

Church Planter Profile

Self-Assessment

The word "assessment" tends to put some people off. It is not intended to do so. Paul taught that we were to not think of ourselves more highly than we ought; but to think soberly (Romans 12:3). In essence, one is to think realistically about themselves. Paul also wrote that there are many gifts in one body – Romans 12:6-8. One who is gifted to "serve" does not usually make a good "teacher." The opposite is equally true.

The assessment tool results from two converging channels of thought:

1. Through the years, the United Pentecostal Church, International (UPCI) has invested millions of dollars in planters who did not establish a church. Some of these planters might have discovered they were not intended to go into church planting if they had employed a bit of self-assessment. In the Christian world at large 70% of autonomous church plants do not survive five years. Unfortunately, this statistic has also been true in the United Pentecostal Church, International. It is wise to make better decisions.
2. Sometime an assessment brings to light a weakness that can be corrected by instruction, coaching or application. Considering the assessment in this way is not dissimilar to an annual medical checkup. If there is a physical malady hopefully an annual checkup will bring it to light and the doctor can provide a remedy. This assessment may point out weaknesses a potential church planter must overcome to be effective. If a weakness is determined North American Missions has resources available to remedy many of those weaknesses.

The thirteen items addressed here come from Dr. Charles Ridley's research on qualities that have to exist in anyone who will be effective as a church planter. Further information can be found in the online webinar on "Birthing a Healthy Church." There are actually 18 reasons church plants fail. If those 18 reasons can be addressed on the front end, the chance of a baby church not only surviving but thriving is greatly increased.

Instructions:

1. Circle the number next to the different qualities that best represent the way you see yourself.
2. Then give an example (or two) of specific ways you have exhibited each of the qualities mentioned in the profile.
3. Have your spouse also fill out a profile for you. Ask your spouse to be honest in the assessment of you.
4. Have at least one other person who knows you well – your pastor or a close friend also complete the profile. Ask this person to be honest in their assessment

Gather the profiles.

1. Compare your self-assessment with what others see in you.
2. List the things you are well accomplished in and list the things that are will need to be improved for you to be effective.

Rank yourself on all qualities (1=weak, 5=strong)

Name: _____

If you are filling this assessment out regarding someone else, put their name here _____

1. Does not hesitate to take faith-motivated risks for God. 1 2 3 4 5

Explain how this is true of you:

Give two examples of faith-motivated risks you have already taken:

2. Has the ability to formulate, communicate and establish realistic steps toward accomplishing a God-given vision. 1 2 3 4 5

Give one specific example of how you have personally had a God given vision for a thing (before considering this church plant) and write out how you formulated realistic steps toward accomplishing that vision:

Take this project a step further, how did you communicate your vision and the realistic steps toward accomplishing that vision?

What was the outcome for that particular God-given vision?

3. Is committed to church growth through *evangelizing and making disciples* of new people rather than through members transferring from other Apostolic churches in the area or through people moving from other communities. 1 2 3 4 5

List the names of lost people you have personally brought to church in the past year:

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List the names of people you have personally taught a Home Bible Study in the past year:

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What was the last day (give the date) you spent on personal evangelism: _____

4. Am a self-starter. I am intrinsically motivated and do not depend on anyone else to give me a schedule of necessary tasks. 1 2 3 4 5

Explain how you are self-motivated in what you currently do for the Lord:

5. Am aware of and responsive to people around me. I see needs in the community in which I now live and envision ways those needs could be responded to. (Note: This particular question is not about people's need for salvation. We assume you are passionate about their spiritual need. This question has to do with people's hurts and wounds – at times self-inflicted. It has to do with needs – like the marriage feast where Jesus was aware of a need.)

1 2 3 4 5

What specific (non-spiritual, non-salvation) needs do you see in the people who live around you now?

What specific responses have you made to the hurts, wounds and difficulties of people who live around you?

Explain how you sustained a response in the situation you have described above:

6. Creates ownership of ministry in the people I influence. 1 2 3 4 5

What group of people do you currently influence?

Give an example of a situation where you have developed someone to take ownership and responsibility for a task or aspect of ministry you had been doing:

How did that transition of ownership work out?

7. Utilize the abilities, talents and giftedness of others, making them feel that what they do is helpful. 1 2 3 4 5

Explain how you currently make other people feel that their kingdom contribution is beneficial:

When did you last tell an usher, door-keeper, nursery worker, or Sunday School teacher how much you value their ministry?

How do you envision using the abilities, talents and giftedness of others as a church planter:

8. Effectively builds relationships with people I do not know. Relationships are more than a "nodding acquaintance" or knowing their first name. 1 2 3 4 5

Give the name of 3 unchurched people you have established a relationship with in the past year:

Who was the last unsaved person (do not include your family or longtime friends) that has been in your home for a meal?

9. Flexible and adaptable. Baby churches are just like human infants – you never know what is about to happen. Church planting is exciting, but rigid people often struggle with this. 1 2 3 4 5

Explain your adaptability and responses to the following situations.

Your lone keyboard player does not make it to church and does not let you know he will not be present:

An inebriated fellow attends service, choosing to sit on the front pew. He seems to enjoy being the center of attention:

During your preaching/teaching a person visiting for the first time lifts their hand wanting to ask a question:

10. Is capable of overcoming disappointment and discouragement. Many times it takes time to make converts. In Austin, Texas it was 12 months before David Bernard had one person receive the Holy Ghost. New York City's Doug Davis says it was 15 years before they had a core congregation. An effective church planter is resilient and has the perspective of the "long haul." 1 2 3 4 5

Share a situation where you have persevered for the long haul:

11. Relate well to un-churched people. 1 2 3 4 5

Explain how you do this where you are now involved:

Do you personally make a point of going to speak with those who are visiting church? Y N

As a church-planter what settings and situations do you anticipate using to connect with un-churched people?

12. Have the cooperation and support of my spouse and family. 1 2 3 4 5

Explain your spouse’s public and private expressions about planting a church:

What will your spouse’s role be in the new church?

Will your home be used to establish the new church? Y N
If so, how will it be used?

My spouse and I have discussed these things and agree about the role and how our home will be used?

13. Builds group unity, group appreciation and establishes cohesiveness.

1 2 3 4 5

Explain the principles that build unity and mutual appreciation:

14. Who is committed to continual learning and participating in the national and district efforts to enhance my ministry?

1 2 3 4 5

Have you done this in the past? Explain:
