

# People

Recruiting, Training & Empowering



**CO-MISSION:**



‘Finding the first ten people is the hardest part of starting a church’

David Stroud, p56 Planting Churches Changing Communities

‘The most difficult phase in church planting comes early - when the church planter is attempting to attract a launch team’

Ed Stetzer, p155 Planting Missional Churches

# The People Questions

1. Who do you need?
2. What do you do with them?
3. Where will you find them?
4. When do you need them?
5. How will you get them?
6. Why do you need them?



FOR CHRIST

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1. People: Why do you need them?

FOR CHRIST

IT'S NOT ABOUT  
YOU!

CO-MISSION:



# People: Why do you need them?

FOR CHRIST

- Planting is a team game, you can't do it on your own and you need key players
- Church planting is a people business, it's principally about reaching people with the gospel and to do that we need people to reach people

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# People: Why do you need them?

It's not about you!

1. The sustainability of your ministry life
2. The limitations of your ministry skillset
3. The multiplication of ministry activity
4. The preservation of the ministry mindset

2. People: Who do you Need?

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TEAM PLAYERS  
(KEY NOT STAR)

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# People: Who do you Need?

1. Generally: good (gospel) people
2. Specifically: gifted people

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# People: Who do you Need

## Generally

People with character, conviction, competency, chemistry and capacity!

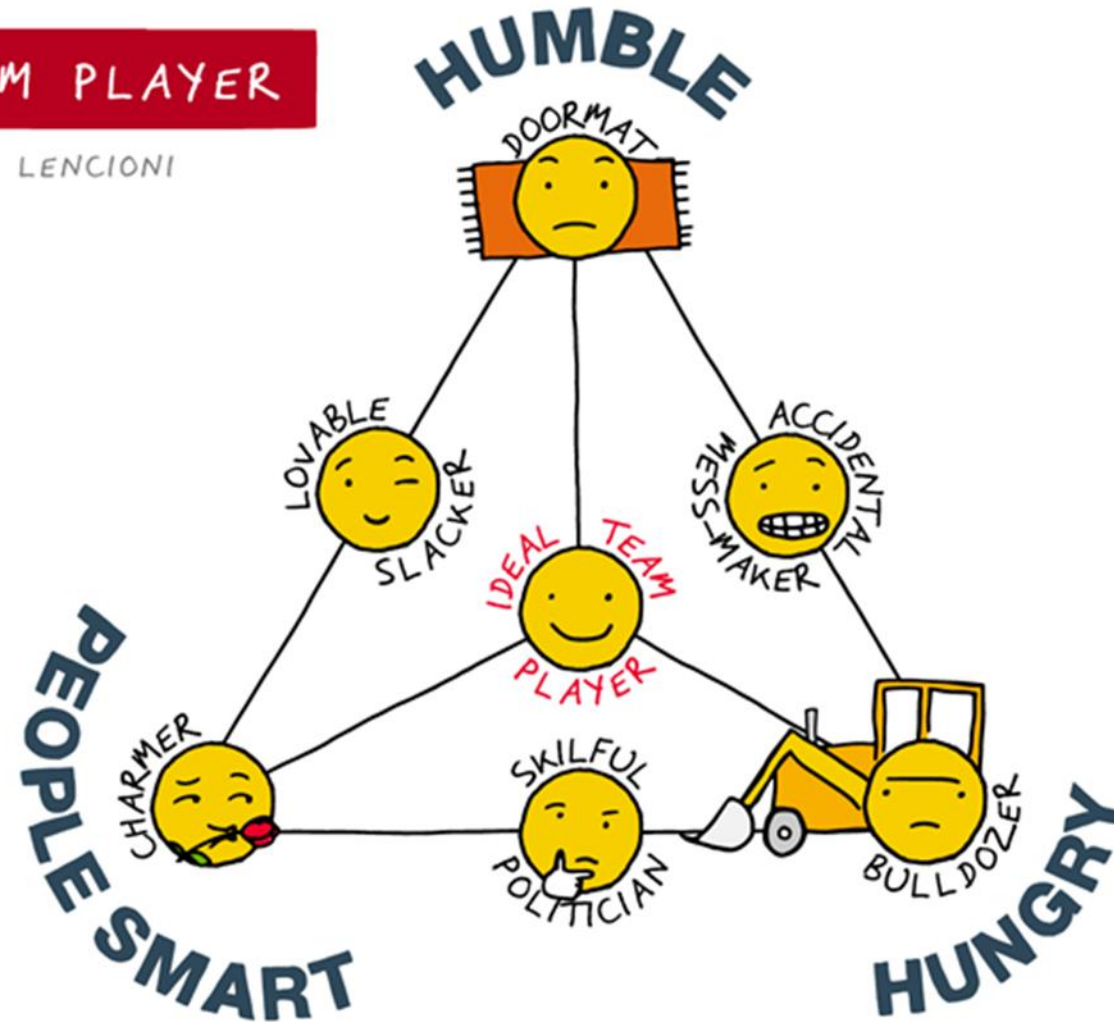
- |                 |                                |
|-----------------|--------------------------------|
| 1. Character:   | What are they like?            |
| 2. Convictions: | What matters matter to them?   |
| 3. Chemistry:   | How good are they with others? |
| 4. Competency:  | What can they do?              |
| 5. Capacity:    | How much can they do?          |

