

# EFCA CHURCH PLANTING PROFILE

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Welcome to the Evangelical Free Church's church planter assessment. This inventory is designed to help you explore your potential as a church planter. In it, we will ask you to compare yourself with effective church planters in four major areas:

- CALL**
- CHARACTER**
- CHEMISTRY**
- COMPETENCIES**

No instrument is 100 percent accurate. People are too complex for that. That is why we use multiple instruments to create a composite picture. This self-assessment is the first step in a comprehensive process to reveal trends and patterns in your church planting profile and determine your potential as a church planter.

**WARNING!**

There are two dangers with self-assessment instruments. First, people don't know themselves. Hopefully by asking a series of reflection questions, this inventory will help you to think deeply about the church planting ministry. Therefore, you need to prayerfully and thoughtfully work through this self-assessment process. Also, you should check the accuracy of your self-assessment with your spouse, pastor, and trusted counselors.

Second, people are not honest with themselves. They are fearful that if they rate themselves too low, it will negatively impact their placement opportunities. Since this inventory is primarily designed to help you discern your own church planting potential, you are free to be completely honest in your reflections.

The reality is that not all pastors are wired to be planters and there is nothing more painful for a pastor than to be ministering in a place where he must constantly operate outside his area of giftedness. On the other hand, there is joy and fruitfulness for the planter who is properly placed in the right ministry environment.

**Special Note to Seminarians & Lay Leaders:** We believe that recent seminary graduates as well as gifted lay leaders can become effective church planters. Some of this self-assessment is based upon ministry experience. Don't be discouraged by that. That does not mean you cannot be a church planter. It means there are areas you will need to grow in.

When you have completed the inventory, record the score of each section on the Summary Score Sheet located on page 20 and forward a copy to the address indicated.

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**Call**

It would be foolish for anyone to enter into church planting leadership without a clear call from God to do so. Every church planter will encounter obstacles and even opposition to his leadership and will depend upon the certainty of God's calling to carry him through.

**Directions:**

- Read each reflection statement and then rate yourself from 1 (lowest) to 10 (highest).
- Add up your section total and divide by ten. This is your average rating for this performance dimension.
- Circle your rating for this performance dimension at the top of the sheet and also record the rating on the summary score sheet on page 20.

In your opinion, do you have a strong enough call to be an effective church planter?

Call	Clear Sense of God's Call	1	2	3	4	5	6	7	8	9	10
Both husband and wife share a clear and compelling sense of God's calling to be a church planter or founding pastor. That calling is supported and established by fruitfulness in specific areas of ministry and the confirmation of other people in the church.											

### 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 on 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."<sup>1</sup>

**Reflection Statements:** Rate yourself from one (lowest) to ten (highest) for each question.

\_\_\_\_\_ When I read God's Word, when I pray, when I daydream, I cannot stop thinking about church planting.

\_\_\_\_\_ I am excited about the evangelistic potential of church planting to reach the unchurched.

\_\_\_\_\_ I believe I have a clear call from God to a church planting ministry.

\_\_\_\_\_ Others, such as my pastor and peers, have confirmed my call to a church planting ministry.

\_\_\_\_\_ My call to church planting has been confirmed by ministry experiences.

\_\_\_\_\_ I believe God has given me the spiritual gifts and temperament to be an effective church planter.

\_\_\_\_\_ I believe many of my life 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 a church plant.

\_\_\_\_\_ In spite of the risks, I have a strong inner peace about church planting.

\_\_\_\_\_ **Section Average:** (Total divided by 10)

<sup>1</sup> *Cutting Edge Magazine, Winter 1998, Steve Nicholson and Jeff Bailey*  
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**Character**

If a church planter is to be successful, there are two foundational character issues that he must face right at the beginning of his church planting journey. While other skills and qualities are important, these traits are absolutely essential. The Bible is very clear about the importance of character in church planting leadership (1<sup>st</sup> Timothy 3).

**Character:**

- A. Strong Marriage and Spousal Support**
- B. Godly Character**

**Directions:**

- Read each reflection statement and then rate yourself from 1 (lowest) to 10 (highest).
- Add up your section total and divide by ten. This is your average rating for this performance dimension.
- Circle your rating for this performance dimension at the top of the sheet and also record the rating on the summary score sheet on page 20.

Character - A	<b>Strong Marriage and Spousal Support</b>	1	2	3	4	5	6	7	8	9	10
Both husband and wife work together as a team with agreed upon roles in life and ministry. They have a healthy marriage relationship with a well-managed family (1 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 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.”<sup>2</sup>

**Reflection Statements:** Rate yourself from one (lowest) to ten (highest) for each question.

- \_\_\_\_\_ My wife agrees with and shares my church planting call.
- \_\_\_\_\_ My wife knows my church planting vision as well as I do.
- \_\_\_\_\_ My wife and I agree upon our respective roles in a new church plant.
- \_\_\_\_\_ I am able to balance the demands of ministry and marriage.
- \_\_\_\_\_ My wife and I do not have any relationship issues that will negatively impact a new church plant.
- \_\_\_\_\_ My wife and I agree upon how we will use our home in a church plant.
- \_\_\_\_\_ My wife has no anxieties about our church planting future.
- \_\_\_\_\_ My wife and I have strong communication and intimacy so that we are able to share our hearts with one another in all circumstances.
- \_\_\_\_\_ My wife and I have no anxieties about raising our children in a church plant at this stage of our lives.
- \_\_\_\_\_ My wife and I have regularly scheduled times when we get away by ourselves.

