

CHURCH PLANTING



SELF ASSESSMENT



ARE YOU A CHURCH PLANTER?

“How do you spot a church planter?” “What does a church planter look like?” Many leaders realize that the number one reason why most church plants fail is the selection of the wrong planter. Therefore, wrestling with this question of a church planter’s profile is extremely important for church planting leaders. Unfortunately, church leaders have often answered this question in two extreme fashions.

GREEN BERET STEREOTYPE

The first is the Green Beret stereotype. The stereotype of a church planter is that he is a flaming extrovert who goes into a strange city with his Bible under one arm and his wife under the other arm and starts a new church from scratch without any financial support. In other words, a Green Beret.



The problem with this stereotype is that it represents only about 10 percent of our EFCA church planting. God has gifted our EFCA movement with some “pioneer planters”, but the vast majority of our church planters are cut out of a different bolt of cloth. Some of our EFCA church planters are using an adolescent model of church planting, start with a sizable core group and finances resources. Some of our younger EFCA church planters are teaming with a ministry partner and doing a team church plant. The bottom line is that you do not have to be a “green beret” to be an EFCA church planter. Our EFCA vision is to “plant all kinds of churches to reach all kinds of people” and that will require all kinds of church planters.

WARM BODY STEREOTYPE



The second answer church leaders often give to the church planting question is the warm body stereotype. It goes like this, “If you are just committed and you pray about it, anybody can plant a church.” Often, seminary professors or older pastors will tell the stories of unpromising seminarians with low ministry skills who went on and surprised everybody by successfully pastoring for years.

We do praise God for His ability to use all kinds of people in ministry. But the reality is ministry is very demanding today and, especially church planting requires a certain skill set. The following “Quick Survey” gives you a snapshot of a effective church planter’s profile. Work through the survey to see how many of these traits fit you.

THREE-STEP ASSESSMENT PROCESS



Desiring to be good stewards of the pastors God has entrusted to us, the Evangelical Free Church has designed a three-step process of church planter assessment. It is important that a candidate spends the necessary time to get an accurate handle on his church planting potential.

STEP 1: SELF ASSESSMENT

The first step of the assessment process is self assessment. A variety of industry standard instruments are used to help a candidate evaluate his own church planting potential. Multiple instruments are used to create multiple snapshots of the candidate. This gives him a more accurate picture than a single instrument. Multiple instruments will measure different dimensions of a church planter's profile. This will allow candidates to see patterns and trends. The objective of step one assessment is for the candidate to discern if he has high, medium, or low potential as a church planter. This will help him determine if he wants to continue the assessment process.

STEP 2: ASSESSMENT INTERVIEW

The second step of the assessment process is for the candidate and his spouse to participate in a Assessment Interview conducted by certified church planting assessors using Behavioral interview selection skills. This introduces the dynamic of a search committee applying the spiritual gifts of discernment and wisdom into the assessment process. The objective of step two assessment is to discern the skills and competencies that a candidate will bring to a church planting project.

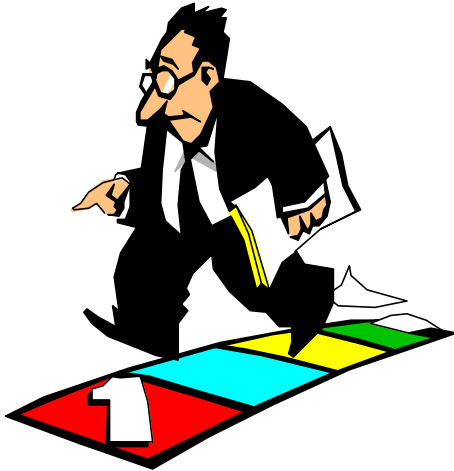
STEP 3: EFCA DISTRICT REQUIREMENTS

The third step of the assessment process is for the candidate to complete the normal placement requirements of the district where he is intending to plant a church.

STEP 4: OPTIONAL

The first three steps of church planter assessment will be sufficient for the vast majority of our church planter assessment needs. However, if a candidate and/or district still have questions regarding candidate's suitability for church planting, the candidate is encouraged to go through a professional assessment center designed for church planting. Mission USA will keep a list of approved church planting assessment centers.

IN DEPTH ASSESSMENT



If you want to continue the assessment journey, the following instruments have been selected to help you discern if you have high, medium, or low potential as a church planter. While there are no magical tests which will automatically guarantee that you will succeed as a church planter, the following instruments have been used by many people to help them get a better handle on their church planting profile.

Take your time to thoughtfully, prayerfully, and reflectively evaluate your own church planting potential. This is one of the most important decisions you will make. Since this is your self assessment, you are free to be completely honest in your reflections. You should also use this time to enter into intentional conversations with your spouse, your pastor, your mentors, and closest friends regarding how they assess your church planting potential. Let them help you discern God's will.

⚙️ **SELF ASSESSMENT INVENTORY**

A self assessment inventory designed to help the candidate prayerfully think through the skills and traits involved in being a church planter. Special attention is given to a church planter's character, competence, and chemistry for church planting.

⚙️ **PERSONALITY TYPE: MBTI**

The Myers-Briggs Type Indicator instrument is the most widely used personality inventory in history. Each year 2 ½ million people gained valuable insight about themselves and the people they interact with daily by taking the MBTI® instrument.

⚙️ **LEADERSHIP STYLE: DISC**

DiSC is the most widely used instrument in Evangelical organizations. More than 15 million DiSC instruments have been used with hundreds of applications in over 47 countries. It has been translated into 14 different languages.

⚙️ **SPIRITUAL GIFT INVENTORY**

A variety of instruments are used to assess a candidate's spiritual gift mix. Most of these instruments can be found on Internet web sites.

⚙️ **REFERENCE INVENTORY**

This inventory is designed to help those that are closest to the candidate (spouse, pastor, mentors, etc.) give objective input into the process. This should open up a dialogue with the candidate to either affirm or challenge his church planting call.

**SELF
ASSESSMENT**

**SKILLS
INVENTORY**

SELF ASSESSMENT INVENTORY

In this self assessment inventory, you will explore the major skills, traits, and characteristics of effective church planters. In particular, you will explore three board areas of church planting leadership: character, competence, and chemistry.

All three are vital in church planting.

We will look at each one separately.

I. CHURCH PLANTING CHARACTER

A. Clear Sense of God's Call

B. Strong Spousal Support

C. Godly Character

If a church planter is to be successful, there are three foundational character issues that he must face right at the beginning of his church planting journey.

While all the skills and traits are important, these traits are absolutely essential.

The Bible is very clear about the importance of character in church planting leadership (I Tim. 3).

Directions

Read each reflection question and check off the questions that fit you.

Add up your section total.

This is your average rating for this performance dimension.

Circle your rating for this performance dimension at the top of the sheet.

Record the rating on the summary score sheet.

In your opinion, do you have strong enough traits and skills to be an effective church planter?

It is very important that you check out your self assessment with your spouse, pastor, and closest friends to get an accurate rating.

A.	CLEAR SENSE OF GOD'S CALL	1	2	3	4	5	6	7	8	9	10
	<p>When you read God's Word, when you pray, when you day dream, you cannot stop thinking about church planting. Your spouse, pastor, mentors, and peers encourage you to consider church planting. In spite of the risks, you have an inner peace about church planting. You have confidence in God's call and exercise faith in His provision. You have a growing walk with the Lord.</p>										

CLEAR SENSE OF GOD'S CALL

“In a recent study of failed church plants, half of those leading the failed plant were actually unsure of their call to church planting in the first place! The fact of the matter is, church planting can be incredibly difficult. The decision to plant will often be deeply and sometimes painfully tested. Often in the midst of the most difficult times when growth is slow, when leaders you've developed decide to leave, when the next steps forward seem very unclear the only thing that will keep one going is the sure, unshakable conviction that, "despite what I'm experiencing now, God has called me to this!" A call is more than thinking church planting is a neat idea, or something you just sort of "try out" among other options. No, the enormity of such a venture as church planting requires a clarity of calling that, while not immune to doubt, provides the foundation for tenacity in the midst of adversity and disappointment.”¹

A VITAL SPIRITUAL LIFE

“Does this person have a strong lifestyle of worship and prayer? A vital spiritual life is so fundamental to everything else. It is the ‘well’ out of which ministry must flow for years to come. If that well is dry or if it has never been dug properly the spiritual resources so desperately needed in church planting will be inadequate to the task the spiritual ministry which will be required in the days ahead.”²

REFLECTION QUESTIONS: Check off the questions that apply to you.

- When I read God's Word, when I pray, when I daydream, I cannot stop thinking about church planting.
- I am genuinely excited about the evangelistic potential of church planting to reach the unchurched.
- I have a clear call from God to a church planting ministry.
- My pastor and peers have confirmed my call to a church planting ministry.
- I believe God has given me the spiritual gifts and temperament to be an effective church planter.
- I believe many of my past experiences have prepared me to be an effective church planter.
- In the past, I have taken significant steps of faith that God has blessed.
- I have a strong conviction in God's capacity to accomplish great things in our church plant.
- I have a strong devotional life that will sustain me in the tough times of church planting.
- In spite of the risks, I have a strong inner peace about church planting.

SECTION TOTAL

¹ Cutting Edge Magazine, Winter 1998, Steve Nicholson and Jeff Bailey

² Ibid.

