



# **PATHWAY TO PLANT**

**A GUIDE TO CHURCH PLANTING IN THE GREAT LAKES REGION**





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# PATHWAY TO PLANT

## INTRODUCTION

The Pathway to Plant shown in this document is an overview of the path from start to finish. However, The GLR recognizes that your story is different and your calling is unique. We believe this journey requires a friend to understand and support you where you are. We, as The GLR, are committed to taking this journey with you.



# PATHWAY TO PLANT

## INTRODUCTION

### EMPOWER. ENCOURAGE. EQUIP.

As you travel along this path, we want to empower, encourage and equip you for God's calling on your life. While reading this overview, please understand that this pathway is a series of guiding principles we have found to best support successful church planting projects.

We look forward to meeting you,  
having a conversation, and  
hearing your story!

Let's start that dialogue and see  
where the Holy Spirit leads this  
new friendship.

**[CM@TheGLR.org](mailto:CM@TheGLR.org)**





# PATHWAY TO PLANT



## INITIAL CONTACT

### DISCERNMENT

*The GLR is urgently and strategically working to mobilize a church multiplication movement.*

*For this reason, we understand that church multiplication is all about relationships and being intentional in those relationships. When a person is curious and interested about church multiplication, a member of our GLR Multiplication Team will connect with them.*

- The initial interview is the start of our discernment journey.
- At the start of this discernment process, The GLR is most interested in establishing an authentic friendship with the potential church planter. This conversation is also the potential planters' opportunity to see what The GLR is all about.
- We view a potential planter's journey into church multiplication as a spiritual discipline of becoming "fruitful and multiplying." The GLR is committed to shepherding potential church planters along the way as they take the following steps into this unique calling.

- At this relational first step, The GLR expects church planters from all walks of life, at different levels of spiritual maturity, with varying vocational backgrounds, ethnicities, cultures, or ages.
- We, as The GLR, want to invest in a personal relationship with each person who engages in our movement. We hope to love, care and guide them holistically through this process as they discover their extraordinary calling to contribute to kingdom expansion.
- We can not emphasize how critical the Holy Spirit is in leading our church's multiplication efforts.



# PATHWAY TO PLANT



## PERSONAL INTERVIEW

*After we have made initial contact and started this new friendship, we will move on to the personal interview. The GLR will work on getting to know the potential church planter through conversations, visitation, and shared experiences. This is to build a strong relationship with the potential church planter.*

- This could be a phone call, video call, or a face-to-face in-person appointment.
- If the potential church planter is married, it is best to have their spouse with them.
- In this relationship, a GLR Leader is looking for evidence of spiritual maturity, a personal calling to Kingdom expansion, agenda harmony with our Wesleyan doctrine, a desire to influence others with the Gospel, and humility to learn and grow on a team with other church multipliers.

- We believe that every person with a personal relationship with Jesus Christ is called into a relationship with the Holy Spirit for Kingdom expansion and impact.
- This interview will dedicate significant time to seeking the Holy Spirit for His guidance, counsel, and powerful leadership.





# PATHWAY TO PLANT



## PRE-ASSESSMENT

*When the GLR and the potential church planter have established a relationship through conversation and personal interviews, we continue in the process to the pre-assessment.*

In this spiritual journey, the initial and formal assessment phases benefit the church planter for self-discovery and self-awareness. Each allows the potential planter to discern how the Holy Spirit led them to their calling.

The assessment opportunity requires a significant investment of resources and time by the GLR therefore, it is appropriate to view the assessment opportunity as a generous gift from The GLR. The assessment phase is an opportunity for The GLR to build a strong, invested, intentional relationship with one of God's children, who is sensing a calling into a kingdom-expanding ministry. This relationship is a beautiful gift to The GLR.

- An invitation by The GLR to the potential church planter to take the online initial screening assessment can come pretty quickly following the initial contact and personal interview. These three steps (contact, interview, pre-assessment) can often happen simultaneously after one interaction.
- Online Initial Screening Assessment© (ISA) will allow both the church planter and The GLR to review results in 4 categories:
  - Church Planting Experience
  - Entrepreneurial Leadership
  - Ministry Experience
  - Relational Evangelism



# PATHWAY TO PLANT



## PRE-ASSESSMENT CONT.

### Online Full Planter Profile Assessment

After the ISA, The GLR may desire to support the potential church planter with a full profile.