\_\_\_\_\_ **Section Average:** (Total divided by 10)

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<sup>2</sup> *Ibid.*  
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<i>Character - B</i>	<b>Godly Character</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
<p>The candidate is demonstrating godliness and integrity in his personal, married, and public life. The qualifications for biblical eldership and servant-leadership are evident and he is growing in Christlikeness (1<sup>st</sup> Timothy 3, Titus 1, Acts 6). His devotional life is a vital factor in his growth.</p>											

**Godly Character:** While we are not looking for perfect men to give leadership to a church plant, we do expect leaders who are spiritually mature and men of integrity.

**Reflection Statements:** Rate yourself from one (lowest) to ten (highest) for each question.

\_\_\_\_\_ My devotional life is vital and daily and a major factor in energizing my life and ministry.

\_\_\_\_\_ I maintain a life of sexual purity.

\_\_\_\_\_ I have no unresolved conflicts from my past that have not been dealt with appropriately.

\_\_\_\_\_ I do not have any "skeletons in my closet" which, if revealed, would cause embarrassment to the cause of Christ and my family.

\_\_\_\_\_ My financial house is in order, including the area of indebtedness.

\_\_\_\_\_ I am a good biblical steward of my resources.

\_\_\_\_\_ My ministry associates would say that I have a good reputation in the community.

\_\_\_\_\_ I am teachable in my relationships with colleagues and others.

\_\_\_\_\_ I have a gentle spirit when I am under pressure or under personal attack from others.

\_\_\_\_\_ When provoked I am able to find resources to keep my anger under control.

\_\_\_\_\_ **Section Average:** (Total divided by 10)

**Chemistry: Right Fit**

While chemistry 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 of the chemistry areas to be evaluated:

- **Doctrinal & Denominational Fit**
- **Financial Fit**
- **Core Group & Community Fit**
- **Church Planting Model Fit**

**Directions**

- Read each reflection question and then rate yourself from 1 (lowest) to 10 (highest).
- Add up your section total and divide by ten. This is your average rating for this performance dimension.
- Circle your rating for this performance dimension at the top of the sheet and also record the rating on the summary score sheet on page 20.

<i>Chemistry</i>	<b>Right Chemistry</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
<p>The candidate “fits” within the EFCA family and a Free Church planting context as determined by his gift-mix, background, and agreement with the EFCA doctrine, distinctives, and mission of multiplying healthy churches among all people. He also has the ability to minister effectively and live within the core group and community context where he will be placed.</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](http://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.”<sup>3</sup> A realistic financial plan needs to be worked out with a church planting coach and district supervisor.

**Core Group and Community 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, do your ministry vision and values match theirs? Wise church planters recognize that there are about 50 identifiable lifestyles in the United States,<sup>4</sup> and they ask God to lead them to a situation that matches their divine design/ministry skill set.

**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/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:** Rate yourself from one (lowest) to ten (highest) for each question.

- \_\_\_\_\_ 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.
- \_\_\_\_\_ I 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.
- \_\_\_\_\_ 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 Average:** (Total divided by 10)

<sup>3</sup> *Ibid.*

<sup>4</sup> See *Percept Demographics*

**Competencies: 10 Skill Sets**

The following ten basic skill sets are the kind of skill sets and traits 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 and Matthew 28), a major research project by Dr. Charles 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.

**Competencies**

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 and Leader Multiplication Skills**
9. **Knowledge of Church Planting**
10. **Emotional Intelligence (EQ)**

**Directions**

- Read each reflection question and then rate yourself from 1 (lowest) to 10 (highest).
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- Circle your rating for this performance dimension at the top of the sheet and also record the rating on the summary score sheet on page 20.

Competencies - 1	Visionary Leadership Skills	1	2	3	4	5	6	7	8	9	10
<p>The candidate has a clear and compelling picture of what the new church will look like in the future and the broad brush strokes of what it will take to get there. He is 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.</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 people’s 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 onboard 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 see 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.”<sup>5</sup>

**Reflection Statements:** Rate yourself from one (lowest) to ten (highest) for each question.

- \_\_\_\_\_ I have a history of starting new 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 rather than a detail 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 have a regular planning process to refine my personal vision.
- \_\_\_\_\_ I usually anticipate the “next steps” and see further down the vision road than many of my friends.

