

The Process of Church Planting

Peb kev tsimtsa pawg ntseeg zoo li peb kev cog qoob-loo. Peb tsis yog cia li cog lossis pib qhov twg los tau. Peb yuav tsum muaj a process lossis muaj qhov pib mus rau qhov xaus. Nws muaj xya qhov stages lossis kaujruam uas peb HKM yuav follow rau kev tsimtsa pawg ntseeg li no:

➤ ***The Planning or Preparation Stage.*** Nws yog lub sijhawm rau tus uas yuav xav mus tsimtsa pawg ntseeg los nrhiav saib puas yog Vajtswv dejsiab thiab npaj rau kev mus tsim-tsa pawg ntseeg. Nws yuav tau follow li no:

- (1) Nws yuav tsum siv sijhawm los thov Vajtswv, nyeem Vajtswv Txojlus, nyeem tej ntaub ntawv txog kev tsimtsa pawg ntseeg, thiab nrog lwm tus tham txog kev tsimtsa pawg ntseeg. Nws ua tej no kom nws paub tias Vajtswv yog tus yuav txib nws mus tsimtsa pawg ntseeg tiag. Yog thaum nws ua tej no tag thiab nws tseem muaj lub siab kub lug rau kev mus tsa pawg ntseeg, nws yuav tau ua rau qhov ntxiv mus no.
- (2) Nws hu rau tus Director of Church Multiplication thiab qhia txog nws qhov kev mob-siab rau kev tsimtsa pawg ntseeg.
- (3) Tus Director of Church Multiplication yuav nrog nws tham thiab xa daim form “*Church Planter Application*” mus rau nws (daim form no muaj nyob hauv section “Church Multiplication Forms”). Nws yuav tau fill daim form no thiab xa rau tus Director of Church Multiplication.

➤ ***The Conception or Prenatal Stage.*** Nws yog them uas tus yuav mus tsimtsa pawg ntseeg hnov thiab paub meej tias Vajtswv yog tus hu nws mus tsimtsa pawg ntseeg tshiab lawm tiag. Qhov idea lossis lub tswvyim uas tsimtsa pawg ntseeg tau xeeb lossis conceive rau hauv nws lawm tiag. Nws yuav tau ua li no:

- (1) Thaum txais tau daim Church Planter Application lawd, tus Director of Church Multiplication mam teem sijhawm thiab muaj qhov “*initial interview*” nrog nws.
- (2) Yog tias nws yeej yog Vajtswv hu tiag, tus Director of Church Multiplication yuav xa nws mus rau a formal church planter assessment.
- (3) Yog qhov assessment okay lawd, nws mam raug appoint to be a church planter for the Hmong District los ntawm HKM lossis nws pawg ntseeg.
- (4) Assign or agree on qhov church plant site rau nws kev tsimtsa pawg ntseeg.

➤ ***The Development Stage.*** Nws yog lub sijhawm uas tus church planter yuav tau nrhiav kev npaj rau kev yuav mus tsimtsa pawg ntseeg li nram no:

- (1) HKM xa nws mus kawm Bootcamp uas yog qhia txog kev tsimtsa pawg ntseeg los ntawm C&MA (saib rau section “*Church Multiplication Seminars*”).
- (2) HKM xa nws mus kawm lossis qhia Growing Healthy 1 (GHC) rau nws.
- (3) HKM yuav commission nws thiab nws pojniam (if applicable) mus ua church planter(s) nyob rau HKM Rooj Sablaj Txwm Xyoo lossis Rooj Txhawbsiab.

- (4) Nws los nrhiav lossis organize nws pab launch team thiab train lawv txog nws li zeemmuag rau kev tsimtsa pawg ntseeg.
- (5) Nws thiab nws pab launch team los tham txog lub npe, philosophy, thiab plans of ministries rau pawg ntseeg tshiab.
- (6) Lawv apply kev ua pawg ntseeg rau nomtswv uas yog daim EIN thiab Article of Incorporation.
- (7) Nws yuav tau sau a prospectus (1-2 pages) uas hais txog a two-year ministry budget, philosophy of ministry, timeline, etc. HKM mam li pab mintsis fund rau pawg ntseeg no li HKM muaj fund available thiab capable of helping.
- (8) Nws thiab HKM ua thiab xa daim application mus thov Prenatal Grand rau qhov church planting project no (saib rau section “*Church Multiplication Forms*”). Yog C&MA approves qhov grant, lawv yuav xub xub xa ib nrab tuaj rau lub sijhawm no.