The Church Planter Profile includes four assessment instruments, each taking 15-20 minutes to complete. Potential church planters may complete them one at a time in any order they choose. They include:

- 1.** The Golden Personality Profile™ is based on the four-letter personality typology with a 16-page report detailing a church planter's strengths and growth opportunities.
- 2.** The Portrait Predictor™ is a DiSC-based assessment with a 6-page report highlighting a leader's strengths, growth opportunities, and providing an application guide with the next steps.

**3.** The Spiritual Gifts assessment will indicate the strongest of a church planter's gifts among a list of 19 Biblically identified areas of giftedness. The online 360 Evaluation allows church planters to invite others to provide feedback on 12 critical qualities of church planting.

**4.** The StrengthsFinder™ assessment is available as an additional option. To complete the StrengthsFinder, you must purchase one of several StrengthsFinder books and use the included code to complete the online assessment. You may then share your results on Church Planter Profiles.

*In addition, GLR may have provided additional forms or questionnaires that are included in the church planter's online profile to download and complete.*

# PATHWAY TO PLANT



## CPAC

*After a relationship has been initiated and the pre-assessment process has been reviewed and affirmed. The next step is for a formal Church Planters Assessment.*

We believe the GLR's partnership with the Church Multiplication Collective's "Church Planter Assessment Center" (CPAC) is a key factor in our movement's strength. The 3-day experience for potential planters and their spouse is facilitated by highly qualified assessors and offered within multiple regions of the US throughout the year. The CPAC opportunity is offered in two unique ways, the **Conventional Assessment** and the **Multiplication Wiring Assessment**.

The GLR will invite the potential planter and their spouse to the CPAC. Since our assessment experiences are unique, we place a lot of trust in the discernment of the potential planter and The GLR to determine the appropriate assessment they should attend.





# PATHWAY TO PLANT



## CPAC CONT.

### **Conventional Assessment Scoring for Traditional-Missional-Congregational Model Planting**

CPAC is designed to help the potential church planter and the GLR discern if you should be a lead church planter in a traditional-missional congregational model of church planting. The assessment will provide one of three directives.

- Yes! Go for Launch
- Yes, but...develop for future launch
- Not right now because...

### **Multiplication Wiring Assessment for non-traditional, fresh expressions of the church.**

In some cases, the discernment process reveals to the potential church planter that they have a calling to launch a non-traditional, fresh expression of the church. This “church” model is different from the launch of a traditional congregational model and may offer a wiring assessment to the potential church planter.

*For more details on both of these assessments, please visit our Assessment page on our website.*

# PATHWAY TO PLANT



## COACHING RELATIONSHIP ESTABLISHED

### COACHING

This relationship in the process is still unique to The GLR for multiplication. At this point in the journey, each potential planter is invited into a relationship with a coach. This vital relationship could be described as a guide or advocate. We will use the term “**coach**” to stay consistent with the other relationships a potential church planter will establish on this journey.

*The potential planter will have many questions and assumptions throughout the discernment phase. The coach will work to walk them through the following steps to ensure the potential church planter feels encouraged, understood, guided, and personally invested.*

The Coach will begin the relationship with the potential planter immediately after The GLR reviews the full planter assessment results and initiates the connection with the potential planter and coach.

**These are days of enlightenment, great excitement, and the need for clarifying vision from the Holy Spirit.**

- A successful Coach in The GLR understands the importance of the Holy Spirit's guiding, nudging, and supernatural input in the potential planter's calling.
- The coach's ability to help the potential develop a heart of discernment for the leading of the Holy Spirit is critical to any further progress.
- The coach leads the potential planter to look past immediate systems, models, and methods of church multiplication to discern how the Holy Spirit leads them toward a personal, unique vision of kingdom expansion from Him, the Eternal Architect.



# PATHWAY TO PLANT



## EXPECTATIONS INTERVIEW

*After receiving the results and recommendations from the CPAC Assessors, The GLR will outline for the potential planters appropriate next steps.*

- This interview will typically be in the form of a formal invitation to proceed to training and proposal development.
- It's important to understand that the expectations interview intends to determine appropriate next steps to maximize the full potential of the planter, not the potential planting project.
- Using the data from the assessments and the relationship with one another, The GLR will discern the appropriate next steps for the potential planter with the Holy Spirit.



