



Memorandum

To: Richard Harris
From: Phil Jones
Date: December 3, 1999
Re: Evaluation Questionnaire, Church Planting Group, NAMB

As of today we have received 30 completed evaluation questionnaires out of 46 distributed to state convention directors of missions (DOMs). The adjusted response rate for the survey is 68 percent.¹

The evaluation questionnaire was first sent by email on October 29. A reminder email with attached questionnaire was sent on November 15. A mailed copy of the questionnaire was sent on November 22, along with a postpaid business reply envelope. Thus, three attempts were made to contact DOMs for their response. (A copy of the questionnaire is included in the appendix.)

Partnership

Respondents were asked to rate the overall effectiveness of the Church Planting Group, NAMB, in partnering with state conventions. The results are as follows:

*Overall, how effective is the Church Planting Group, NAMB,
in partnering with state conventions?*

Completely effective	26.7%
Somewhat effective	53.3
Neutral (undecided)	3.3
Somewhat ineffective	10.0
Very ineffective	0.0
No response	6.7

Four out of 5 DOMs perceive the Church Planting Group as effectively partnering with state conventions, while only 1 of 10 rates the group as ineffectively partnering. The opinion that the Church Planting Group is effectively partnering is not strongly held as evidenced by the fact that half of the DOMs indicated the Church Planting Group was only somewhat effective in this area. The implication is that while the group is generally perceived as effectively partnering, there is room for improvement.

When asked to provide examples of where Church Planting is effectively working with state conventions, DOMs submitted a wide-ranging list. Many of the responses were mentioned only once

¹ In computing the adjusted response rate, the population was reduced by two because one respondent did not complete the survey because he was new to his position while another did not complete a survey because someone else in the state convention was the more appropriate person to do so.

or twice and not easily classified. (Open-end responses are included verbatim in the appendix.) The most frequent example of where NAMB is effectively working with state conventions was the training NAMB provides for church planters. The second most frequent response was the Nehemiah Project. The third most frequent response related to the funding of church planting projects by NAMB. Fourth was the mention of mentoring programs for church planters. Fifth was personal relationships where either specific persons were mentioned or working relationships in general were cited.

Respondents were also asked to provide examples of where the Church Planting Group needs to improve its working relationships with state conventions. Several issues surfaced. Communication seems to be a major area that requires improvement. There is an indication that this ought to be two-way communication and not just from the top down. Another issue that requires addressing is strategy. DOMs either do not understand the strategy, or they disagree with the strategy, or they do not think we have a strategy. Specifically, a few stated that we need to have a field-driven strategy rather than a “pushed down strategy.” Another criticism is that we are not honoring the cooperative agreements and are not jointly planning with state conventions. Among other issues surfaced were specific funding problems, lack of flexibility of NAMB, and lack of follow through for some of our work. (Verbatim responses are included in the appendix.)

Vision

The vision of the Church Planting Group, NAMB is to increase the number of SBC congregations to 100,000 by 2020 through planting healthy reproducing churches with evangelistic passion. Respondents were asked to rate the appropriateness of the vision. The results are as follows:

Please rate the Church Planting Group’s vision for church planting.

It is very appropriate	46.7%
It is somewhat appropriate	30.0
Neutral (I’m undecided)	6.7
It is somewhat inappropriate	13.3
It is very inappropriate	0.0
No response	3.3

Three of 4 DOMs indicated they thought the Church Planting Group’s vision was appropriate—nearly half thought it very appropriate. Conversely, about a fourth appear to be skeptical in that they think it somewhat inappropriate, they’re undecided, or they chose not to respond.

Respondents were asked to provide any comments they had concerning the Church Planting Group’s vision. Both positive and negative comments were recorded. One concern was that NAMB’s vision was a top down vision. Several respondents indicated that NAMB’s vision should be to assist state conventions, associations, and local churches in accomplishing their visions. At the very least, NAMB’s vision should acknowledge partnership with other entities. Another suggestion was that NAMB not focus on the starting of new churches to the exclusion of emphasis on strengthening churches or church development. Other comments voiced support for the vision, usually with qualifiers about how things must change in some respect if the vision is to be realized. (Responses are in the appendix.)