➤ ***The Birth or Presentation Stage.*** Nws yog lub sijhawm uas yuav los pib rau kev sibntsis, kev pehawm Vajtswv, kev kawm Vajtswv Txojlus, thiab kev tshajtawm li nram no:

- (1) The launch team los nrhiav txhua txoj kev rau kev publicity or advertisement txog pawg ntseeg tshiab no rau lwm tus.
- (2) Tus tsimtsa pawg ntseeg thiab nws cov launch team npaj sijhawm tuaj preview lawv li kev pehawm Vajtswv li ib pawg ntseeg nyob hauv vaj hauv tsev lossis ib qho chaw twg. They can have many preview services uas caw other potential launch team members tuaj koom lawv thiab hnov txog yam lawv yuav pib pawg ntseeg no.
- (3) Pawg ntseeg tshiab no npaj thiab teem ib lub PUBLIC SERVICE thiab caw tibneeg both cov ntseeg thiab tsis ntseeg tuaj koom lawv kev launch this new church kom paub tias lawv yuav pib muaj regular service txij hnuv ntawd mus rau yav tom ntej.
- (4) Thaum launch lawd, tus church planter yuav tau qhia rau tus Director of Church Multiplication paub thiab nws yuav report rau C&MA. C&MA mam xa the second half of the grant tuaj pab pawg ntseeg no.
- (5) Pawg ntseeg tshiab no yuav tsum work hard kom lawv muaj at least twenty committed adults uas koom nrog lawv kom sai li sai tau.
- (6) Thaum lawv muaj twenty committed adults lawd, lawv yuav tau tshabxo rau tus Director of Church Multiplication paub thiab HKM yuav report lawv ua “a developing Alliance Church” rau hauv C&MA qhov Data Management Office kom lawv dhau los ua a developing church with the C&MA.
- (7) Tus church planter yuav tau make a monthly report mus rau tus Director of Church Multiplication (siv daim “*New Church Monthly Report*” form uas nyob ntawm section “*Church Multiplication Forms*”). Nws yuav tau report li no mus kom txwm ib lub xyoos.

➤ ***The Growth Stage.*** Pawg ntseeg tshiab zoo ib yam ib tug minyuam uas yug lawd nws yuav tsum lojhlob. Dr. Aubrey Malphurs, *Planting Growing Healthy Churches for the 21st Century*, sau tias, “*The growth stage is a critical time in the church’s life*”

that will determine its ultimate size in terms of numbers” (p. 211). Qhov no yog both spiritual and numerical growth.

- (1) Peb npaj kom muaj zeemmuag zoo rau pawg ntseeg loj-hlob rau sab kev ua thawjcoj, tswvcuab, kev ua Vajtswv haujlwm, kev ntseeg Vajtswv, thiab kev coj tibneeg los ntseeg Vajtswv.
- (2) The leaders of this new church npaj kom pawg ntseeg no dhau mus ua an accredited church in the C&MA. Qhov requirement rau an accredited church yog muaj ntaub ntawv raws nomtswv kev cai, kev cai lijchoj, thiab muaj 20 tug tibneeg laus uas tau kawm thiab txaus siab ua tswvcuab rau hauv C&MA.
- (3) Thaus txhij lawd, pawg ntseeg no yuav tsum sau ntawv mus thov kom HKM tuaj muab lawv tsa ua an accredited church rau hauv C&MA.
- (4) Yog txhij lawd, HKM mam tuaj qhia thiab muab lawv tsa ua an accredited church rau hauv C&MA.
- (5) HKM mam li tshabxo rau C&MA kom muab pawg ntseeg no ua an accredited church.

➤ ***The Mature Stage.*** Pawg ntseeg tsis yog lojhlob xwb, tabsis pawg ntseeg yuav tsum paub-tab thiab. Pawg ntseeg yuav tsum dhau mus ua ib pawg ntseeg uas paub qab-hau rau kev ua Vajtswv haujlwm thiab kev ntseeg Vajtswv.

- (1) The church planter, launch team, and the church laity yuav tau los npaj kom muaj a healthy balance for the ministries of the church, xwsli having a good balance with *winning, building, equipping, and multiplying* (saib ntxiv rau “*the process of church revitalization*”).
- (2) Nws yog txhua tus hauv pawg ntseeg los ua Vajtswv haujlwm li tej koobhmoov (gifts) uas Vajtswv tau pub rau cov tswvcuab. (Yog peb leejtwg xav tau kev pab txog qhov nrhiav spiritual gifts no, nej hais rau tus Director of Church Multiplication es nws mam tuaj pab nej).

➤ ***The Parenting or Reproduction Stage.*** Stage no yog them kawg ntawm church planting. Pawg ntseeg tau lojhlob tiav as a mother church lawd thiab nws txog caij rau pawg ntseeg rov mus tsa dua lwm pawg ntseeg tshiab. Pawg ntseeg yuav tau ua li no:

- (1) Pawg ntseeg yuav tau los thov Vajtswv thiab npaj rau kev tsimtsa dua a daughter church.
- (2) Pawg ntseeg los nrhiav a church planter thiab cia tus church planter no rov mus ua li cov stages saum no.
- (3) Pawg ntseeg yuav tau cia ib co tswvcuab nrog tus mus tsimtsa no mus ua cov pib thiab launch the daughter church.
- (4) Pawg ntseeg yuav tau kom nyiajtxiag pab kev tsimtsa pawg ntseeg no.