CHURCH REPLANTING/REVITALIZATION

12 COMPETENCIES





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STRENGTHENING AND SENDING CHURCH REPLANTERS/
REVITALIZERS THROUGH THE DEVELOPMENT OF
12 CORE COMPETENCIES

RECLAIMED CHURCH

his booklet is intended to give mentoring church pastors guidance and help as they develop and train men who are in the process of replanting or revitalizing churches, or are planning for that ministry. We recommend 12 basic competencies that a church replanter/revitalizer will need to be successful.

A brief introduction will be provided to explain each competency, along with discussion questions, action plans, and resources for further reading. This outline will serve as a starting point for assignments and discussions in the preparation of the church replanter/revitalizer you are mentoring. Having 12 competencies makes a one-year development track ideal. These competencies, however, can be adjusted to suit your situation, especially with the amount of reading required to master each competency.

The goal is to work through one book per competency per month. The mentoring pastor and the replanter/revitalizer can choose which book to study during the month out of the suggested resources.

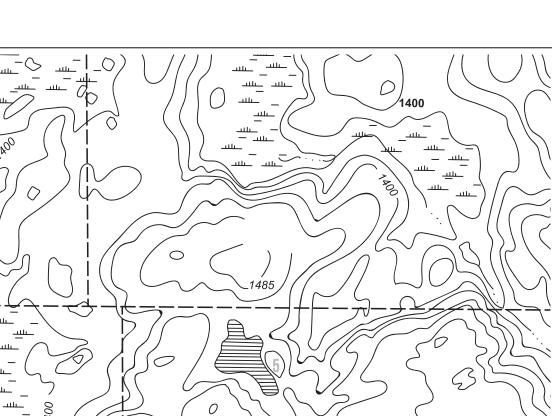
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COMPETENCIES

CHURCH REPLANTER/REVITALIZER

- PERSONAL DEVOTION
 MISSIOLOGY
- CALL TO MINISTRY
 DISCIPLESHIP
- BIBLIOLOGY
- RELATIONSHIP BUILDING
 VISIONARY
- CHURCH PLANNING/ PERSEVERANCE
- FAMILY

- EMOTIONAL STABILITY
- ADMINISTRATION SOTERIOLOGY
 - LEADERSHIP



COMPETENCY 1 PERSONAL DEVOTION

There is nothing man can do apart from God being at work in him. Jesus makes clear in John 15 all efforts apart from him will amount to nothing. In an endeavor as critical as revitalizing/restarting a church, there's nothing more critical than the heart, devotion, and passion of the replanter. Love for the replant, love for the church, and love for the ministry is important, but may it always fall in the shadow of your love and pursuit of Christ.

DISCUSSION QUESTIONS

1. What individuals have been your primary influences as it relates to your personal walk with Christ?

2.	Describe a season in your life where you were thriving in your personal walk with the Lord. Share how your heart was filled with passion and a desire to know Jesus.
3.	Interact with the following statement, "Pastors have wet eyes or a hard heart." Do you agree? If so, why? If not, why not?
4.	Why is it so easy to become more focused on the work than upon your own heart? How have you fallen prey to this pitfall?
5.	Consider the life of David in the Psalms. What can we learn about David's relationship with the Lord based on the various types of Psalms recorded in the Bible?

1.	Write o	out	your	current	pattern	for	spiritual	development
	enrichm	nent	, and	growth.	Share wi	ith a	mentor.	What needs to
	change?	Wl	hat ne	eds to b	e supplei	men	ted?	

2. Develop a plan for a new believer that will lead him or her to encounter God daily and begin growing as a Christian.

3. Describe your prayer life in detail. What do you pray about? Why do you pray? How long do you pray? Are you focused more on intercession than worship? What drives your prayers?