Resources

Respondents were asked to rate five specific resources provided by the Church Planting Group on a scale ranging from poor to excellent. The following table lists the responses for this exercise.

Please rate the five following resources provided by the Church Planting Group, NAMB

Basic Training Manual

Excellent	43.3%
Good	53.3
Fair	0.0
Poor	0.0
No response	3.3

Church Planter Management System (CD-ROM)

Excellent	60.0%
Good	36.7
Fair	3.3
Poor	0.0
No response	0.0

Church Planting Group Brochure

Excellent	23.3%
Good	70.0
Fair	6.7
Poor	0.0
No response	0.0

Nehemiah Materials

Excellent	13.3%
Good	60.0
Fair	26.7
Poor	0.0
No response	0.0

Ethnic/People Group Brochures

Excellent	16.7%
Good	53.3
Fair	20.0
Poor	3.3
No response	6.7

At least 7 of 10 respondents thought each of the resources listed were good or excellent. At least 9 of 10 thought the Basic Training Manual, The Church Planter Management System (CD-ROM), and Church Planting Brochure were good or excellent. Of these three, the Church Planter Management System (CD-ROM) had the highest ratings with 60 percent indicating this is an excellent resource. At the other end of the scale, the Nehemiah Materials and the Ethnic/People Group Brochures had the highest negative ratings, although overall, they were still viewed positively.

Respondents were encouraged to provide suggestions for improving existing resources. One idea that surfaced is to provide ways to integrate state resources with NAMB resources. For example, a suggestion was made to publish Basic Training materials in a notebook format so that state pieces could be inserted where appropriate. Another suggestion, which surfaced from more than one respondent, was to target ethnic materials to specific groups rather than so broad a spectrum. (Verbatim responses to this question are in the appendix.)

State directors of missions were asked to make suggestions for new resources. The most frequently cited recommendation was to develop materials that will encourage and train laypersons to be involved in church planting. The second most frequently cited suggestion was to provide additional ethnic resources. (See appendix.)

Addendum

Respondents were encouraged to provide any additional comments they wished to make concerning the work of the Church Planting Group, NAMB. The most frequent response was words of appreciation for the group. Most of the other comments are repetitions of themes or issues covered earlier and are too diverse for categorization and summary. These comments are replicated in the appendix.

One additional question was asked concerning the tenure of the respondent in the present position. Two-thirds (66.7%) have been in their current positions for 3 or more years. One-fourth (26.7%) have been in their current positions from 1 to 2 years. The remainder, 6.7 percent, have been in their positions for less than a year. There are only minor differences in the way these three groups, based on tenure, evaluate the work of the Church Planting Group.

Appendix

Open-End Questions
Evaluation Questionnaire
Church Planting Group, NAMB

Please list one or two examples of where the Church Planting Group, NAMB, is effectively working in partnership with state conventions:

Assistance with funding of church planting projects

Basic Training for Church Planters

Church Planting System Funding—had trouble in beginning with materials, now worked out.

The Nehemiah Project

Church Planter/Mentor program

In continuing to work effectively in the development of a strong church planting budget

In responding to the need for more and better church planting

In the answer above (how effective is CP Group in partnering with state conventions) I would say very effective, but nobody can be completely effective.

