



DISCERNMENT GUIDE FOR NEW CHURCH PLANTERS

Jesus said to them, my food is to do the will of Him who sent me, and to finish his work. Do you not say there are still four months and then comes the harvest? Behold I say to you, lift up your eyes and look at the fields for they are already white for harvest. (John 4:34-35)

LIFT UP YOUR EYES AND LOOK AT THE FIELDS

The challenge for developing new churches in North America has never been greater. The Christian Church (Disciples of Christ) desires to raise up courageous and visionary leaders whose hearts are broken for those who do not know the joy of a personal relationship with Jesus Christ. New churches are most effective in reaching new people.

There are many communities in North America without a Christian Church (Disciples of Christ) presence. God will need men and women, lay and ordained, willing to serve in this pioneering ministry in order to answer our prayers. The Holy Spirit is already at work, calling people with a passion for the Gospel and compassion for people to be new church planters. Could you be one of them?

The Hope Partnership Team wants to journey with you as you discern your calling to new church. We offer discernment, assessment, training, coaching, and support in a variety of ways. Please read through this information carefully and prayerfully.

AN INVITATION TO EXPLORE YOUR CALLING

You have indicated interest in a new church. You are now invited to enter into a special time of prayer about God's direction for how you will use your time, energy, and gifts in Christ's service.

Before you start learning the nuts and bolts of church planting, it would be beneficial to take a minute and ask yourself this question: Why church planting? Why take such a huge risk? Church planting is not for the timid or faint of heart, so why do it? The answer is to give every man, woman, and child repeated opportunities to hear, see and experience the good news of Jesus.

Missiologist C. Peter Wagner has famously said that "Planting new churches is the most effective evangelistic methodology known under heaven." Along with being practical church planting is also biblical. A large part of the New Testament accounts the church planting endeavors of the first Apostles. Church planting was their answer to the Great Commission.

During your church planting journey you will be asked the question “Why?” on numerous occasions. From inquisitive neighbors to disgruntled Christians to mission boards many different people will want to understand your motivation for starting a new church. So why are you planting a church?

While part of that answer will center on your own personal calling (and we’ll get to that soon enough), the overarching answer to that question applies to every church planter: Evangelism. We plant churches to reach people who are far from God.

Church planting is one of the most demanding and faith-stretching things a pastor or lay person can do. It is also one of the most rewarding and satisfying. It’s safe to say it’s not for everyone. Aspiring church planters should take time to study and learn about themselves and see how their gifts and strengths can be used to start a healthy church. They should also undergo a formal church planting assessment to confirm their calling and see if they’re ready to plant. Most importantly, the church planter should spend substantial time in prayer seeking God’s confirmation to this new endeavor.

It’s often been said that you should not plant a church if there is anything else that you can do and be content. That’s because the church planting journey is long, lonely, and filled with many headaches. Like marathon runners all Church planters will hit a wall at some point and their calling will be their light at the end of their tunnel leading them forward.

Is God calling you to plant a church? Has God placed a burning vision inside you? Don’t ignore it. Explore it. Affirm or verify your calling through a pre-assessment (self-assessment) and a formal assessment.

Through the centuries, Christians have referred to such a seeking for clarity about God’s call a time of “spiritual discernment.” “Discernment” concerns being able to distinguish what is from God and what is from some other source. “Discernment” is seeing our lives and circumstances through God’s eyes, thus being able to see more clearly the path God wants us to follow. Discernment is ultimately what God does, as God’s desire and plan are revealed to us through the Holy Spirit. We offer our effort and intention in activities that help us “see” what God is doing and “hear” what God is saying.

How do we position ourselves to be most receptive of God? We ask the Holy Spirit to help us develop some essential attitudes and approaches and to practice them daily.

