

CHINESE EVANGELICAL CHURCH PLANTING AT ORLANDO IN CENTRAL FLORIDA

1. WHY START A NEW CHURCH (CALLING TO CHURCH PLANTING)?

Calling to church planting and Re-Engineering Church OCECC profile

This is a real church planting case. In fact, more accurately it is restarting church planting case in a 4 years old church, Orlando Chinese Evangelical Christian Church (*OCECC here after, www.ocecc.org*). This is an independent Evangelical Chinese Christian Church formed in 2000, key lay-leaders used to members of a larger Chinese Church at Rouse Road. Currently the OCECC has 70 regular worshippers on Sunday (including their children) who are mainly consisted from first generation immigration from mainland China and Taiwan.

It is in this church I have ministered and been ministered in past three years (I have done my field education here). Due to the church is relatively in infant stage (first public worship in May 2000). The areas I served or trained vary from time to time and the tasks are flexible yet very challenge, for I seem to try shooting a moving target. Practically speaking, I have some co-workers, but have no mentor in this local church. By grace of God, however it is a church with leadership enthusiastically laboring Lord for harvest and willing to serve and to be changed in new situation, and with very 40 plus adult congregation with young professional families and UCF graduate students. The church has some good potential to grow and want to have impact for God and Gospel of Kingdom of Christ.

My original plan after the graduation was to be pastor at existing Chinese church of North American. However, involvement with Thirdmill, OCECC and particular the class of Church Planting and Development makes me think different now. All the interviews I had, I lean toward church planting job as part of my pastoral calling.

As a potentially called and hired part-time pastor to this young church, I put this Church Planting Prospectus and hope to carry it out with inputs from church leadership and congregation. Some of the ideas have been briefly communicated with both leaders and congregation in large. *Please read it with critical-constructing mind and heart, all comments are greatly appreciated.*

Vision for church planting

Importance and power of vision need to communicate and taught among core group. Three folders of visions should be reflected in a vision for the glory of God, a vision for the Kingdom of God and a vision for the church of God.

- 1) The church exists to glory and enjoy God and extend that worship of God to every sphere of life in every tribe, tongue, and nation; the church exists to make invisible Kingdom of God visible;
- 2) The church exists to perform the great commission and great commandment;
- 3) We firmly believed to effect realization the vision through indigenous (Chinese) church leaders closely working with mutually respective American Evangelical church leaders, culturally relevant environment and methods, spiritually healthy, growing and reproducing the church can be established.

Our current church only have element 2) which express elegantly “love one another, equip disciples, and evangelize un-reached.

The biblical imperative for church planting

- The Church is God’s primary agency for the Great Commission (Matt 16:18, Eph 3:10, Heb 12:20; 13:17).
- We also believed the definition of three critical marks of Church: Preaching, Sacrament and Discipline.

- Survey of New Testament of Church Planting are over-whelming. Church as continue work of Jesus Christ by His Spirit through Apostles and believers. (John 17, Acts 2:42-47, 15:38). We can see unfolding redemptive history from Gospels, Acts, Letters and Revelation.
- Willian Tinsley said, “To remove the strategy of Church Planting from the New Testament would in effect remove all Scripture beyond the Gospels. The disciples and apostles made church planting their strategy to penetrate first century society. The design of Christ’s strategy soon become very clear. His strategy was to plant churches to establish communities of believers...throughout all the nations of the world. The Apostles saw the expansion of new churches in the world as the privotal cog through which the life transforming power of God would be transformed to the world.”