RESOURCES

The Minister as Shepherd by Charles Jefferson, Dynamics of Spiritual Life by Richard F. Lovelace, Transforming Prayer by Daniel Henderson, Can These Bones Live by Bill Henard

COMPETENCY 2 CALL TO MINISTRY

hat is the difference between the call that every Christian has to "minister" and the call that a select few have to "the ministry"? The Bible is clear that God calls some to serve the church through preaching, teaching and pastoral ministries (Acts 13:2, 20:28; Romans 10:15; Ephesians 4:11). As those who are pursuing this type of ministry, it is imperative to clarify that call and respond properly.

DISCUSSION QUESTIONS

1. Do you have a deep desire to be in "the ministry"? Why? How long has God been working this desire in you? Can you remember the first time you began to have this desire?

2.	Does your character match up to that described in 1 Timothy 3 and Titus 1? Are you gifted spiritually so as to meet the expectations of one who is called to this ministry?
3.	Have others affirmed this call in your life? Who?
4.	What work have you been involved in recently in the local church, and how has God reaffirmed his call to ministry in your life through that work?

1. Write a one page testimony about how God has been working to give you a desire to be in the ministry, and share this with your local pastor and/or sending pastor.

2. Take the biblical DiSC profile assessment, available at *www.leadlikejesus.com/disc*. Use this profile for discussion about ministry, gifts, skills, and personality.

3. Make a list of all the different ministries you've been involved with in the local church. Which one has given you the most joy and satisfaction? Which one has been most fruitful?

3. Read through 1 Timothy 3 and Titus 1 with your pastor, and talk about the moral and character qualifications for a man to be in the ministry. See if there are areas where you are lacking and how those need to be addressed.

RESOURCES

Discerning Your Call to Ministry by Jason K Allen, Dangerous Calling by Paul David Tripp, Is God Calling Me by Jeff Iorg, Peculiar Glory by John Piper

COMPETENCY 3 BIBLIOLOGY

od's Word is truth (John 17:17). Scripture is inspired by the Holy Spirit (2 Peter 1:21), God-breathed, and thereby true, infallible, profitable for teaching, instruction, correction (2 Timothy 3:16), and sanctifying into maturity (John 17:17), and stands alone as highest authority, the truth by which all other claims of truth must be evaluated. Therefore our lives, mission, and ministry must be tethered to the unchanging truth of God.

DISCUSSION QUESTIONS

1. What role does preaching play in church revitalization/replanting?

2.	What role do the Scriptures play in conversion?
3.	What is your understanding of the authority, infallibility, and inerrancy of Scripture?
4.	Describe your method of hermeneutics.
	Study Acts, paying careful attention to how "the word of the Lord continued to increase and prevail mightily."

2.	Study 1 Timothy and 2 Timothy. How does Paul's view of the
	Word of God contrast with our culture that is increasingly re-
	jecting propositional truth and authority and replacing preach-
	ing with dialogue?

3. Choose a book of the Bible, and prepare a three-month expository sermon series and study guide.

RESOURCES

The Inspiration and Authority of the Bible by B. B. Warfield, Grasping God's Word by J. Scott Duvall and J. Daniel Hays, Christ-Centered Preaching by Bryan Chapell, The Passion-Driven Sermon by Jim Shaddix, The Baptist Faith and Message by Charles Kelley, Richard Land, and Albert Mohler, Biblical Church Growth by Gary McIntosh

COMPETENCY 4 RELATIONSHIP BUILDING

t is clear in Scripture that we have been created for relationship. This begins with the mutual love, communication and working of the Father, Son and Holy Spirit. God then creates man, and immediately shows the need for us to be in proper God glorifying relationships. Jesus talked about this many times in his teaching; "You shall love you neighbor as yourself" (Matthew 22:39), "Let your light shine before men" (Matthew 5:16), "No longer do I call you servants. . . but I have called you friends" (John 15:15).

DISCUSSION QUESTIONS

1. Do you intentionally work at building relationships with people who you interact with on a regular basis? Do you know most or all of your neighbors by name? Coworkers? How can you get to know these people better?

2. How would you define hospitality? Are you regularly inviting people into your home? Are you regularly invited to others' homes?

