







A Look At Planting Through The Lens of Human Development

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- ▶ Crash Course in human development theory
 - ▶ Why this is a useful lens for church planting
 - ▶ Look at the North Texas Conference Stages of Church Development
 - ▶ Look at some of the resources you will be using in the development of your church plant



Crash Course in Human Development Theories

- ▶ We are going to look at 4 primary contributors that laid the foundation for human development theories
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Jean Piaget



Theory of Cognitive Development

Core Idea:

Children actively construct knowledge as they explore and manipulate the world around them. Focuses mainly on how children's thinking about their world affects their personal development.

John Bowlby and Mary Ainsworth

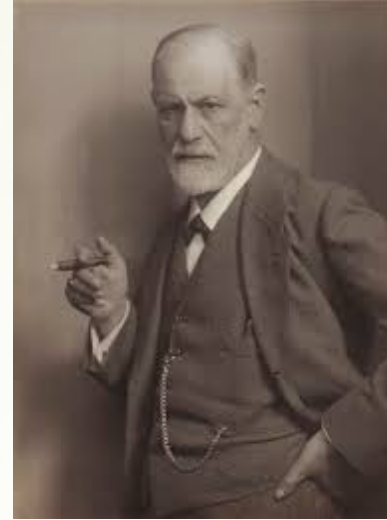


Attachment Theory

Core Idea:

Attachment theory describes the dynamics of long-term social relationships between humans. Attachment in infants is primarily a process of proximity seeking to an identified attachment figure in situations of perceived distress for the purpose of survival. The attachment (or lack thereof) has long-term implications for the child's development including – identity formation, a sense of security in the world and anxiety management. There are four distinct stages in Attachment Theory. This particular theory can also be a helpful lens in forming teams as well as thinking about a discipleship growth.

Sigmund Freud



Psychosexual Theory

Core Idea:

Parents or caregivers play a crucial role in managing their children's sexual and aggressive drives during the first few years of life to foster proper development. If we lack the proper nurture during a stage we become stuck in or fixated on that stage. Though this theory is mostly rejected now it is still considered seminal in that it was the starting point for many accepted theories and Freud's thoughts on the impact of development or lack thereof – and getting stuck in a stage – still have influence on the thoughts in current theories of development.

Erik Erickson



Psychosocial Stages of Development


Core Idea:

Erickson emphasized that self-esteem grows and develops by mastering attitudes, ideas and skills in eight different stages. The mastery (achieved by successfully resolving a crisis between two competing ideas) helps children grow into successful, contributing members of society. Erickson's ideas were picked up by a man named James Fowler who looked at discipleship through this lens and wrote a book called *Stages of Faith* (Definitely worth the read when developing a discipleship pathway).




Why Connect Human Development to Church Planting?





1. Reminds us that the Church is an organism – a living thing and not simply an organization or a machine.

- ▶ Our current dominant metaphor is corporate America. Though there are some great leadership principles we can learn we must remember that not everything translates.
- ▶ When we start a church it isn't just turning on a machine or building a house. It is more like planting a seed. Because it is alive it responds and behaves and grows beyond our "control."
- ▶ As a living thing the Church is designed to grow. As such we as leaders are less like builder's or CEO's and more like gardeners helping create and environment for the plant to thrive.
- ▶ All living things have developmental stages that must be understood for the right growth to happen at the right time in order to be sustainable and healthy.




2. All development psychologists agree that the development in the early years sets the stage for identity for the entire life span.

- ▶ Thinking through your churches development, setting appropriate goals, managing expectations and creating identity in these early years will set the trajectory of the church for life.
- ▶ The DNA of what the church will be in 50 years is being created now