The Practical imperative for church planting

The Church planting is the essential task in the Great Commission. Church planting is the **process** of standing and establishing **indigenous, culturally relevant, healthy, growing, reproducing churches within a particular people groups**. [Childers]

Even more profound fact and strategy is that church planting network and movement is God’s Strategy for the great commission. **The Advancing God’s Kingdom by mentoring leaders to be part of a movement that s multiplying churches that are multiplying disciples through the power of Gospel**. [Childers]

2. WHO ARE WE REACHING (THE MINISTRY FOCUS GROUP)?

Our Church Planting Mission Statement

Currently: Knowing Lord Jesus Christ, building Christ Centered family; blessing our community; participation worldwide mission. [This need to be modified to reflect our vision, purpose, values and strategies]

Our Ministry focus group at East Orlando

We have been and plan to continue to reach first generation Chinese Mandarin Speaking adults, young professionals and graduate students at UCF, and their second generation American Born Chinese (ABC) children and youth. This targeting group is determined by composition of Chinese community and our typical profiles of existing co-workers and members. With time progress, we may extend another working class group, namely restaurant workers and other labor intensive workers.

Needs of the Ministry Focus Group

- Need to ministry to pre-postmodern Chinese graduate students. This is me generation but also hungry for community and home. Lonely, self-identities, lack of meaningful community and want to have authentic relationship; pressure in study and research; basic living skill, job searching, interview skill; good recreation (not merely entertaining).
- Equally challenge is the ministry to young professional families and singles. They are struggle with various responsibilities in family relationship (including grand-parent short visitation and helping to raise babies), pressure in economic and career success, and problems to raise and educate their children in different country they grew up. Some of them want to become part of main-stream in society and others are accepted their sideline position in society and workplace.
- Children and youth ministries need to put nearly equal priority with adult ministry. One of greatest challenge for immigration church is to figure out how to ministry gospel to our second generation and even 1.5 generation. In addition to gap of age, two obstacles are difference in language and culture, which make the first immigration church constantly struggle in the area of ministry toward their next generation. Typical needs for ABC (American Born Chinese) would be suitable to this group.

- Only Gospel of Jesus Christ and His Kingdom coming will satisfy these people real needs. The connection between the felt needs and real needs are there. However we needs to make clear and distinctive connections in the age of the Kingdom has already here but not yet completed.

The demographic imperative (community profile)

There are about total 8,000 to 10,000 Chinese Speaking populations at greater Orlando. On the eastside Orlando, the populations are highly educated professionals and Graduate Students from China, Taiwan, Hong Kong and other Southeast Asians.

First Generation Chinese family live sacredly every parts of three Counties, however, graduate students are mainly concentrated near UCF community.

For these reasons, currently OCECC meets conveniently at Downy Memorial Church at Dean Road and E. Colonial on Sunday and Friday.

3. WHAT KIND OF CHURCH WE WANT TO BE (THE CHURCH PLANTING MODEL)?

Personally I believed that this piece of work is greatly lack in OCECC and need to be fully revised and developed among leaders and communicated well to general congregation. This is primarily due to lack of training and mentoring on basics of church planting. The founders of the church are lay-leaders with warm heart for God and lost. In comparison with other new startup Chinese churches in Northern American, OCECC is above average in my estimate. For instance, among founding family two of them are the part-time RTS MAR students in virtual campus since 2000; the church also has some developed vision and value; ordained deacons and gradually established leadership and ministry structure recently.

Our Ministry Purposes

We have just adopted the model of Church function as WIFES, which means church do Worship/Prayer (celebration worshippers), do Instruction (classroom/learning

community), Fellowship (felt/unfelt need group); Evangelism (soul-winning team); Social Concern (servant witness).

Since rarely having church done equally well in all five areas, OCECC are not exception. Here is our currently order list from the strongest to the weakest. Our strongest area is Instruction/Teaching in preaching, Sunday school and small group; next are worship, fellowship and evangelism; the weakest is in social concern and mercy ministry. Though Tim Kelly lists healthy churches with unique priority in the purpose with combination of two areas, personally I more tend to be triad instead bi-focal.

