to pastoral ministry. Frontier Church is uninterested with entertaining the idea of installing men who are talented but not godly, full of competence but void of character, able to achieve but unable to obey. The men at home that our local church needs are men with lively devotion to Christ, sacrificial love for his family, and a passion for hospitality. **The bottom line:** the private man leads at home. He opens his doors in hospitality and demonstrates a sanctifying love for his wife and children.

**At the church:** Our local church needs pastors composed of committed character. Commitment to the local church, like character, is the front door to pastoral ministry. Like character, Frontier church is uninterested with entertaining the idea of installing men who are talented but not committed to our church, communities, and people. **The bottom line:** the private man leads in commitment. He is involved in Frontier Church's philosophy of community, and leading one of these communities (community group, fighter group, or Sunday team)



## THE PUBLIC MAN

**At the Table:** The Pastoral Team will meet bi-weekly to discuss vision, policy, direction, and shepherding. Pastors have a tremendous impact on the church's direction and health as they pray, prepare for and participate in these meetings. **The bottom line:** our church needs pastors who make godly decisions for the church. They are imperfectly consistent during bi-weekly meetings, they are "open to reason" and "gentle" in decision making procedures.

**At the desk:** Our local church needs pastors possessed by sincere love for the congregation. Much of this love is immeasurable and invisible, for at his desk, he prays daily for church members who will never see him pray. Yet some of this love is made tangible in words, for at his desk, he labors with handwritten letters addressed to church members' homes. In the event of marital difficulties, addictions, and other circumstances in the life of our church, our pastors are available for counseling at the chaos. **The bottom line:** our church needs pastors who lead them at the desk. He prays for the congregation, writes his prayers to the congregation, and is available to lead counseling sessions.

**In the mess:** Beyond vision, policy, and decisions, the ministry is messy and needs to be implemented concretely and carefully. This will include anything from counseling to hospital visits to teaching to baptisms and everything in-between. Pastors will have various areas of emphasis depending on their particular roles. **The bottom line:** our church need pastors who implement ministry concretely and tangibly.



PASTORAL

CURRICULUM

PASTORAL STATEMENT OF FAITH + ESSAY + CONVERSATION

BIBLICAL ELDERSHIP, ALEXANDER STRAUCH + ESSAY +  
CONVERSATION

THE CROSS OF CHRIST, JOHN STOTT + ESSAY + CONVERSATION

PROOF, DANIEL MONTGOMERY + ESSAY + CONVERSATION

DESIRING GOD, JOHN PIPER + ESSAY + CONVERSATION

CHRIST + CITY, JON DENNIS + ESSAY + CONVERSATION

RECOVERING BIBLICAL MANHOOD AND WOMANHOOD, JOHN PIPER  
+ ESSAY + CONVERSATION

*In addition to assignments that strengthen doctrinal alignment, we will include various assignments to strengthen cultural alignment. This will include responding to hypothetical ministry scenarios and writing letters of encouragement to church members.*



# APPRENTICESHIP

THE THIRD SEASON



*the first mountain*  
*becoming the visionary planter*

*the second mountain*  
*becoming an entrepreneurial planter*

*the third mountain*  
*becoming the missional planter*

*the fourth mountain*  
*becoming the lead planter*

*a holistic approach*  
*to developing church planters*

*hands-on experience +*  
*ongoing challenges +*  
*pastoral team support*

# THE FIRST MOUNTAIN.

***The Party Challenge: How do you become a leader who gets people excited to rally around the cause of church planting?***

*For your on-ramp moment into your church planting apprenticeship, throw a church planting party. Take the responsibility for sharing a 30-60minute vision pitch, schedule a potluck, schedule childcare, and rally people around your church plant through prayer. This night should be enjoyable and it should get people to rally around your church planting vision.*

***The Visionary Challenge: How do you become a visionary leader who is compelling and clear?***

*Develop (1) a church Statement of Faith, (2) a church Philosophy of Ministry and (3) a church launch strategy. Seek help from Cole or other church leaders to develop these items. To complete the visionary challenge, get a whiteboard and present and defend all three of these items to the pastoral team!*