1. In training church planters

2. In taking the lead in setting up network support for church planters

Basic training and Mentor training, Nehemiah Interns

Nehemiah, meetings allow for planning and commitments between NAMB and FBC

Tampa/Graham planning and implementation of church planting strategy

Training—non-intrusive, not controlling, cooperative

The State Funding Process is much better—excellent

Relationships as partners continues to improve

Best example: partnering with BCNE & Day Foundation to do 4 pilot church plants with 2 staff

persons attempting to launch churches of 100 plus within 12 months or so

secondly, providing Basic Training and certification of our own trainers as we get going in a church starting movement

Strategic Focus Cities is being coordinated through the Arizona State Mission Board. Reach '99 was a good event for Arizona. Assistance from NAMB in providing resources for new congregations because of the BFA crises

Cooperative Agreements

1. Team support in supplying materials for assessment, Basic Training for Church Planting Teams, Supervision training in Level I and Level II

2. Responses to inquiries about personnel support in Ministry areas of church planting. The mission Intern support through the Nehemiah processes have been helpful

1. Show a personal interest in what is happening within state convention

2. Willing to provide guidance and direction in mapping out a plan of action

Providing helpful resources for small state conventions

Mentor/Basic Training I and II—scheduling has been very effective; Coordinator (Douglas Beggs) has been highly effective. I am ever more confident that Douglas' work is doing wonders for NAMB PR; National Ministry Requests and use of funds has been beneficial; ABLE I and II Training has been extremely helpful for our DOMs

1. Philosophies of ministry are identical with Oklahoma. Recent paper submitted by Church Planting Group regarding Catalytic Missionaries doing interim pastorates versus being pastor of a church is

exactly what we need.

2. Correspondence with everyone in the group is handled in a timely fashion and is much appreciated.

In helping secure Nehemiah interns. It has been a joy to work with David Wheeler as well as David Putman and Gary Bulley. They have helped tremendously in our efforts to plant church planters

NAMB Church Planting Group has developed the Basic Training Manual, Training Model. I appreciate the training we have received and the partnering in our state to let us be trained and then contextualize it to South Carolina. Allowing our Church Growth Assistance to be put into one account line item to be used where God is starting churches and not limiting the budget areas to Anglo, African-American, or language categories. The Church Planters Management System is an excellent tool for church planters. We need to look at more development in these areas.

I appreciate the Church Planter Update. It's a good communication tool.

1. Mentor and Basic Training
2. Field visits by NAMB staff
3. Nehemiah Project
4. Summer and Winter Leadership meetings

Hugh Townsend is putting together a group of consultants who will walk alongside all our associations and association missionaries as we do long range planning in all seven of our associations. While this is not directly "church planting" per se, it will certainly lead to intentional church planting in both the long and short terms. It will also result in greatly improved evangelism. Last, it will assist the Dakota Baptist Fellowship in our plan to become a convention (part of our fellowship's long range plan). As Executive Director I am highly encouraged by this partnership, and believe it will make a huge difference now and for the years ahead. Thanks for this investment in the Dakotas.

Providing materials, training and referrals

Providing CGA for new congregations

Providing leadership training to strategists and basic training for church planters

1. Partnership in preparing church planting materials for field use, e.g. Church Planter Management System CD-ROM.
2. Nehemiah Project
3. Key Church

Nehemiah experience in our state has been marvelous. Ed Stetzer is a joy for me to work with. Gerald Colbert has bent over backwards to make Basic Training events effective and available for our needs.

After significant initial problems, the relationship that NAMB is currently working under with NWBC and Puget Sound Association is proving effective with regard to the Seattle/Riverside church plant. Our most recent partners' meeting with Ken Tan was very positive and productive.

Please list one or two examples of where the Church Planting Group, NAMB, needs to improve its working relationship with state conventions:

1. Field visits to understand contextual issues and needs
2. Follow through with issues that surface during national meetings

Nehemiah Project Interns

1. Communicating with the states "before" communicating with personnel who are being appointed about what to expect in the state and what they should and should not do in relating to NAMB.
2. Working with the states in the planning of events that will be in or related to the state rather than after the fact—also in decisions to cancel any events already scheduled

Cannot think of one at this time.