Teaching-Fellowship-Evangelism (Prophet-Priest-King): We strive to be a church where meaty expository/topic preaching and teaching is combined with a stress on group life and meeting personal needs of members; equal with the teaching, the attraction is excellent pastoral care and small groups for various people; meanwhile, preaching and instructional program is combined with a stress on equipping and deploying layperson for witness and evangelization. A highly effective methodology of lay witness is used in various setting along with an elaborate network of structured outreach events draws a significant number of persons into the church.

Our Ministry Core Value

Our current values are 1) Beloved Family; 2) Pillar of Truth; 3) Witness of Christ. This expression was well written in Chinese slogan, yet it may be too close to universal purposes. It is also not reflect our emphasis on second generation and bi-culture sensitivity; church planting as method to reach lost near or far; it should reflect culture mandate, etc. Following just a thought and need to be articulated and discussed better.

- 1) Living in authentic Gospel-centered life (cover witness and authentic life);
- 2) Bringing others into transformed family of love (cover evangelism and fellowship in the family of God);

- 3) Expanding the kingdom through maturing church (church planting and second generation, multi-culture, mission to homeland);
- 4) Heavenly minded, earthly engaged (supremacy of Christ at right hand of Father will lead us to transform culture for Glory of God).

Our Ministry Style

- 1) Worship Style:

Blended traditional and contemporary in hymns and songs; express nature of God in both Transcendent and Immanent in Bible Text and Modern Language; mixed with Chinese and American Hymns to reflect bi-culture; sensitive and authentic to non-Christian friends.

- 2) Learning Style:

Relationship (inner)-Concepts (middle)-Psychical (outer)

- 3) Fellowship Styles (Infrastructure):

Celebration (Worship-Sacraments, unlimited number); Congregation (Fellowship-Sunday school, 16-80); and Cell (small groups and discipleship groups; 6-16).

- 4) Outreach Style (Word & Deed)

“Front Door” outreaches are less effective than “Side Door”. One of mis-concepts among believers and nonbelievers is that Sunday worship is only for believers; on other hand, our routine Sunday worship may not sensitive to people who are totally alienate from Christianity. Before we have designed evangelistic Sunday yet effects are not clear. Many Side Door attractions and events in Fellowship (Friday evening) have been used and have more effects.

In addition, OCECC have run a Sunday Afternoon Chinese School. It started with mind of service to members and our community and also serves as outreach program to Chinese community. It is a great testimony of servant spirit of the church.

- 5) Leadership Style (all areas in above)

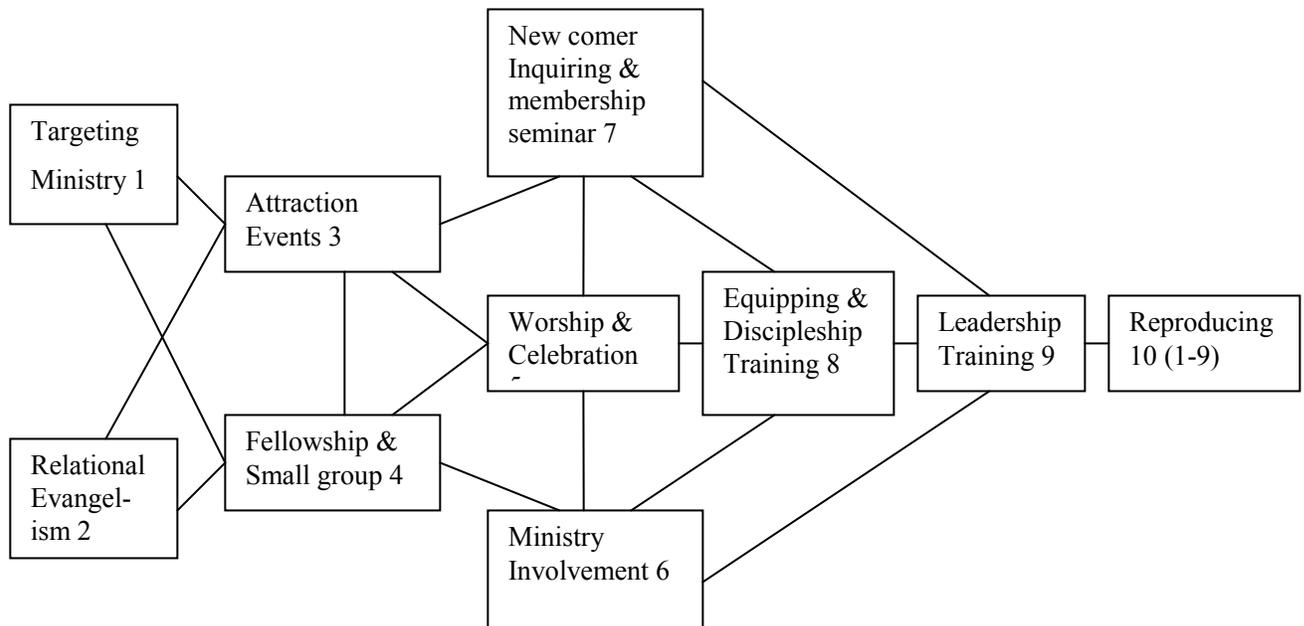
Among “Telling”-Authority; “Selling”-Persuasion, “Participating”-Sharing and “Delegating”-empowerment; current OCECC is heavily on first two: Telling and Selling. We need all type of leadership styles in different kinds of Church ministry.

