

## Am I a Potential Church Planter? How Can I Find Out?

Name \_\_\_\_\_

Somewhere along the life's journey, many ministry leaders wrestle with their calling. Some wonder if Church Planting is for them. We'd love to talk more with you about that possibility. As a guide to such a conversation, we encourage you to take some time to download and work through this SELF-ASSESSMENT form. Take the time to think about your answers and if you are able, write down actual situations from your life experience in which you have demonstrated the characteristic being talked about.

Jesus, the Lord of the Harvest, is the one who calls Ministry Leaders to serve where he chooses. We do not want the following self-assessment to leave any impression to the contrary. Nor would Christian Reformed Home Missions be so arrogant as to say we have a foolproof system for deciding who is or is not a church planter. It is a process that begins and ends, and rises and falls on prayer. There is need for humble waiting upon the Lord, listening in solitude and quietness for his direction.

Nevertheless, we have Jesus' word about recognition of spiritual leaders by their fruit. (Matt. 7:20, John 15:8) St. Paul also instructs us about the diversity of gifts and the importance of matching peoples' gifts to ministry opportunity. We know from observation over the years that certain behaviors and gifts are common among those who can gather people from among the lost, grow them into leaders, and mobilize new communities of faith. It is with that confidence we share the following characteristics and behaviors.

These thirteen characteristics were identified through the work of Dr. Charles Ridley in cooperation with Christian Reformed Home Missions and twelve other denominations. Dr. Ridley did an extensive job analysis field study of successful planters. From this research he developed a Church Planter Performance Profile. Out of forty-eight behaviors identified, these thirteen are found to be critically important:

- Visionizing capacity
- Intrinsic motivation
- Ability to create ownership
- Ability to relate to the unchurched
- Spousal cooperation
- Effective relationship building
- Commitment to church growth
- Responsiveness to the community
- Utilization of giftedness of others
- Flexibility and adaptability
- Ability to build a cohesive church body
- Resilience
- Exercising Faith

An essential truth that Dr. Ridley shares related to these behaviors is, "*The best predictor of future behavior is past behavior.*" This is another way of saying, "By their fruits you shall know them. Prayerfully reflect on these behaviors together with your spouse or a close friend and **rate yourself from 1 through 5 (5 being the strongest).**"



**Ability to create ownership of ministry**

- 1. Help others “buy in” and feel responsible for the growth and success of the ministry 1 2 3 4 5
- 2. Win new people to the vision 1 2 3 4 5
- 3. Avoid imposing unrealistic goals on people I lead 1 2 3 4 5

Examples:

**Ability to relate to the unchurched / secular culture**

- 1. Communicate in a style understood by the unchurched / secular culture 1 2 3 4 5
- 2. Understand the psychology/ mentality of the unchurched / secular culture 1 2 3 4 5
- 3. Comfortably move and function in the “personal space” of the unchurched / secular culture 1 2 3 4 5
- 4. Quickly get to know the unchurched on a personal level 1 2 3 4 5
- 5. Break through the barriers erected by the unchurched / secular culture 1 2 3 4 5

Examples:

**Spousal cooperation**

- 1. Have an explicit agreement regarding each partner’s role and involvement in ministry 1 2 3 4 5
- 2. Have explicit agreement regarding use of the home as an office / meeting space 1 2 3 4 5
- 3. Models supportive family life 1 2 3 4 5
- 4. Agree upon and share ministry vision with my spouse 1 2 3 4 5

Examples:

**Effective relationship building**

- 1. Respond appropriately to expressed needs and concerns of others 1 2 3 4 5
- 2. Display godly love and compassion for others 1 2 3 4 5
- 3. Others feel safe in your presence 1 2 3 4 5
- 4. Do not respond in judgmentally to people different than you 1 2 3 4 5
- 5. Appreciate and accept a variety of persons 1 2 3 4 5

Examples:

**Committed to church/kingdom growth**

- 1. Want to see people come to Christ through my ministry 1 2 3 4 5
- 2. Committed to growth within the context of spiritual and relational growth 1 2 3 4 5
- 3. Work together with diverse Christians to impact the community for the greater kingdom 1 2 3 4 5
- 4. See the church project within the larger context of God's Kingdom 1 2 3 4 5

Examples:

**Responsiveness to the community**

- 1. Understand and participate the culture of the community 1 2 3 4 5
- 2. Identify and assess community needs 1 2 3 4 5

Examples:

**Utilization of giftedness of others**

- 1. Discern the spiritual gifts of others 1 2 3 4 5
- 2. Release and equip people to do the task of ministry according to giftedness 1 2 3 4 5
- 3. Delegate effectively 1 2 3 4 5
- 4. Coordinate the individual in order to fulfill the mission of the kingdom 1 2 3 4 5

Examples:

**Flexibility and adaptability**

- 1. Cope effectively with ambiguity 1 2 3 4 5
- 2. Cope effectively with unexpected change 1 2 3 4 5
- 3. Able to shift priorities and emphases when required 1 2 3 4 5

Examples:

**Building a cohesive group life**

- 1. Develop initial group as a foundation 1 2 3 4 5
- 2. Develop a core leadership team 1 2 3 4 5
- 3. Quickly include newcomers in community life and ministry 1 2 3 4 5
- 4. Monitor morale 1 2 3 4 5
- 5. Utilize groups/team effectively in community life and ministry 1 2 3 4 5

Examples:

**Resilience**

- 1. Experience setbacks without defeat 1 2 3 4 5
- 2. Ride the ups and downs 1 2 3 4 5
- 3. Recovers and grows from loss, disappointments and failure 1 2 3 4 5

Examples:

**Exercising faith**

- |  |   |   |   |   |   |
|--|---|---|---|---|---|
| 1. Possess a conviction regarding the call to church planting ministry | 1 | 2 | 3 | 4 | 5 |
| 2. Believe in God’s action   | 1 | 2 | 3 | 4 | 5 |
| 3. Marked by expectation and hope                                      | 1 | 2 | 3 | 4 | 5 |
| 4. Willing to wait on God for answers                                  | 1 | 2 | 3 | 4 | 5 |

Examples:

**My three strongest areas:**

- 1.
- 2.
- 3.

**My three weakest areas:**

- 1.
- 2.
- 3.

**What has taking this self-assessment told me about my suitability or readiness for church planting?**

After taking this self assessment, if you wish to find out more about Church Planting in our Region feel free to contact one of the following members of our Regional Church Planting Sub-Team to set up a time to talk through the results and possible next steps in our Assessment Process.

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