Sharing tribal knowledge

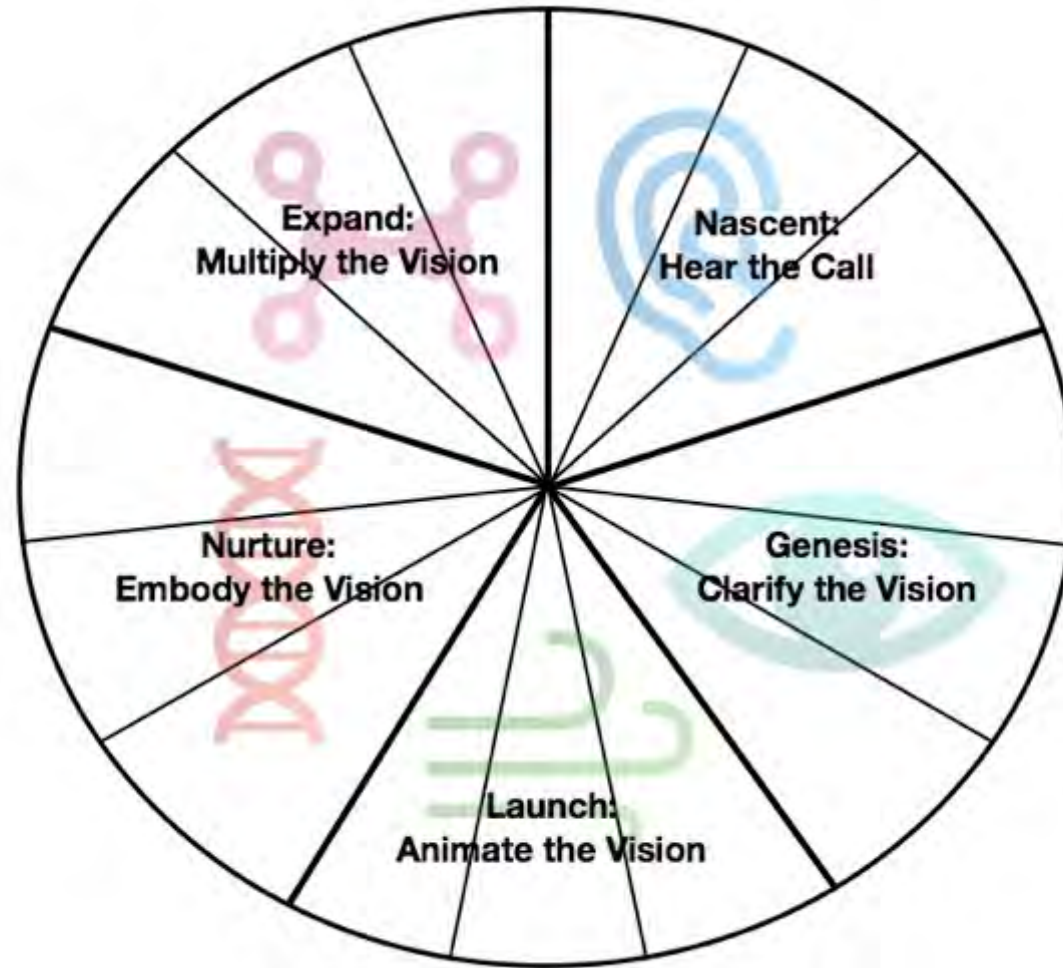
- ▶ Too often in the world of training and development we are forced to reinvent the wheel with each new group.
 - ▶ Seeing planting in stages allows us to create touch points between stages so that best practices, experience and learnings can be passed along.
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4. Developing metrics and managing expectations

- ▶ Discouragement is one of the top reasons planters burn out and a plant fails
 - ▶ The developmental lens can help us see the right goals at the right time and manage our expectations based on the stage you happen to be in.
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NTC Stages of Church Development





Setting Goals:

Engage and listen to your context → Form
connected relationships → Organize a
discipling faith community





Lifeforming Leadership Coaching

S.M.A.R.T. Goal Guide

how to convert a dream into a goal

Dreams are unrefined hopes and cost-free aspirations that we might do some day. Converting a dream to a goal is a decision to take tangible steps to pursue it.

Goals are specific future targets that we are committed to becoming or accomplishing in an action-oriented, time-specific way.

step 1: choose an objective

Choose a dream you want to pursue or an area of your life you want to work on. *The Wheel of Life Exercise* can help you decide what to focus on.

step 2: make it S.M.A.R.T.

Next, try to define dreams or areas in your life that you want to work on using the S.M.A.R.T. format of: Specific, Measurable, Attainable, Relevant, and Time-specific. Use the definitions below as a guide for refining your goal:

Specific: A goal is specific when you can describe it concretely to others.

Example: “I want to be wealthy” is not a specific goal—how much money is wealthy? “I want to be a millionaire by the time I’m 40,” or “I want to be able to retire at my current income when I’m 60” is specific.

Measurable: You need to be able to recognize when you’ve accomplished it.

Example: “I want to be a better leader” is not a measurable goal—how do I know when I’m “better”? “I want to improve my leadership skills by completing a coaching certification this year” is a measurable goal.

Attainable: It can’t be a pipe dream or something unable to be realized.

Example: “I want to take a second honeymoon on our anniversary this year” is probably unattainable if you are seven months into a pregnancy and your anniversary is in two months.

Relevant: A goal is relevant when it’s important to you—when it references your values.

Example: “I want to be making all our payments on time by December” is a relevant goal for someone whose core personal financial value includes being debt free.

Time-specific: Goals are not open ended—they have dates attached.