We had better come to some agreements according to the nature of ministry and responsibility of leadership.

Our Ministry Flow Chart

Currently church do have some sort of ministry strategies, yet it does not well sorted out how they related to each other, whether they are inline with purpose and vision to bring the maturity of church and individuals.

Ministry Flowchart below depicts the logical ministry sequence by which people move from being unbelievers to being mature church leaders. In general, we are primary on Side Door Model yet flows more like Front Door Model (Asian people more on relationship type).



Our Discipleship Strategy (Ministry Model)

1) Leading people to Christ and Church membership. (Winning)

We are pretty good on conversion [3], but weak to let believers join church in fuller sense [5-6-7]. Especially in the area of establishing the membership and letting the people becoming the members [7]. As I heard Randy Pope's Inquiring seminar and membership class (Senior Pastor of Perimeter, Atlanta), and saw how he wonderful and personally minister to the people of God, I think OCECC can do this in much as winning action and help the people, whether who is new converter or new comer, connect into the local body of Christ.

In addition, personal relational evangelism has not been adopted by many members intentionally [2]. They pretty much relied on preachers and deacons do the works. Even in the larger events [3], many brothers and sisters have not been realized and motivated, or equipped to build relationships with new comers in that events. This leads two aspects of maturity: spiritual and skill competency

2) Helping people to grow to spiritual maturity. (Building)

There are several pieces of ministries directly involved to nurture believer into the spiritual maturity through [4], [5], [6], and [7]. The more pieces can be added on, however, in my estimate, these are essential ministries. First piece is worship which is ultimate purpose for church existence and pre-taste of full presence of God in new heavens and new earth through Praising & Prayer, Preaching Word, and minister of Sacraments.

Second one is ministry in fellowship & small groups, many Christians experienced the life transformation through small groups, where Word of God applied to individual in community, knowledge of saving faith shared, repentant and faith in daily life in sanctification to form the image of Son of God, encourage and love to

each other. Many unbelievers heard gospel from many aspects in weekly gathering and received Jesus as Lord and Savior.

Third, we want to new comers and new believers started to service each other with gifts God gave. However, in order to this happening in appropriate way, we church officer have privilege and responsibility to share the what OCECC believes and general ministry philosophy and ministries (Vision, Purpose, ...); we want the people who formally join the church not only with sincere heart but also be profession of credible faith in Christ, and committed to local church authority to be ministered and to minister others in accountability and connectivity. This is especially importance to new comers so that they know what privilege and responsibility as the result of membership. Membership is just the first pilgrim step of Christian walk with Lord and others God's family members, the critical part of maturity is to serve and to exercise the gifts God gives. It is also important to make our brothers and sisters to know Christianity not only personal faith but very much in corporative nature. In other word, "Christianity is very Jewish". Without exercising (involving ministry), just eating (spiritual nurturing) people will grow unhealthy.

3) Equipping and Discipleship people for Godly character and effective ministry.

(Equipping & Discipleship)

As ministry growing and people strength in faith and practice in words and deeds, we need to help the people of God growing more intentionally in characters and skills, such as to help their to form accountability group and deepening personal walk with Lord, as well as to help them to discover their calling, passion, gifts etc. It is important as the leaders of church to realize that we not only help believers to form the biblical characters, but also prepare them to do every good work. On one hand, this piece of ministry is designed to equip believers' competency in ministry skills, such as evangelism, effective bible study, as well as life skills at biblical view on finance, work, marriage, raising covenant children, etc. On the other hand, we are workmanship of Christ through the means of grace in the family of

God. We propose to have man and woman discipleship small groups, meet bi-weekly or monthly led by mature Christian leaders. There are many good discipleship materials, such as Navigator disciple books, which have been translated into Chinese and well received.

This is critical step for substance growth of ministry, avoiding the shallowness of Christianity in believers' life and in order to confirm to the image of Son of God in advance of Kingdom of God in the time and space God call us to be. As leaders of OCECC, we need to be overseer and protestors for the church, meanwhile to be resourceful to provide and guidance to our congregation, which are biblical as much as practical at right level, to empower the members to service according to vision and purposes of the OCECC to fulfill our special calling at Orlando areas.

4) Raising people to be servant leaders for the Church. (Developing)

I have been asked by many Christians, "What is the weak area of Chinese church in general?" For North American Chinese Church, one of weakest area is the leadership development. Here is my email communication with Chinese PCA mentor, "How many Chinese Christians have mentors? I didn't in 1975 (M Div) or 1980 (PhD)!! I am very grateful for God giving several brothers as my mentors at different stage of my growth and ministry, even at RTS. But my mentors question still not been changed significantly, "How many Chinese Christians have mentors?"

I have observed the similar things are happening to Chinese RTS students and believers in the OCECC. There are tremendous need and challenge in this area, "workers are few", yet if we OCECC put a long term commitment to raise leaders for Church and Kingdom of God, His grace will sufficient enough. One of experimental experience, I have done with our church deacons (leadership of OCECC) as intentional "training/sharing", is monthly book reading club "Making A Leader" by Robert Clinton. The result is evident.

As next step of equipping and discipleship, besides in house training, we have been recommended several good credible conferences and training worship available to potential and emerging leaders. However, one of leadership development is constantly and periodically reviewing and updating ministry philosophy and directions, so that we can work as team to lead church toward the same direction.

5) Enlisting people in the world-wide mission. (Reproducing)

Though OCECC are young and small congregation, in the first worship service 2000 May the sermon is about Kingdom minded mission for China. Two leaders in this church have been engaged short-term mission in China in several times. We are currently prayerfully supporting two gospel workers in China house church, one US campus outreach missionary, two mission organizations, and one seminarian financially. Locally, two of our preachers have a monthly pulpit support to preach in a small congregation of Chinese Church at Melbourne, the southeast of Orlando. On the annual basis, OCECC often collaborate with other Evangelical and Charismatic churches for Evangelistic meeting. However, the tension and un-trust still existed between the leaders from different churches. Though OCECC as youngest Chinese church in Orlando, the leadership and church members still want to have its impact regionally at Central Florida to Chinese Christian community and Chinese community in general through various events and publication. However, it overall lacks of more articulated vision and strategy to implement the vision and mission.

One of key element is to reproduce new churches and help existence church in Central Florida, with mind to establish Chinese church planting networks cross denominations, so to make invisible Kingdom of God visible through planting the church planting network.

