

Church Planting Self-Assessment

ARE YOU A CHURCH PLANTER?

“How do you spot a church planter?” “What does a church planter look like?” Many believe the number one reason why church plants fail is the selection of the wrong planter. Therefore, wrestling with this question of what a church planter looks like is extremely important for those leading a church planting movement. Unfortunately, this question is often answered in two extreme fashions.

“MANIACAL MARINE” STEREOTYPE

The first is the Maniacal Marine stereotype. This 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. He starts a new church from scratch without any support – financial or otherwise. Other terms: gung-ho, Superman or The Crusader can be used.

This stereotype represents only a small portion of our UPCI church planters. Actually, the vast majority of UPCI church planters are different. Some of our UPCI church planters benefit from an “adolescent” model of church planting. An adolescent church starts with a core group of at least a family or two. Numerous plants are now starting up as daughter works. Some younger UPCI 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 “maniacal marine” to be a UPCI church planter. Our UPCI vision is to “plant all kinds of churches to reach all kinds of people.” This will require all kinds of church planters.

“ANYBODY” STEREOTYPE

The second answer sometimes given to the church planting question is the “anybody” stereotype. It goes like this, “If one is committed and prays about it, anybody can plant a church.” Stories are told of unpromising people with low ministry skills who went out and surprised everybody by successfully starting a church.

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

THREE-STEP ASSESSMENT PROCESS

Desiring to be good stewards of the resources of both preachers and finances God has entrusted to us, the United Pentecostal Church presents a process of church planter assessment. It is important that any potential church planter spends the necessary time to get an accurate handle on his or her church planting potential.

STEP 1: SELF ASSESSMENT

The first step is self-assessment. The objective of step one assessment is for you to discern if you have high, medium, or low potential as a church planter. This will help determine what areas need training before you start a church.

STEP 2: UPCI DISTRICT REQUIREMENTS

The second step of the assessment process is for the candidate to complete the normal application requirements of the district where the church is to be planted.

IN DEPTH ASSESSMENT

While there are no magical tests which will automatically guarantee that you will succeed as a church planter, the following tools have been used by people to get a better handle on their church planting potential.

Take your time to thoughtfully, prayerfully, and reflectively evaluate your own church planting potential. Burden is important, but one needs more than a burden. This is one of the most important decisions you will make. Since this is a self-assessment, you are free to be completely honest in your reflections. You should also use this time to enter into a intentional conversations with your spouse, pastor, 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.

- **MOTIVATIONAL GIFT INVENTORY**

An instrument is provided to assess one's motivational gifts mix.

- **REFERENCE INVENTORY**

This inventory is designed to help those that are closest to the potential church planter (spouse, pastor, mentors, etc.) give objective input into the process. This should open up a dialogue that either affirms or challenges the church planting call.

**Self-Assessment
Skills Inventory**

SELF ASSESSMENT INVENTORY

In this self-assessment, you will explore the major skills, traits, and characteristics found in effective church planters. In particular, you will explore three broad areas of church planting leadership: character, competence, and chemistry. All three of these are vital in planting a church.

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 planter is to be successful, there are three foundational character issues he must face at the outset beginning of the church planting journey. While all the skills and traits are important, these three traits are absolutely essential. The Bible is very clear about the importance of character in church planting leadership (I Tim. 3).

Directions:

- Read each 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 on page 6.

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
	When you read God's Word, when you pray, when you day dream, you cannot stop thinking about starting a church. 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.										

CLEAR SENSE OF GOD'S CALL

A study of failed church plants showed that half of those starting a failed plant were actually unsure of their call to church planting! The fact 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 people you've won backslide, when the next step forward seems very unclear, the only thing that will keep one going is the unshakable

conviction that, "God has called me to this!" A call is more than thinking church planting is a neat idea, or something you want to "try out" among other options.

A VITAL SPIRITUAL LIFE

Do you have a strong lifestyle of worship and prayer? A vital spiritual life is fundamental to everything else. It is the 'well' out of which ministry must flow for years to come. If that well has not been dug properly, the spiritual resources so desperately needed in church planting will be inadequate to the task ahead.

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 lost.

_____ I have a clear call from God to a church planting ministry.

_____ My pastor and peers have confirmed my call to a plant a church.

_____ I believe God has given me the 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**

B.	STRONG SPOUSAL SUPPORT	1	2	3	4	5	6	7	8	9	10
	Your spouse is strongly supportive of your church planting call. You have identified and agreed on 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).										