Example: “I want to start a home for unwed mothers” is not time-specific; while “I want to get the training I need to start a home for unwed mothers and launch it in the next five years” is specific.

Genesis Stage Timeline Goals

Rhythm 1 (Months 1-3)	Rhythm 2 (Months 4-6)	Rhythm 3 (Months 7-9)	Rhythm 4 (Months 10-12)	Transition to Launch Stage
<ul style="list-style-type: none"> <input type="checkbox"/> Genesis Cohort Rhythm 1 online learning tasks <input type="checkbox"/> 50 people on prayer team and communication plan <input type="checkbox"/> Develop database system <input type="checkbox"/> Completed initial draft of MAP <input type="checkbox"/> Identify mosaics <input type="checkbox"/> Develop a mission field listening strategy <input type="checkbox"/> Attend Genesis Cohort retreat 	<ul style="list-style-type: none"> <input type="checkbox"/> Genesis Cohort Rhythm 2 online learning tasks <input type="checkbox"/> Engage the mission field through mosaics <input type="checkbox"/> Meet community leaders <input type="checkbox"/> Execute mission field listening strategy <input type="checkbox"/> Make 100 new connections per month (in database) <input type="checkbox"/> Begin 1 on 1 discipleship <input type="checkbox"/> Start small group (1-2 groups) <input type="checkbox"/> Get commitment from 10-20 partners <input type="checkbox"/> Add 2-4 leaders to core team <input type="checkbox"/> Attend Genesis Cohort retreat 	<ul style="list-style-type: none"> <input type="checkbox"/> Genesis Cohort Rhythm 3 online learning tasks <input type="checkbox"/> Make 100 new connections per month (in database) <input type="checkbox"/> * Multiply small groups (2-4 groups) <input type="checkbox"/> Leadership team 4-7 people <input type="checkbox"/> 20 - 30 Partners <input type="checkbox"/> Set donor development goal <input type="checkbox"/> Developed initial values and mission/purpose <input type="checkbox"/> Develop discipleship journey map <input type="checkbox"/> Developed annual calendar rhythms for faith community <input type="checkbox"/> Attend Genesis Cohort retreat 	<ul style="list-style-type: none"> <input type="checkbox"/> Genesis Cohort Rhythm 4 online learning tasks <input type="checkbox"/> Make 100 new connections per month (in database) <input type="checkbox"/> Leadership team 7 - 10 <input type="checkbox"/> Organize stakeholders for support star <input type="checkbox"/> Project proforma <input type="checkbox"/> Leadership/staff development plan <input type="checkbox"/> 5 yr. Horizon Storyline vision and project timeline <input type="checkbox"/> Prepare project pitch <input type="checkbox"/> Leadership structure and communication strategy <input type="checkbox"/> 40-50 partners <input type="checkbox"/> Attend Genesis Cohort retreat 	<ul style="list-style-type: none"> <input type="checkbox"/> Team pitch MAP to CPFAT <input type="checkbox"/> Planter meet with Owen to determine funding pathway <input type="checkbox"/> Planter and team develop calendar for Launch year <input type="checkbox"/> Planter and team fill out timeline goals for launch year <input type="checkbox"/> Set up initial call with support star to review MAP and Launch stage action steps