B.	STRONG SPOUSAL SUPPORT	1	2	3	4	5	6	7	8	9	10
	<p>Your spouse is strongly supportive of your church planting call. You have identified and agreed upon your respective roles in the church plant. You have a healthy marriage relationship (Ephesians 5). You have a reputation for managing your family well (I Tim. 3:4-5).</p>										

HEALTHY MARRIAGE AND FAMILY RELATIONSHIPS

“If married, is the marriage solid and does the spouse support and agree to be involved in the church plant in some way? Without this cooperation, the whole effort comes under a cloud. For something as large and dramatic an undertaking as planting a church, the husband and wife need to be on the same page in agreement that this is God’s calling for them, as well as in agreement regarding the timing of things. To be undertaking something like this and not be in sync with each other is asking for trouble from the very beginning. Better to wait to start the church plant until things are on more solid footing than to push on ahead and pay the consequences in the marriage and in the church.”³

REFLECTION QUESTIONS: Check off the questions that apply to you.

- My spouse agrees with and shares my church planting call for our lives.
- My spouse knows my church planting vision as well as I do.
- My spouse and I agree upon our respective roles in the new church plant.
- I am able to balance the demands of ministry and marriage.
- My spouse and I do not have any relationship issues that will negatively impact the new church plant.
- My spouse and I agree upon how we will use our home in the new church plant.
- My spouse has no concerns about our church planting future.
- My spouse and I have a strong communication pattern so that we can share our hearts with one another.
- My spouse and I have no concerns about raising our children in a church plant at this stage of our lives.
- My spouse and I have a regular “date night” when we get away by ourselves.

SECTION TOTAL

³ Ibid.

C.	GODLY CHARACTER	1	2	3	4	5	6	7	8	9	10
	<p>The bible is very clear about the importance of character in spiritual leadership. Psalm 78:72 states, "And David shepherded Israel with integrity of heart; and with skillful hands he led them." Character and competence are closely linked together in church planting leadership. I Timothy 3, Titus 1, and Acts 6 all emphasize the importance of character in spiritual leadership. We do not expect our planters to be perfect, but we do expect them to be leaders of integrity.</p>										

REFLECTION QUESTIONS: Rate yourself from 1 (lowest) to ten (highest) for each question. The following checklist is taken from I Timothy 3. Dr. Gene Getz in his book, *The Measure of a Man* has done an excellent job fleshing out these character traits. This would make an excellent study. Note: You will be asked these same character questions in your Assessment Interview.

<input type="checkbox"/>	Above reproach	<input type="checkbox"/>	Not violent
<input type="checkbox"/>	One women kind of man	<input type="checkbox"/>	Gentle
<input type="checkbox"/>	Temperate	<input type="checkbox"/>	Not quarrelsome
<input type="checkbox"/>	Self-controlled	<input type="checkbox"/>	Not a lover of money
<input type="checkbox"/>	Respectable	<input type="checkbox"/>	Manages own family well
<input type="checkbox"/>	Hospitable	<input type="checkbox"/>	Not conceited
<input type="checkbox"/>	Able to teach	<input type="checkbox"/>	Good reputation with unbelievers
<input type="checkbox"/>	Not given to drunkenness	<input type="checkbox"/>	Sincere and transparent
<input type="checkbox"/>	Not self willed	<input type="checkbox"/>	Spiritual integrity and consistency
<input type="checkbox"/>	Not quick tempered		

Big Three: Pastoral leaders consistently get in trouble and stumble in their ministry in three basic areas, sex, money, and power.

- Sex: Do you have any secret sexual practices that would hinder your church planting ministry?
- Money: Do you have any financial practices that would hinder your church planting ministry?
- Power: Do you have any unresolved conflicts that would hinder your church planting ministry?
- General: Do you have any skeletons, that would be an embarrassment to you, your family, the EFCA, or Jesus Christ?

II. CHURCH PLANTING COMPETENCIES: 10 SKILL SETS

The following ten basic skill sets are the kind of traits and skills that church planters need to have in order to be effective in their church planting mission. They are based upon a study of scripture (see Ephesians 4, Matthew 28), a major research project by Dr. Charley Ridley (see *Church Planter's Toolkit*, chapter 2 by Robert Logan), and extensive conversations with Evangelical Free church planting leaders and other denominational church planting leaders.

- 1. Visionary Leadership Skills**
- 2. Starting-Gathering Skills**
- 3. Communication Skills**
- 4. Evangelistic Skills**
- 5. Discipling Skills**
- 6. Equipping Skills**
- 7. Team Building Skills**
- 8. Group Building Skills**
- 9. Knowledge of Church Planting**
- 10. Emotional Intelligence (EQ)**

Directions

Read each reflection question and check off the questions that fit you.

Add up your section total.

This is your average rating for this performance dimension.

Circle your rating for this performance dimension at the top of the sheet.

Record the rating on the summary score sheet.

In your opinion, do you have strong enough traits and skills to be an effective church planter?

It is very important that you check out your self assessment with your spouse, pastor, and closest friends to get an accurate rating.

1.	VISIONARY LEADERSHIP SKILLS	1	2	3	4	5	6	7	8	9	10
	<p>You have a clear and compelling picture of what the new church will look like in the future and the broad brushstrokes of what it will take to get there. You are able to share repeatedly this vision in such a way that others follow his leadership and help make it happen no matter what the cost. You see the big picture (I Cor. 3:10, Rom. 15:20).</p>										

VISIONIZING CAPACITY

“Vision is a God-given ability that is an essential part of the spiritual gift of leadership: an ability to "see" what could be; in this case, to cast a vision for a church that is compelling and inspires others to want to be a part of it. But a good vision doesn't just leave it there. Rather, it not only lifts peoples sights to what's ahead, but it articulates a way to get there, too. In that light, simply wanting to "plant a church" is not a "faith-driven, inspiring vision." What kind of church? What will it look like? What kind of people will it reach? How will you gather people to get on board with that vision?

A church planter must not only have a vision for the kind of church he wants to build, he has to be able to sell it, to articulate it in such a way that it engenders faith, and honors God, and inspires other people to want to get on board with the vision, as well.

Can the person plan out a large, long-term project in a prayerful and yet intentional way? Too many people start off a church plant without a big-picture idea of what it is they're trying to build. They have an idea that they want to try something new, to start a new church but they lack clarity in their vision beyond the first few steps. Or, even if they're clear in their vision, they lack the abilities to strategically and measurably plan out concrete steps towards accomplishing that vision. The best church planters are those who pray for God's direction ahead of time, plan prayerfully, and then execute the plans.”⁴

REFLECTION QUESTIONS: Check off the questions that apply to you.

- _____ I have a history of starting ministries, small groups, businesses etc.
- _____ I have a clear vision of what God expects my local church to be five years from now.
- _____ I know the first five things I would do to start a new church plant.
- _____ I tend to be a "big picture" person.
- _____ When I share my vision with other people, they get excited and want to become a part of the team.
- _____ I have written down the big ideas of my church planting vision.
- _____ I know what kind of church plant will reach today's unchurched.
- _____ I can identify the top 5-7 core values of the church I would plant.
- _____ I spend one day a month in prayer refocusing my vision.
- _____ I usually anticipate the "next steps" and see further down the vision road than many of my friends.

_____ **SECTION TOTAL**

⁴ Ibid.

2.	STARTING-GATHERING SKILLS	1	2	3	4	5	6	7	8	9	10
	<p>You have an entrepreneurial, risk-taking spirit and a history of starting new ministries, groups, or businesses from scratch using only faith, vision and limited resources (Romans 15:20). You are able to recruit a diverse group of other people to join with you in accomplishing this vision. People genuinely know you care about them (I Thessalonians 2, I Peter 5).</p>										

GATHERING SKILLS

“People go about the gathering process in different ways. Some people are good at one-on-one conversations; their gifts and attractiveness naturally come out in personal interactions. Others more naturally gather people with their upfront skills: interacting with large groups, communicating, teaching, and casting vision. However it is expressed, though, the ability to gather people is one of the first and most fundamental of abilities that must be present in the church planter. And if someone doesn't have a track record of being able to attract and gather people before planting a church, it is unlikely they will suddenly be good at it once they've started. “Gathering people also means being able to attract and empower others who are themselves people-gatherers: people who are extroverts, or who are natural evangelists or "bringers and includers." The leader who is skilled at gathering people will empower those in his core who are natural gatherers themselves because once the church gets to any size at all, his ability to connect with large numbers will be increasingly difficult. The relational connection so necessary to the gathering process in church planting will be more and more dependent on others besides the pastor who are skilled at gathering new people.”⁵

RELATIONSHIP BUILDING

Anyway you slice it, church planting is about building relationships with a wide variety of people. Yes, you need to be a good communicator of God's Word, but in church planting you can't spend all of your time in the study or behind the computer. You need to meet people in a variety of situations. You need to learn how to “press the flesh.” You need to take whatever platform (interest, hobby, passion) God has given to you and use it to penetrate the relational circles of your community. You need to know how to deal with conflicts and how to relate to people who are different than you. You need to know how to develop agenda harmony with people that come to your church planting with a different and sometimes conflicting set of expectations. If you are a shy, retiring, highly introverted person, the relational demands of church planting can be a real stress on you.

REFLECTION QUESTIONS: Check off the questions that apply to you.

- I have the ability to attract people to follow the vision I believe God is giving me.
- I am not intimidated about meeting total strangers.
- I have a several close friends with whom I feel free to confide my inner struggles and personal emotions.
- I do not respond judgmentally toward people whose lifestyles and values differ from mine.
- I have the ability to handle criticism without taking personal offense.
- I am skilled at handling group conflict.
- I am good at reading the emotional condition of other people.
- I am energized by meeting the needs of people.
- I enjoy the pastoral care dimension of ministry.
- I know how to handle “difficult people” so that they do not destroy group morale.
- I enjoy working with a wide diversity of people.
- SECTION TOTAL**

⁵ Ibid.