The approaches include:

- **Faith** - We act on the belief that God loves us more than we can imagine and wants only the best for us. We act on the belief that God will guide those who seek God’s leadership in their lives.
- **Detachment** - We ask for the grace to “let go” of all of our desires, so that we can desire God’s will above everything else.
- **Faithfulness** - We realize that God’s Spirit moves in God’s own time, and that we may not receive instant answers. So we remain prayerful, even when direction remains unclear.



- **Attentiveness** - We seek to pay attention to how God may be communicating with us in the events and encounters of our daily lives, not just when we are intentionally praying.
- **Love** - We seek to go deeper in relationship with God because we respond in love to the One who has first loved us. We cannot seek to know God's will, apart from knowing God. God's will is revealed in a growing love relationship with God through Jesus Christ.

This guide walks you through a process of listening for God through scripture, becoming more aware of the special spiritual gifts God has given you, learning from effective church planters, self-evaluation, and praying with the specific question, "God, are you calling me to be a new church planter?" This process could take two months, or it could take longer. Work through it at the pace that seems right for you. This time of discernment is between you and God. Once you sense the direction to which God may be leading you, it is up to you to initiate the next phase of the process.

"Trust in the Lord with all your heart and lean not on your own understanding; in all your ways acknowledge him, and he will make your paths straight." Proverbs 3:5

"Ask, and it will be given you; search, and you will find, knock, and the door will be opened for you." Matthew 7:7

CHARACTERISTICS OF A NEW CHURCH PLANTER

This brief overview of some of the unique qualities of a new church planter provides you with an initial sketch of what the worker and work is about. It is presented in the hope that God will speak to your heart in answer to our prayers to start 1,000 congregations, 1,000 different ways.

Jesus, the Lord of the Harvest, is the one who calls and equips New Church Planters to serve where he ordains. New Church Planting is a process that begins and ends on the wings of prayer. There is a 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). Paul also instructs us about the diversity of gifts and the importance of matching people's gifts to ministry, so that they can gather people from among the lost, grow them into leaders, and mobilize new communities of faith. It is with that confidence that we share the following characteristics and behaviors for church planting. The ideal New Church Planter is one who possesses the following characteristics:

- Visioning Capacity
- Reaching the unchurch
- Intrinsically motivated
- Creates ownership of ministry
- Spousal cooperation
- Effectively builds relationships
- Committed to church growth
- Responsive to community
- Utilizes the giftedness of others



- Flexible and adaptable
- Builds group cohesiveness
- Resilience
- Exercises faith

We encourage you to prayerfully reflect on these behaviors together with your spouse or significant other, family, and friends and ask the question, “Is this a reflection of who I am?”

While there are those who feel that Riddley’s list does not reflect in its entirety the dynamics and challenges of today’s church planter and their defining characteristics, there is still much value in this trailblazing work.

Ron Edmonson a well know church planter and business entrepreneur suggests characteristics clusters that are essential for a planter to be successful the call of brining into life a new faith community or in bringing about transformation into an existing congregation.

An entrepreneurial spirit

There is an element of enjoying risk — certainly of being willing to assume risk — in most church planters and church revitalization pastors I have met. You have to love things which are new and growing. There needs to be an entrepreneurial spirit about them, embrace change readily and becoming bored with status-quo. This characteristic can bring its own problems, which leads to number two.

Willingness to be patient

Effective planters or revitalization pastors are willing to be patient for God to do God’s work. The balance between these first two is a constant challenge, because church planters and revitalization pastors are wired to want continual growth, but to be effective they must develop a good plan, surround themselves with the right people, and then wait as God does God’s work among them.

Have people who believe in you

Church planting or church revitalization is not to be a lone ranger activity. Without the structure of an established church, church planters must depend on people to help develop ministries and systems. Effective church planters learn to rely on volunteers for success and are willing to share leadership and responsibility with others to plant the church. Revitalization pastors are changing an establishment. This can be brutal. There must be some key leaders in the church who will back them in their work – and be there through the hard decisions where it will sometimes seem they have more enemies than friends.