4. HOW WILL WE RE-ENGINEER ORLANDO CHINESE EVANGELICAL CHRISTIAN CHURCH (OCECC THE CHURCH PLANTING PLAN)?

OCECC Re-Engineering Planting Action Plan

This plan is first part of three parts of series church planting and development plan. This part will be served as proto-type church planting/re-engineering proposal, which including newly revised church's vision, philosophy, values, strategy, timeline, resources, and etc. Since this is more or less "re-engineering" church or at least have some major changes, it can be regarded as restarting church planting case. In next plan, we are going to extend our contents beyond the Preparing stage as far to other five stages: Gathering, Developing, Mentoring, Growing, and Locating stages. In the third part of plan, we plan to establish the seventh stage by exploring the possibility to reproduce similar new/renew Chinese ethnic churches in central Florida with Central Florida Network (PCA).

OCECC Re-Engineering Planting Milestones (Goals)

As re-engineer church planting case in OCECC, I think Milestone Strategy would work better for us.

- a) Meeting place: Rent Downy Memorial Church (CMA), good location for our targeting group.
- b) No plan for potential office space yet, until church has her own property
- c) Church name: Orlando Chinese Evangelical Christian Church
- d) Core-value developed
- e) We have a church mailing address and email address (P.O.Box)
- f) We have maintained OK website
- g) Have no church phone number yet, so we list one of deacon's home phone number
- h) We put Ads in Chinese Christian Newspaper
- i) Need to redesigned or update church stationary, logo and church business card
- j) Never promote picture for Planter and their family
- k) We badly need to design church brochure
- l) Never think use mailing as mean to invitation. (Bulk mailing permits from USPS)

- m) Had a church checking account for four years.
- n) Church management software (Yes)
- o) Have not designed church new comers class/seminar yet, no membership yet
- p) Financial procedures established
- q) having contract a church bookkeeper (CPA)
- r) three deacons are leadership team
- s) Vision and Mission need to be reorganized and communicated frequently
- t) Downy Church cover basic insurance ?
- u) 501c3 orgs
- v) No regular meeting with their mentors from current leadership.
- w) For type of gathering already: Including worship, fellowship, prayer, Sunday school, youth ministry.
- x) Built the contact list, but not used very effectively.

OCECC Re-Engineering Planting Objectives (Specific)

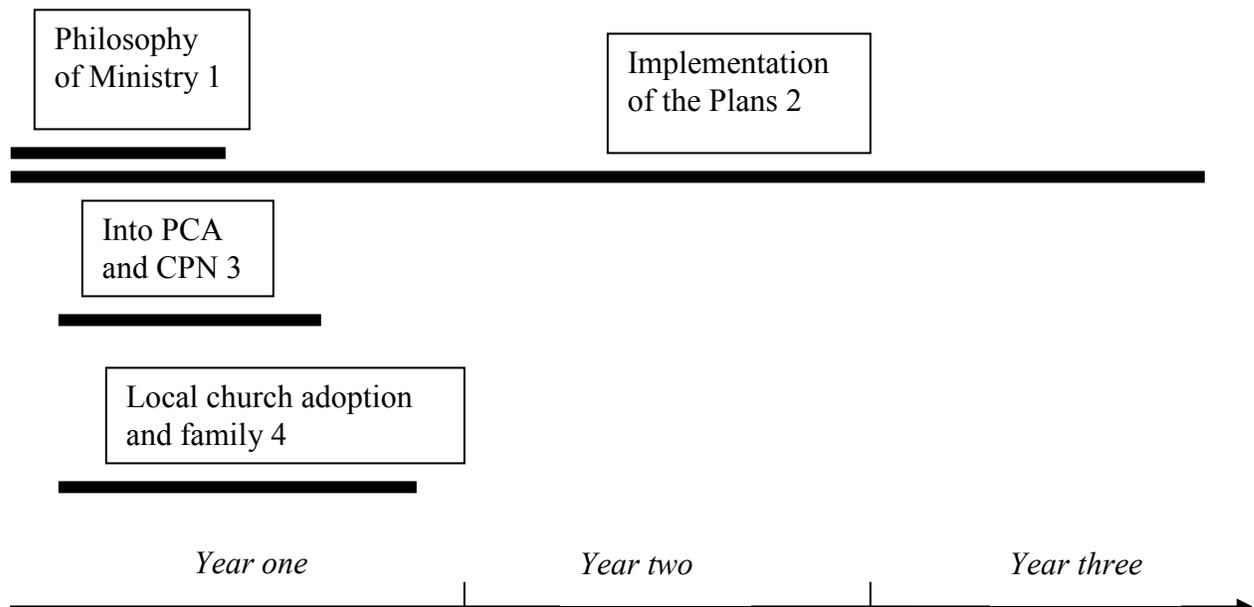
Currently, OCECC constructs our weekends and weekly gathering meeting as follows, those will subject to change.