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## IDEAL TEAM PLAYER

SOURCE: PATRICK LENCIONI



**LEAD**  
50 models for success

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FOR CHRIST



# People: Who do you Need

Specifically

It all depends on what you're trying to do: house church or hall church?

1. What are you trying to do?
2. How are you trying to do it?
3. Who do you need to make it happen?

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# The 'Essentials'

FOR CHRIST

Trellis Supportive Ministry	Vine Gospel Ministry
Treasurer: Finance & Payments	<b>Elders:</b> Preachers & Small Group Leaders
Administrator: Insurance, Licences	<b>Music</b> Ministry Co-ordinator
Safeguarding Lead & Co-Ordinator	<b>Kids'</b> Ministry Co-ordinator
	Evangelistic Ministry Co-ordinator

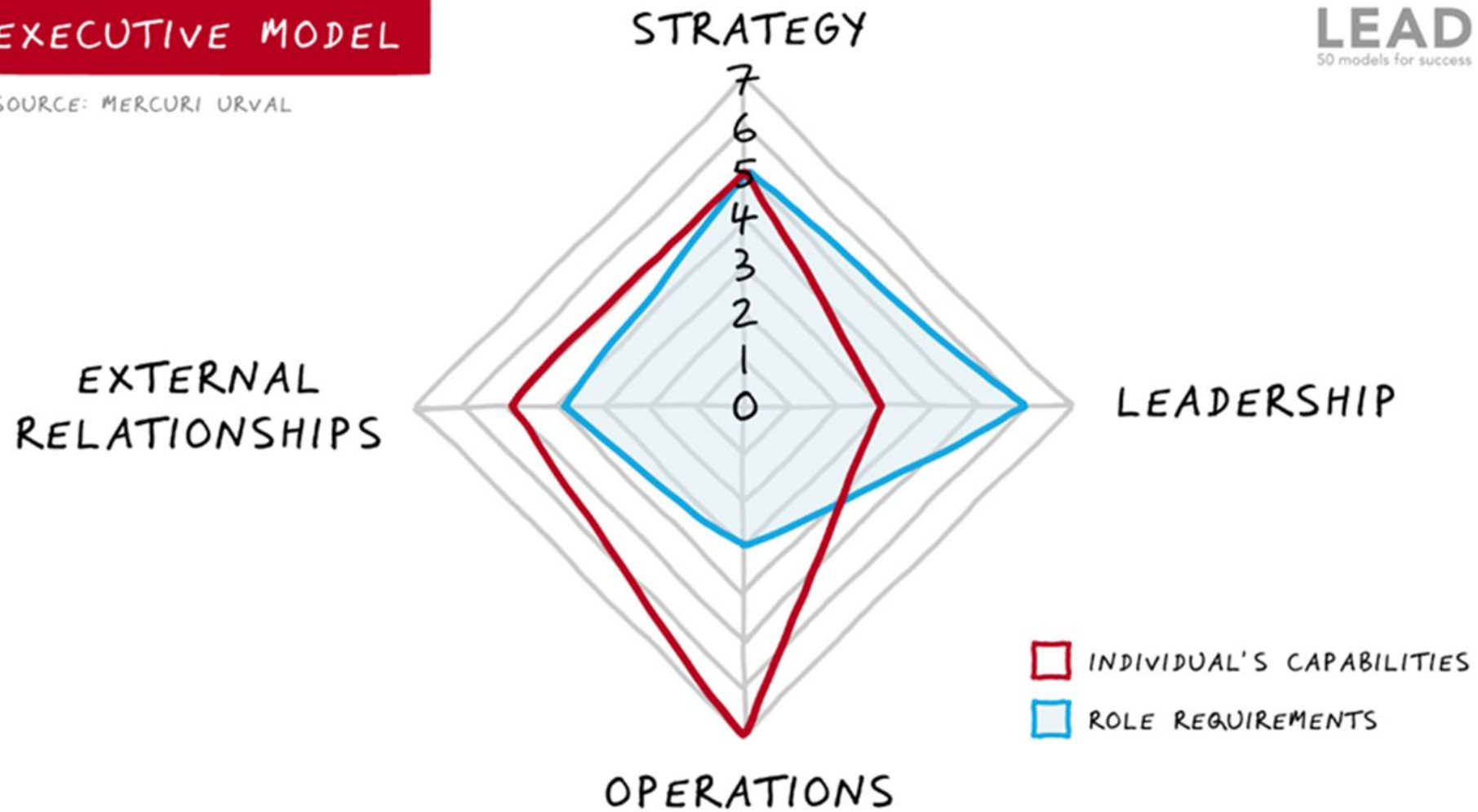
**CO-MISSION:**



## EXECUTIVE MODEL

SOURCE: MERCURI URVAL

**LEAD**  
50 models for success



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FOR CHRIST



3. People: **What** should you do with them?

FOR CHRIST

LET GO!

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People: **What** should you do with them?

FOR CHRIST

1. **Recruit** them: get them on-board
2. **Train** them: get them up to speed
3. **Empower** them: get out of the way

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4. People: Where will you find them?

FOR CHRIST

EVERYWHERE

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# People: Where can you find them?

FOR CHRIST

1. Sending church
2. Partner churches
3. Network collaboration
4. Local area lapsed or non-Christians
5. Marooned disciples
6. SWAT Team (Servants Willing and Temporary)

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5. People: How will you get them?

FOR CHRIST

# Persuasion

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# People: How will you get them?