Healthy family life

Church planting and revitalization is a family activity. In both worlds, to be effective, he or she must have a healthy family life, a healthy support system. Ministry is tough — this is true for all ministries, but church planting and revitalization, because of the unique uncertainties and risks involved, places additional stress on a marriage and family. Effective church planters and revitalization pastors must begin with and maintain healthy families.



Close, intimate walk with God

Church planting and revitalization will test a person's faith many times. Church planting is not always popular in some church communities and can make a planter feel like an outcast in the church community. Revitalization brings challenge to leadership from within. The risks involved and the waiting process challenge both. Like all ministries, these are acts of faith and require constant communication with God. Effective church planters and revitalization pastors must continue to build and draw upon a strong relationship with Christ throughout the process. When I speak to pastors these days, I close with one word of encouragement: YOU MUST PROTECT YOUR SOUL. No one will do this for you. There will always be more demands on your time than you have time. You'll have to discipline yourself to regularly sit with the Creator of your soul.

Again, many of these are not unique to church planters or revitalization pastors and are shared by others in ministry — even in many secular settings — but my experience as a planter and revitalization pastor leads me to believe these are critical needs for these ministries.

NEW CHURCH PLANTER: A JOB DESCRIPTION

- Develop and cast a vision (building ownership among the core group) for mobilizing a reproducing community of faith in a selected target area
- Develop and process with the core group seven core values for the new ministry
- Become an authority in understanding the culture of the community through a study of demographics, interviewing community leaders and members, and through personal contact and exposure
- Develop a mission statement which identifies who the target group is, what the primary needs in their lives are, and how the ministry will be contextualized to bring the gospel to them. This includes developing a clear strategic plan and measurable objectives
- Network into the community, building relationships, farming the networks for gathering people into small groups, and forming a launch team
- Evangelize and disciple new Christians
- Maintain positive relationships with parent/sponsor churches and or regions
- Provide vital communication of progress to coach, region, and or funding partners
- Promote excellence and integrity in the new community of faith, faithfully reflecting and representing Jesus Christ
- Create ownership of ministry by helping people “buy in” and own responsibility for the evangelistic growth and vitality of the ministry
- Identify, train, and mobilize leaders for a variety of ministry positions according to their identified gifts and passions
- Develop reproducing leaders who will serve as ministry partners and leaders of small groups
- Minister pastorally, evangelistically, prophetically and educationally to the people the Lord will gather. Build capacity for serving in all of these areas by equipping leaders through modeling, coaching, mentoring, and mobilizing (prepare God's people to do the work of ministry).
- Build capacity for a growing ministry through reproducible, multiplying systems of leadership development, evangelism, discipleship and small groups



- Demonstrate financial responsibility and mobilize stewardship training
- Personally practice and model the spiritual disciplines of prayer, bible study, and time alone with God.
- Do all of this with a servant's heart
- HAVE FUN!!!

FIRST STEP: LISTENING THROUGH SCRIPTURE

These attitudes and approaches are the foundation of spiritual discernment. Then, we engage in a process through which God can make our life's direction apparent to us. Set aside 30 minutes a day for the next 30 days to spend time with God and be attentive to what God may be saying to you through passages about the life and mission of the followers of Jesus Christ.

Use this method:

1. Read the passage several times. Try reading it aloud to yourself.
2. Pray with the question, "What are you saying to me, Lord?" Spend a few minutes "listening" as thoughts, images, memories, related scripture passages may come to mind. (See page 10, "Hearing from God" for some help with discerning whether what we hear is of God or not).
3. Write in a journal what you think God may be saying to you.