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? Without this partnership, the whole effort comes under a cloud. For as large an

undertaking as planting a church, the husband and wife need to be in agreement that this is God's calling for them. They also need to agree regarding the timing of things. To undertake something like this and not be in sync with each other is asking for trouble. It is better to wait to start the church plant until things are on more solid footing.

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 baby church.
- _____ My spouse and I have a regular "date night" when we get away by ourselves.
- _____ **SECTION TOTAL**

C.	GODLY CHARACTER	1	2	3	4	5	6	7	8	9	10
	The Bible is very clear about the importance of character in spiritual leadership. Psalm 78:72, "And David shepherded Israel with integrity of heart; and with skillful hands he led them." Character and competence are closely linked in church planting. I Timothy 3, Titus 1, and Acts 6 all emphasize the importance of character in spiritual leadership. Planters are to be leaders of integrity.										

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. His book makes an excellent study.

- _____ Above reproach
- _____ One woman kind of man

- _____ Temperate
- _____ Self-controlled
- _____ Respectable
- _____ Hospitable
- _____ Able to teach
- _____ Not given to drunkenness
- _____ Not self-willed
- _____ Not quick tempered
- _____ Not violent
- _____ Gentle
- _____ Not quarrelsome
- _____ Not a lover of money
- _____ Manages own family well
- _____ Not conceited
- _____ Good reputation with unbelievers
- _____ Sincere and transparent
- _____ Spiritual integrity and consistency

Big Three: Ministry 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 you as you plant a church?

_____ 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 baby church, the UPCI, or Jesus Christ?

II. CHURCH PLANTING COMPETENCIES: 10 SKILL SETS

The following skills 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 the late Dr. Charley Ridley, and conversations with church planters.

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

Directions

- Read each question and check off the questions that fit you.
- Add up your section total.
- This is your average rating for this area of church planting competency.
- Circle your rating for this area 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 important that you check out your self-assessment with your spouse, pastor, and close friends to get an accurate rating.

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

VISIONIZING CAPACITY

“Vision is the portrayal of an ideal future. God’s vision is what matters. Is your vision God-given? In this case, do you envision a church that is compelling? But a good vision doesn't just stop there. Rather, it not only lifts people’s sights to what's ahead, but it articulates a way to get there. 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 builds faith, honors God, and inspires other people to want to get on board with the vision as well.

Can someone 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 are 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.”

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/unsaved
- ☐ 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**

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

GATHERING SKILLS

Church planters go about the gathering process in different ways. Some people are good at one-on-one conversations; they attract people by personal interaction. Others more naturally gather people with their upfront skills as they interact with large groups, communicating, teaching, and casting vision. However it happens, the ability to gather people is a fundamental of ability that must be present in a church planter. If someone doesn't have a track record of being able to 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 help "get 'em here." After a church gets to any size, the planter's ability to connect with large numbers of people 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.

RELATIONSHIP BUILDING

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 study or behind the computer. You need to meet people in a variety of situations. Learn to "press the flesh." You need to take the interests, hobbies, passions God has given you and use it to penetrate relational circles, deal with conflicts and relate to people who are different than you.

You need to know how to develop harmony with people that come to your church plant with a different 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 several close friends with whom I feel free to confide my inner struggles.
- ☐ My first response is not to be judgmental 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 conflict in a group or with individuals.
- ☐ I am good at reading the emotional condition of other people and responding to their emotions.
- ☐ I am energized by meeting the needs of people.

- _____ I enjoy the pastoral care aspect of ministry. (Pastoral care = feeding, leading, seeking)
- _____ 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**

3.	COMMUNICATION SKILLS	1	2	3	4	5	6	7	8	9	10
	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 unsaved and can communicate in their “language.” Teaching is a priority. (I Timothy 3:2)										

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 says, a pastor must be "able to teach" (1 Tim. 3:2).

Church leadership is communication-intensive. The thing that gathers people, feeds them spiritually, motivates them to Kingdom-action, and creates a particular church culture, is effective communication before large numbers of people.

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

- _____ I have preached a great deal and 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 assess an audience, adapt to that specific group of people, speak clearly and logically, maintain attention, and generate a 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 currently communicate with unsaved people in my community in a manner they can accept.
- _____ I am able to evaluate the importance of community needs as they relate to the mission of the church.
- _____ My preaching often results in people deciding to believe in Jesus, by obeying God’s word and taking action concerning God’s plan for their lives.
- _____ I know the first sermon and/or sermon series I would preach in my new church plant.