The increased funding required locally for Nehemiah Interns is making it difficult to participate fully

1. Lack of cooperative planning
2. Lack of communication

Focus more on training and equipping state and field missionaries and less on attempting to do the work NAMB needs to keep same staff person in charge of a project once it is launched and keep up with the requests and disbursements so as to not have confusion.

Who relates to who in program assignments is still not clear.

Whenever it is possible, more flexibility in the disbursement of congregational assistance funds to churches. I would like to see us move to assisting churches than returning to assisting pastors. I believe God-directed church members are good stewards of the cooperative missions dollars and can be trusted with the ministry in the context of where their churches are planted.

1. Simplifying the process of paid personnel
2. Clarifying the step by step process in a 1-sheet format for processing paid personnel.

None comes to mind

We have had some miscommunication, e.g., SFC-Detroit. The reasons for denial were not communicated to us. Request for certain funds, e.g., TC Simmons start, seemed to have been lost within NAMB Matrix.

1. Recently, “the largest gathering of Indian Teenagers in North America” was held in Tahlequah, OK. Our state office found out about this event from external sources only days before it was to happen. We would have marshaled all our resources to promote and build the attendance of this meeting, but we were totally excluded. This was billed as a “National Meeting” as well. The problem is you have staff in NAMB who ignore the State Convention office. This was done by senior NAMB staff that has been around long enough to know better and there is new staff that are similarly un-cooperative. Richard Harris has been quick to address these when notified. I believe there needs to be a “come to Jesus meeting” with the entire NAMB staff and Richard to get state relationships clear!

2. When the new Native American liaison for your office, Mark Custolaw was brought to Oklahoma to be introduced, he was taken all over the state to meet Indian Leaders, which was fine, he was not brought to the State Office to meet our point man Ted Lam. Neither was Ted even notified of the visit. Three of our Indian “cats” were taken out of a BGC0 meeting, in our building, to meet Mark and Ted Lam was ignored then as well. Ted was seated in the same meeting with the Cats! NOT good.

3. Need to let BGC0 be determinate factor in employing divorced church planters. Current policy does not have grace. For example, we have a man who divorced over 20 years ago, his wife left him in the midst of her immoral relationship with another man. He worked for years to reconcile; she remarried. He remarried and has been above reproach for 15 years. But under current guidelines, he is disqualified to serve as a church planter, yet his life for last 20 years has been exemplary. Need some flexibility for exceptional men like this. We do however understand and agree with the need for pastors and church planters to have exemplary marriages.

I have no communication with anyone in the church planting groups except occasionally with the above mentioned individuals [David Wheeler, David Putman, Gary Bulley]. I do not know what is their strategy and most importantly how what NAMB is doing relates as partners with our state. It appears as if NAMB is doing their things while our state is doing ours.

A National Strategy for Church Planting should be to assist state conventions, associations and churches with their vision for church planting and not a National pushed down strategy. We need to look at more strategies than the Nehemiah Project for recruiting Church Planters. Lay persons are being called out in South Carolina to start churches. New models to train these Lay Church Planters must be developed. We cannot put them on hold for three years to go to seminary when many of these persons are from the

workplace and have strong leadership training skills.

Language work seems to need coordination. Beyond that, there does not seem to be a specific strategy. The tendency seems to be towards uniformity rather than contextualized approaches.

1. Strategy development and coordination
2. Funding according to cost of living expenses
3. Strategy for lay, bivocational, and rural church planting

No specifics come to mind. It will be valuable if your team will continue to listen to our specific needs in the Dakotas. As always, this listening needs to be on-site in the Dakotas as much as possible.

Honoring the Cooperative Agreement with Consultants and some staff—not planning events or new work for the state

1. CPG needs to improve in understanding that the missions, church planting strategy for the States is a field driven strategy from the states and is not driven from the national agency. This is particularly true in the old line states of the South.
2. The CPG could improve in their understanding and implementation of true indigenous church planting principles. The strategy of planting “Flag ship” churches may work well in some areas, but not in other areas. Also, consideration should be given to rural, open country church planting. This relates to the strategy being field driven at the local level.
3. The CPG should function in a consulting-servant role to the State Conventions.