3.	"We don't love our neighbors to convert them; we love our
	neighbors because we are converted." Do you agree with this
	statement? Can you think of Biblical examples of this type of
	neighborly love? What are they?

4. How many non-Christian friends do you have? Are you comfortable building relationships with people who hold different religious, moral, social and/or political views than yours? How did Jesus model this type of relationship building?

ACTION PLAN

1. Make a map of your neighborhood. Draw each house on the streets and list the names of those who live in each house. Pray for these people regularly.

2. Invite one of your neighbors over for dinner.				
3. Intentionally add at least one non-Christian to your circle of friends/acquaintances. Find ways to appropriately love this				
person and be a good neighbor to him.				

RESOURCES

The Art of Neighboring by Jay Pathak and Dave Runyon, Making Friends for Christ by Wayne McDill, Life on Mission by Dustin Willis and Aaron Coe, Center Church by Tim Keller, Deliberate Church by Mark Dever and Paul Alexander

COMPETENCY 5 CHURCH PLANNING/ ADMINISTRATION

Trying to outline a system and structure for administration, planning, and strategy development can be as complicated and as complex as the individual who's developing the system and structure. It's important to remember that from a biblical perspective, God has given the work of the ministry to the church. Ephesians 4 calls pastors and planters to equip the saints for the work of the ministry. In order to accomplish this Herculean effort, a clear definition is in order. Charles Tidwell rightly states, "Church administration is the leadership which equips the church to be the church and to do the work of the church. It is the guidance provided by church leaders as they lead the church to use its spiritual, human, physical, and financial resources to move the church toward reaching its objectives and fulfilling its avowed purpose. It is enabling the children of God who comprise the church to become and to do what they can become and do, by God's grace."²

DISCUSSION QUESTIONS

1. Why is administration often reduced to simply "dealing with the details?"

2.	Why is strong leadership in the area of administration needed for a church planter? What are the potential pitfalls if this area is ignored or underdeveloped?
3.	How would you describe your current level of proficiency and/ or as it relates to administration and strategic planning?
4.	What will be your most significant obstacle as it relates to developing a strategic plan for your church planting effort?
5.	What biblical examples provide a clear picture for administration, leadership, and communication?

- 1. Are you more inclined toward verbal communication than written communication? Explain your answer. How can what you've shared be an asset or a liability to you in the revitalization process?
- 2. Develop new direction for four areas of the church:
 - a. Create a new vision.
 - b. Develop a specific strategy for fulfilling this vision.
 - c. Develop a ministry and mission structure that gives practical application to the vision.
 - d. Develop a church structure for leadership, discipleship, and administration that becomes the conduit through which the vision works.
- 3. Identify a revitalization pastor or ministry leader that is exceptionally gifted in this area and schedule a phone call with them. Utilize action plan #2 for developing questions for the interview.

RESOURCES

How to Lead and Still Have a Life by H. Dale Burke, Designed to Lead by Eric Geiger and Kevin Peck, The Unity Factor by Larry Osborne, God Dreams by Will Mancini, ReClaimed Church by Bill Henard, Essential Church by Thom Rainer and Sam Rainer

² Charles Tidwell, Church Administration: Effective Leadership for Ministry (Nashville: B&H Publishing Group, 1985), 27.

COMPETENCY 6 FAMILY

he family was designed by God as a reflection both of the essence of the Gospel and our Triune God within, whose persons exists in ontological equality yet diverse in role and function (Ephesians 5:31-32, Genesis 1:26-27). From the creation order, men are the heads of their families, expressing this sacrificial headship through provision and responsible leadership, reflecting the cruciform love of Jesus toward his church (1 Timothy 2:13, 1 Corinthians 11:3, Ephesians 5:23, 25-30, Genesis 2:15, 1 Timothy 5:8). Wives are life-giving helpers who reflect the joyful submission of the church toward Jesus (Ephesians 5:22-24, Genesis 2:18-22, Genesis 3:20). Through this mystery, the Gospel is proclaimed in marriage.