[illegible]

UNCHURCHED

Church plants are established with the unchurched/unsaved whatever it takes – even if we have to go around walls or through windows to do it. If a church is to be healthy, if it's to grow in a Biblical way, then the leader must have some ability to reach people.

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

- _____ I have a list of unsaved friends that I pray regularly for each week.
- _____ I am proficient in teaching home Bible studies.
- _____ I participate in regular outreach training events for members of my church to equip them for evangelism and discipling ministries.
- _____ I have a circle of unsaved friends that I spend time with each month.
- _____ Upon moving to a new community, I would spend 50 percent of my available time each week in "people contact" work.
- _____ I am committed to incorporating new converts into the life of the church immediately after their conversion for discipling by others in the Body of Christ.
- _____ I befriend unsaved people and intentionally seek to attract them to Christ and to the church.
- _____ I would not feel bound by the expectations of transplanted saints if what they demanded from me as a pastor meant I must curtail ministry to the lost.
- _____ I can give you a **thumbnail sketch of** the unsaved people that I will be trying to reach.
- _____ I know the evangelistic events I would plan in the first year of the church plant.

5.	DISCIPLINE SKILLS	1	2	3	4	5	6	7	8	9	10
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	You must have the ability to build both individual people and 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.
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TWO CHALLENGES

There are two challenges. One is to move the convert away from consumer Christianity to biblical discipleship. A disciple's 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 a planter uses in building both individuals and church bodies is the teaching of God's Word. This teaching must be life-application oriented (II Tim. 3:16-17). The purpose of teaching is not knowledge, but life obedience (Matt. 28:20). The planter must help individuals develop spiritual disciplines in their lives. The planter must 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. Church 101, Church 201, Church 301).

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

- ☐ I am actively discipling at least one new believer.
- ☐ I am actively involved in a small group.
- ☐ I have identified a clear pathway of discipleship that moves people from being a new convert to fully committed disciples of Jesus Christ.
- ☐ I have personal goals for my own spiritual growth each year.
- ☐ I have a good grasp of Scripture and know where to point people in the Bible 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 a vision for some aspect of the church.
- ☐ I help find 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 abilities of others by helping them to discover, develop, and deploy their spiritual giftedness in ministry. Rather than handling responsibilities on your own, you invest the majority of your time in discipleship, delegation, and multiplication. You do not use converts as “helpers” in attaining your goals, but you assist them to attain the full potential God has for them.</p>										

EQUIPPING

The church planter quickly moves 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 have fewer than 100 attendees/members. 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 and use their giftedness and their individual potential, rather than becoming his “helpers” to fulfill his ministry goals. This means the planter must be aware of the leading and gifting of the Lord. Church planters build ministries and programs that are gift based, rather than tradition driven. The planter must design a ministry that helps people discover, develop, and then deploy their gifts. It is critical that there is a deployment mechanism. Training can be demotivating, if there is not an outlet for expressing the ability in ministry.

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

- ☐ I believe it is my job to equip people 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 ministry needs myself.
- ☐ I recognize my own limits and gladly delegate responsibility 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 things.
- ☐ I give a high priority in my ministry time to equipping others. This priority is reflected in my church.
- ☐ 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 people.
- ☐ I can develop orderly structures to maximize the effectiveness of a local church's ministries and resources.
- ☐ **SECTION TOTAL**

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.</p> <p>You understand the principles and processes of church planting. You are committed to church growth and church health. You are committed to NAM’s vision of “growing healthy churches that plant daughter works and preaching points.”</p> <p>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>										

Pastors of plateaued churches tend to complain about church growth as being “market driven, business stuff.” Pastors of growing, healthy churches are pastors who take advantage of church growth seminars, read books, attend church planting boot camps, 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. They want to understand church health in order that their church can grow and reproduce. This is not idle curiosity. Nor is it an ego trip. Church planters count lost people, because lost people count. Effective church planters want people to reject their message, not their outdated methodology.