I have not found the Hispanic Basic Training leader(s) responsive to my needs. While I genuinely the leader, the scheduling for our HBT in 2000 has been a real nightmare. I had to ask several (3–4) times for a concrete date.

Please provide any comments you have concerning the Church Planting Group’s Vision:

How can NAMB increase the number of congregations? I always thought that was directly related to the local and state strategies for church planting—How is NAMAB helping us to that end? I’m not sure—

It is an appropriate vision. However, we (state conventions) must do some things differently in order to make an impact on starting effective churches.

Optimistic but attainable

I believe it should include some reference to the involvement of other entities—it seems to say NAMB is going to do this with or without others being involved—I know this is not the intent, but seems to imply such.

If we put all our concern on planting new churches and no emphasis on struggling churches we may lose as many as we plant.

I do not know where you are going. I am confused with your “Flagship” concept. Are you in the church planting business or are you partnering with sates in church planting? If you are launching your own church planting plan from NAMB how will you work with states and coordinate state strategy?

Unrealistic unless we accelerate the number of church planters trained, motivated, and equipped

I like the vision and hope NAMB keeps focused on church planting while doing more in new church development in terms of Christian education, mission education, stewardship.

CPG Vision should be determined by the accumulative total of the state conventions. NAMB does not plant churches nor influence church starts very much. Sate conventions goals should be based on association goals.

It is somewhat appropriate, as a challenge goal—vision is there, but is it operational?

The vision is realistic. The strategy design of getting there will have to be a masterpiece. It will also need to include an overwhelming acceptance of all God-called individuals and a commitment to help them fulfill the church planting missions. Some of those folks will not meet our current criteria for financial assistance. However, since God has called them they will start new churches without our support. We will continue to count these new starts in our totals because the churches that are being started are drawing broken people into the Kingdom. when God launches and sustains a movement he will use people we sometimes consider as unworthy. I believe in the goal you have set. I believe God will lead us there if we stay faithful to him. I support what you are doing to resource the states and the associations in multiplying healthy churches.

Let's JUST DO IT!

It is appropriate but it may not be inclusive. The Nehemiah project while it helps tremendously in our state it will not produce many language/culture leaders. Much emphasis needs to be place in strengthening churches in order for them to be able to be healthy and reproducible.

The vision of the NAMB needs to reflect assisting State Conventions, Associations and local Churches with their vision for planting healthy reproducing churches with evangelistic passion. It is not the purpose of the National agency to set the vision but to serve others with their vision. God is a work in South Carolina and as we join God he is making it clear that our goals are not his goals, we have moved from starting 1.3 churches a month three years ago to 4.5 churches a month this year. God is developing a church planting movement in South Carolina. We want to serve churches and associations with their vision for Kingdom Growth.

1. Where are we getting Church Planters?
2. How are we funding Church Planters?
3. What kind of churches are we planting?

What comes to mind is a question—What relation does this total number have to (a) total population and (b) ethnic make up in the country in 2020? Further, what plan is in place to actually reach the people groups? Further, I am concerned that everything I have seen, heard, or read completely misses the issue of laity ministry. Where do they fit into the equation?

The vision was that of one person. No input was sought prior to such a major decision. It appears less based on strategy than on merely doubling the number of churches and missions.

Vision is fine but becomes only a dream without a support system

I would add the word “indigenous” to the vision statement and also the concept of “assisting State Conventions.” NAMB, as I understand the relationship, is not a direct missions agency, but is in partnership with the State Conventions.

the focus on “HEALTHY, REPRODUCING” churches is wonderful. Whether it is possible to get to 100,000 churches by that time is another issue. I am not opposed, but wonder whether the number is realistic. I will commit myself to help, however. The Basic, Mentoring, supervisory, and support systems for which we are now getting and giving training are a healthy way to move that direction. Nehemiah also is helpful. I would add that Nehemiah is not enough, but is an important component. We MUST focus on tentmaker planters, somehow. I don't know how to do it, mind you, but we MUST call out these people and pray that the Lord of the Harvest will do so.