- The Coach will establish and articulate the expectation The GLR has for the planter's next steps.
- We have experienced in the past that complications and complexities are inevitable if we don't specify an agenda.
  - Avoiding this is possible when expectations are clarified.
  - This helps create a life-long relationship that becomes a stronghold for greater church multiplication.

# PATHWAY TO PLANT



## EXPECTATIONS INTERVIEW CONT.

*The Coach will invite them to pursue and define the relationship in these key areas before moving toward a formal call or hire.*

- Encouragement: Expressing the investment The GLR has made in them as potential planters because of how the Holy Spirit has led us thus far. Our generosity in this journey is an expression of the Holy Spirit's leading in each of our hearts. We share this because our generosity has earned us the right to speak new life into the potential planter.
- Empowerment: Provide a clear and proven path to plant. As each church planter takes this journey, they too will be helping future planters be empowered for kingdom expansion and church multiplication.

- Embrace: We are co-laborers with other church multipliers across our Wesleyan holiness tribe.
- Enlist: Help The GLR recruit new people in new places for church multiplication and kingdom expansion as they invite others on this journey.
- Equip: For greater Kingdom expansion with training and coaching.

*The Coach will also spend time in a face-to-face appointment explaining The GLR's expectations for the next steps.*

The Coach will finally establish the appropriate course of preparation that is a good fit for the calling the church planter has expressed through the interviews, Holy Spirit discernment, consultation with The GLR Leadership, and data from the assessment journey.



# PATHWAY TO PLANT



## PREP TO PLANT

*The GLR believes that a strong training for planters will produce strong proposals (strategic plan). The GLR wants you to feel empowered and equipped to accomplish all God has called you to do. To prepare you to plant a new church, a coach will shepherd church planters as they prepare in 5 key areas.*

### **Prepare Relationally and Professionally**

The GLR provides custom-designed training for each church planter. The GLR has used training programs such as Gateway Leadership Cultivate Church Planter Training, Groundswell Pioneer Training Center, Church Multiplication Collective Essentials, ARC Training, and many others. As a church planter, you and your coach will discern which type of training best fits your calling.

### **Prepared Spiritually**

As a church planter, you will begin to tone and forge an assurance of personal calling, ministry context, and which ministry model best fits the calling in your life.

### **Prepared Legally, Financially, and Strategically**

As the church planter, your coach will guide you through developing a clear and concise strategic proposal. Eventually, the proposal will be submitted to The GLR for approval and commissioning. This approved proposal by The GLR legally initiates the new church plant as a Wesleyan congregation and initiates the funding grants awarded by The GLR needed to launch a new Wesleyan church.

# PATHWAY TO PLANT



## PROPOSAL

In Luke chapter 14: 28-31 (ESV), we find Jesus teaching the importance of planning and thinking strategically about the future.



He says, “For which of you, desiring to build a tower, does not first sit down and count the cost, whether he has enough to complete it? Otherwise, when he has laid the foundation and is not able to finish, all who see it begin to mock him, saying, ‘This man began to build and was not able to finish.’ Or what king, going out to encounter another king in war, will not sit down first and deliberate whether he is able with ten thousand to meet him who comes against him with twenty thousand?”

These statements of Jesus are also valid when starting a new church because the cost must be considered. Every church planter should begin with a detailed written proposal. Writing out a proposal is key to launching a successful church plant and connecting with people who will support the vision.

*The training and coaching provided by The GLR will guide the church planter in writing a clear and concise 12-18 month church planting proposal. This proposal will be presented to The GLR for approval and commissioning.*



# PATHWAY TO PLANT



## COMMISSIONING TO PLANT

*Once a church planter has written a proposal, a formal presentation will be made to The GLR for approval.*

- This approval process is The GLR's opportunity to formally adopt the proposed planting strategy, affirm the calling of the church planter, and commission the church planter to lead this new Kingdom expanding effort.
- The formal commissioning of the church planter to initiate the proposal is very important because it establishes the legal credibility of the new church plant as an official Wesleyan church plant and the planter as its appointed Pastor.

The commissioning also approves the proposed budget and financial grants needed to launch a new Wesleyan congregation.