DISCUSSION QUESTIONS

1. How does marriage proclaim the Gospel? Is your marriage proclaiming heresy or sound doctrine?

2.	What is your understanding of the calling of men, women, wives, husbands, mothers, and fathers?
3.	Do you view your vocational callings as Christian first, husband second, father third and ministry/work fourth?
4.	How does your family function as an outpost of the Kingdom of God? What parts do your wife and children plan in the mission of God? What role does your home play?
5.	What does family worship look like within your home? What does forgiveness and repentance look like within your family?

1.	Read Genesis 1-2, paying attention to the First Commission
	(Genesis 1:28) given to our first parents. Compare this to the
	Great Commission (Matthew 28:16-20), and consider how the
	two relate.

2. Discuss together the role God is calling each of you to play in church-planting, the impact this may have upon each member of your family, and the ways your family can serve together.

3. Pray for your marriage to be a clear proclamation of the Gospel.

RESOURCES

What Did You Expect? by Paul Tripp, Love that Lasts by Gary and Betsy Ricucci, The Meaning of Marriage by Timothy and Kathy Keller, Gospel-Centered Family by Tim Chester, Foundations for Biblical Manhood and Womanhood by Wayne Grudem, God, Helper by Design by Elyse Fitzpatrick

"There is n awakening the power Holy Spirit

JONATHAN EDWARDS

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COMPETENCY 7 MISSIOLOGY

God's primary vehicle for expanding his kingdom is the church. God's people loving him and loving others will drive the mission of God in the world. The church, functioning properly, will forcefully push back the darkness and continue to send men and women into the mission field (Matthew 16:18, Acts 13:3). The result will be new Christians and new churches.

DISCUSSION QUESTIONS

1. What is your understanding of the mission of God, and how does it affect your ministry? Are you preaching and teaching about the mission of God?

2.	Do you view your city/community as a missionary would view it? Are there distinct groups of people who need to be engaged with the gospel? Where do you live, work and play; and, are you engaging the people in those places with the gospel?
3.	Do you have a map of your city/community, and can you point out where people gather on that map? Where are the neighborhoods? Where are the workplaces? Where are the schools, hospitals, shopping malls, factories, entertainment area, etc.?
4.	Are you praying for laborers to be sent into the harvest fields that you have found on your map (Luke 10:2)? There are people who are ready and waiting to hear the gospel in these places. Who is being sent to intentionally engage them with the gospel?

1. Read through the Book of Acts and pay attention to the expansion of the church through missionary activity and church planting. Compare this to some of the modern methods of church planting and see if we are as "missional" as the early church.

2. Buy a map of your city/community (or print one from the internet) and begin to locate areas where people live, work and play. Make a plan for engaging these population areas with gospel witness.

3. Set aside a specific time to pray each day for God to send laborers into the harvest field. Ask him to show you and others who are the people that are ready and waiting to hear the gospel (i.e., persons of peace).

RESOURCES

Radical by David Platt, Reaching and Teaching by David Sill, Gaining by Losing by J.D. Greear, Apostolic Church Planting by J.D. Payne, Small Town Jesus by Donnie Griggs, Replant Roadmap by Mark Hillock

COMPETENCY 8 DISCIPLESHIP

t is through disciples making disciples that people meet Jesus, grow in the grace and knowledge of Jesus, and engage in the very mission of Jesus. Every Christian should seek other Christians who are advanced in maturity, to learn from spiritually and practically, while seeking out Christians younger in the faith or maturity, for whom to encourage, instruct and pray. (Proverbs 27:17, 1 Corinthians 4:14-17, 11:1, Philippians 3:17, Deuteronomy 11:18-19, Acts 2:42)

DISCUSSION QUESTIONS

1. What is your understanding of discipleship? Explain the role of information and transformation, development and maturation, instruction and experience.

2.	Describe a fully-formed disciple. What is the end result of healthy, biblical discipleship?
3.	Do you have a plan for discipling new Christians in the foundations of the faith? Do you have a plan for discipling new Christians to disciple others?
4.	Who are you currently discipling? What does that relationship look like? Who are your disciples currently discipling?