3.	COMMUNICATION SKILLS	1	2	3	4	5	6	7	8	9	10
	<p>You have a growing ability to clearly communicate and apply God’s Word in a compelling way that results in spiritual fruit. You understand the needs of the unchurched and can communicate in their “language” and culture. “Bill Hybels has said that teaching is to church growth what pitching is to baseball: about 85 percent of the game.”⁶ (1 Timothy 3:2)</p>										

PREACHING

“A church planter simply must have good communication skills if the plant is to be at all successful. It does not mean he has to be great. It does not mean he will not improve, probably significantly, and sometimes dramatically, within his first few years of ministry. But it does mean that, as a pastor, he is first and foremost one who preaches the Word. As Scripture unyieldingly recognizes, a pastor must be "able to teach" (1 Tim. 3:2). **There is no getting around the point: Church leadership is an inescapably communication-intensive enterprise. What gathers people, what feeds them spiritually, what motivates them to Kingdom-action, what creates a particular church culture is effective communication before large numbers of people.** ⁷⁷

REFLECTION QUESTIONS: Check off the questions that apply to you.

- I have preached a great deal and have sharpened my communication skills.
- I am disciplined in my sermon preparation and do not wait until the last minute to prepare.
- I am an effective oral communicator, able to analyze an audience, speak clearly and logically, maintain attention, and generate positive response to biblical appeals.
- I follow a preaching plan that allows me to teach the “whole counsel of God” rather than my favorite passages and pet themes.
- I study other communicators to learn how to sharpen my speaking skills.
- I have the writing ability to communicate my vision in newsletters, brochures, and written articles.
- I am able to communicate with unchurched persons in my community in a style they can accept.
- I am able to assess the importance of community needs as they relate to the mission of the church.
- My preaching often results in people affirming decisions to trust In Christ and take action concerning God's plan for their lives.
- I know the first sermon series I would preach in my new church plant.

- SECTION TOTAL**

⁶ Cutting Edge Interview by Jeff Bailey

⁷ Ibid.

4.	EVANGELISTIC SKILLS	1	2	3	4	5	6	7	8	9	10
	<p>You have the ability to relate to the unchurched? You either have the gift of evangelism or are willing to do the work of an evangelist (II Tim. 4:5). You are willing to spend 50 percent of your time in the first two years of the church plant in “people contact” time. You consistently reach out to the unchurched and influence them toward a relationship with Christ and His church. You have a passion to grow the church through evangelism (I Cor. 9:19-22). You understand the local community and you know what culturally relevant ministries to implement.</p>										

UNCHURCHED

“We must be about building our churches with the unchurched, one way or another, even if we have to go around walls or through windows to do it. If a church is to be healthy, if its to grow in a Biblical way, then the leader should have some sort of evidence of evangelistic orientation.

BARNA STUDY

Interestingly, George Barna did a study contained in his book, *Evangelism That Works* (Gospel Light Books, 1995). Of the churches growing in America due to evangelistic growth, he notes a fascinating (and liberating!) statistic: the majority of the senior pastors of these churches do not have the spiritual gift of evangelism. But without exception, every single one of them are passionate about evangelism. And that passion carries over into everything they do. It motivates their churches to be evangelistically focused. They consistently find ways to make heroes out of the natural evangelists and gatherers who are in their congregations. And they have worked hard to learn to communicate the gospel in relevant and compelling ways to the unbelievers who are coming to their Sunday services.”⁸

REFLECTION QUESTIONS: Check off the questions that apply to you.

- I have a list of unchurched friends that I pray regularly for weekly.
- I am proficient in leading people, one-on-one, to a personal knowledge of Jesus Christ as their Savior.
- I provide regular outreach training events for members of my church to equip them for evangelism and discipling ministries.
- I have a circle of unchurched friends that I spend time with each month.
- Upon moving to a new community, I would spend 50 percent of my time each week in "people contact" work.
- I am committed to incorporating new believers into the life of the congregation immediately after their conversion for discipling by others in the Body of Christ.
- I urge members and expect leaders of the church I pastor to befriend unchurched persons and intentionally seek to attract them to Christ and to our fellowship.
- I would not feel duty-bound by the expectations of previously churchd persons in my congregation if what they demanded from me as a pastor meant I must curtail ministries to the unchurched.
- I can give you a thumbnail sketch (Saddleback Sam) of unchurched people that live in my community.
- I know the evangelistic events I would plan in the first year of the church plant.

SECTION TOTAL

⁸ Ibid.

5.	DISCIPLING SKILLS	1	2	3	4	5	6	7	8	9	10
	<p>You must have the ability to build both individual people as well as church congregations. You have the ability to help people develop their spiritual maturity. You can assimilate new people into an existing core group. You have the ability to multiply the ownership of a growing ministry.</p>										

TWO CHALLENGES

There are two challenges at this point. One, is to help the believer move away from consumer Christianity to biblical discipleship where a life is marked by obedience (John 14:15) and service (Mark 10:45).

The second challenge is to help the new believer transition from thinking of the church as “your church” to thinking of the church as “my church.” The planter needs to continually expand the ownership of ministry as the church plant grows.

TEACHING

The primary skill the planter uses in building both individuals and church bodies is the teaching of God’s Word (Acts). This teaching must not be just cognitive driven. It must be life application oriented teaching (II Tim. 3:16-17). The purpose of teaching is not knowledge, but life obedience (Mt. 28:20). The planter needs to help individuals develop spiritual disciplines in their lives. The planter needs to understand process training and the importance of sequencing. The planter needs to develop a training system that is able to move people from one level of spiritual maturity to the next level of maturity (eg. Class 101, Class 201, Class 301).

REFLECTION QUESTIONS: Check off the questions that apply to you.

- I am actively discipling new believers.
- I am actively involved in a small group.
- I have identified a clear pathway of discipleship that moves people from new believers to fully devoted disciples of Jesus Christ.
- I make personal goals for spiritual growth each year.
- I have a good grasp of Scripture and know where to point people for practical help to their problems.
- I am familiar with the best discipleship training materials for spiritual growth.
- I have a strong gift of teaching.
- I have helped new people own the vision of the church.
- I consistently help established group members discover ways to involve newcomers in the church.
- I know the orientation class I would develop for welcoming new people to the church plant.

SECTION TOTAL

6.	EQUIPPING SKILLS	1	2	3	4	5	6	7	8	9	10
	<p>You utilize the giftedness of others by helping them to discover, develop, and deploy their spiritual giftedness in ministry (Eph. 4:11). Rather than handling the bulk of church responsibilities on your own, you invest the majority of your time in discipleship, delegation, and multiplication. You do not use lay workers as “helpers” in attaining your goals, rather you assist them to attain the spiritual potential God has for them.</p>										

EQUIPPING

The church planter must quickly move from the role of being the primary player to being a player-coach. To use an old analogy, the planter must change from the role of a shepherd to the role of a rancher. His primary orientation is not doing, but discipling and delegating. This sounds like an incredibly easy change to make. But the reality is that it is exceedingly difficult to pull off. That is why the vast majority of churches in America are under 100. This fits the shepherding role of most pastors.

GIFT BASED MINISTRY

The key in making this role change is that people see the planter helping them develop their spiritual giftedness and their individual potential, rather than becoming his “helpers” to fulfill his ministry goals. This means the planter must be flexible to the leading and gifting of our Sovereign Lord. He must build ministries and programs that are gift based, rather than tradition driven. The planter must design a ministry that helps believers discover, develop, and then deploy their giftedness. It is critical that there is a deployment mechanism. Spiritual gifts training can be demotivating if there is not an outlet for expressing this giftedness in ministry.

REFLECTION QUESTIONS: Check off the questions that apply to you.

- I believe it is my job to equip the laity for works of ministry and I do this diligently.
- I regularly seek to match other church members' spiritual gifts with ministry needs.
- I do not try to meet all the ministry needs myself.
- I recognize my own limitations and gladly delegate responsibilities and authority to others.
- I provide adequate training for others before assigning them to specific ministry tasks.
- Others do not feel they must always have my permission before initiating new ministries.
- I give a high priority in my ministry time to equipping ministry.
- I am able to spark interest and response in others toward the goals of our church.
- I carefully monitor group morale and avoid placing unrealistic expectations on group members.
- I can develop orderly structures to maximize the effectiveness of a local church's ministries and resources.

SECTION TOTAL

7.	TEAM BUILDING SKILLS	1	2	3	4	5	6	7	8	9	10
	<p>You understand your own giftedness and the kind of leaders you need to complement your gift-mix. You have the ability to attract and lead other leaders. You know what it takes to identify, recruit, train and deploy lay leadership teams.</p>										

LAY LEADERSHIP DEVELOPMENT

“In a church planting study of failed church plants, the number one characteristic associated with an unsuccessful church planter was this: They were unable to identify, recruit, train, and deploy lay leaders. It was an overwhelmingly prominent statistic 95 percent of unsuccessful church planters faltered in this category alone.

The undeniable truth is, it takes a person with a certain mix of gifts and catalytic abilities to pull off planting a church. Among the most important is that they have to be able to attract and lead other leaders! They need, not only internal spiritual authority, but also basic, pragmatic competence in growing a church if they are to attract, motivate, and train others around them who can lead, as well. If a church planter can lead people to Christ and nurture them but cannot develop and lead leaders, he will not be able to build much more than a large home group. The church will never grow beyond what the church planter himself can directly oversee and lead.”⁹

REFLECTION QUESTIONS: Check off the questions that apply to you.

- I am constantly looking for new, young leaders to disciple.
- I am able to recruit other leaders who share a sense of responsibility for the growth of our church.
- I know the kind of leaders I need to compliment my own spiritual gift mix.
- I have discipled leaders to the point where they have taken over ministry.
- It is easy for me to delegate ministry to other qualified leaders.
- I have designed a training program for equipping lay leaders.
- I am not threatened when lay leaders excel at ministry skills beyond my own.
- I know the first staff position I will hire.
- I see my primary role as helping other leaders succeed in their ministries.
- I read leadership books and attend leadership seminars to sharpen my leadership skills.