\_\_\_\_\_ **Section Average:** (Total divided by 10)

<sup>5</sup> *Ibid.*

Competencies - 2	Starting-Gathering Skills	1	2	3	4	5	6	7	8	9	10
<p>The candidate has an entrepreneurial, risk-taking spirit and has a history of starting new ministries, groups, or businesses from scratch using only faith, vision, and limited resources. He is able to recruit a diverse group of other people to join with him in accomplishing his vision.</p>											

### Starting Skills

Some pastors are good at starting significant things. That ability is demonstrated in their life and ministry experience. Some are good at building on the foundations of others, but are unable to be the one who starts things. We will never expect that people in the latter category should be given the assignment of having the first thing they start be a church with all of its complexities.

### 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 up-front 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.”<sup>6</sup>

**Reflection Statements:** Rate yourself from one (lowest) to ten (highest) for each question.

- \_\_\_\_\_ I have started a ministry, business, club, etc. from the ground-floor up.
- \_\_\_\_\_ I am able to accept the risks of starting something from scratch.
- \_\_\_\_\_ I am able to trust God when resources are limited or scarce.
- \_\_\_\_\_ I am able to develop a vision for a ministry that doesn’t yet exist.
- \_\_\_\_\_ I enjoy working with a wide diversity of people.
- \_\_\_\_\_ I am energized by meeting the needs of other people.
- \_\_\_\_\_ I do not respond judgmentally toward people whose values and methods differ from mine.
- \_\_\_\_\_ I am able to allow others to do the work of people-gathering.
- \_\_\_\_\_ I am not intimidated about meeting total strangers.
- \_\_\_\_\_ I am able and willing to release people with a confirmed set of different values and ministry philosophy to another church.
- \_\_\_\_\_ **Section Average:** (Total divided by 10)

<sup>6</sup> *Ibid.*

Competencies - 3	Communication Skills	1	2	3	4	5	6	7	8	9	10
<p>The candidate has a proven track record of communicating the Word of God in a relevant and compelling way through his preaching, teaching, and counseling with the result that spiritual fruit and growth are evident. He understands his community context and the unchurched there and is able to communicate to them in their “language” and culture.</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.”<sup>7</sup>

**Reflection Questions:** Rate yourself from one (lowest) to ten (highest) for each question.

- \_\_\_\_\_ I place a high value on communicating God’s Word and spend a sufficient amount of time to be adequately prepared.
- \_\_\_\_\_ 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 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 appreciate and accept.
- \_\_\_\_\_ I am able to identify and assess the importance of community needs as they relate to the mission of the church.
- \_\_\_\_\_ I plan church services and activities with the concerns, comfort, and questions of attending non-believers in mind.
- \_\_\_\_\_ 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 a new church plant.
  
- \_\_\_\_\_ **Section Average:** (Total divided by 10)

<sup>7</sup> *Ibid.*  
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Competencies - 4	Evangelistic Skills	1	2	3	4	5	6	7	8	9	10
The candidate relates well to the unchurched and unsaved and regularly does the work of an evangelist.											

### 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 it’s 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 is 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.”<sup>8</sup>

**Reflection Questions:** Rate yourself from one (lowest) to ten (highest) for each question.

- \_\_\_\_\_ I ache over the lostness of those without a personal knowledge of the Savior and pray specifically and passionately for their salvation.
- \_\_\_\_\_ 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 enjoy becoming friends with unchurched persons and look for opportunities to do so.
- \_\_\_\_\_ Upon moving to a new community, I would spend 50 percent of my time each week in “people contact” work.
- \_\_\_\_\_ I urge members and expect leaders of the church I pastor to befriend unchurched people and intentionally seek to attract them to Christ and to our fellowship.
- \_\_\_\_\_ I intentionally work to counter the natural tendency of people to become more concerned about their own needs and interests than those of the unchurched.
- \_\_\_\_\_ I am committed to the concept that we must work evangelistically to reach people of other cultural backgrounds whether they live nearby or in other parts of the world.
- \_\_\_\_\_ I am willing to forego programs and conveniences that are standard in my colleagues’ churches if they are not appropriate to my community setting.
- \_\_\_\_\_ I know the evangelistic events I would plan in the first year of the church plant.

\_\_\_\_\_ **Section Average:** (Total divided by 10)

<sup>8</sup> *Ibid.*  
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Competencies - 5	Discipling Skills	1	2	3	4	5	6	7	8	9	10
The candidate has the ability to help develop Christian maturity in individual believers and build up the body of Christ by creating relational environments that nurture spiritual growth.											

### 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 to grow and to begin to take ownership of ministries in the church plant.

### Teaching

The primary skill the planter uses in building both individuals and church bodies is the teaching of God's Word. This teaching must not be just cognitive. It must be oriented toward life transformation (2<sup>nd</sup> 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 an intentional disciple making process that is able to move people from one level of spiritual maturity to the next level of maturity (e.g. Class 101, Class 201, Class 301).

**Reflection Questions:** Rate yourself from one (lowest) to ten (highest) for each question.

- \_\_\_\_\_ I am actively discipling new believers.
- \_\_\_\_\_ I am actively involved in a small group.
- \_\_\_\_\_ I understand the spiritual maturation process and know how to move people to the next step of maturity.
- \_\_\_\_\_ 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 with 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 a church plant. I am committed to a constant process of multiplying discipleship leaders so that the capacity for disciple making will increase.