Reeder

Develop and execute a six-week plan of discipleship for new lievers that includes both instruction and experience.	be-
2. Study the gospels, and consider Jesus' methods of disciples and how they contrast with or confirm your current unstandings of discipleship.	_
3. Set aside time each day to pray for the men and women you discipling in the faith.	are
RESOURCES Multiply: Disciples Making Disciples by Francis Chan, The Cost Discipleship by Dietrich Bonheoffer, Total Church by Steve Timi	-

Gospel Coach by Scott Thomas, Spiritual Disciplines for the Christian Life by Donald Whitney, Leading, From Embers to Flames by Harry

COMPETENCY 9 EMOTIONAL STABILITY

Statistically, the pastorate is one of the career fields that reports one of the highest number of those struggling with depression. Men who are leading local churches are often depressed. Why is this? It is an incredibly stressful job; one we must be prepared to undertake, or the stress will wreck our own minds and our families. Because of this, we must be well prepared to continually dwell in joy. In the spirit of Nehemiah, we exhort ourselves to, "not be grieved, for the joy of the Lord is our strength" (Nehemiah 8:10).

DISCUSSION QUESTIONS

1. When is the last time you felt truly depressed? Was is circumstantial or can you pinpoint a reason that you felt that way? How did you respond to those feelings?

2.	How do you operate under pressure and stress? What has been the most stressful season of your life?
3.	How do you plan to engage and encounter emotional and mental issues with your congregants? What are some gospel implications toward emotional instability?
4.	Where do you find your identity? When people ask how you are, do you tend to talk about personal things or ministry? Do you feel less valuable if your ministry is viewed as slower-growing or less "successful"?

Conduct an interview with your spouse and/or close family member(s). Honestly record their answers. Ask them what makes you most angry, what makes you most depressed, how you deal with stress, perform under pressure, etc. Review their answers with a coach or mentor.

2. Review the personality profile you took through the DISC assessment. Discuss the implications of your results and personality type with a coach or mentor. Does this bring up any potential emotional obstacles or tendencies that you may encounter?

3. Write a reflection paper about your own emotional stability using insights that you've learned from your reading. Specifically highlight areas of vulnerability that you see in your emotions and how you will keep those from adversely affecting your ministry.

RESOURCES

Note To Self by Joe Thorn, It's Personal by Brian Bloye, Crazy Busy by Kevin DeYoung, How People Change by Timothy Lane and Paul Tripp, Boundaries by Henry Cloud and John Townsend, Flickering Lamps by Henry and Richard Blackaby

COMPETENCY 10 VISIONARY PERSEVERANCE

church replanter/revitalizer must be a visionary who under stands the stewardship of the church. He must have the qualities of loving the church, of loving multiple generations, and of having a commitment to longevity. Church turnaround is not a sprint; it is a marathon. Visionary perseverance requires the employment of the gifts, talents, and resources that the Master has given and using them in proper stewardship. It is seeing what others do not see and being faithful to keep to the task. Jesus said, "No one who puts his hand to the plow and looks back is fit for the kingdom of God."

DISCUSSION QUESTIONS

1. What are some activities, entities, or ministries that you have started? Are they still going strong? What lessons can you learn from those experiences?

2.	What are the practical steps necessary in revitalizing a church? What are your particular spiritual gifts, heart (passions), abilities, personality, and experiences? How can these things be applied in church revitalization?
3.	How do you plan to create a ministry that draws people, but above all is glorifying to God? What strategies will you employ to ensure the viability of your ministry and to get the church on and keep it on a growth plane? How will the church impact and transform the community?
4.	How do you connect with multiple generations of people? How will you plan to balance pastoral ministry with visionary leadership and preaching?

1.	Develop a prospectus for your future ministry. Your prospec-
	tus should include realistic goals, at least one year's budget,
	vision, calendar, and plans for the church.

2. Write out your S.H.A.P.E. and demonstrate how these characteristics can be applied to church revitalization.

3. Examine Clifton's characteristics of a church revitalizer and write out an explanation of how each of these characteristics are reflected in your ministry and perspective.