Please provide any suggestions for improving existing resources:

I don't recall seeing The Ethnic People Group Brochures so I left that blank. I could not improve on any of the above items.

Need more overall training and promotion materials for use among the many language groups in America

Focus on making new starts operational—the point is not communication but operation

The Basic training materials for Participants would be better delivered in a notebook format. The bound copy does not allow for addendums or for editing to include state materials. As it is now packaged I have chosen not to use it in our state. I would rather have a less colorful piece with flexibility to include legal issues pertinent to our state than to have the bound copy without flexibility.

Perhaps there could be a portion of brochure that is standardized by NAMB, but portions would be filled in by state conventions

Keep it simple! Don't do in 20 pages what can be done in 2. Long manuals and training procedures are not read.

Why not customize these for state conventions?

I wonder how these materials might be tailored to reach the large number of Native Americans (perhaps 10% of our total) population across the Dakotas? Has any consideration been given to this? Note that these materials will have to be written specifically for these people, and tailored to their particular setting and people group.

Complete translation of materials into other languages

Ethnic is too broad for effectiveness

The church planting resources, especially the Basic Training Manual, should utilize a programmed learning approach that is interactive and can be used without having to attend a seminar.

We must address the issues of second-generation ethnic church starts. Our overall focus is for the first-generation, and that is a major piece, of course. However, the second-generation is now and will grow ever more prevalent as a necessity.

The initial Seattle/Riverside/NAMB relationship was very frustrating for our Convention. NAMB's changing and modifying its commitment in this strategic church plant made it very difficult for us. Richard Harris is fully aware of this situation, and it has been satisfactorily resolved.

What new resources should the Church Planting Group provide?

More ethnic attention

Materials on implementation of lay church planting issues.

Materials on rural church planting strategies

Laity involvement in church planting

Rural church planting materials

Electronic reporting forms

Material for lay and bi-vocational church planter training

Research and development must become a vital ministry of an agency like NAMB. Do you intend to get to cutting edge in R&D?

Stewardship training materials in Spanish, Chinese, Korean, Arabic

Also coop program materials and Baptist Faith and message

Training materials should be for self taught, hands-on use

The resources that are missing is the church planting materials for associations. We are missing the most valuable component in our SBC structures by omitting a strong emphasis in the associations. Our state strategy is driven by the local associations. I am reinterpreting all the national materials to our associational missionaries for implementation. I am training all of our missionaries in the Church Planting System. These men must be knowledgeable about every facet of the church planting vision and resources, or there will be very few churches started. Without the associational leadership on

board we will fail. Help me write church planting materials for the associational Missions Development Councils. I am meeting next week the an associational Missions Council for strategy in there association. I will be writing my own for this presentation.

1. More intensive and thorough assessment processes for church planting candidates.
2. how to raise monies for new church starts

We need more language resources, especially tracts.

A Manual for church Planting which covers IRS laws/forms; Incorporation or Unincorporated association; getting Fed ID, etc.

Assessment Process, i.e. the Gallup Organization is developing a research tool that will assist in the assessment process. Let's partner with other denominations and organizations to have the best assessment materials available for our states.

1. Profile/measure of a "church" to be planted
2. Strategy for planting church for community

Will better be able to address this as we do our long range planning across the Dakotas. But I can say this—Assessment of church planters needs to be done well before we zero in on particular individuals. It also seems to me that Assessment needs to include/address the candidates' actual experience in cross cultural situations. It should also address the individuals' experience in a variety of geographical settings. IE, if the candidate has served primarily in rural or southern settings, can it be determined how he/she might actually perform in the north or in an urban setting?