\_\_\_\_\_ **Section Average:** (Total divided by 10)

Competencies - 6	Equipping Skills	1	2	3	4	5	6	7	8	9	10
The candidate demonstrates the ability to help others discover, develop, and use their spiritual gifts in suitable ministries.											

### Equipping

The church planter must quickly move from the role of being the primary player to being a player-coach. 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 people in size.

### Gift Based Ministry

The key in this role change is that people see the planter as one who is helping them develop their spiritual gifts and their individual potential, rather than becoming his “helpers” to fulfill his ministry goals. This means the planter must be receptive 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. Spiritual gifts training can be de-motivating if there is not an outlet for expressing this giftedness in ministry.

**Reflection Questions:** Rate yourself from one (lowest) to ten (highest) for each question.

- \_\_\_\_\_ 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 high priority in my ministry time to equipping others.
- \_\_\_\_\_ I am able to spark interest in the appropriate ministry goals of our church and help people respond to achieve those goals.
- \_\_\_\_\_ I carefully monitor group morale and avoid placing unrealistic expectations on members.
- \_\_\_\_\_ I can develop orderly structures to maximize the effectiveness of a local church’s ministries and resources.
- \_\_\_\_\_ **Section Average:** (Total divided by 10)

Competencies - 7	Team-Building Skills	1	2	3	4	5	6	7	8	9	10
<p>The candidate is a servant-leader who is able to identify, recruit, and build a team of people made up of others who complement his gift-mix and role preference, and who follow his vision for ministry.</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 that 95 percent of unsuccessful church planters faltered in this category.

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 also lead. 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.”<sup>9</sup>

**Reflection Questions:** Rate yourself from one (lowest) to ten (highest) for each question.

- \_\_\_\_\_ 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 complement my own spiritual gift mix.
- \_\_\_\_\_ I have disciplined 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 would want to fill.
- \_\_\_\_\_ 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 Average:** (Total divided by 10)

<sup>9</sup> *Ibid.*  
© EFCA 2003

Competencies - 8	Group and Leader Multiplication Skills	1	2	3	4	5	6	7	8	9	10
<p>The candidate has the ability to unite diverse people in groups that accomplish a common vision and which multiply. He is able to multiply leaders and groups so that more can be accomplished. As a result of his multiplying skills, he can lead a new church to grow beyond the 100 and 200 barriers.</p>											

### Multiplication

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 in 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:** Rate yourself from one (lowest) to ten (highest) for each question.

- \_\_\_\_\_ I know what it takes to build positive morale in a church body.
- \_\_\_\_\_ I know how to handle "difficult people" so that they do not destroy group morale.
- \_\_\_\_\_ I have a track record of multiplying believers and disciples.
- \_\_\_\_\_ I have developed leaders who have, subsequently, developed a new generation of leaders.
- \_\_\_\_\_ I have led a small group to the place where it multiplied into two groups.
- \_\_\_\_\_ Groups that I have led have multiplied past the second generation. (That is, the first group produced a second group and the second produced a third.)
- \_\_\_\_\_ I have trained leaders of different sized groups (small, mid-sized, and large) and have utilized them in multiplying such groups.
- \_\_\_\_\_ I have trained leaders for groups with a variety of purposes and used them to multiply groups and ministries.
- \_\_\_\_\_ I understand how my pastoral role will have to change as the group grows.
- \_\_\_\_\_ I know how to lead a church plant through the 100-200 growth barriers.

\_\_\_\_\_ **Section Average:** (Total divided by 10)

Competencies - 9	Knowledge of Church Planting	1	2	3	4	5	6	7	8	9	10
The candidate possesses and applies a growing knowledge of church planting, church health, and church growth. He demonstrates an observable and practical commitment to the vision of “growing healthy churches that plant healthy churches.”											

Pastors of dying and plateaued churches often complain about church growth as only being “market driven, business stuff.” Pastors of growing, healthy churches are pastors who take seminary classes, read books, attend EFCA 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. Church planters count lost people, because lost people count. Effective church planters understand that people may reject their message. Effective church planters, however, do not want the message rejected on the basis of outdated methodology. Therefore, they are committed to constantly develop their knowledge base of effective church planting, church health, and church growth.

**Reflection Questions:** Rate yourself from one (lowest) to ten (highest) for each question.

- \_\_\_\_\_ I am committed to establishing spiritual, as well as numerical growth goals.
- \_\_\_\_\_ I believe a church plant should be fully self-supporting financially within 36 months of launching its first public worship service.
- \_\_\_\_\_ I am uncomfortable in the role of a “maintenance” minister, one who is expected simply to keep an organization functioning smoothly for the satisfaction of its present members.
- \_\_\_\_\_ I view responding to the Great Commission as the top priority of my church.
- \_\_\_\_\_ I see non-growth of the church as a threat to the future of God’s work in my community.
- \_\_\_\_\_ I have read at least three resources on church planting. They are \_\_\_\_\_, \_\_\_\_\_, and \_\_\_\_\_.
- \_\_\_\_\_ I am committed to planting a daughter church within three-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 my church plant
- \_\_\_\_\_ I have church planting eyes. I am always looking for new places to start new churches.