SCRIPTURE PASSAGES FOR DAILY REFLECTION

Day 1	Isaiah 6:1-8	Day 16	Acts 13:1-3
Day 2	Proverbs 22:17-21	Day 17	Acts 13:44-52
Day 3	Isaiah 55:6-11	Day 18	Acts 14:11-18
Day 4	Exodus 36:1-7	Day 19	II Timothy 1:5-12
Day 5	Jeremiah 1:4-10	Day 20	II Timothy 4:1-5
Day 6	Jeremiah 29:11-13	Day 21	Romans 10:1-16
Day 7	John 10:1-13	Day 22	Philippians 2:1-13
Day 8	John 21:15-22	Day 23	Philippians 3:7-16
Day 9	Matthew 25:31-46	Day 24	Ephesians 3:14-21
Day 10	Matthew 28:16-20	Day 25	Ephesians 4:11-16
Day 11	Acts 1:1-18	Day 26	Romans 8:24-39
Day 12	Acts 2:2-12	Day 27	I Corinthians 9:16-27
Day 13	Acts 2:36-41	Day 28	I Corinthians 12:1-31
Day 14	Acts 2:42-47	Day 29	I Corinthians 13:1-13
Day 15	Acts 6:1-7	Day 30	II Corinthians 4:1-18

At the end of the month, go back through your journal, noting themes or patterns that repeat and messages that particularly stand out. Make a note of these "Big Themes and Important Messages."



SECOND STEP: SPIRITUAL GIFTS INVENTORY

The Spiritual Gifts Inventory (see page 11) will help you assess what your strongest spiritual gifts might be. Remember that there is no greater or lesser value assigned to any of the gifts. Christians are gifted differently by God to serve God's purpose in different ways. You will answer these questions, based on your experience, and then score your Inventory. The results will not be "the last word" on what your spiritual gifts are, but will give you some important indications as to how God has "uniquely gifted" you. This self-understanding will help with your discernment of whether God is calling you to be a church planter.

Take the Inventory and look at your strongest gifts. Do your gifts indicate that you would be an effective church planter?

THIRD STEP: SELF-ASSESSMENT QUESTIONNAIRE

The self-assessment questionnaire (see page 19) gives you the opportunity to provide further critical self-evaluation and reflection in the area of characteristics for a New Church Planter.

FOURTH STEP: DIALOGUE WITH EFFECTIVE CHURCH PLANTERS

Interview people who have been effective church planters. Find those pastors in your area who started a new church within the past five years that have at least 100 people in worship every Sunday. Call and ask for an appointment to visit with them about their experience with church planting. If you cannot find such ministers in your area, it is your responsibility to call the New Church Ministry Team to obtain a list of people you could interview by telephone.

Suggested Interview Questions:

How did you experience a call to the church planting ministry?

How did you get started?

What have been the milestones in the development of this congregation?

What would you do differently, if you had it to do over again?

What do you consider your strongest spiritual gifts to be?

Do you have any suggestions for me as I continue to discern whether I am called to the church planting ministry?



FIFTH STEP: IGNATIAN SPIRITUAL EXERCISE

Ignatius of Loyola was a devoted Christian who lived in the 16th Century and developed practices for spiritual discernment that many have found helpful ever since. This exercise involves living a few days with one option, then living a few days with another option and noting our feelings. Ignatius gives two main categories of feelings: “consolation” and “desolation”. Feelings of consolation usually indicate the choice that corresponds with God’s will for your life. Feelings of desolation usually indicate that this is not in God’s plan for you.

“Consolation involves feelings of peace, freedom, and joy. There is a sense of lightness and rightness. Desolation is a troubled, ill-at-ease-feeling, heaviness, and the absence of peace and joy, darkness. Instead of freedom, you feel stifled. It does not feel right. In time, either consolation or desolation will prevail.” (From Yearning to Know God’s Will, by Danny Morris, Zondervan, 1991)

Assume that you have decided to become a church planter.

Live with this option for 3 days.
Record your feelings in your journal.

Assume that you have decided not to become a church planter, but to use your gifts in some other form of ministry.

Live with this option for 3 days.
Record your feelings in your journal.

Prayerfully look back over your journal

With which option were there more feelings of consolation?
What might this tell you about God’s direction for your life in ministry?