# PATHWAY TO PLANT



## ACTIVATION OF PROPOSED PLANTING

As a church planter, you have established a coaching relationship. You have undergone training, which has equipped you to form a strategic proposal. This proposal has been approved, and you have been commissioned by The Great Lakes Region of The Wesleyan Church to launch a new Wesleyan church. Now, your coach will begin to shepherd you as you implement the proposal.



ONCE COMMISSIONED, YOU WILL BEGIN...

- **FUNDRAISING**
- **INTERCESSION**
- **NETWORKING**
- **GATHERING FOR EVANGELISM**
- **DISCIPLESHIP**
- **BUILDING A LAUNCH TEAM**
- **DESIGNING WORSHIP SERVICES**
- **ESTABLISHING MEMBERSHIP MINISTRIES**
- **MULTIPLICATION SYSTEM**
- **LAUNCHING PUBLIC WORSHIP GATHERINGS**

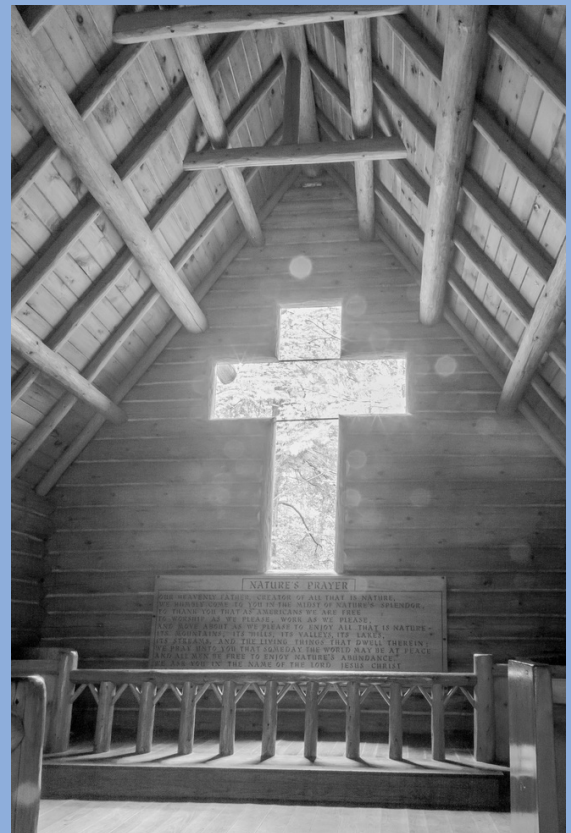
# PATHWAY TO PLANT



## ACTIVATION OF PROPOSED PLANTING CONT.

This is a very exciting and overwhelming season for all church planters. Naturally, a church planter will feel like everything has to be done all at once. However, a planter must rely on their coach's wisdom and experience to walk with them as they together keep in step with the Spirit's leading.

A church planter will have a lot to learn and new skills to develop. It is not uncommon for a church planter to immediately feel ill-prepared, unqualified, and insecure when faced with the demands of church planting. This is to be expected. However, you are not alone. Church planting is always done in the context of Christian fellowship with other church planters and with other network churches. A church planter must be vulnerable, humble, authentic, and honest with themselves and those wanting to support them.





# PATHWAY TO PLANT



## ACTIVATION OF PROPOSED PLANTING CONT.

**Church planters will experience intense spiritual warfare and crisis. The purpose of church planting is to wage spiritual war in dark places with the light of Jesus Christ.**

Church planting will bring about transformed lives, people finding Jesus as their Lord and Savior, and lives being sanctified by the inner work of the Holy Spirit.



Church planters must be ready to embrace this truth. For this reason, counseling is provided for all of our Pastors and their families. This benefit is at no cost to the Pastor but is generously provided by The GLR. We encourage church planters and their families to begin a consistent routine of meeting with a Christian counselor in our Full Strength Network of counselors and stay emotionally, physically and spiritually fit for the mission God has called you to.



We just want to remind you again. Now that you have read through our, Pathway to Plant document, you can see how we have tried to formally articulate an overview of the path from start to finish. However, The GLR recognizes that your story is different, your calling is unique, and your journey requires a friend to understand and support you where you are. We want to be that friend to you. We, as The GLR, are committed to taking this journey with you. Empower, encourage and equip you for God's calling on your life. As you read this overview, please understand that this pathway is a series of guiding principles we have found to best support successful church planting projects. We look forward to meeting you, having a conversation, and hearing your story!

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