**From Planter to Pastor**

*(Presenters Outline)*

**I. FOCUS**

As a planter or pastor; what should be the priorities in your life?

 A) ***FAITH***

 Your first priority in life as believers and called servants of God must be your personal relationship with Jesus. Individual bible study, quite time, personal prayer, fasting and sacrifice.

 B) ***FAMILY***

 Your second priority must be your family. Time investment in marriage and children. Taking at least one day off a week, one Sunday off per quarter and four weeks of vacation/family leave per year can help you stay focused on your responsibility as husbands and fathers.

 C) ***FRIENDS***

 The life of a planter or pastor can be a very lonely. It can be hard to have close relationships with people in your congregation. It is vital that planters and pastors have at least two or three close friends to be real with, confide in and spend time with.

 D) ***FITNESS***

 To be your best for Christ, your family and yourself you need to be healthy. An active life with good fitness and eating habits leads to a more happy productive life in general. Planters and pastors will benefit from pursuing interests that get them outside and active.

**II. CONFIRMING YOUR CALLING: PLANTER or PASTOR or BOTH**

 There are many callings that God can put on our lives as ministers of the Gospel. The call to be a church planter is not necessarily a call to be a permanent pastor. God can and does certainly call men to plant churches and then call them to go on and become the permanent pastor, but a planter better make sure what his calling is, or it can have a negative impact on him and his church. While it is unwise to put rigid time frames on God, a planter should be willing to commit around three years to a church start and depending on how quickly the church structure comes together, a planter should begin to seek God's guidance on what He intends for the planter to do in year two. Prepare the new church to receive a permanent pastor or transition from planter to pastor?

**III. TRANSITIONING from PLANTER to PASTOR**

 A) Planters ***EVANGELIZE*** future disciples, pastors ***DISCIPLE*** future evangelists.

 A church planter in many cases is the only, evangelist at first.  Generally those who attend a cowboy church plant in the early days are not equipped or confident enough to actively share their faith on a regular basis.  Therefore, by necessity you are the one evangelizing and winning future disciples.  As a pastor however, your thinking and strategy must change from evangelizing future disciples to disciplining future evangelists.  You must help equip, train, and encourage every believer to become an evangelist in order to ensure that your congregation becomes a healthy, growing, vibrant church.

 B) Planters ***LEAD*** the church, pastors empower others to ***LEAD.***

 As the church planter you are required to lead the young organization in a very hands on, and deliberate way.  Early on in any church plant the pastor is required to be involved in nearly every decision, attend every meeting, and participate in every activity. However, as you make the transition from planter to pastor learning to delegate and empower others to lead is key.

 C) Planters ***TRAIN*** leaders, pastors ***LEAD*** trainers.

 As a church planter your core team is most likely small enough to only require you to be the main leadership trainer in the church, however over time this will change.  As a pastor you will be consumed with different roles, tasks, and assignments that will occupy much of your time.  Therefore, as a pastor you will be a leader of trainers.

 D) Planters plan for the next ***TEN*** days, pastors plan of the next ***TEN*** years.

 Early in any church plant it is difficult to see much farther than the next 7-10 days.  There are so many things to do, and so few to help do it.  However, over time as you transition from planter to pastor it is critical that you begin to think long-range.

 E) Planters ***GROW*** the church, pastors ***GROW*** with the church.

 God calls a planter to primarily use the gifts and talents that come naturally to him, for most planters that is preaching, teaching, and leadership.  Those things can be enjoyable and easy.  Pastors, however can't only rely on their gifts to get them by. Budgets, personnel issues, and other administrative tasks can be boring and far less fulfilling than sharing your faith, counseling and meeting with new believers, or preparing a sermon.  God demands pastors to develop administrative and other pastoral skills as well.  If you avoid God and refuse to do anything other than the things you are naturally good at then you will perhaps never see the full extent of God’s grace, or His plans for the ministry He has placed you in.

 F) Planters get all the ***CREDIT*** , pastors give all the ***CREDIT*** away.

 Church planters frequently get tons of credit.  This is especially true when the church plant is growing exceptionally fast or making a great impact in the community.  It may be God’s way of building a planter up because a time will come when he will get the blame along with the credit.  As a pastor it is imperative that you give the credit away to others. Without the hard work and dedication of the many volunteers most churches would get very little done.

 G) Planters ***ORGANIZE***, pastors ***SYNCHRONIZE***.

 Planters may enjoy the challenge of installing Bylaws, teams, structure, and discipleship programs. Once all of this is in place your job becomes keeping it all in sync.  It is possible to over organize something and unfortunately this happens all too often when church planters fail to morph into church pastors.

 H) Planters ***CAST*** the vision, pastors ***CULTIVATE*** the vision.

 As a church planter you must cast the vision over and over and over again to ensure that every member of your young church understands and believes in that vision.  Once the vision of your church is deeply implanted into the DNA of your congregation you should slowly move from casting to cultivating the vision.  Of course you will still cast the vision several times a year from the pulpit.  You will cast it during your new members class and other appropriate times, but for the most part you become a cultivator of the vision.  Cultivating the vision is about weeding out the things that slowly creep in and threaten to overtake the original vision.  Cultivating the vision is about keeping the soil in perfect condition so that it is able to continue to produce a good crop.  Planters are primarily vision casters, pastors are primarily vision cultivators.

 These transitions will happen slowly and at a different pace for everyone.  The main thing is that you are aware of the fact that you must change if you are a church planter that feels God will one day use you as a church Pastor.  Your church will not be a church plant forever, and unless you move and start another congregation you won’t be a church planter forever either.