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 3-5 years** of launching its first public worship service.
- _____ I have read three books on church planting.
- _____ I have read three books on church growth.
- _____ I have read three books on church health.
- _____ I have attended church planting classes or participated in *Church Planting U*.
- _____ I am committed to planting a daughter church within three to five 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 a church plant.
- _____ I have church planting eyes. I am always looking for new places to start new churches.
- _____ **SECTION TOTAL**

10 .	EMOTIONAL INTELLIGENCE	1	2	3	4	5	6	7	8	9	1 0
	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 are a self-starter who is motivated to work with diligence and excellence. You have a high energy level and stamina.										

FLEXIBLE AND ADAPTABLE

Church planting can be tremendously exciting and horribly discouraging. A church planer needs to have the emotional maturity to ride the highs and lows of the emotional roller coaster.

Murphy's law was invented and perfected to an art form in church plants. 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

A church planter must also 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 a trait 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 experienced in the early days of church planting.

_____ I am resilient and can stick with tasks in spite of some of the discouragement.

_____ I am a self-starter and can work 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 to which I am ministering.

_____ I have a growing understanding of who I am in Christ.

_____ **SECTION TOTAL**

III. CHURCH PLANTING CHEMISTRY: RIGHT FIT

The third area that a church planting candidate needs to assess himself is in the area of chemistry. While this is a softer area to assess and sometimes harder to get your arms around, it is critical that a potential church planter wrestles with the question, "Am I the right fit for this church plant?" Do my personality, gifts and leadership style lend itself to church planting? Do I fit the community that needs a church? 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. Community 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 church planting chemistry.
- Circle your rating for church planting chemistry at the top of the sheet.
- Record that 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 United Pentecostal Church International. You are excited about NAM's vision of "multiplying healthy churches by planting daughter works and preaching points." 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 motivational gift mix equips you to be an effective church planter. You fit the community where you are going to plant the new church?</p>										

DENOMINATIONAL FIT

Since we are planting UPCI Churches, one of the first things a church planter needs to do is make sure they are in complete agreement with the UPCI's doctrine and distinctives. There is a great deal of freedom in the UPCI, but the expectation is that all of our church planters will fully endorse our Articles of Faith. We are a movement that is conservative in our theology and progressive in our methodology.

We are marked by both "grace and truth." Church planters must be leaders, but must not be lone rangers. We need church planters 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 by planting preaching points and daughter works.

It is a lack of integrity to receive any assistance from the UPCI while at the same time harboring significant questions about the doctrine of the UPCI.

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, be out of debt, and understand the financial needs of a church plant in the beginning years. Debt or irresponsibility with money is a primary "church killer," because of the pressures and conflicts they bring. A realistic financial plan needs to be developed now.

COMMUNITY FIT: CULTURAL FIT

Some people have a missionary gift and can effectively minister in any cultural group or community setting. 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? Since there are numerous cultures in North America, unless you have the unique gift of being able to minister in almost any setting, you should ask God to lead you to a situation that matches your ministry and skill set.

Motivational GIFT-MIX FIT

A church planter's motivational 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 use

the 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. Romans 12:6-8 should be used to determine your motivational gifts.

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

- ☐ I am committed to the UPCI's doctrine and distinctives.
- ☐ I am committed to the mission of "multiplying healthy churches among all people" by planting preaching points and daughter works."
- ☐ 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 motivational gifts would make me an effective church planter.
- ☐ I believe my present stage of life would make me an effective church planter.
- ☐ My cultural background fits the community setting to which God is calling me.

☐ **SECTION TOTAL**

Motivational Gifts and Church Planting

The body of Christ has different people – each person unique. What one minister in the body can do quite well would result in someone else’s miserable failure. When a preacher finds their place of service and their most effective approach to ministry they then become an impact person. Part of this process is coming to know and accept our own limitations. John the Baptist knew who he was; he also knew who he wasn’t. When inquiry was made as to whether John was the Messiah he simply responded, “I am not!” Knowing your gifts and knowing what you are “not” will reduce insecurity and competitiveness.

One reason church planters fail is because most of us do not really know ourselves.

This material (which is drawn from “Fitly Framed” available for download at Truth-Publications.com) will help you understand two things:

1. Who God has made you to be.
2. How your uniqueness may be used to birth a church.

Passion

A key element for effective church planters is having the right passion. Other terms for passion are “burden,” “dream,” “vision,” and “call.” Passion is the God-given desire that compels one to make a difference. Knowing if you are truly passionate about establishing a new church made up of new converts is important.

