

What are the qualifications of a Church Planting Pastor?

Kazakhstan Evangelical Christian Seminary

by Pastor Mark Blair

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* Spiritual Qualifications

The work of ministry is primarily spiritual because it is God that builds His church. We are looking for men of integrity who are known by other believers, and even by unbelievers, as growing in grace and maturity. The standards of 1 Timothy 3, 2 Timothy 2, and Titus 2 should be seen in your life.

* Academic Qualifications

The Gospel is an intelligent message. We expect that you have demonstrated academic skills in the study of Scripture and ministry preparation. We would like to know specifically what books you have read, or courses taken, on the subject of Church Planting. We will want to see documentation of your academic work.

* Psychological Qualifications

There are various tests which measure one's psychological background and character traits. Although many of these are secular in their orientation, they do provide helpful insights into the personality of the individual. We will want to see results of such tests. We will help you find out how and where to take them. Any costs involved in obtaining or evaluating the tests will be your responsibility.

* Family Qualifications

Your second priority as a believer is your family, even before your ministry. (Our first priority is to God.) We want to know the testimony of your wife and children. What preparation have they had to do the work of ministry? What are their attitudes toward this ministry? What are their fears? What aspects of this new ministry are they looking forward to? If they are not yet believers, we realize this is a special burden in your heart. We realize that this is not something you can control. Only God is sovereign in salvation, and He hears our prayers for their salvation! Though we want to know how you will balance your ministry with this additional need to be a faithful witness of Jesus to them?

* Letters of Recommendation

- from your present Pastor

We expect you to be presently serving in a local church. We trust that you will have a good relationship with your pastor and that he will gladly endorse your plans for ministry.

- from a teacher

We are looking for an academic endorsement that shows you have performed well in studies and class involvement. This may be from our Seminary or other reputable, evangelical institutions.

- from 2 to 3 Pastors now serving in the area you intend to serve

Your future church will become part of the larger Body of Christ. We are eager to promote unity and partnership in His ministry. We want you to have the blessing and support of other Christian pastors within the same area. We hope this means that your church will grow through conversions and not taking people from other churches, and that others will not be taken from your church. It is our prayer that you and the other area leaders, no matter their denominations, will work together for God's Kingdom advancement.

* Doctrinal Statement

We expect you to write a detailed doctrinal statement with supporting Biblical references (minimum of ten pages in length). We would expect that you use other historic and modern statements of Biblical faith to formulate your statement. However, we expect that the statement be in your own words as an expression of your beliefs and convictions.

* Team of Workers

It is not possible to do this work alone. We want to know the names, qualifications, and commitment level of those who will be on your ministry team. For example, who are the people responsible for music, youth work, evangelism, discipleship, and other strategic aspects of the church ministry? We would like to have an interview with you and your team members.

* Target Audience

There are many different kinds of people in the area you will work. Who is your target audience? In other words, which language(s) will be used? age groups? what style of worship? what arrangement of seating? what type of music? what mid-week programs? cell groups? These will all be determined by the background and personality of your chosen target audience.

* Specific Plan for Evangelism

Based on your choice of particular target audience, which form of evangelism do you think will be most effective in reaching them? What experience do you and your team have in this form of evangelism? What is your alternate plan(s) if you are not initially successful?

* Time Commitment

How long are you and your team willing to work at this ministry?

* Meeting Place

Where will your newly forming church meet? What assurance do you have that you will be able to use this facility? What alternative place(s) do you have for your meetings, if necessary?

We suggest that you change meeting places like children need to change their shoes; as their feet get bigger. When your group gets bigger, you get a new meeting place. Perhaps it is

adequate to meet in someone's apartment at the beginning. This decision is to be made strategically by you and your team. Then the members of the growing church need to face the challenge of facility needs together. If funds are required, then your church will have the exciting privilege of giving and planning, and seeing God provide. Also, they as the committed members, will have a strong sense of "ownership" of the facility and the entire ministry. They will then work hard in everything they do for the Lord, for the building of His Church and the promotion of His glory.

The responsibility of the building is completely your own. We will provide no funds for facilities use. Our support money will only be for the pastor's salary and will be gradually decreased according to the terms of the Covenant of Ministry. That is, 100% for the first year of ministry, 75% for the second, 50% for the third, and 25% for the fourth year of service. Beginning the fifth year, your church will have to provide all your needed support.

We trust these guidelines will direct your consideration of God's call for your life and ministry. We pray His blessing on you and look forward to our further discussions.

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