SECTION TOTAL

⁹ Ibid.

8.	GROUP BUILDING SKILLS	1	2	3	4	5	6	7	8	9	10
	<p>You are able to take people with widely different gifts and temperaments and mold them into a unified church body. You can lead the church beyond a single cell. You know what it takes to break the 100 and 200 growth barriers. You can lead the church in multiplying groups, services, ministries, and new church plants.</p>										

The planter has a track record of multiplication. He is constantly thinking multiplication. He is not just thinking addition. He is not just thinking, “How can I get people in the front door and assimilated with the church?”

He is thinking reproduction. He is thinking, “How can I move people around all the bases and create grand slam disciples?” He is thinking, “How can I multiply this church with new daughter churches?”

In a growing church plant, the planter quickly discovers he must multiply ministry options.

REFLECTION QUESTIONS: Check off the questions that apply to you.

- I have a track record of multiplying believers and disciples.
 - I have led a small group to the place where it multiplied into two groups.
 - I know what it takes to build positive morale in a church body.
 - I have helped groups negotiate through difficult times of conflict and moved them to agenda harmony.
 - I know how to handle “difficult people” so that they do not destroy group morale.
 - I know how to lead a church plant through the 100-200 growth barriers.
 - I understand the five stages of church development in a church plant and what to do in each stage.
 - I understand how my pastoral role will have to change as the group grows.
 - I understand the importance of multiple options and multiple services in order for the church to grow.
 - I have participated as a leader in a healthy, growing, dynamic church and understand how it got that way.
- SECTION TOTAL**

9.	CHURCH PLANTING KNOWLEDGE	1	2	3	4	5	6	7	8	9	10
	<p>You have a growing knowledge of church planting, church health, and church growth. You understand the principles and processes of church planting. You are committed to church growth and church health. You are committed to Mission USA’s vision of “growing healthy churches that plant healthy churches.” You embrace growing the church, both numerically and spiritually. You can implement church growth principles in an effective manner. You are familiar with the latest church planting resources.</p>										

I find pastors of dying and plateaued churches often complain about church growth as only being “market driven, business stuff.” I find pastors of growing, healthy churches are pastors who take seminary classes, read books, attend church planting Bootcamps, talk to pastors of growing churches, and, in general, continually develop their knowledge of church planting, church health, and church growth.

Effective church planters want to know what is working and what is not working. They want to know why some churches are growing and why some churches are not. They want to understand church health in order that their church might grow and reproduce. This is not idle curiosity for them. Nor is it an ego trip for them. Church planters count lost people, because lost people count. Effective church planters want people to reject their message, not their outdated methodology. Therefore, they are committed to constantly develop their knowledge base of effective church planting, church health, and church growth.

REFLECTION QUESTIONS: Check off the questions that apply to you.

- I am committed to establishing numerical as well as spiritual growth goals.
- I believe a church planting should be self-supporting financially within 36 months of launching it's first public worship service.
- I have read the top three books in church planting.
- I have read the top three books in church growth.
- I have read the top three books in church health.
- I have taken church planting classes or training workshops.
- I am committed to planting a daughter church within three years of our first public worship service.
- I have taken special classes or attended workshops on church growth and church health.
- I can identify three major church growth principles I would immediately apply to my church plant.
- I have church planting eyes. I am always looking for a new places to start a new churches.

SECTION TOTAL

10.	EMOTIONAL INTELLIGENCE	1	2	3	4	5	6	7	8	9	10
	<p>You can easily adjust to the changes, challenges, and corrections that often accompany church planting. You learn from your mistakes. You are flexible and adaptable. You negotiate change successfully while not being thwarted from accomplishing your intended mission. You have the ability to hang tough in the difficult times of church planting. You stay the course in the face of major setbacks, disappointments, and opposition. You are a self-starter who is motivated to work with diligence and excellence. You have a high energy level and stamina.</p>										

FLEXIBILITY AND ADAPTABILITY

Church planting can be both tremendously exciting and horribly discouraging and lonely. A church planer needs to have the emotional maturity to ride the highs and lows of the emotional roller coaster of church planting. On the one hand, the first rule of church planting is being flexible and adaptable. Murphy’s law was invented and perfected to an art form in a church plant. A healthy church planter must have the ability to laugh at himself. A church planter should not take himself too seriously. A person with a rigid personality will not be happy in church planting.

RESILIENCE AND TENACITY

On the other hand, a church planter must have the tenacity and persistence to stick it out when the going gets tough. There will be times when your vision will be tested, when leaders will quit on you, when neighboring pastors will oppose you. Resilience is one of the traits of effective church planters. Church planting is not for the faint hearted.

INTRINSIC MOTIVATION: SELF-STARTER

A church planter does not punch a clock. In the beginning stages, there is very little structure in church planting. A church planter often works without direct supervision. Therefore, it is critical that a planter know how to manage his time and manage himself.

REFLECTION QUESTIONS: Check off the questions that apply to you.

- I am flexible and can easily adjust to changes found in the early days of church planting.
- I am resilient and can stick with task in spite of some of the discouragement of church planting.
- I am a self-starter and can work at difficult tasks without supervision.
- I am good at managing my time and completing assignments.
- I understand my feelings and use them to make life decisions.
- I manage my emotional life without being hijacked by it.
- I can read other people’s emotions without being told.
- I can skillfully handle my feelings in ministry relationships.
- I can articulate the unspoken pulse of a group I am ministered too.
- I have a growing understanding of who I am in Christ.

SECTION TOTAL

WEB SITE

- There is a helpful web site which helps a church planter measure his emotional intelligence. It is <http://ei.haygroup.com/> What is your score on the emotional intelligence test? _____

III. CHURCH PLANTING CHEMISTRY: RIGHT FIT

The third area that a church planting candidate needs to assess himself is in the whole area of chemistry. While this is a softer area to assess and sometimes harder to get your arms around, it is critical that a church planting candidate wrestle with the question, "Am I the right fit for this church planting opportunity?" Do I fit the doctrine and distinctives of the Evangelical Free Church? Does my personality and leadership style lend itself to church planting? Do I fit the core group and the community in which the church is being planted? Do I fit the model of the church that is being planted? The following is a list of some chemistry areas to be evaluated.

- 1. Doctrinal & Denominational Fit**
- 2. Financial Fit**
- 3. Temperament Fit**
- 4. Leadership Style Fit**
- 5. Gift Mix Fit**
- 6. Core Group & Community Fit**
- 7. Church Planting Model Fit**

Directions

Read each reflection question and check off the questions that fit you.

Add up your section total.

This is your average rating for this performance dimension.

Circle your rating for this performance dimension at the top of the sheet.

Record the rating on the summary score sheet.

In your opinion, do you have strong enough traits and skills to be an effective church planter?

It is very important that you check out your self assessment with your spouse,
pastor, and closest friends to get an accurate rating.

III.	RIGHT CHEMISTRY	1	2	3	4	5	6	7	8	9	10
	<p>You fit with the doctrine and distinctive of the Evangelical Free Church. You are excited about the EFCA’s vision of “multiplying healthy churches among all people.” Your personal financial situation allows you to take on the challenge of church planting. Your temperament matches what is expected of a church planter? Your spiritual gift mix equips you to be an effective church planter. You fit the core group and community where you are going to plant the new church? You fit the requirements of the particular model of church you are planting.</p>										

DENOMINATIONAL FIT

Since we are planting Evangelical Free Churches, one of the first things a church planter needs to do is make sure they are in complete agreement with the EFCA’s doctrine and distinctives. A church planter can obtain the EFCA’s doctrine and distinctives from our web site (www/EFCA.org) or from any district office. There is a great deal of freedom in the EFCA movement, but the expectation is that all of our church planters will fully endorse all twelve points of our statement of faith. We want to be a movement that is conservative in our theology and progressive in our methodology. We want to be a movement that is marked by both “grace and truth”. We are looking for strong leaders, but we do not need lone rangers. We are looking for movement leaders who will take the Great Commandment and the Great Commission seriously and build into the genetic code of their church plant the vision of “*growing healthy churches that plant healthy churches.*”

FINANCIAL FIT

“Church planting does not require you to be a financial genius, but it does require that one knows how to handle money wisely, is out of debt, and has a realistic understanding of the financial needs of a church plant in the beginning years. Debt or irresponsibility with money are prime "plant killers" owing to the pressures and conflicts they bring. Given the financial pressures typically accompanying the first few years of a church plant, a significant amount of debt makes planting very difficult.”¹⁰ A realistic financial plan needs to be worked out with a church planting coach and district supervisor.

CORE GROUP AND COMMUNITY FIT: CULTURAL FIT

Some church planters have a missionary gift and can effectively minister in any cultural group or community setting. But most church planters have a cultural comfort zone where they minister most effectively. What was the cultural background of your home, high school, and church? What was the size and health of your home church? If there is an existing core group, does your ministry vision and values match theirs? Wise church planters recognize that there are about 50 identifiable lifestyles in the United States,¹¹ and they ask God to lead them to a situation that matches their divine design and ministry skill set.

TEMPERAMENT FIT: MYERS-BRIGGS

In Myers-Briggs Temperament Indicators terminology, Inventors: ENFP (Extrovert, Intuitive, Feeling, and Processing) make the most ideal church planters. The closer your temperament fits this profile, the more naturally church planting comes to you. The opposite temperament type (ISTJ) have the greatest challenges in church planting. Study the following MBTI section.