Passion gives the church planter motivation and energy. If you are not motivated to teach Home Bible Studies now, you will not become motivated as a church planter. If you are not currently energized by being in the company of sinners, then being surrounded by “sinners only” in a new church will not suddenly energize you. As a matter of fact, if this is not your passion, church planting will be absolutely exhausting. Be sure you have the burden and passion to actually accomplish what a church planter must accomplish.

Individual Passion Evaluation

Directions for the Passion Evaluation

1. Prayerfully consider your answers
2. Complete the evaluation on your own.
3. There are no right or wrong answers.
4. Don’t be concerned about “whether” you can do it or “how” it can be done.
5. Complete the assessment as if you have no obstacles to fulfilling your heart’s desire.

Questions

1. If I could blink my eyes and know that I could not fail, what would I do?

2. At the end of my life, I'd love to be able to look back and know that I'd done something about:

3. If I were to mention your name to a group of your friends what would they say you were really interested in or passionate about?

4. What conversation would keep you talking late into the night?

5. What I would most like to do for others is:

The following exercise may help you discover a theme from your experience that will give your insight into your Passion.

List the top 5-7 positive experiences you've had in your life and briefly describe what you did and why it was meaningful to you.

These experiences may have taken place at work, home, school, or during your free time. It may have been repairing a microwave, or a quilt you made. It may be a word puzzle you completed, or a trophy you were awarded. It may have been helping a friend move, building a house, winning an election, or giving to someone in need. Remember, these are to be experiences that you enjoyed doing and felt fulfilled by having done.

6. I think the area where I could make the most significant contribution is

If you need more help identifying your passion, look for patterns in your answers. Can you see any themes? Does a particular age group keep coming up? Is there a need

that keeps surfacing? Are you serving in a similar role in different areas? Can you prioritize your concerns?

7. Based on my answers, I sense I have a passion for

What you are is God's gift to you.

What you make of your life is your gift to God.

There is a second element to the process of self-discovery: our personality or motivational gifts. (This term is drawn from Don and Katie Fortune's book, Discovering Your God Given Gifts).

We will look at several elements of serving as a body in the church.

Identify another step to being more self-aware.

Recognize several key points concerning diversity of gifts.

What is a Motivational Gift?

If the idea of "motivational gift" is new to you, there are three important things to keep in mind as we discuss motivational gifts:

\$11. Motivational gifts are God-given. You cannot acquire a motivational gift through education.

\$12. There are no right or wrong motivational gifts.

\$13. Motivational gifts answer the "What" question (what do I do when I serve?).

Gifts God Has Given the Church

God has provided three different types of gifts for the church. Two of these you will be relatively familiar with. The third type of gift (motivational gift) is one we have less awareness of.

We are aware of the gifts of the spirit (manifestation gifts) recorded in 1 Corinthians 12:7-10. Some call these the *manifestation gifts* because Paul used the Greek word *phanerosis*, meaning "an exhibition, expression, or manifestation." In other words, Paul defined these as supernatural manifestations of the Holy Ghost at work through a believer.

Then there are the equipping gifts recorded in Ephesians 4:11. The purpose of these gifts is clear in Ephesians 4:12. These gifts are men and women who God gives as apostles, prophets, pastors, teachers, and evangelists for the purpose of developing the church for ministry.

The third type of gift is listed in Romans 12:6-8. To distinguish these gifts from the others we will call them motivational gifts. *Charsima* is the Greek word translated as "gift." It is the same word used in 1 Peter 4:10. The motivational gifts are what Peter was referring to when he said we were to employ them to benefit one another. The Romans passage urges us to put our gifts to work.

These are the gifts that every person possesses. God has put them into you – made them part of us. When they are used correctly, they benefit others and give God greater glory. These are the gifts that shape our personalities.