\_\_\_\_\_ **Section Average:** (Total divided by 10)

Competencies - 10	Emotional Intelligence	1	2	3	4	5	6	7	8	9	10
<p>The candidate is able to easily adjust to the challenging and rapidly changing environment of a growing new church. He is flexible and adaptable and has demonstrated the ability to persevere and bounce back quickly from even the most difficult circumstances while pressing on because of a Spirit-guided inner call or motivation.</p>											

### **Flexibility and Adaptability**

Church planting can be both tremendously exciting and horribly discouraging and lonely. A church planter 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 quit on you, and when neighboring pastors will oppose you. Resilience is one of the traits of an effective church planter. 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:** Rate yourself from one (lowest) to ten (highest) for each question.

- \_\_\_\_\_ I am flexible and can easily adjust to changes found in the early days of church planting.
- \_\_\_\_\_ I am resilient and can stick with a task in spite of the discouragements inherent to church planting.
- \_\_\_\_\_ I am able to bounce back quickly in times of disappointment and when others hurt me.
- \_\_\_\_\_ I am a self-starter and can work at difficult tasks without supervision.
- \_\_\_\_\_ I am good at managing my time and completing assignments.
- \_\_\_\_\_ I manage my emotional life without being hijacked by it.
- \_\_\_\_\_ I can read other people's emotions without being told.
- \_\_\_\_\_ I can skillfully handle the feelings of others in ministry relationships.
- \_\_\_\_\_ I can articulate the unspoken pulse of a group I am ministering to.
- \_\_\_\_\_ I have a growing understanding of who I am in Christ.
- \_\_\_\_\_ **Section Average:** (Total divided by 10)

## Self-Assessment Summary Score Sheet

---

Name: \_\_\_\_\_

Address/City/Zip: \_\_\_\_\_

E-mail address: \_\_\_\_\_ Telephone (    ) \_\_\_\_\_

Current ministry position: \_\_\_\_\_

Church/Denominational Affiliation: \_\_\_\_\_

**Record the scores from your self-assessment worksheets below:**

<b>Call</b>	<b>Low</b>			<b>Medium</b>			<b>High</b>			
Clear Sense of God's Call	1	2	3	4	5	6	7	8	9	10
<b>Character</b>	<b>Low</b>			<b>Medium</b>			<b>High</b>			
A. Spousal Support	1	2	3	4	5	6	7	8	9	10
B. Godly Character	1	2	3	4	5	6	7	8	9	10
<b>Chemistry</b>	<b>Low</b>			<b>Medium</b>			<b>High</b>			
Right Fit	1	2	3	4	5	6	7	8	9	10
<b>Competencies: 10 Skill Sets</b>	<b>Low</b>			<b>Medium</b>			<b>High</b>			
01. Visionary Leadership Skills	1	2	3	4	5	6	7	8	9	10
02. Starting-Gathering Skills	1	2	3	4	5	6	7	8	9	10
03. Communication Skills	1	2	3	4	5	6	7	8	9	10
04. Evangelistic Skills	1	2	3	4	5	6	7	8	9	10
05. Discipling Skills	1	2	3	4	5	6	7	8	9	10
06. Equipping Skills	1	2	3	4	5	6	7	8	9	10
07. Team Building Skills	1	2	3	4	5	6	7	8	9	10
08. Multiplying Skills	1	2	3	4	5	6	7	8	9	10
09. Knowledge of Church Planting	1	2	3	4	5	6	7	8	9	10
10. Emotional Intelligence (EQ)	1	2	3	4	5	6	7	8	9	10

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 closest friends to get an accurate assessment.

If you believe you are ready to take the next step in the EFCA church planting process, please send a copy of this summary score sheet to your district office and make an appointment to review the results. You can find a list of the districts at [www.efca.org](http://www.efca.org)

<i>Appendix</i>	<b>Additional Assessment Tools</b>								
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**Temperament Fit: Myers-Briggs (MBTI)**

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 types (ISTJ) have the greatest challenges in church planting. *(Study the following MBTI Section.)*

**Leadership Style Fit: DiSC**

The DiSC personality profile, is helpful in determining church planting aptitude. 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 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.

Myers-Briggs Type Indicator

The Myers-Briggs Type Indicator instrument is the most widely used personality inventory in history. Each year 2½ million people gain valuable insight about themselves and the people they interact with daily by taking the MBTI® instrument.

MBTI and 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

If you have taken the official MBTI, record that score on the chart. Take the Keirsey Temperament Sorter II online and record that score on the chart. If you want to take more assessments, search the web. There are a number of excellent sights.

