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# GREEN HOUSE CHURCH



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My wife and I have been involved in church planting for over 30 years. We've planted three churches, sent out many planters from those churches, launched 2 planting centers and a national "Greenhouse movement" (churches raising up leaders and planting and replanting churches) that now impacts several denominations. We were developed and sent out by a wonderful church in Long Beach, CA. They had an effective pathway for discovering, developing, and deploying leaders. They've launched dozens and dozens of leaders and have made a huge impact on the Kingdom. We learned so much from them and tried to model this in every ministry God entrusted to us.

Over time, we began using the metaphor of a greenhouse to describe the process of discovering "seeds" of giftedness and leadership, developing young leaders (and plants) and deploying (or transplanting) leaders into local churches or new fields of ministry such as church planting. The overview described in this white paper has proven effective in empowering the impact of many catalytic leaders.

My good friends at the Fresh Start Network specialize in replanting churches. Fresh Start is committed to come alongside to raise up and send men and women into struggling and dying churches so they will experience a life-giving new beginning. The need is great, as over 4,000 churches are closing their doors in the U.S. every year. For the raising up of pastors to take on the challenge of replanting many of these churches, Fresh Start is incorporating The Greenhouse Church process. In fact, the first church to completely follow the Fresh Start process has become a powerful Greenhouse Churches.



## **WHAT IS A GREENHOUSE CHURCH**

A greenhouse (GH) provides a healthy, protective, nutritional environment for plants to grow and thrive. A seed isn't simply thrown into the soil right away. Instead, it is nurtured and grown into a healthy "sapling" within the greenhouse. This is also true of the Greenhouse Church; it helps grow healthy replants. The GH provides a nurturing environment for a "seed" (a leader-in-the-making) to develop and become a church replanter.

Denominations or parent organizations are like the gardeners who can help by watering and providing resources. But the local church is the greenhouse, the place where it all must happen. Without the local church, there may be addition, but there is no multiplication. A GH is any church or environment that willingly trains and sends leaders into the field. Churches of all sizes, ages, ethnicities, and styles can be a Greenhouse. A GH's goal is to see all churches reach, teach, train, and send leaders into the field.

## **5 REASONS TO BECOME A GREENHOUSE CHURCH**

- 1.) TRAINING AND SENDING LEADERS FROM A LOCAL CHURCH IS BIBLICAL, NATURAL AND HEALTHY.**
- 2.) TRAINING AND SENDING LOCAL CHURCH LEADERS IS HOW THE CHURCH BEGAN.**
- 3.) TRAINING AND SENDING LEADERS FROM A LOCAL CHURCH IS THE HISTORY OF CHRISTIANITY AND THE KEY TO OUR FUTURE.**



**4.) TRAINING AND SENDING LEADERS FROM A LOCAL CHURCH BENEFITS THE SENDING CHURCH.**

**5.) TRAINING AND SENDING LEADERS FROM A LOCAL CHURCH IS NECESSARY.**

### **THREE COMPONENTS OF A GREENHOUSE CHURCH ENVIRONMENT**

**1.) THE SPIRIT: A church willing to take a faith-filled risk to GIVE ITSELF AWAY.**

**2.) THE STRATEGY: Create a LEADERSHIP development pathway.**

**3.) THE STRUCTURES: A plan to SUPPORT the pathway.**

### **THE BENEFITS OF BEING A GREENHOUSE CHURCH**

- **ALIGNED WITH CHRIST**—Jesus tells us we are part of His mission to the entire world.
- **JOY**—It's the joy of parents, or grandparents, to see their child do well. The same is true for churches.
- **MORE PEOPLE REACHED**—Restarted life-giving churches reach new people for Christ.
- **LEADERSHIP DEVELOPMENT**—Some newly trained leaders stay while others go out to replant.
- **MINISTRIES IN THE CHURCH**—Replanters-in-training restart/revitalize ministries in the church.





- **NEW TEAMS**—Potential replanters build ministry teams that will stay with the church.
- **INNOVATION**—Younger leaders explore new ways of doing ministry.
- **RELEVANCE**—Younger leaders know their generation and add needed relevance.
- **SHEPHERDING HELP**—More leaders also mean more shepherds for the church.