Nature of Gathering	Adults	Children	Youth
Sunday School am	9:45-10:25 OCECC	9:45-11:50 Downy	9:45-11:00 OCECC
Sunday Worship am	10:30-11:50 OCECC		11:00-11:50 OCECC
Friday Bible Study	7:30-9:30	7:30-9:30	7:30-9:30
Fellowship (pm) in Church	family, students, and evergreen fellowship	Caring/teaching OCECC	Bible study and fellowship, sport
Weekly Thursday Women's home group	10:00-12		
Wed home prayer Meeting	8:00-9:30 PM		

- 1) Sharing this plan with leaders and congregation and modified and make current member to own the same vision and purposes and strategies

- 2) Starting to implementation of this Plan incrementally (need cover other 6 phases of Church Planting)
- 3) Bring church into a solid evangelical family. The ideal candidate is the PCA and Central Florida Church Planting Network (CPN) and ThirdMill Ministry can be great helpful resources. With both agreement, OCECC can become the under care church through Childers's CPN
- 4) Contact with local PCA churches, which have hearts for adopting or alliance closing tied relationship with Chinese Mission, yet allow OCECC as separated church identity. However, we want to have many joint works. Such as minister our children and youth together; we can share financial burden proportionally to build church building together. One of good candidate is CPC at Oviedo.

OCECC Re-Engineering Planting Timeline (one to three years)



5. WHO WILL BE RE-ENGINEERING THE OCECC (CHURCH PLANTING PERSONNEL AND CO-WORKERS)

OCECC Planter's Bio (Qualifications, gifts, passion, experience, myself)

Qualification: Conversion and Calling—Become Christian in 1994 and Call to be ministry in 1998. Education—M. Div, RTS, 2004; Ph.D. Texas A&M, 1994; Church Service—Mission Deacon, Ohio Columbus Chinese Church 1996-20011

Gifts: Teaching, Leadership, Evangelism, and Counseling/Discipleship.

Passion: Teacher and Pastor with emphasis on theological training and church planting network development in Northern America and China.

Experience: 4 years preaching, 8 year teaching in small groups and Sunday school; STM leader and planner, theological teaching material translation; other: Many years in teaching and researching and developing in Science and Technology at Universities and Company.

OCECC Planter's family (Spouse and children)

Wife: Xuguang Pan, Part-co-worker (Web designer) for Chinese Christian Internet Mission.

She also service OCECC for Youth Ministry as Sunday coordinator and one of Worship Leaders.

Daughter: Jessica Chen. Freshman at High School. Growing Christian and Youth leader and one of Pianists on Sunday Service.

Son: Jerry Chen. Six grade and Christian, sometime serves as Pianist at fellowship gathering.

OCECC Leadership Team description

Several bi-vocational lay-leaders, two of them RTS distance learning MAR students.