¹⁰ Ibid.

¹¹ See Percept Demographics

III.	RIGHT CHEMISTRY (CONTINUED)	1	2	3	4	5	6	7	8	9	10
------	------------------------------------	---	---	---	---	---	---	---	---	---	----

LEADERSHIP STYLE FIT: DiSC

If you use the DiSC personality profile, planters who are high “D” or high “I” plant the largest churches and the fastest growing churches. High “D” planters thrive in situations that require strong visionary leadership. High “I” planters excel in church planting situations that call for a great deal of cold turkey relationship building. Planters who are high “S” are best at church planting opportunities that require long term faithfulness and tenacity, such as urban church planting or rural church planting. Planters who are high “C” are best at organizing large core groups that are already existing or serving in support roles on a church planting team.

SPIRITUAL GIFT-MIX FIT

A church planter’s spiritual gift mix is very important. Leadership, faith, and evangelism are important gifts for pioneer planting. Hospitality is a useful gift as often a church planter will often use his home a great deal in the early days of church planting. The missionary gift is essential for ministering in cross cultural settings. Ephesians 4:11 should be one of the cardinal verses a church planter is trying to build into his life.

CHURCH PLANTING MODEL FIT

You fit the requirements of the particular model of church you are planting. If you are planting a seeker driven church, you have the gifts of evangelism, leadership, and communication. You are able to raise the large financial resources necessary for this kind of church plant. If you are planting an urban church, you love and understand the city. If you are planting a rural church, you love and understand the country. If you are planting a cell based church, you have a history of effective, small group ministry. If you are planting a Gen X church, you love and understand Gen x’ers.

REFLECTION QUESTIONS: Check off the questions that apply to you.

- I am committed to the Evangelical Free Church’s doctrine and distinctives.
- I am committed to the EFC’s mission of *“multiplying healthy churches among all people”*.
- I am willing to be supervised by coaches who are appointed to oversee my labors for Christ.
- I faithfully tithe my income, live within my means to the glory of God, and do not have financial indebtedness which would prevent me from pursuing church planting.
- I believe my personality and temperament traits would make me an effective church planter.
- I believe my spiritual gift mix would make me an effective church planter.
- I believe my present stage of life would make me an effective church planter.
- My vision and values match the core group that I am going to.
- My cultural background fits the community setting God is calling me to.
- I fit the model of the church I am planting.

SECTION TOTAL

**PERSONALITY
TYPE
AND
CHURCH
PLANTING**

MBTI

Church Planting and MBTI

MYERS-BRIGGS TYPE INDICATOR

The Myers-Briggs Type Indicator instrument is the most widely used personality inventory in history. Each year 2 ½ million people gained valuable insight about themselves and the people they interact with daily by taking the MBTI® instrument.

MBTI & CHURCH PLANTING

It is very important that a church planter knows his personality type. It is true that church planters come in all sizes, shapes, and personality types. But it is equally true that God has wired certain personality types to more naturally fit the church planting profile.

WEB RESOURCES

There are many web sources that help you determine your personality profile. A great site that has linked a lot of Myers-Briggs resource pages together is <http://mbtypeguide.com/Type/tests.html> You do not need to take all these instruments, but take several so that you have a good handle on your personality type. If you have taken the official MBTI, record that score.

PAPER INSTRUMENTS

Remember that all paper instruments are rough indicators. I find that they are surprisingly 80-90 percent accurate, but are not foolproof. Therefore I think it is important that you take two or three assessments to get a good read. You should answer the questions with the role of a church planter in mind.

Record Your Score								
Assessment	E	I	S	N	T	F	J	P
Personal Traits Inventory www.biztest.com								
Personality Questionnaire www.meyers-briggs.com								
Myers-Briggs Typology www.humanmetrics.com								
Keirsey Temperament Sorter II http://keirsey.com/								
Personality Type Test www.onlinepsych.com								
YOUR PERSONALITY TYPE:								

Record Spouse's Score								
Assessment	E	I	S	N	T	F	J	P
Personal Traits Inventory www.biztest.com								
Personality Questionnaire www.meyers-briggs.com								
Myers-Briggs Typology www.humanmetrics.com								
Keirsey Temperament Sorter II http://keirsey.com/								
Personality Type Test www.onlinepsych.com								
SPOUSE'S PERSONALITY TYPE:								

Church Planting and Personality Type

DISTRIBUTION OF MBTI TYPES

There are sixteen personality types. The chart to the left indicates the percentage of people that are a particular type. The first percentage is a breakdown of the general USA population. The second percentage is the distribution of personality types among clergy. This is based upon an Alban Institute study. The most popular clergy types are ENFJ, ESFJ, and ENFP.

16 MBTI PERSONALITY TYPES			
ISTJ: Inspector 6%, 7%	ISFJ: Protector 6%, 9%	INFJ: Counselor 1%, 8%	INTJ: Scientist 1%, 4%
ISTP: Crafter 5%, 1%	ISFP: Artist 5%, 3%	INFP: Healer 1%, 4%	INTP: Architect 1%, 2%
ESTP: Promoter 13%, 1%	ESFP: Performer 13%, 3%	ENFP: People-Person 5%, 12%	ENTP: Inventor 5%, 2%
ESTJ: Administrator 13%, 7%	ESFJ: Host, 13%, 12%	ENFJ: Persuader 5%, 16%	ENTJ: Leader 5%, 7%
First % = General US Population Second % = Clergy types (Alban Institute Study) ENFJ, ESFJ, ENFP = most popular clergy types			

MBTI AND CHURCH PLANTING

Church Planters come in all personality types. Each type has strengths and weaknesses. The most ideal church planting type is ENTP. The closer your temperament fits this profile, the more naturally church planting comes to you. The opposite type (ISFJ) present the greatest challenges for church planting. **Record your potential score on summary score sheet at the end.**

MBTI RESOURCES

Study the following books to gain additional insights into types and church planting potential.

1. *Planting Growing Churches* by Dr. Aubrey Malphurs. Dr. Malphurs has done an excellent job of making church planting observations. See next page. See also his book, *Maximizing Your Effectiveness*.
2. *Religious Leadership and Personality Type* by Roy Oswald and Otto Kroeger. This is the classical work on MBTI and Christian ministry. It should be required reading for all pastors. You have to order it from the Alban Institute (800-486-1326, ext. 243).

CIRCLE YOUR PERSONALITY TYPE		
MBTI Type	Potential Score	
ENTP : Inventor	10	High Church Planting Potential
ENTJ : Leader	9	
ENFP : People Person	8	
ENFJ : Persuader	7	
INTJ : Scientist	6	Medium Church Planting Potential
INTP : Architect	6	
ESTJ : Administrator	5	
ESTP : Promoter	5	
ESFP : Performer	4	
ESFJ : Host, Care giver	4	Low Church Planting Potential
ISTJ : Inspector	3	
INFJ : Counselor	3	
INFP : Healer	3	
ISFP : Artist	2	
ISTP : Crafter	2	
ISFJ : Protector	1	

Church Planting and Personality Type

MBTI AND CHURCH PLANTING POTENTIAL

MBTI measures four different dimensions of a personality. How you are energized: The extroversion vs. introversion scale. How you see things: The sensing vs. intuition scale. How you make decisions: The thinking vs. feeling scale. How you order your world: The judging vs. perceiving scale. These scales impact church planting potential in descending order. The most important scale for church planting is the extroversion vs. introversion scale. The second most important is the sensing vs. intuition scale etc. Study your personality type and the following church planting observations made by Dr. Aubrey Malphurs in his book, *Planting Growing Churches*.

What does this exercise tell you about your own church planting potential?

<u>MBTI PERSONALITY TYPE</u>	<u>CHURCH PLANTING POTENTIAL</u>
<p style="text-align: center;"><u>EXTROVERT</u></p> <p>Extroverts like to work with the outer world of people and things. They are energized by contact with large numbers of people. When they're by themselves for long periods of time, they become fatigued and seek out people who stimulate and revitalize them. Consequently, they have many friends and acquaintances.</p>	<p style="text-align: center;">1. EXTROVERT VS. INTROVERT SCALE</p> <p>First, lone church planters function better as extroverts than as introverts. In <i>Personality Type and Religious Leadership</i>, Oswald and Kroeger conclude after a study of the functions of ministry normally expected of an ordained person "that the parish ministry is primarily an Extroverted profession."</p> <p>The majority of the pastoral functions involve up front work with large numbers of people. This certainly characterizes church planting. This energizes extroverts but exhausts introverts. Introverts function best in the team context of starting churches.</p>
<p style="text-align: center;"><u>INTROVERT</u></p> <p>Introverts like the inner world of concepts and ideas. They prefer to spend time alone reading, studying, or meditating and are emotionally drained if around lots of people. When fatigued they're revitalized by "getting away from it all." Consequently, they have a limited number of acquaintances and only a few close friends.</p>	
<p style="text-align: center;"><u>SENSING</u></p> <p>Sensing people prefer to take in information through their senses. They focus on facts and details that can be observed through the five senses -- what they can see, hear, touch, taste, or smell. They are practical people who prefer to do things rather than study them. They love and follow systems and procedures. They dwell on present reality (here and now). For them "seeing is believing."</p>	<p style="text-align: center;">2. SENSING VS. INTUITION SCALE</p> <p>Second, in the "point" or primary leadership position, the intuitive types are clearly stronger leaders in church planting than sensing-types. This is because church planters need to be strong visionary leaders who are good at planning and prefer change and innovation that encourage growth. This describes well the intuitive-type person especially in combination with thinking (Nts).</p> <p>Sensing-type people aren't that enthusiastic about vision, innovation, and change. They're very practical people who view ministry as doing; therefore, they make great workers. They, like introverts, function best by working with a church planting team rather than leading it.</p>
<p style="text-align: center;"><u>INTUITION</u></p> <p>Intuitive people take in information holistically, preferring the world of ideas, possibilities and relationships. They're the big-picture types who shy away from meticulous facts and figures. They don't care for systems and procedures but would rather pursue change and new ideas. They're visionary people who focus on the possible future (what could be). For them "believing is seeing."</p>	