RESOURCES

Kingdom First by Jeff Christopherson and Mac Lake, Who Moved My Pulpit by Thom Rainer, Evangelism in the Early Church by Michael Green, Autopsy of a Deceased Church by Thom Rainer, Biblical Church Revitalization by Brian Croft, Reclaiming Glory by Mark Clifton

SOTERIOLOGY

Salvation, and the study of it, is one of the most important doctrines in the life of the church. Additionally, what a church replanter believes about salvation will dictate much of his practice as it relates to preaching, evangelism, mission work, and multiplication. The who, what, when, where, why, and how of salvation should all be worked through and clearly articulated long before the work of replanting begins. Regardless of the theological camp out of which a replanter is birthed, he must do the biblical exegesis himself in order to have tightly held convictions that will guide, not just ministry and practice, but his own devotion to Christ as well.

DISCUSSION QUESTIONS

1. Why is it important to have a clear understanding of soteriology for daily life? Why is it important to have a clear understanding of soteriology for church planting?

2.	Where do you start when you discuss "soteriology"? How would you begin a conversation about the study of salvation? Why would you start where you do?
3.	Read the following statement from Charles Spurgeon and discuss it with a mentor. "Human nature's way of salvation is, 'Do, do, do!' But God's way of salvation is, 'Done, done! It is all done!' You have but to rely by faith on the atonement which Christ accomplished on the cross."
4.	What is your role, as a church planter, in saving the lost, and what is God's role?

1. In your own words, how do you understand the doctrines of predestination and free will, and how do you reconcile the two? Please include within your answer God's sovereignty vs. man's responsibility regarding salvation, free will, election, why these things are important, and your order of salvation "ordo salutis", etc.

2. After you complete #1, take time and rewrite your answer in such a way that you can explain it to a new believer via email.

3. Develop a 4-week sermon series which will address the doctrine of soteriology from a biblical perspective. Draft discussion questions that will accompany the series.

RESOURCES

What is the Gospel? By Greg Gilbert, The Cross and Salvation by Bruce Demarest, The Death of Death in the Death of Christ by John Owen, All of Grace by Charles H. Spurgeon, Justification by Grace by Brain Vickers

COMPETENCY 12 LEADERSHIP

eadership is a necessity among pastors, church planters, replanters, and revitalizers. People will look to a pastor for an example and for advice. The ability to lead is crucial and important, which is why Paul was able to say, "Be imitators of me, as I am of Christ" (1 Corinthians 11:1). True Christian leadership minimizes the leader and exalts the Lord, recognizing that the ability to lead comes from God in the first place.

DISCUSSION QUESTIONS

1. Who have been the most influential leaders in your life? What are some qualities that helped them have a profound impact on you?

2. Who do you submit to? Why do you think people should submit to you?
3. Do you have any experience in leadership? What are some things you've done in the past that show you have potential to lead at a high capacity? What are some things you've led in the past that haven't gone so well?
4. Mediocre leaders influence people. Great leaders lead others to become leaders themselves. How will you intentionally model leadership development in your church?
5. When it comes to delegation or direct action from yourself, which do you tend to gravitate toward? Why? How can you work hard and do things well while also empowering other people to minister (equipping of the saints)?

1. Secure a monthly coaching relationship with one or two leaders whom you value and who can have meaningful input in your life.

2. Great leaders are great speakers. Submit a recording of a sermon or preach a sermon that one of your leaders can listen to and about which they can offer constructive criticism.

3. Write a reflection paper about leadership principles that you've learned from your reading. Include estimates of leadership obstacles that you will encounter in your future ministry as well as values that you will emphasize.

RESOURCES

Everyday Church by Tim Chester and Steve Timmis, Church Unique by Will Mancini, Death by Meeting by Patrick Lencioni, The Conviction To Lead by Albert Mohler, Mistakes Leaders Make by Dave Kraft, Revitalize by Andrew Davis





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