* = model specific may not apply to all planters

Launch Stage Timeline Goals

Rhythm 1 (Months 1-3)	Rhythm 2 (Months 4-6)	Rhythm 3 (Months 7-9)	Rhythm 4 (Months 10-12)	Transition to Nurturing Stage
<ul style="list-style-type: none"> <input type="checkbox"/> Attend Genesis Cohort retreat as a coach <input type="checkbox"/> Attend Launch cohort event <input type="checkbox"/> Meet with support star <input type="checkbox"/> Fill out quarterly report <input type="checkbox"/> Communication with prayer team <input type="checkbox"/> Finalize meeting location <input type="checkbox"/> Launch team systems check (17 systems) <input type="checkbox"/> 1000 connections <input type="checkbox"/> 40-50 partners (launch team) <input type="checkbox"/> Promotional marketing <input type="checkbox"/> * Core/launch team development <input type="checkbox"/> * Start preview events <input type="checkbox"/> Missional engagement in context 	<ul style="list-style-type: none"> <input type="checkbox"/> Attend Genesis Cohort retreat as a coach <input type="checkbox"/> Attend Launch cohort event <input type="checkbox"/> Meet with support star <input type="checkbox"/> Fill out quarterly report <input type="checkbox"/> Communication with prayer team <input type="checkbox"/> Missional goals: <input type="checkbox"/> Discipleship goals: <input type="checkbox"/> Small group goals: <input type="checkbox"/> Vision goals: <input type="checkbox"/> Team building goals: <input type="checkbox"/> Metrics: <input type="checkbox"/> Tithe to CCD <input type="checkbox"/> Launch regular gatherings 	<ul style="list-style-type: none"> <input type="checkbox"/> Attend Genesis Cohort retreat as a coach <input type="checkbox"/> Attend Launch cohort event <input type="checkbox"/> Meet with support star <input type="checkbox"/> Fill out quarterly report <input type="checkbox"/> Communication with prayer team <input type="checkbox"/> Missional goals: <input type="checkbox"/> Discipleship goals: <input type="checkbox"/> Small group goals: <input type="checkbox"/> Vision goals: <input type="checkbox"/> Team building goals: <input type="checkbox"/> Metrics: <input type="checkbox"/> Tithe to CCD 	<ul style="list-style-type: none"> <input type="checkbox"/> Attend Genesis Cohort retreat as a coach <input type="checkbox"/> Attend Launch cohort event <input type="checkbox"/> Meet with support star <input type="checkbox"/> Fill out quarterly report <input type="checkbox"/> Communication with prayer team <input type="checkbox"/> Missional goals: <input type="checkbox"/> Discipleship goals: <input type="checkbox"/> Small group goals: <input type="checkbox"/> Vision goals: <input type="checkbox"/> Team building goals: <input type="checkbox"/> Metrics: <input type="checkbox"/> Tithe to CCD 	<ul style="list-style-type: none"> <input type="checkbox"/> All day systems check with leadership team and project coach <input type="checkbox"/> Plan leadership team retreat to build out calendar for Nurturing stage year 1

* = model specific may not apply to all planters

	Genesis Stage Rhythm 1 (July - September)	Genesis Stage Rhythm 2 (October - December)	Genesis Stage Rhythm 3 (January - March)	Genesis Stage Rhythm 4 (April - June)	Transition to Launch Stage
S.M.A.R.T. Goals	<ul style="list-style-type: none"> • 50 people on prayer team and communication plan • Develop database system • Completed initial draft of MAP • Identify mosaics • Develop a mission field listening strategy 	<ul style="list-style-type: none"> • Engage the mission field through mosaics • Meet community leaders • Execute mission field listening strategy • Make 100 new connections per month (in database) • Begin 1 on 1 discipleship • Start small group (1-2 groups) • Get commitment from 10-20 partners • Add 2-4 leaders to core team 	<ul style="list-style-type: none"> • Make 100 new connections per month (in database) • * Multiply small groups (2-4 groups) • Leadership team 4-7 people • 20 - 30 Partners • Set donor development goal • Developed initial core practices and mission/purpose • Develop discipleship journey map • Developed annual calendar rhythms for faith community 	<ul style="list-style-type: none"> • Make 100 new connections per month (in database) • Leadership team 7 - 10 • Organize stakeholders for support star • Project proforma • Leadership/staff development plan • 5 yr. Horizon Storyline vision and project timeline • Prepare project pitch • Leadership structure and communication strategy • 40-50 partners 	
Success Metrics (How will you measure a "win"?)					
Mosaics					



	Launch Stage Rhythm 1 (July - September)	Launch Stage Rhythm 2 (October - December)	Launch Stage Rhythm 3 (January - March)	Launch Stage Rhythm 4 (April - June)	Benchmarks for Transition to Nurturing Stage	
S.M.A.R.T. Goals						
Success Metrics (How will you measure a "win"?)						
Mosaics						
Discipleship Pathway						
Missional Engagement						
Gatherings						
Small Groups						



	Nurturing Stage Year 1	Nurturing Stage Year 2	Nurturing Stage Year 3
S.M.A.R.T. Goals			
Success Metrics (How will you measure a "win"?)			
Mosaics			
Discipleship Pathway			
Missional Engagement			
Gatherings			
Small Groups			



Q & R



Upcoming Dates:

- ▶ Saturday, August 4th from 1 – 6 PM - Introduction BBQ (families are welcome and bring a swim suit if you like to swim). This is a time for those of you in the cohort to meet one another.
- ▶ Thursday, August 9th 7 – 8 PM - Webinar on Mission Centered Church led by Mike Baughman
- ▶ Thursday, August 23 7 – 8 PM – Webinar on Identifying Mosaics led by Matt Temple
- ▶ Thursday, September 6 7 – 8 PM – Webinar on Making new Connections and Building your Database led by Owen Ross
- ▶ Friday, September 21 – Saturday, September 22 10 AM – 6 PM - Rhythm 1 Retreat @ First Richardson