***The Teamwork Challenge: How do you become the type of leader who builds a strong team around the visions?***

*(1) Transition the community group you lead into a launch team. To do this, graciously shepherd those who want to stay at Frontier to a different CG, and set a clear date for when your CG will become a launch team; and (2) Identify, develop and define one key leader who will lead by your side [this will probably happen during the third or fourth mountain].*

# THE SECOND MOUNTAIN.

***The Backbone Challenge: How do you become a leader who cultivates a strong organizational backbone for the church?***

*Develop (1) church bylaws, (2) articles of incorporation, and (3) 5 various policy papers on whatever issues you think are most pertinent. Seek help from Cole or other church leaders to develop these items. To complete the backbone challenge, get a whiteboard and present and defend all three of these items to the pastoral team!*

***The Cheddar Challenge: How do you become the type of leader who sees church finances as church strategy?***

*Develop (1) a pre-launch budget, (2) a rough year-one budget, and (3) recruit and train a church treasurer and church clerk. When you have completed these tasks, present all three of these items to the pastoral team.*

# THE THIRD MOUNTAIN.

*The Branding Challenge: How do you become the type of leader who sees church branding as secondary, but still a necessary and enjoyable part of leading a church?*

*(1) Select and hire a graphic designer to design your church's branding and (2) select or design a church website. When you have completed these tasks, present these two items to the pastoral team.*

*The Missional Challenge: How do you become the type of church planter who sees mission as inextricably connected to the church's health and success?*

*(1) Organize, communicate and plan an outreach event for Frontier Church, and (2) organize, communicate and plan an outreach event for your church plant (the organizing must be completed during your apprenticeship at Frontier, but the outreach event can be scheduled for after your apprenticeship and during your pre-launch season).*

THE  
MISSIONAL PLANTER

# THE FOURTH MOUNTAIN.

*The Lead Pastor Challenge: How do you become a leader who joyfully accepts the weight of the lead pastor role?*

*Your last challenge will be for roughly an entire quarter (3 months) and it will be your most hands-on development. In a few small ways, you will take the wheel of the church and become responsible for the leadership of our church for this quarter. This is a big deal, but if we trust your leadership enough to start and lead a church, then we trust your leadership enough to lead our church. Here are the two ways you will take the wheel:*

*For the last quarter, you will focus your energy on developing better leaders than yourself to take your place in the various ways you serve. To do this, (1) develop a plan to replace yourself by raising up leaders in your place, (2) present this plan to the pastoral team, and (3) execute on this plan!*

*For the last month, you will develop your own 4-week micro sermon-series and you will preach it to our church for four consecutive Sundays. This will help you feel the weight of regular preaching, and it will also help you put together sermon series that are compelling and helpful.*

THE  
LEAD PASTOR

# THE FOUR MOUNTAINS CHECKLIST

- *THE PARTY CHALLENGE*
- *THE VISIONARY CHALLENGE*
- *THE TEAMWORK CHALLENGE*
- *THE BACKBONE CHALLENGE*
- *THE CHEDDAR CHALLENGE*
- *THE BRANDING CHALLENGE*
- *THE MISSIONAL CHALLENGE*
- *THE LEAD PASTOR CHALLENGE*



# GET OUT & PLANT A CHURCH!



*We are committed to giving 10% of our internal tithing to church planting. We give part of that percentage to the SBC's efforts to church planting and part of that to Acts 29's efforts to church planting and, should Christ shepherd you through our pathway successfully, we will at giving the remaining percentage to you. We will devote ourselves to a two-year financial commitment of our internal tithing given monthly with the agreement of ongoing partnership and coaching. Realistically, if your church plant is like ours, the majority of your financial support will come from the SBC and Acts 29, which is why it is imperative that you stay up-to-date with your denominational commitments and assessments.*