Assessment Instruments

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

<b>Record Your Score</b>								
<b>Assessment</b>	<b>E</b>	<b>I</b>	<b>S</b>	<b>N</b>	<b>T</b>	<b>F</b>	<b>J</b>	<b>P</b>
Official MBTI If you have taken it								
Keirsey Temperament Sorter II <a href="http://keirsey.com">http://keirsey.com</a>								

Your Personality Type: \_\_\_\_\_

<b>Record Spouse's Score</b>								
<b>Assessment</b>	<b>E</b>	<b>I</b>	<b>S</b>	<b>N</b>	<b>T</b>	<b>F</b>	<b>J</b>	<b>P</b>
Official MBTI If you have taken it								
Keirsey Temperament Sorter II <a href="http://keirsey.com">http://keirsey.com</a>								

Spouse's Personality Type: \_\_\_\_\_

## Distribution of MBTI Types

There are sixteen personality types. The chart 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			
<b>ISTJ:</b> Inspector 6%, 7%	<b>ISFJ:</b> Protector 6%, 9%	<b>INFJ:</b> Counselor 1%, 8%	<b>INTJ:</b> Mastermind 1%, , 4%
<b>ISTP:</b> Crafter 5%, 1%	<b>ISFP:</b> Composer 5%, 3%	<b>INFP:</b> Healer 1%, 4%	<b>INTP:</b> Architect 1%, 2%
<b>ESTP:</b> Promoter 13%, 1%	<b>ESFP:</b> Performer 13%, 3%	<b>ENFP:</b> Champion 5%, 12%	<b>ENTP:</b> Inventor 5%, 2%
<b>ESTJ:</b> Supervisor 13%, 7%	<b>ESFJ:</b> Provider 13%, 12%	<b>ENFJ:</b> Teacher 5%, 16%	<b>ENTJ:</b> Field Marshall 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) presents the greatest challenges for church planting

## MBTI Resources

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

- *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*.
- *Religious Leadership and Personality Type* by Roy Oswald and Otto Kroeger. This is the classic 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	
<b>ENTP:</b> Inventor	10	<b>High</b> Church Planting Potential
<b>ENTJ:</b> Field Marshall	9	
<b>ENFP:</b> Champion	8	
<b>ENFJ:</b> Teacher	7	
<b>INTJ:</b> Mastermind	6	<b>Medium</b> Church Planting Potential
<b>INTP:</b> Architect	6	
<b>ESTJ:</b> Supervisor	5	
<b>ESTP:</b> Promoter	5	
<b>ESFP:</b> Performer	4	<b>Low</b> Church Planting Potential
<b>ESFJ:</b> Provider	4	
<b>ISTJ:</b> Inspector	3	
<b>INFJ:</b> Counselor	3	
<b>INFP:</b> Healer	3	
<b>ISFP:</b> Composer	2	
<b>ISTP:</b> Crafter	2	
<b>ISFJ:</b> Protector	1	

## 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?*

MBTI Personality Type	Church Planting Potential
<p style="text-align: center;"><b>Extrovert</b></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 are 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;"><b>1. Extrovert vs. Introvert Scale</b></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 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;"><b>Introvert</b></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;"><b>Sensing</b></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;"><b>2. Sensing vs. Intuition Scale</b></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 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;"><b>Intuition</b></p> <p>Intuitive people take in information holistically, preferring the world of ideas, possibilities and relationships. They’re 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>	

MBTI Personality Type	Church Planting Potential
<p style="text-align: center;"><b>Thinking</b></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;"><b>3. Thinking vs. Feeling Scale</b></p> <p>Third, the thinking-types seem to have a 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 the 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, which is very important in church planting. Fourth, the fact that NT's 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 plants.</p> <p style="text-align: center;"><b>4. Judging vs. Perceiving Scale</b></p> <p>Fourth, the perceiving-types also have a slight advantage in church planting over 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;"><b>Feeling</b></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 communicate warmth and harmony. Human values are very important. Consequently they're more people oriented.</p>	
<p style="text-align: center;"><b>Judging</b></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;"><b>Perceiving</b></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>	

## 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 sources for the DiSC tool at this time. There is a popular version of DiSC online at [www.mcflorida.org](http://www.mcflorida.org)

(tools/misc) that you can download.

You can obtain a hard copy of DiSC from many different sources. Sonlife, Walk Thru the Bible, Ken Voges, and Crown Financial Ministries have developed some excellent team building materials around the DiSC tool.

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

You can order DiSC from Mission USA at (800) 745-2202 or [www.efca.org/missionusa/churchplanting](http://www.efca.org/missionusa/churchplanting). DiSC instruments cost \$10/copy. You will need to order one copy for yourself and one for your spouse. You should take the DiSC with the role of a church planter in mind.