Profiles of Confirmed Ministry Partners

1. Existing: Chinese independent church leadership and mentoring

2. Development Church network support: Looking denominations and agencies support partially [such as CPN-Childers, Thirdmill-Pratt, and PCA]

6. HOW WILL THIS PLAN BE SUPPORTED (THE CHURCH PLANTING SUPPORT SYSTEMS)?

OCECC Prayer Support Plan (Intercession and communication plans)

We realized the quality of church wide prayer and leadership prayer lost its original priority and significance. Our weekly prayer meeting attendance basically consisted by church leaders (deacons only) with very few people.

The concept and practice of Kingdom prayer should be our core leader supply line. Prayer shall be effectively ministered and integrated in every part of facets church life and activities in various ways corporately. In term of form and function, we may need to start to pray how to set fire on prayer ministry. Perhaps we shall encourage prayer gathering in small group and fellowship, and family prayer-worship.

We need encourage all the present leaders to mobilize prayer support and to develop and to communicate with their intercessory prayers in their “networks”.

Coaching Support Plan (Training and Mentoring Plans and Schedule)

With possibility to work closely with Steve Childers on church planting Chinese translation and contextualization project and joined Central Florida Church Planting Network (PCA), personal character competency and ministry skill competency for myself and core group members can be developed in real ministry setting under coaching contract. This mentoring relationship would ideally be extended over the whole cycle of church planting stages, though the frequency can be significant reduced after first two years from monthly to quarterly or even semi-annually.

When of agreement I need to achieve is to bring OCECC into the PCA family through CFN under Dr. Steven Childers or other suitable channels. This will bring the

stability and connectivity of OCECC. The key is to have both-side leadership to respect each other and be sensitive to culture. For example, overseeing from the regional Presbyterians or caring from elders in parenting or mission churches can be misunderstood as overpower, control, and un-trust to Chinese ethnic leadership.

Financial Support Plan

- Self support through Bi-vocational lay-workers initially and partial self-support currently for a part-time pastoral staff.
- Church network support: Looking denominations and agencies support partially [PCA and hopefully find a bigger brother church, such as CPC at Oviedo].
- Other North American Chinese Church support [existing connections]

We need actively search to be adopted into brother/sister or mother/daughter church relationship within PCA. Current hosting church are very friendly to OCECC, we meet bi-annual to worship together. However, this is an aged CMA church (Downy Memorial Church), they simply don't have vibrant children ministry and no youth ministry at all. Thus, OCECC should take this as opportunity to find suitable church family. Ideally the churches share the same facility and costs and work together in the responsibility for youth and children ministry, this will not only greatly enhance our second generation, but also lead our parents to learn more about their children and better equip to ministry in church and home to them. This will also have great attraction to nearly arrived graduate students at UCF from China and as well as 1.5 generation Chinese Christians who can simply attend English service yet still can hand on with Chinese Christian in small groups.

Personally I have been contacted with pastoral leadership with PCA churches. Covenant Presbyterian Church at Oviedo seems to be good candidate for this potential alliance. My initial meeting with them is encouraging. Historically our Chinese fellowship started at old facility of the CPC in Winter Park in 1999-2000. I am sure that there are a lot of challenge and changes in both sides.

7. HOW CAN OTHERS BE INVOLVED (THE CHURCH PLANTING CHALLENGE)?

OCECC Networking Contacts

We need to develop more closed relationship with other Chinese Mission org and bible study groups in American Churches. Hopefully bring people together.

Prayer Needs for people and ministry

Share the same vision, purpose, and strategies, and will to alliance their will with God's will.

Financial Needs (Short-term commitment, long term results)

Recent survey 90% of members are willing to commitment in financial giving. About 20% willing go to 1/10 offering, the rest depends on their financial situation.

Recruitment (increasing people involvement, commitment)

Using this re-engineer process as Spirit renew process, so that more people will to be served and to be equipped for growth of the OCECC for the sake of regions and nations.

Reference of Plan: Steve Childers, Gospel-Centered Church Planting