Church Planting and Personality Type

<u>MBTI PERSONALITY TYPE</u>	<u>CHURCH PLANTING POTENTIAL</u>
<p style="text-align: center;"><u>THINKING</u></p> <p>Thinking people make their decisions on the basis of logical and objective analysis. They prefer to win people over by their logic. They take a more impersonal approach to decision making and can come across at times as insensitive. The truth is very important to them. They are very task oriented.</p>	<p style="text-align: center;">3. THINKING VS. FEELING SCALE</p> <p>Third, the thinking-types seem to have slight advantage over the feeling-types in terms of leadership in church planting when combined with (NT). Oswald and Kroeger indicate that approximately 80 percent of what a pastor does on a day-to-day basis involves inter-personal relations," which favors feeling-type clergy. They also point to the fact that many established churches predominantly consist of feeling-type cultures, which leaves thinking-type pastors at a disadvantage. Therefore, feeling-types can make good church planters.</p> <p>Idealistically speaking, however, thinking-types plus intuition (NTs) have the edge for several reasons. First, the feeling-types eventually stop exercising consistent strong leadership, which plateaus a church in terms of numerical growth. This isn't true of NT clergy. Next, NT clergy are strong leaders who are visionary and prefer change. Third, NT clergy press toward excellence, which is very important in church plantings. Fourth, the fact that NTs are not as strong at interpersonal skills is a disadvantage that can be overcome by recognizing the problem and involving others in the core group to help offset this. Finally, the fact that established church cultures are predominantly feeling-oriented is not as much a factor in new church cultures.</p>
<p style="text-align: center;"><u>FEELING</u></p> <p>Feeling people make their decisions on the basis of personal values and motives. They prefer to win people over through persuasion. They take a personal approach to decision making and communicated warmth and harmony. Human values are very important, consequently they're more people oriented.</p>	
<p style="text-align: center;"><u>JUDGING</u></p> <p>Judging people prefer a more structured approach to life because they desire to control and regulate life. They're very organized and deal with the world in a planned and orderly way. Preferring to have things settled, they pursue closure. As a result, they tend to make decisions rather quickly.</p>	<p style="text-align: center;">4. JUDGING VS. PERCEIVING SCALE</p> <p>Fourth, the perceiving-types also have a slight advantage in church planting over the judging-types. The judging-types have the ability to make hard decisions, take a strong stand, and commit themselves to a clear course of action. However, when combined with the sensing-type (SJs), they can become very rigid and inflexible, preferring the status quo preference that spells "death" for Great Commission churches. They're the originators of the famous seven last words of the church: "We've never done it that way before!"</p> <p>The perceiving types have an advantage in their openness to change, which brings both new options and a freshness to their ministries. They're also masters at handling the unplanned and unexpected that constantly characterize church planting.</p> <p>source: <i>Planting Growing Churches</i>, part 2 Dr. Aubrey Malphurs, Dallas Theological Seminary</p>
<p style="text-align: center;"><u>PERCEIVING</u></p> <p>Perceiving people take a less structured approach to life because they seek to understand life and adapt to it. They tend to be very adaptable, flexible, and spontaneous. They have little need for closure and prefer to make decisions only after all the facts are in</p>	

**LEADERSHIP
STYLE
AND
CHURCH
PLANTING**

DISC

Church Planting and DiSC

DiSC

DiSC is the most widely used assessment instrument in Evangelical Ministries. More than 15 million have been used for hundreds of applications in over 47 countries. It has been translated into 14 different languages.

DiSC is an excellent assessment tool for discovering your leadership style.

It is important that a church planter understands his leadership style. This will greatly influence the way he develops the new church plant.

YOUR SCORE					
	D	i	S	C	Profile
Graph 1					
Graph 2					
Graph 3					
SPOUSE'S SCORE					
	D	i	S	C	Profile
Graph 1					
Graph 2					
Graph 3					

DiSC RESOURCES

Unfortunately there are not many web resources for the DiSC tool at this time. There is a popular version of DiSC on line at www.mcflorida.org (tools/misc) that you can download.

But you can get the hard copy of DiSC from many different sources. Sonlife, Walk Thru The Bible, and Ken Voges have developed some excellent team building materials around the DiSC tool.

You can order DiSC from Mission USA 800-745-2202 or www.efca.org/missionusa/churchplanting. DiSC instruments cost \$10 for each copy.

You need to order one copy for yourself and one copy for your spouse. You should take DiSC with the role of a church planter in mind.

When you have finished, record your scores on this page. Then identify your profile and circle your church planting potential. **Record your potential score on summary score sheet at the end.**

CIRCLE YOUR PROFILE		
DiSC Profile	Potential Score	
Developer	10	High Church Planting Potential
Results Oriented	9	
Inspirational	8	
Persuader	7	
Promoter	6	Medium Church Planting Potential
Creative	6	
Achiever	5	
Counselor	5	
Appraiser	4	
Agent	4	Low Church Planting Potential
Specialist	3	
Investigator	3	
Obj. Thinker	2	
Perfectionist	2	
Practitioner	1	
Tight	1	

Church Planting and DiSC

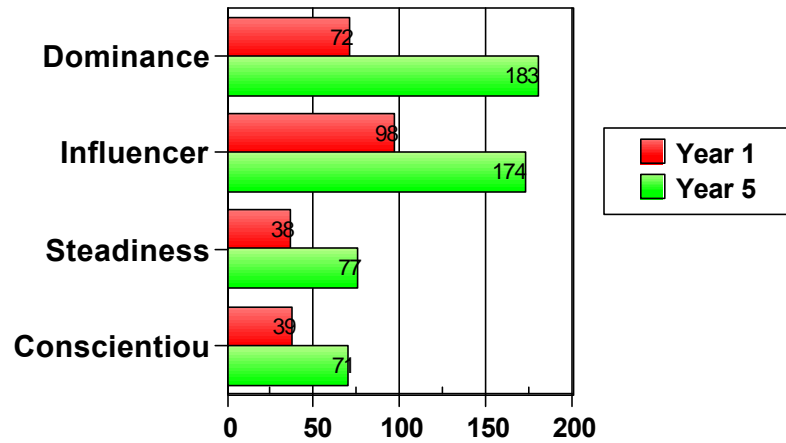
CHURCH PLANTING STUDY

Church Planters have used all four leadership styles in starting new churches.

But some studies (see chart) are indicating that high D's and I's grow churches faster and larger.

High growth areas probably call for D and I. Slower growth areas (rural & urban) maybe call for S and C.

Church Planting and DiSC



66 Christian Churches/ Churches of Christ Church Planters
Source: Planting Growing Churches, page 97

Study your profile in the DiSC booklet.

What does this study tell you about your potential for church planting?

Write your reflections here.

Church Planting and DiSC

DiSC measure four different leadership styles. The following church planting observations were made by Dr. Aubrey Malphurs in his book, *Planting Growing Churches*.

Which leadership style fits you best?

Dominance (Doers)	Church Planting Potential
<p>Doers attempt to control or overcome the environment to accomplish their vision. They're more task than people-oriented. They're catalytic people who love a challenge and are not afraid to take risks. Doers make quick decisions and like immediate results. They love to challenge the status quo. In their environment, they need freedom from control and supervision and desire opportunity for individual accomplishments.</p>	<p>The High D planter tends to be a strong, catalytic person who takes authority, makes quick decisions, and loves a challenge such as starting a church. Lone church planters need to be strong, visionary leaders. This proves most helpful in the early stages of starting churches when there is need for significant direction and numerical growth, and there's a potential for much discouragement.</p>
Influence (Influencers)	Church Planting Potential
<p>Influencers attempt to persuade people to accomplish the vision. They are more people than task-oriented. They're persuaders and promote their ideas in order to bring others into alliance with them. Influencers enjoy contact with people and desire to make a favorable impression. They are articulate, have strong verbal skills, and are very motivational and enthusiastic. They, too, will challenge the status quo. They need freedom from control and detail in order to minister at maximum effectiveness.</p>	<p>The High I planter is a strong person who is exciting and enthusiastic and good at motivating people. Both the High D and the High I are best in the "point" position. Those who score as High D's or I's are usually best suited for this position of leadership.</p>
Steadiness (Relators)	Church Planting Potential
<p>Relators cooperate with others to accomplish their vision. They're more people than task-oriented, and prefer the status quo unless given good reasons to change. They're very patient and loyal and are good listeners. They're very well-liked and pleasant to be around. They minister best in a secure and somewhat safe environment where they receive credit for their accomplishments along with sincere appreciation. They prefer remaining "behind the scenes."</p>	<p>While the last two qualities could be excellent in support staff on a team-planted new church, individuals with these latter two personality types seem less effective in the lead role or solo role of a new church planter.</p>
Conscientiousness (Thinkers)	
<p>Thinkers tend to be very diplomatic with people and comply with authority. They shape their environment by promoting high quality and accuracy in accomplishing the vision. Thinkers are more task than people-oriented. They are critical thinkers who are analytical and focus on key details and accuracy. In their environment, they desire to work under known circumstances and prefer the status quo. They usually minister "behind the scenes."</p>	

Church Planting and DiSC

Directions:

Study these stereotypical characteristics. How many of them describe you?

What does this chart tell you about your church planting potential?