You've got to be able to answer the why questions

1. Why should I trust you?
2. Why should I join you?
3. Why should I invest in this?

# Beware: Sheep Stealing!



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FOR CHRIST



# Why would they join you?

FOR CHRIST

## PUSH FACTORS

- Geography

## PULL FACTORS

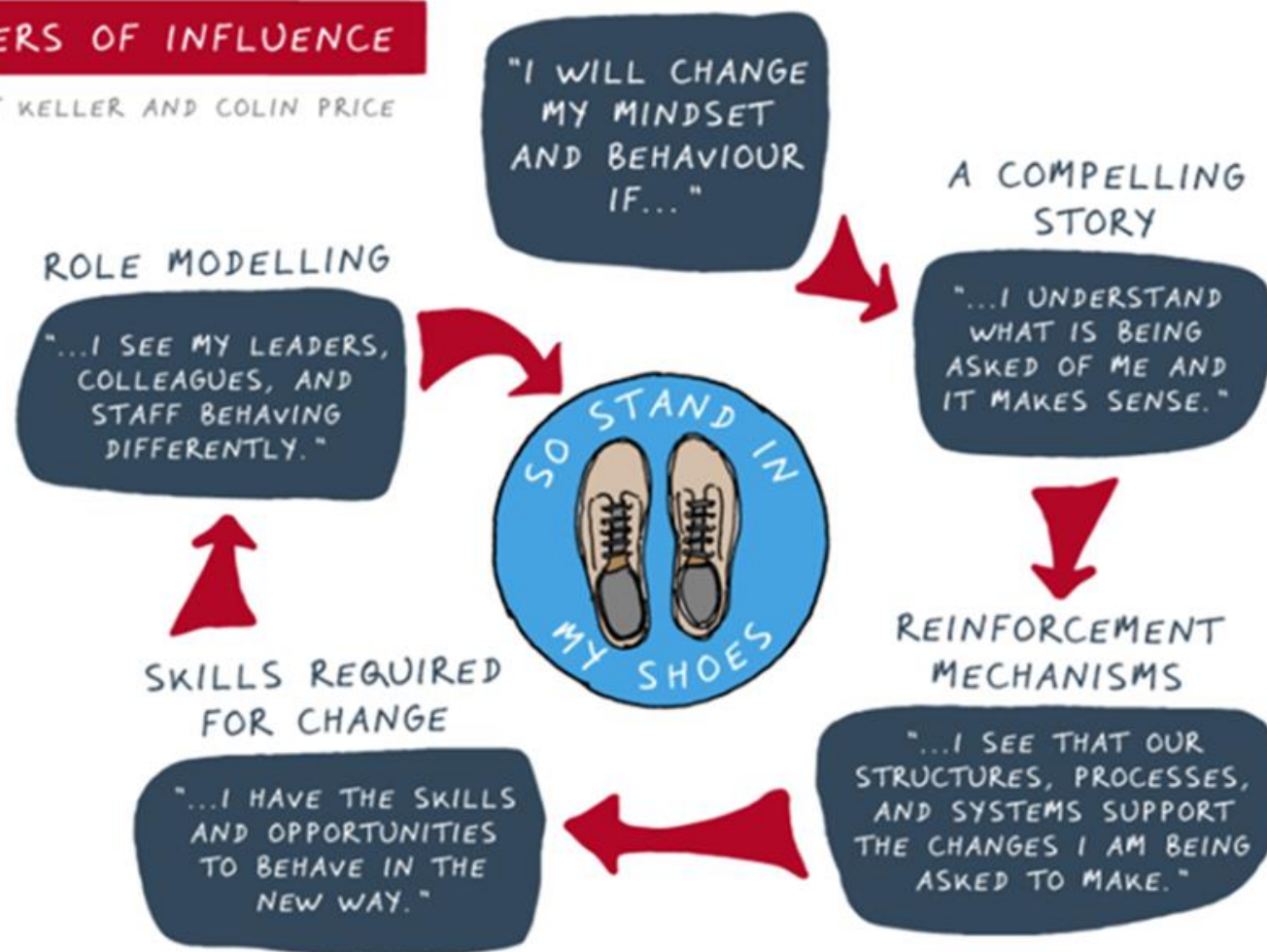
- Geography

**CO-MISSION:**



## FOUR LEVERS OF INFLUENCE

SOURCE: SCOTT KELLER AND COLIN PRICE



**LEAD**  
50 models for success

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6. People: When do you need them?

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BEFORE!

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# People: When do you need them?

- Now and preferably sooner
- They are the deliverers of the means of growth
- Training is the engine for growth

# Ed Stetzer & Daniel Im, 'Five Considerations in Developing a Launch Team'

FOR CHURCH

1. Healthy launch teams are mission-critical when seeking to start a church plant. Decide what you need and want, pray for the Lord to provide, go out in faith and make sure it's in place before you launch.
2. Church planting is a team sport: the more of you there are on the ground in an area, the more contacts can help generate team building and volunteer mobilization.
3. The relational and missional network of a launch team helps shoulder the load of pre-launch tasks. Get the planter doing relationship building not administrative tasks and the people he befriends will do the tasks!
4. A launch team of believers is not always a good thing. If they come with expectations, ambitions or baggage then the planter needs great ability in visionary leadership to navigate the way through that.
5. New church launch teams experience fallout. It's not uncommon for many of the original group who were there at the start to leave before the end of the year. That's especially true in London where the church is so pronounced. The team and the planter need to be emotionally prepared for this. It can be discouraging.