### THE COST OF BEING A GREENHOUSE CHURCH

- **SACRIFICE** – of leaders, dollars, facilities, resources, time, talent, and more.
- **QUESTIONS** –Others may question church replanting in light of their own needs.
- **OCCASIONAL FRUSTRATION** – Some leaders don't always grow as fast as we would like. You may also be frustrated with people who don't want to give leaders away. And you will likely be frustrated at some point by the "apostles" in your church, the very ones you're training. They will make waves and question the status quo, including you, at times. This becomes a growth area for everyone involved. The frustration is normal.
- **PAIN OF DEPARTURES** – It hurts when people leave. Period!



## THE STRATEGY OF DEVELOPING A GREENHOUSE LEADERSHIP DEVELOPMENT PATHWAY: DISCOVER/ DEVELOP/ DEPLOY



***“And he gave some, apostles; and some, prophets; and some, evangelists; and some, pastors and teachers; For the perfecting of the saints, for the work of the ministry, for the edifying of the body of Christ.” Ephesians 4:11-12***

God has placed leaders in every church. Our privilege is to discover them, partner with God to help them develop, then deploy them to do the work God calls them to do, whether it's in our church or to replant a struggling or dying church.

During my early years of church planting and walking with other planters, I saw the same pathway occur in most successful plants. This pathway works for church replanters as well. It begins with the Discovery Pathway and someone recognizing leadership in a potential replanter, or the potential replanter sensing a calling in their own life.



Then, there is a Development Pathway which works well in the context of a church. In this phase, the potential replanter is developed through a process of looking, learning, and leading ministries in the context of a “Greenhouse” environment. Finally, the replanter entered the Deployment Pathway and is sent to replant a new church with training, coaching and the support of a Partner Church.

### **DISCOVER**

#### **CHURCH REPLANTERS**

Scripture clearly tells us God has placed gifts in His people for the work of the ministry. So, how do we partner with God to discover those replanters in our midst? People with leadership skills are sometimes obvious. Still others may be sitting in your church sensing their call to ministry and wondering about next steps. Having a visible Greenhouse strategy in place can be the difference in their discovering next steps. Other candidates can enter the GH process from our colleges, partner churches, denominations or parent organizations.

#### **PRE-ASSESSMENT**

The Discover Pathway includes offering pre-assessment tools to help potential replanters better understand their gifting and what is likely to be the highest and best use of their gifts. Here are two tools to get you started.

- The Replanter Profile: White Paper by Eric Oleson, found on the Fresh Start Network website at [www.freshstartnetwork.com](http://www.freshstartnetwork.com)



- Am I A Replanter: 30 Days of Discerning God's Call, Book by Bob Bickford & Mark Hallock, Acoma Press / [acomapress.org](http://acomapress.org)

### DEVELOP

Each area of LOOK, LEARN, LEAD, LAUNCH, includes several core competencies and experiences. For example, LOOK should include a list of books to be read as well as all the ministries and elements a replanters should be exposed to within their own GH. This may include seeing outreach, youth, children, elder meetings, etc. Competencies will slightly differ from church to church based upon the unique nature and values of each, but there will be basics for all.

The timeline for equipping a replant pastor may significantly vary depending upon the ministry experience and competency of the individuals being considered for the fresh start of a struggling or dying church. However, what the Replanter needs to know, and areas of skill development do not vary. Ministry experience will shorten the process when the effective and experienced leader possesses the necessary skills. Pursuing a quality assessment can determine the level of training needed.

The specifics for the training for years one through three are the central part of the GH replanting training event that can be made available to you. The following provides a 3-year overview.



## YEAR ONE

### **LOOK at All Aspects of Ministry (I Do/ You Watch)**

Each potential replanter will be exposed to the various ministries of the GH, including outreach, discipleship, preaching, board leadership, worship, pastoral care, children, youth, finances, etc. Part of this exposure is providing a realistic view of ministry and to help him learn from both positive and negative situations.

**FOCUS:** Immerse the replanter in understanding the life of the church.

### **LEARN Personal Ministry (I Do/ You Help)**

As they are exposed to all the ministries of the church, they will discover and develop their areas of giftedness. They will also learn service, character, conflict resolution, and more.