	Dominance	Influencers	Steadiness	Conscientious
Pastoral Style	<ul style="list-style-type: none"> wants the church to provide comprehensive programs for all people takes an aggressive goal-oriented approach 	<ul style="list-style-type: none"> is interested in programs that will reach an increasing number of people for Christ is emotionally expressive of his faith is good at eliciting participation in important causes 	<ul style="list-style-type: none"> prefers a traditional church wants to work toward peace and harmony stresses social services and community involvement 	<ul style="list-style-type: none"> wants the church to be operated "by the book" is cautious about new projects emphasizes doctrine and following proper procedures
Leadership Style	<ul style="list-style-type: none"> adopts an autocratic style prefers hierarchy of leadership defines responsibilities implements actions manages trouble 	<ul style="list-style-type: none"> more democratic style facilitates open communication with and by others wants consensus to make the final decisions 	<ul style="list-style-type: none"> takes a participative role delegates daily decisions to others supports by listening and allowing others to follow through on their assignments strives for peace and harmony 	<ul style="list-style-type: none"> leads with a more bureaucratic approach emphasizes proper procedures and completion of tasks desires compliance to procedures, but if they are followed allows individual initiative
Teamwork Approach	<ul style="list-style-type: none"> initiates action takes charge moves out to reach a goal 	<ul style="list-style-type: none"> draws upon contacts to gather the resources needed for the project 	<ul style="list-style-type: none"> ensures follow through offers support 	<ul style="list-style-type: none"> offers design, technical skills, and quality control
Spiritual Life	<ul style="list-style-type: none"> a traumatic event is needed to spur his recognition of a need for commitment to Christ 	<ul style="list-style-type: none"> finds it easy to express his faith verbally and to make a public commitment to Christ looks forward to sharing his new experience with friends and family 	<ul style="list-style-type: none"> surrenders to Christ with a minimum of attention being drawn to himself commitment is solid and sincere is tremendously loyal and gives years of faithful service to God 	<ul style="list-style-type: none"> experiences internal struggle over whether he has done everything right battles with the issue of eternal security has a difficult time separating performance from God's grace
Sensitivity to Others	<ul style="list-style-type: none"> tends to be insensitive to the feelings of others sees emotional expressions as obstacles sees life as a battle 	<ul style="list-style-type: none"> is more sensitive to others wants others to be happy is quick to offer encouragement and reach out to others 	<ul style="list-style-type: none"> conscious of feelings tries to avoid hurting others avoids conflict and stirring up controversy 	<ul style="list-style-type: none"> task oriented takes a logical, analytical approach to feelings believes that what we feel about the way life is going for us is the consequence of the choices—good and bad—we have made
Stress Release & Recovery	<ul style="list-style-type: none"> emotional intensity builds when personal goals are not accomplished seeks a physical stress release prone to express fits of anger needs to get involved in a physical activity to recover from emotional stress 	<ul style="list-style-type: none"> under stress becomes more talkative releases nervous energy physically but in a more emotional way than the High D recovers from stress by spending time with others and by talking needs only a short time to recover from stress 	<ul style="list-style-type: none"> tends to internalize stress dislikes conflict releases stress by sleeping needs mindless "down time" to recover (watching television, working in the yard, taking a walk) 	<ul style="list-style-type: none"> prefers to tune out stress dislikes chaos wants to be alone at times of stress reads a book or pursues a hobby as a way of recovering from emotional stress

source: Ken Voges & Ron Brand

**SPIRITUAL
GIFTS
AND
CHURCH
PLANTING**

Church Planting and Spiritual Gifts

WEB RESOURCES

There are a number of spiritual gifts tests that are now starting to pop up on the web. Again, I encourage you to take the time and do several of them to validate your results. You may already have used another instrument to discover your spiritual gifts. The important thing is that you know your spiritual gifts.

The most popular spiritual gifts inventory is the Modified Houts which can be found on SGE web site (see below).

Record your scores and circle the top three. **What does this tell you about your church planting potential?**

Spiritual Gift	TOP GIFTS IN MOST CHURCH PLANT SITUATIONS							
	Your Score				Spouse's Score			
	SGE	DT	SGA	SGT	SGE	SGA	LHB	SGT
Apostle								
Prophet								
Evangelist								
Pastor/ Shepherding								
Teacher								
Leadership								
Faith								
MEDIUM GIFTS IN MOST CHURCH PLANTS SITUATIONS								
Hospitality								
Missionary								
Wisdom								
Exhortation/ Encouragement								
Discernment								
Administration								
IMPORTANT, BUT NOT NECESSARY GIFTS = THE LEAD PLANTER								
Intercession								
Giving								
Knowledge								
Craftsmanship								
Serving								
Helps								

SGE:

SPIRITUAL GIFTS EVALUATION

www.newhope-hawaii.org
New Hope Christian Fellowship
Oahu, Hawaii
Four Square Church
Look under resources.

SGT:

SPIRITUAL GIFTS TEST

www.worldzone.net/ss/jeigh/sgt/
Interesting site designed by a
computer science major.

DT:

SPIRITUAL GIFTS DISCOVERY TOOL

www.cforc.com/sgifts.cgi
Lutheran-Missouri Synod
Plano, TX

SGA:

SPIRITUAL GIFTS ASSESSMENT TOOL

www.lhbc.org/gifts/Serv/gift.html
Lake Highland Baptist Church
Dallas, TX

Church Planting and Spiritual Gifts

The following is a list of spiritual gifts that are often used in most typical church planting situations. This is not a comprehensive list of all the spiritual gifts. For example, tongues are not included in this list. This is because tongues are not often used in church planting. The focus is the impact spiritual gifts make on the starting of a new church.

Circle Your Top Three Gifts

TOP GIFTS FOR MOST CHURCH PLANTING SITUATIONS	
Apostle	An important gift for launching church planting movements. One of Paul's primary gifts that was exhibited during his missionary journeys when he started many new churches (Rom. 15:20). As America has become the new mission field, this gift is receiving renewed attention. ¹²
Prophet	Communicating God's Word is critical in church planting. One of the critical areas in any church is the pastor's ability to communicate well from the pulpit. When the pastor stands up to preach, people expect a clear, relevant message from God. The challenge of today's church planter is to communicate God's unchanging truth to a generation that is biblically illiterate. The church planter needs to skillfully bridge the gap.
Evangelist	Evangelism is a top priority in planting new churches for the unchurched. The gift of evangelism will help new church planters model for their people the importance of evangelism. Evangelism must be a priority in the new church, and the pastor's personal ministry of evangelism will directly influence it.
Pastor	As the church plant grows, the planter needs to have skills in assimilating new people, creating an expanding ownership of the ministry, and building a cohesive group body.
Teacher	An ability to systematically develop disciples is important in church planting. The basic building block of spiritual maturity is the systematic teaching of God's Word and the exercise of spiritual disciplines. The church planter must develop a balanced program of winning the lost, building the believers, equipping the workers, and multiplying the leaders.
Leadership	Visionary leadership is essential to launching new church plants. The lone church planter is the leader of the new church and benefits greatly from the gift of leadership. It is ideal if this gift was combined as well with either the gift of administration or abilities in the area of administration.
Faith	The gift of faith is essential in the early, uncertain days of church planting. The gift of faith is important because it relates to vision. Vision is critical to leadership; consequently, this gift, in combination with that of leadership, aids lone church planters immensely in projecting their visions for the future of their ministries.
MEDIUM GIFTS FOR MOST CHURCH PLANTING SITUATIONS	
Hospitality	A pastor often uses his home for many church functions in church planting.
Missionary	In a cross-cultural context, the missionary gift is essential.
Wisdom	Useful to keep first things first in making the multitude of church planting decisions.
Exhortation	Primary gift Barnabas used in establishing churches in the book of ACTS.
Discernment	Useful especially in discerning who to invite into the leadership circle.
Administration	Becomes increasingly important as the church plant develops and the complexity of the ministry increases.

¹²George Hunter, *Church for the Unchurched*, David Cannistraci, *Gift of Apostle*, and Reggie McNeal, *Revolution in Leadership*.

Church Planting and Spiritual Gifts

IMPORTANT, BUT NOT NECESSARY GIFTS FOR THE LEAD CHURCH PLANTER	
Intercession	It is critical for the planter to identify intercessors, but does not have to be his gift.
Giving	The church planter needs to model giving, but does not have to be his primary gift.
Knowledge	Important, but not essential for the church planter.
Craftsmanship	Important, but not necessary for church planter. One exception may be rural church planting, that places a premium on “working with your hands.”
Serving	Often operates in behind the scenes role by someone besides the planter.
Helps	Often operates in behind the scenes role by someone besides the planter.
Mercy	Necessary, but the church planter can be trapped by spending all this time with needy (dysfunctional) people. See Mark 1:38

Church Planting Gift Mix

It is important that a church planter understand his spiritual gift mix. This will help him know what kind of leaders to gather around him to complement his gift-mix.

Circle Your Top Three Gifts

Record your church planting potential on the summary score sheet at the end.

Church Planting and Spiritual Gifts		
Spiritual Gift	Potential Score	
Apostle	10	High Church Planting Potential
Prophet	9	
Evangelist	9	
Pastor	8	
Teacher	8	
Leadership	7	
Faith	7	Medium Church Planting Potential
Hospitality	6	
Missionary	6	
Wisdom	5	
Exhortation	5	
Discernment	4	
Administration	4	Low Church Planting Potential
Intercession	3	
Giving	3	
Knowledge	2	
Craftsmanship	2	
Serving	1	
Helps	1	

In order to have a healthy church plant, you need all of the spiritual gifts functioning in your plant. It is exciting in the early days of church planting to see what kind of gifted people Our Lord sends to us. We need to take our cues for developing ministry around these gifts. “... God has arranged the parts in the body, every one of them, *just as He wanted them to be.*” (I Cor. 12: 18)

Different church planting models, require different gift-mixes for the church planter. A rural church planting model may require a different gift-mix than a seeker-driven model. A pioneer plant may require a different gift-mix than an adolescent model of church planting.