Defining the motivational gifts

Gift	Definition	Needs Met	What it Does
Prophet	Declares the will of God	Spiritual	Keeps us centered on spiritual principles
Server	Does practical service	Practical	Keeps the work of ministry moving
Teacher	Researches and teaches Bible	Mental	Keeps us studying and learning
Exhorter	Encourages progress	Psychological	Keeps us applying spiritual truths
Giver	Shares material assistance	Material	Keeps specific needs provided for
Administrator	Provides leadership and direction	Functional	Organizes us and increases our vision
Mercy Person	Gives personal and emotional support	Emotional	Keeps us in right attitudes and relationships

Putting the Gifts in Perspective (Romans 12:1-5, Amplified)

I APPEAL to you therefore, brethren, *and* beg of you in view of [all] the mercies of God, to make a decisive dedication of your bodies [presenting all your members and faculties] as a living sacrifice, holy (devoted, consecrated) and well pleasing to God, which is your reasonable (rational, intelligent) service *and* spiritual worship. **2)**Do not be conformed to this world (this age), [fashioned after and adapted to its external, superficial customs], but be transformed (changed) by the [entire] renewal of your mind [by its new ideals and its new attitude], so that you may prove [for yourselves] what is the good and acceptable and perfect will of God, *even* the thing which is good and acceptable and perfect [in His sight for you]. **3)**For by the grace (unmerited favor of God) given to me I warn everyone among you not to estimate *and* think of himself more highly than he ought [not to have an exaggerated opinion of his own importance], but to rate his ability with sober judgment, each according to the degree of faith apportioned by God to him. **4)**For as in one physical body we have many parts (organs, members) and all of these parts do not have the same function *or* use, **5)**So we, numerous as we are, are one body in

Christ (the Messiah) and individually we are parts one of another [mutually dependent on one another]. (AMP)

Verse 1: All believers are to present themselves to God as living sacrifices.

Verse 3: We are to have a right attitude about ourselves. It is not that we are to think poorly of ourselves; instead we must have an objective sense of value. Self-abasement is not the objective. We also learn that each of us has been given a measure of faith. This faith allows one to operate effectively in all aspects of life – including the gifts God has placed in them. Each of the gifts we talk about must have faith to work correctly. The prophet has faith that God will do what he has said; the server has faith that God will allow him to complete whatever task is started; the teacher has faith that he can study out the facts of any matter; the exhorter has faith that there is a solution to every problem; the giver has faith that God will supply all needs; the administrator has faith that any project can be accomplished if the right people are brought together to do it; and the compassion person has faith that he can help people work together in love.

Verse 4-5: We learn to discern the various gifts. These verses show the importance of using one's motivational gifts for the glory of God. These gifts—of which we have mostly been unaware—are the motivating force of life, and unless they are channeled, we cannot help but feel frustrated. When we learn who we are and how we are designed to function, the opportunity exists for great happiness and peace.

Everybody Is Gifted

Romans 12:6-8 Since we have gifts that **a**) differ according to the grace given to us, *each of us is to exercise them accordingly*: if **b**) prophecy, **1**) according to the proportion of his faith; **7**) if **1a**) service, in his serving; or he who **b**) teaches, in his teaching; **8**) or he who **a**) exhorts, in his exhortation; he who gives, with **1b**) liberality; **c**) he who **2**) leads, with diligence; he who shows mercy, with **d**) cheerfulness. (NASU)

The seven motivating gifts listed in Romans 12:6-8 make us act as we do. Each one of us receives one or more gifts. So what these gifts mean to you and what are we to do with the gifts God has given us?

- Use them to benefit others. Affect a church planter. Outflow is essential for life.
- We are not to neglect our gift (I Tim. 4:14). One translation of I Timothy 4:14 calls it the “in thee gift. . .”
- Our gift colors all that we see; our gifts are part of what causes us to think in the way we do and have the concerns we have.
- Each gift is of equal value

Motivational Gifts Profile

Discovering opportunities for ministry in your local church!

This gifts profile is based on the gifts listed in Romans 12:6-8. There are tests that are much more thorough and complete, however this tool can help you identify your God-given gifts and discover your opportunities for ministry in the local church.

Step 1: Read each statement to decide the level at which it is true or false in your life. Then select from the following choices, write the numeral that represents your answer next to the statement.

1 = Never 2 = Seldom 3 = Sometimes (Try to use this choice as little as possible.) **4 = Often 5 = Always**

This assessment evaluates past and present experiences, not future hopes and dreams.

Step 2: Total your responses in each column of statements.

Step 3: Transfer your totals from each column to corresponding columns on the graph on the back page. The sums will indicate which of the motivational gifts you likely have.