**FOCUS:** Honing in on their personal calling.

## YEAR TWO

### **LEAD AN ESTABLISHED MINISTRY (YOU DO/ I HELP)**

Each replanter must use and develop their leadership gifts. If they cannot lead in a local church context, they will not be able to lead in a planting situation. Leadership includes casting vision, delegation, completing group objectives, resolving conflict, and more.

**FOCUS:** Is the person a leader? Then, grow as a leader.





## **RELAUNCH A MINISTRY (YOU DO/ I WATCH)**

Each replanter with perceived apostolic gifts will restart or revitalize a church ministry inside the GH from scratch. He must discover a God-given vision, build a team, and relaunch a vital ministry for the church that has been struggling to maintain its effectiveness in a way that brings a fresh vitality. The goal is to add value to the church while learning relaunch skills in a coached environment.

**FOCUS:** Can they restart a revitalized ministry and effectively hand it off?

### **YEAR THREE**

## **PREPARE TO LEAVE GH (NEW LEADER DOES/ POTENTIAL LEADER WATCHES)**

This is the “pre-relaunch” phase. The replanter is still in the GH to some degree but is ready to move into their calling. The leader now enters the A.C.T.S. process: Assessment—(full assessment), Coaching, Training, and Support. The GH is actively working with the leader on structure, team, funding, location, timeline, etc. As the ministry is relaunched a new ministry begins, the ministry will ideally include potential leaders who are in the LEAD and LAUNCH phases of their own training, making the new ministry a GH that will raise up leaders.



### **DEPLOY**

Deploy replanters to their calling. The tools and structures used for deploying leaders make the acrostic A.C.T.S. (Assessment, Coaching, Training, and Support). The GH helps to provide portions of A.C.T.S.

### **ASSESSMENT**

Replanter and spouse attend a full (as opposed to pre) assessment designed to help them gain a clearer understanding of their character, skills, and abilities.

They receive feedback from assessors experienced in church replanting, including specific suggestions for growth and comments regarding suitability for church replanting. They will be assessed for calling to replant.

### **COACHING**

Once a replanter is approved, it is best if they have a personal coach for a period of two years, during and through the ministry launch process. The coach's role is to serve as a mentor, friend, and source of accountability. The replanter and coach meet once per month (and more as needed) for strategy, accountability, and encouragement. Book recommendations:

- The COACH Model for Christian Leaders, Keith E. Webb
- Transformissional Coaching, Steve Ogne, Tim Roehl





### **TRAINING**

There is a lot of online training available. In our tribe, we offer the replanter the “12 Marker Fresh Start Training”. Each leader is required to complete the training prior to being deployed to the Fresh Start.

### **SUPPORT**

Networks should set up support systems, including leader forums (provide free lunch, content, and encouragement), retreats (for all leaders and spouses; low agenda), spousal support, prayer support, steering team support, dinners out, and more.

### **THE GREENHOUSE STRUCTURES: PLAN TO SUPPORT THE PATHWAY**

The “nuts and bolts” of a walking people through a leadership pathway is detailed in the Greenhouse Training. Some actions we’ve found necessary for success include appointing a Greenhouse coordinator, providing for tangible needs (which sometimes includes housing, healthcare, half-time job for church planters), planning gatherings for those on the pathway, discussing expectations, and making a budget. All covered in detail in the GH training.



## **NEXT STEPS**

### **1. WANT TO BECOME A GREENHOUSE AND RAISE UP LEADERS? IF SO, CONSIDER YOUR WILLINGNESS.**

- What action steps could you take right away?
- What are one or two of your biggest long-term goals?
- Is your church willing to be a church that gives itself away?
- What costs are you willing to incur? (Emotionally, Financially, etc.)
- If God asks, are you willing to give His best leaders away?

### **2. APPOINT A GREENHOUSE COORDINATOR IN YOUR CHURCH**

### **3. PARTNER WITH OTHER CHURCHES**

- Identify other churches that could partner with you in the training process.
- Identify other churches that could partner with you to replant a church.



## 10 WAYS TO HELP A CHURCH REPLANT

Go through this list and circle the things you have received, things you have done for another planter or leader, and things you plan to do. Consider a church plant that you and your church can bless.

### 1. Pray intentionally for a church replanter and his team.

Prayer is the primary work of God's people. You and your church can partner in this vital way by encouraging a new plant through prayer. Would your church consider "adopting" a local church replanter and pray regularly and intentionally for that leader's church?