As stated above, you simply must develop plans and materials for laity ministry. Without this, I predict the national NAMB goals for church starting and evangelism will not be reached.

Mentoring customized to lay-led, deaf ministry starts

Church Planting in less populated areas—unreached people do not all live in million(s) plus geographical areas!

Information for sponsor churches, enlistment, responsibilities, mentoring, etc.

Please develop materials for laymen to use in church planting. Provide materials that will help in training laymen to be part of a church planting team and also materials that can be used in getting new units of work started. Develop simple materials that can be used by people who want to be involved in church planting but do not want to go to seminary or some certification training session.

We must address the issues of second-generation ethnic church starts. Our overall focus is for the first-generation, and that is a major piece, of course. However, the second-generation is now and will grow ever more prevalent as a necessity. Also, materials on bi-vocational or dual-vocational church planting. Materials which states can reproduce or adapt at a low cost to put their own name on.

Please provide any additional comments or suggestions you might have regarding the work of the Church Planting Group, NAMB:

Mentoring and Basic training found needs to be revised—unrealistic to expect mentors to spend the whole week in training. Maybe unrealistic to have spouse of church planter to take off 4 days to participate in training. All of our spouses work in order to make ends meet—we would prefer a two-day format, twice a year.

1. More and better and earlier communication
2. Continued work to both "build on the good of the past" while setting a strategic course for the future.
3. Continue to help new personnel learn how the systems at NAMB integrate together—every department on the same page, giving the same signals to the field personnel.

I am very pleased with what has been done in providing material for Church Planters. It is the best ever.

NAMB staff coming into area for meetings with personnel without letting field supervisor (Association/State) know. Field missionaries being invited to meetings with NAMB without notifying Association/State leadership.

Recommend that more visits be made to the state convention by the entire teams from NAMB. This would provide for better team building and ensure that everyone hears the same message.

I compliment you on the major accomplishments of last few years.

Generally I am very satisfied with the service spirit of the Church Planting Group.

Overall, the Church Planting Group is doing great.

I don't understand the internal shifts of personnel. You find a good man, bring him into the NAMB office to take advantage of his great expertise and life work. Then you assign him to another area after he's on board. Seems like a waste of a life message or someone missed God on a "call."

The upcoming Winter Training/Conference does not show advanced planning in it's early publicity. I want to know that we are bringing the best speakers, resources, etc. to this kind of conference. When Dr. Reggie McNeal was asked to meet with us, I was drawn to the conference. There are several key models that need to be lifted up, i.e., Rick Ferguson, Riverside Baptist Church, Denver, CO; Rick Warren, Bill Hybles, Dieter Azner—Millennial Church Starting, John Cotter—Leading Change, Schenck-Creating Communities for the Kingdom (Biblical Models for Church Planting)

Bringing language concerns under one person (Mitchell) was a good move. He should have coordinating responsibilities of other language staff.

I believe language staff should be consulted at the time that strategies are being developed and not brought in after the fact to adapt and support.

The Asian, Hispanic & multi-ethnic offices do not seem to plan or coordinate matters together. One going one direction but without contact with the other two when all are impacted is confusing and counter-productive

It's a joy to work with this group.

I would encourage NAMB to "give away" the materials they develop to the State Conventions so the materials can be customized and adapted for local use. This could be done in an electronic format and would allow the State Conventions to adapt and print the materials as needed. This would save cost to NAMB and the State Conventions.

I would also suggest the Church Planting Group develop a strategy of training and utilizing State Convention leadership for teaching the Church Planter Basic Training. There is no need for NAMB to go all over the country conducting Basic Training events. Give the materials and the concept to the States to implement. That would cut costs and avoid duplication, primarily because the training and materials need to be customized to meet local needs.

Overall, I have been pleased, in spite of early misgivings and anxieties I had with the NAMB structure, with the developments, materials, personnel, and adaptations to need which NAMB CP has presented. Thanks and God bless you. I am grateful.