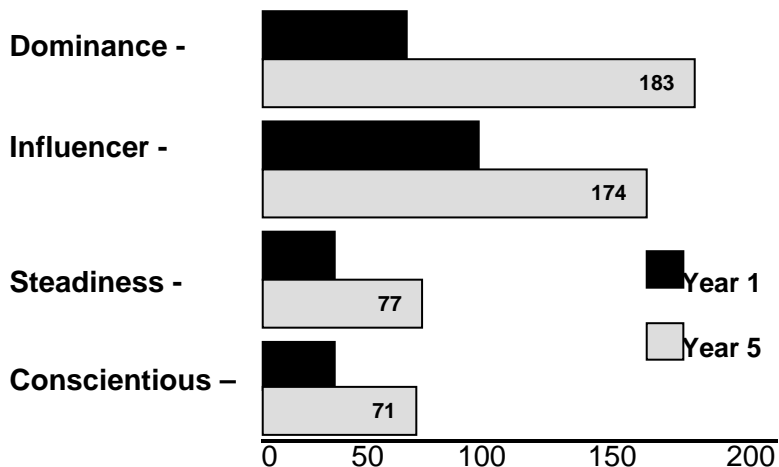
When you have finished, record your scores on this page. Then identify your profile and circle your church planting potential.

## 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 and urban) may call for S and C.



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:

DiSC measures 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?

<b>Dominance (Doers)</b>	<b>Church Planting Potential</b>
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.	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.
<b>Influence (Influencers)</b>	<b>Church Planting Potential</b>
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.	The High I planter is a strong person who is exciting, enthusiastic and good at motivating people. Both the High D and the High I are best in the "point" position. These are usually best suited for this position of leadership.
<b>Steadiness (Relaters)</b>	<b>Church Planting Potential</b>
Relaters 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 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."	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.
<b>Conscientiousness (Thinkers)</b>	
Thinkers tend to be very diplomatic with people and comply with authority. They shape their environment by promising 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."	

### Directions:

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

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

	<b>Dominance</b>	<b>Influencers</b>	<b>Steadiness</b>	<b>Conscientious</b>
<b>Pastoral Style</b>	<ul style="list-style-type: none"> <li>Wants the church to provide comprehensive programs for all people</li> <li>Takes an aggressive goal-oriented approach</li> </ul>	<ul style="list-style-type: none"> <li>Is interested in programs that reach an increasing number of people for Christ</li> <li>Is emotionally expressive of his faith</li> <li>Is good at eliciting participation in important causes</li> </ul>	<ul style="list-style-type: none"> <li>Prefers a traditional church</li> <li>Wants to work toward peace and harmony</li> <li>Stresses social services and community involvement</li> </ul>	<ul style="list-style-type: none"> <li>Wants the church to be operated "by the book"</li> <li>Is cautious about new projects</li> <li>Emphasizes doctrine and following proper procedures</li> </ul>
<b>Leadership Style</b>	<ul style="list-style-type: none"> <li>Adopts an autocratic style</li> <li>Prefers hierarchy of leadership</li> <li>Defines responsibilities</li> <li>Implements actions</li> <li>Manages trouble</li> </ul>	<ul style="list-style-type: none"> <li>More democratic style</li> <li>Facilitates open communication with and by others</li> <li>Wants consensus to make the final decisions</li> </ul>	<ul style="list-style-type: none"> <li>Takes a participative role</li> <li>Delegates daily decisions to others</li> <li>Supports by listening and allowing others to follow through on their assignments</li> <li>Strives for peace and harmony</li> </ul>	<ul style="list-style-type: none"> <li>Leads with a more bureaucratic approach</li> <li>Emphasizes proper procedures and completion of tasks</li> <li>Desires compliance to procedures, but if they are followed allow individual initiative</li> </ul>
<b>Teamwork Approach</b>	<ul style="list-style-type: none"> <li>Initiates action</li> <li>Takes charge</li> <li>Moves out to reach a goal</li> </ul>	<ul style="list-style-type: none"> <li>Draws upon contacts to gather the resources needed for the project</li> </ul>	<ul style="list-style-type: none"> <li>Ensures follow through</li> <li>Offers support</li> </ul>	<ul style="list-style-type: none"> <li>Offers design, technical skills, and quality control</li> </ul>
<b>Spiritual Life</b>	<ul style="list-style-type: none"> <li>A traumatic event is needed to spur his recognition of a need for commitment to Christ</li> </ul>	<ul style="list-style-type: none"> <li>Finds it easy to express his faith verbally and to make a public commitment to Christ</li> <li>Looks forward to sharing his new experiences with friends and family</li> </ul>	<ul style="list-style-type: none"> <li>Surrenders to Christ with a minimum of attention being drawn to himself</li> <li>Commitment is solid and sincere</li> <li>Is tremendously loyal and gives years of faithful service to God</li> </ul>	<ul style="list-style-type: none"> <li>Experiences internal struggle over whether he has done everything right</li> <li>Battles with the issue of eternal security</li> <li>Has a difficult time separating performance from God's grace</li> </ul>
<b>Sensitivity to Others</b>	<ul style="list-style-type: none"> <li>Tends to be insensitive to the feelings of others</li> <li>Sees emotional expressions as obstacles</li> <li>Sees life as a battle</li> </ul>	<ul style="list-style-type: none"> <li>Is more sensitive to others</li> <li>Wants others to be happy</li> <li>Is quick to offer encouragement and reach out to others</li> </ul>	<ul style="list-style-type: none"> <li>Conscious of feelings</li> <li>Tries to avoid hurting others</li> <li>Avoids conflict and stirring up controversy</li> </ul>	<ul style="list-style-type: none"> <li>Task oriented</li> <li>Takes a logical, analytical approach to feelings</li> <li>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</li> </ul>
<b>Stress Release and Recovery</b>	<ul style="list-style-type: none"> <li>Emotional intensity builds when personal goals are not accomplished</li> <li>Seeks a physical stress release</li> <li>Prone to express fits of anger</li> <li>Needs to get involved in a physical activity to recover from emotional stress</li> </ul>	<ul style="list-style-type: none"> <li>Under stress becomes more talkative</li> <li>Releases nervous energy physically but in a more emotional way than the High D</li> <li>Recovers from stress by spending time with others and by talking</li> <li>Needs only a short time to recover from stress</li> </ul>	<ul style="list-style-type: none"> <li>Tends to internalize stress</li> <li>Dislikes conflict</li> <li>Releases stress by sleeping</li> <li>Needs mindless "down time" to recover (watching television, working in the yard, taking a walk)</li> </ul>	<ul style="list-style-type: none"> <li>Prefers to tune out stress</li> <li>Dislikes chaos</li> <li>Wants to be alone at times of stress</li> <li>Reads a book or pursues a hobby as a way of recovering from emotional stress</li> </ul>