Received                      Done for another                      Plan to do.

(Who? \_\_\_\_\_ )

### 2. Invite a replanter to share his vision with your board and church.

Who are the replanters in your vicinity? Consider this option as a great way to encourage church replanters and cast vision to your people in the process.

Received                      Done for another                      Plan to do.

(Who? \_\_\_\_\_ )



**3. Pick a replanting couple and contribute financially where needed.**

Salaries may not be adequate. Sacrificial and generous giving from churches and individuals, above our regular offerings is an amazing gesture of Christian unity.

Received                      Done for another                      Plan to do.

(Who? \_\_\_\_\_ )

**4. Pick a church replant and give them a one-time gift.**

A replant may need equipment such as office supplies, sound, A/V, and children's ministry equipment. Call or e-mail a church replanter and ask about current needs, and then consider what needs your church might be able to meet.

Received                      Done for another                      Plan to do.

(Who? \_\_\_\_\_ )

**5. Send a replanting couple to dinner or encourage with an overnight retreat.**

Replanting is difficult and lonely work. The simple act of a gift like this can encourage a replanting couple. Plus, you never know what kind of friendship you might be able to build with a replanter through a kind and generous gesture.

Received                      Done for another                      Plan to do.



**6. Encourage your congregation to hold a “baby shower” for a church replant.**

Give them gifts for their start-up (office supplies, A/V equipment, etc.). Planters can put together a registry of items they need.

Received                      Done for another                      Plan to do.

(Who? \_\_\_\_\_ )

**7. Plan to put church replanting as a line item into your next budget.**

Where your treasure is, there your heart will be. One of the best ways to encourage replanting is to talk about it in your church, share inspiring stories, and start budgeting for it.

Received                      Done for another                      Plan to do.

(Who? \_\_\_\_\_ )

**8. Send team members from your church to participate in a church replant**

God owns everything, and we are managers. Please consider sending the leaders God has called from your church to help replant a struggling church.

Received                      Done for another                      Plan to do.

(Who? \_\_\_\_\_ )

**9. Use your church facility for replanting teams, services, or training.**

Often a replant is going through updates and renovations. If your church is close enough, consider allowing a replant to use your facility for team meetings, events, or worship services when you're not using it. Consider hosting a church replanting training event at your church.

Received                      Done for another                      Plan to do.

(Who? \_\_\_\_\_ )

**10. Develop and deploy a replanter and team from your church for a fresh start for an older church.**

Take a faith-filled risk and replant a church! This begins when you identify and train leaders with the purpose of sending them out. Think of Antioch sending Paul and Barnabas in Acts 13. Don't wait until you feel ready. You will never feel quite ready.

Received                      Done for another                      Plan to do.

(Who? \_\_\_\_\_ )



## THE NETWORK

Fresh Start Network is focused on replanting life giving churches. If you or your team is interested in learning more, discovering your next step, or simply want to be encouraged visit [www.freshstartnetwork.com](http://www.freshstartnetwork.com)



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## ABOUT DAVID

Dave and his wife Elena have served in church planting since 1990. They launched a church in Huntington Beach, CA that launched several more churches over the years. They recently attended the 25-year celebration for that church... and a church that church helped launch. In 1998, the Reynolds moved to Vancouver, WA to launch Northwest Church Planting, an interdenominational church planting organization that assessed, coached, trained, and supported hundreds of planters and continues today. In 2003, the Reynolds were called back to Southern California to launch another multiplying church and launched Southwest Church Planting, which continues today. In 2014, Dave was asked to direct planting nationally for the Alliance, where he developed a national strategy to prepare all kinds of churches to become “Greenhouses” that grow planters. Dave currently serves as Church Planting Director for the West Coast region of the Alliance and is part of the national team as well. Dave has collaboration on many projects over the last 20 years with Bill Malick, President of The Fresh Start Network. When he’s not coaching planters, leaders and teams or leading a new plant, he’s also a skilled musician who enjoys playing gigs both solo, and with his son, in the beautiful wine country of the Temecula Valley. Dave and Elena have three grown children and live in Southern California. Dave is currently developing of a book to support whoever wants to lead a Greenhouse Church.