Self Assessment Score Sheet

Name: _____

Date: _____

**How did you assess your church planting potential?
Record your scores from your self assessment worksheets here.
Send to Mission USA or District office.**

I. Character: Foundational	Low	Medium	High							
A. Clear Sense of God's Call	1	2	3	4	5	6	7	8	9	10
B. Spousal Support	1	2	3	4	5	6	7	8	9	10
C. Godly Character	1	2	3	4	5	6	7	8	9	10
II. Competencies: 10 Skill Sets										
1. Visionary Leadership Skills	1	2	3	4	5	6	7	8	9	10
2. Starting-Gathering Skills	1	2	3	4	5	6	7	8	9	10
3. Communication Skills	1	2	3	4	5	6	7	8	9	10
4. Evangelistic Skills	1	2	3	4	5	6	7	8	9	10
5. Discipling Skills	1	2	3	4	5	6	7	8	9	10
6. Equipping Skills	1	2	3	4	5	6	7	8	9	10
7. Team Building Skills	1	2	3	4	5	6	7	8	9	10
8. Group Building Skills	1	2	3	4	5	6	7	8	9	10
9. Church Planting Knowledge	1	2	3	4	5	6	7	8	9	10
10. Emotional Intelligence Score:	1	2	3	4	5	6	7	8	9	10
III. Chemistry: Right Fit										
Denominational & Doctrinal Fit	1	2	3	4	5	6	7	8	9	10
Financial Fit	1	2	3	4	5	6	7	8	9	10
Temperament Fit- Your MBTI Type:	1	2	3	4	5	6	7	8	9	10
DiSC Graph #1 Score: Profile:	1	2	3	4	5	6	7	8	9	10
DiSC Graph #2 Score: Profile:	1	2	3	4	5	6	7	8	9	10
DiSC Graph #3 Score: Profile:	1	2	3	4	5	6	7	8	9	10
Spiritual Gift #1:	1	2	3	4	5	6	7	8	9	10
Spiritual Gift #2:	1	2	3	4	5	6	7	8	9	10
Spiritual Gift #3:	1	2	3	4	5	6	7	8	9	10
Core group Fit	1	2	3	4	5	6	7	8	9	10
Community/ Cultural Fit	1	2	3	4	5	6	7	8	9	10
Church Planting Model Fit	1	2	3	4	5	6	7	8	9	10

Comments:

**STEP
TWO
APPENDIX**

Step Two Assessment

What Next?

At this point, you need to decide if you want to continue the church planter assessment process.

- If you assessed yourself as having **low church planting potential**, you should review this assessment with a trusted counselor and prayerfully ask if God has prepared you for a different kind of ministry opportunity.
- If you assessed yourself as having **medium church planting potential**, you should review this assessment with a trusted counselor and determine if you want to have a formal church planter assessment. *Planting Growing Churches* by Aubrey Malphurs is an excellent resource for reflective thinking regarding church planting.
- If you have assessed yourself as having **high church planting potential**, you should contact the district or national office to arrange for formal church planting assessment with certified church planting assessors. This takes you to step two assessment

Step Two Preparation

In the second step of the assessment process the candidate and his spouse participate in a Assessment Interview conducted by certified church planting assessors. This introduces the dynamic of a search committee applying the spiritual gifts of discernment and wisdom into the assessment process. The objective of step two assessment is to discern the skills and competencies that a candidate will bring to a church planting project.

In order to schedule a behavioral interview, a candidate must complete and send to Mission USA or the district office:

- Summary score sheet:** Complete step 1 and send to Mission USA or the district.
- Resume**
- Release Form:** Complete enclosed form and send in.
- Reference Inventory:** Photocopy enclosed form and give to at least six references to complete. Use this as an opportunity to enter into intentional dialogue with trusted friends and mentors regarding your church planting potential.
- EFCA Placement Questionnaire:** Complete enclosed questionnaire
- Church Planting Proposal:** The candidate must also submit a church planting proposal, following the guidelines found in the *Church Planter's Toolkit* by Robert Logan, chapter 4 and *Planting Growing Churches* by Aubrey Malphurs.
- Assessment Interview:** This is a 3-6 hour intensive interview with the church planter and his spouse.

Acknowledgment and Release

We must have your signature indicating that you have read and agreed to the following statements. We must receive a signed copy of this form before proceeding with your assessment process.

I understand that employment decisions are the exclusive responsibility of the autonomous EFCA churches and congregations, and that Mission USA, its employees and the EFCA district and national personnel have no decision-making role. My participation in the Mission USA church planting assessment process is not a guarantee or promise of placement, employment, or even a job interview.

I understand that some of the information that I will provide to Mission USA personnel as part of the assessment process is highly personal in nature and that this information will be used in an assessment and in deciding where or whether to place me in a church planting ministry. I consent to Mission USA personnel providing to EFCA district and national personnel and to individual EFCA churches, congregations, and potential EFCA church planting groups an assessment based on this information. In consideration for the opportunity to participate in the church planting assessment process, I agree to hold harmless and release the EFCA, Mission USA, and the district offices and their employees from any and all legal claims, including, but not limited to, a defamation claim, arising from the disclosure or release of information about me or impressions of me to EFCA churches, congregations, and church plants.

If any serious psychological issue is revealed, I authorize EFCA personnel to contact my references to obtain further information. I understand that should this information indicate a serious psychological problem, I will be contacted and advised to seek help and/or a second opinion.

I understand that I have the right to remove my name from consideration as a church planter at any time by written request.

I have read and agreed to the above Acknowledgment and Release.

Dated: _____ Signature: _____

Spouse's Signature _____
(Spouse must sign if taking tests.)

Please return this form to:

Mission USA--Church Planting
The Evangelical Free Church of America
901 East 78th Street
Minneapolis, MN 55420
612-854-1300 or 1-800-745-2202

Reference Inventory

Candidate: _____

Date: _____

Reference: _____

E-mail: _____

Relationship to Candidate: _____

Telephone: _____

Directions

You have been asked to help a church planting candidate assess his potential as a church planter. Please evaluate the candidate in the following areas and send the reference form directly to us. Your evaluation will be kept confidential. However, I would encourage you to share your input with the candidate. Thank you for your contribution to this important assessment process.

Church Planting Potential									
Low Potential			Medium Potential			High Potential			Super
1	2	3	4	5	6	7	8	9	10

Please rate the candidate from 1 to 10. One is lowest, ten is highest.	1-10
1. Clear Sense of Call The candidate has a clear sense of call from God to do church planting. In spite of the risks, you have confidence that the candidate will succeed in church planting ministry.	
2. Strong Spousal Support The candidate has strong support from his spouse for church planting. The candidate has a healthy marriage and family relationship.	
3. Visionary Leadership Skills The candidate lives by faith and trusts God to meet his needs. The candidate has a clear and compelling vision of the kind of church he wants to plant. He has the leadership ability that other people want to follow him.	
4. Starting-Gathering Skills The candidate has an entrepreneurial spirit. He has a history of starting groups and ministries. The candidate has the ability to attract people to his vision. He can build relationships among a wide variety of people.	
5. Communication Skills The candidate has a growing ability to clearly communicate and apply God's Word in a compelling way. He understand the needs of the unchurched and can communicate in language they can relate to. He has the ability to express himself in written communication.	
6. Evangelistic Skills The candidate has the ability to relate to the unchurched? He is skillful in sharing his personal faith to people who are searching. He is intentional in pursuing his evangelistic passion.	
7. Discipling Skills The candidate has a track record of building people up in their spiritual faith. He is able to take people with widely different gifts and temperaments and mold them into a unified body. People feel comfortable in his presence and enjoy being around the candidate.	
8. Equipping Skills The candidate has a history of helping people discover, develop, and deploy their spiritual giftedness in ministry. The candidate has built gift-based ministries.	
9. Team Building Skills The candidate has the ability to attract and lead other leaders. He knows what it takes to identify, recruit, train and deploy lay leaders. He has a history of building leadership teams.	

Reference Inventory

<p>10. Group Building Skills The candidate is able to take people with widely different gifts and temperaments and mold them into an unified body. The candidate has a history of multiplying groups, ministries, services, and new church plants. The candidate has a multiplication, kingdom mindset.</p>	
<p>11. Knowledge of Church Planting The candidate has a growing knowledge of church planting, church health, and church growth. He understands the principles and process of church planting. He frequently reads books and attends seminars on church planting, church health, and church growth.</p>	
<p>12. Emotional Intelligence The candidate can easily adjust to the changes, challenges, and corrections that often accompany church planting. He has the ability to hang tough in the difficult times of church planting. He is a self-starter who is motivated to work with diligence and excellence. He can work without supervision. He understands his emotions and can manage them. He is in tune with the feelings of other people.</p>	
<p>13. Right Chemistry The candidate fits the doctrine and distinctives of the Evangelical Free Church. His temperament and personality match what is expected of a church planter? This is the right time for him to plant a new church.</p>	

Additional comments:

1. Are there any issues that would hinder the candidate from reaching his full potential as a church planter?

2. Do you have any reservations recommending this candidate as a church planter?

3. Are there any additional traits, skills, or experiences that this candidate posses which would equip him to be a successful church planter?

Mission USA--Church Planting
 The Evangelical Free Church of America
 901 East 78th Street
 Minneapolis, MN 55420
 612-854-1300 or 1-800-745-2202