Source: Ken Voges & Ron Brand

## Web Resources

There are a number of spiritual gift 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 the SGE web site (see below).

	Top Gifts in Most Church Plant Situations							
	Your Score				Spouse's Score			
Spiritual Gift	SGE	DT	SGA	SGT	SGE	SGA	LHB	SGT
Apostle								
Prophet								
Evangelist								
Pastor/ Shepherding								
Teacher								
Leadership								
Faith								
	Medium Gifts in Most Church Plant Situations							
Hospitality								
Missionary								
Wisdom								
Exhortation/ Encouragement								
Discernment								
Administration								
	Important, but not Necessary Gifts for the Lead Planter							
Intercession								
Giving								
Knowledge								
Craftsmanship								
Serving								
Helps								

**SGE:**  
**Spiritual Gifts Evaluation**  
[www.newhope-hawaii.org](http://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](http://www.worldzone.net/ss/jeigh/sgt)  
 Interesting site designed  
 By a computer science major

**DT:**  
**Spiritual Gifts Discovery Tool**  
[www.cforc.com/sgifts.cgi](http://www.cforc.com/sgifts.cgi)  
 Lutheran-Missouri Synod  
 Plano, TX

**SGA:**  
**Spiritual Gifts Assessment Tool**  
[www.lhbc.org/gifts/Serv/gift.html](http://www.lhbc.org/gifts/Serv/gift.html)  
 Lake Highland Baptist Church  
 Dallas, TX

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 on 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

<b>Top Gifts for Most Church Planting Situations</b>	
<b>Apostle</b>	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. <sup>10</sup>
<b>Prophet</b>	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.
<b>Evangelist</b>	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.
<b>Pastor</b>	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.
<b>Teacher</b>	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.
<b>Leadership</b>	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.
<b>Faith</b>	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.
<b>Medium Gifts for Most Church Planting Situations</b>	
<b>Hospitality</b>	A pastor often uses his home for many church functions in church planting.
<b>Missionary</b>	In a cross-cultural context, the missionary gift is essential.
<b>Wisdom</b>	Useful to keep first things first in making the multitude of church planting decisions.
<b>Exhortation</b>	Primary gift Barnabus used in establishing churches in the book of Acts.
<b>Discernment</b>	Useful especially in discerning who to invite into the leadership circle.
<b>Administration</b>	Becomes increasingly important as the church plant develops and the complexity of the ministry increases.
<b>Important, But Not Necessary Gifts for the Lead Church Planter</b>	
<b>Intercession</b>	It is critical for the planter to identify intercessors, but does not have to be his gift.
<b>Giving</b>	The church planter needs to model giving, but does not have to be his primary gift.
<b>Knowledge</b>	Important, but not essential for the church planter.
<b>Craftsmanship</b>	Important, but now necessary for the church planter. One exception may be rural church planting or an environment that places a premium on "working with your hands."
<b>Serving</b>	Often operates in behind the scenes roles by someone besides the church planter.
<b>Helps</b>	Often operates in behind the scene role by someone besides the church planter.
<b>Mercy</b>	Necessary, but the church planter can be trapped by spending all of his time with needy (dysfunctional) people. See Mark 1:38

<sup>10</sup> George Hunter, *Church for the Unchurched*, David Cannistraci, *Gift of Apostle*, and Reggie McNeal, *Revolution in Leadership Self Assessment Inventory*, page 31  
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## 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

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