1	2	3	4	5	6	7
I tend to see things as black and white.	I easily see practical needs and quickly fill them.	I love to study and do research.	I love to encourage others to live victoriously.	I have natural business ability.	I am a visionary person with a broad view.	I am careful with words and actions to avoid hurting others.
I have strict personal standards.	I keep everything in meticulous order.	I have only a select group of friends.	I want to clear up problems with others quickly.	I like getting the best value for money spent.	I enjoy working on long-term projects.	I avoid conflicts and confrontations.
I tend to be inward looking.	I prefer doing a job to delegating it.	I am self-disciplined.	I focus on working with people.	I handle finances with wisdom.	I do not enjoy doing routine tasks.	I always look for good in people.

I feel that I am called to intercession	I tend to do more than I am asked.	I prefer teaching believers to engaging in evangelism.	I like witnessing with life rather than verbally.	I give freely of money, time or energy to worthy causes.	I am a natural and capable leader.	I am attracted to people who are hurting.
I am outspoken and don't mince words.	I tend to be a perfectionist.	I get upset when Scripture is used out of context.	I love to do personal counseling.	I am happy when my gift is an answer to prayer.	I often write notes to myself.	I am a caregiver. I want to ease the pain of people in distress.
I tend to have few or no close friends.	I stay with something until it is finished.	I am intellectually sharp.	I accept people as they are without judging them.	I love to give without others knowing it.	I easily use people to accomplish goals.	I love to do thoughtful things for others.
I easily perceive the character of individuals and groups.	I do not want to lead others or projects.	I emphasize facts and accuracy of words.	I communicate well.	I enjoy giving beyond my tithe.	I enjoy delegating tasks and supervising people.	I am ruled by the heart rather than the head.
Total:	Total:	Total:	Total:	Total:	Total:	Total:

1 Prophecy	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
2 Serving	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
3 Teaching	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25

4 Exhortation	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
5 Giving	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
6 Leadership	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
7 Mercy	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25

All the gifts on the graph after the gray midline indicate your higher motivational gifts.

Discovery

Self-understanding - What's your gift? Knowing, understanding, and exercising our motivational gifts start with self-understanding. The objective of the motivational gift assessment that you completed several weeks ago was to start you in the direction of understanding your personal gifts.

This page has a number of examples of linking passion and motivational gifts and examples of possible areas of ministry for each combination. Let's read the first example:

The first example shows three people, all with the same passion, but with different motivational gifts. *Point out the different areas of service that can result from the different passion/motivational gift combinations.*

SITUATION 1: SAME PASSION, DIFFERENT GIFTS

- People serving in different positions within the same ministry:

SITUATION 2: DIFFERENT PASSIONS, SAME GIFT

- People serving in different ministries in similar positions.

Directions:

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 NAM 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 2 3 4 5 6 7 8 9 10		
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	1 2 3 4 5 6 7 8 9 10
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
Motivational Gift #1:	1 2 3 4 5 6 7 8 9 10
Motivational Gift #2:	1 2 3 4 5 6 7 8 9 10
Motivational Gift #3:	1 2 3 4 5 6 7 8 9 10
Community/ Cultural 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 what your next steps should be.

If you have assessed yourself as having high church planting potential, you should contact the district director to arrange for the next step. This takes you to step two assessment.

Step Two Preparation

All recipients of funding are required to receive some pre-plant training before receiving any funds from *Christmas for Christ*.

A next step:

- Summary score sheet: Complete step 1 and send to your district director.
- Resume

Reference Inventory

Potential Church Planter: _____ **Date:** _____

Reference: _____ **E-mail:** _____

Relationship to this person: _____

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.		

<p>5. Communication Skills</p> <p>The candidate has a growing ability to clearly communicate and apply God's Word in a compelling way. He understands the needs of the unchurched and can communicate in language they can relate to. He has the ability to express himself in written communication.</p>	
<p>6. Evangelistic Skills</p> <p>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.</p>	
<p>7. Discipling Skills</p> <p>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.</p>	
<p>8. Equipping Skills</p> <p>The candidate has a history of helping people discover, develop, and deploy their spiritual giftedness in ministry. The candidate has built gift-based ministries.</p>	
<p>9. Team Building Skills</p> <p>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.</p>	
<p>10. Group Building Skills</p> <p>The candidate is able to take people with widely different gifts and temperaments and mold them into a 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</p> <p>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</p> <p>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>	

13. Right Chemistry	
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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.	
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Additional comments:

11. Are there any issues that would hinder this person from reaching his full potential as a church planter?
12. Do you have any reservations recommending this candidate as a church planter?
13. Are there any additional traits, skills, or experiences that this candidate possesses which would equip him to be a successful church planter?