HOPE PARTNERSHIP - NEW CHURCH
P.O. Box 7030
Indianapolis, IN 46207-7030

The Hope Partnership Team is serving the new church movement among Disciples by developing a group of people who feel called to start a church. The team helps assess and train potential church planters, and recommends candidates to regions and congregations that are initiating a new church project and are looking for someone to lead the project. After receiving your application packet, a member of the team will contact you to schedule a telephone assessment, to talk further about your gifts and call and suggest next steps.

HOPE PARTNERSHIP TEAM
800-274-1883 ♦ info@hopepmt.org

Terrell McTyer, Minister

Minister for New Church Strategies

317-713-2516

tmctyer@hopepmt.org

Gilberto Collazo, Minister

President, Hope Partnership

317-713-2534

gcollazo@hopepmt.org

Rick Morse, Minister

VP for Mission Initiatives

317-713-2520

rmorse@hopepmt.org

Milly Sempritt, Assistant

Executive Assistant to the President
And Operation Manager

317-713-2538

cmsempritt@hopepmt.org



HEARING FROM GOD... “HOW DOES GOD SPEAK”?

God speaks through the Bible, Prayer, and circumstances. God communicates through anything that turns our attention to God. This communication can be a gentle reminder of a loving Presence or a confrontation with the Awesome Other that can shake the foundations of our world. God’s communication can cause us to think about the things that really matter, can touch our deepest feelings, can make a life-shaping impression within us, and can cause us to see everything in new ways. Let’s try and describe some of the ways God “speaks.”

God can “speak” through something we read, particularly a passage of scripture. The words capture our attention, and their application to our present circumstances becomes apparent. God “speaks” through knowledge which leads to growing understanding of the purpose of creation, the meaning of history, and our particular place in the Big Picture. As we are able to put together more of the pieces, we are left with an even greater appreciation of how great God is. God “speaks” through other people. Someone says something that points us toward God and is very relevant to our growth in faith. We may have a sudden flash of insight that “just comes.” Perhaps we were not even aware of seeking God, but we know we have been given a divine gift of wisdom or a message.

Sometimes God’s communication is not a “message” so much as a sense of God’s presence. God is letting us know, “I am here.” We may be alone and somehow know that we are not alone. We may experience the reality of God’s love when we are surrounded by Christian friends in times of need. When we have a sense of well being and inner peace, whatever our external circumstances might be, God may be communicating assurance. When we feel drawn into “another realm” while listening to music or seeing a work of art, God may be inviting us into fuller awareness of Presence. The sense of satisfaction that comes as we serve someone else or work for justice is another way God communicates. We may look into the face of someone who is and has nothing in the world’s way of thinking and see the God who is revealed in “the least of these.”

HOW DO WE KNOW IT’S GOD?

There are many sources of our inner impressions. They can come from God, from our human “stuff” (mind, psyche, emotions), or from evil. So, how do we discern the source? There are some helpful questions and scripture passages for individuals and groups to consider.



Is what you are hearing consistent with the life, teachings, and Lordship of Jesus?

Scripture Passages: I Corinthians 12:1-3; I John 3-5

- What truly is of God leads to increased faith in Jesus as Lord (The ultimate authority) and honors him.
- God's communication affirms that God is in control and we are not.
- God's communication assures us of God's love and helps us overcome fears.
- Jesus came "in the flesh." He was not above suffering and neither are we. (Be cautious of any message that seems like a formula for health, wealth, and success. God is always working for our good, sometimes through suffering.)

Is what you "hear" conveying love and does it manifest itself by the up-building of the church?

Scripture Passage: I Corinthians 13 & 14

- The "gifts of the Spirit" of God are given for the common good and edification of the Body of Christ.
- Love, the willingness to give oneself for the good of another, is the greatest demonstration of the Spirit of God at work.
- Any message from God will help the church grow in love and mission.

What are the results in your life?

Scripture Passage: Galatians 5:22-23

- What is truly of God manifests our faith, hope and love.
- What is of God helps us to grow in Christ-like qualities.
- A feeling of inner peace, rather than inner disturbance, is the result of the work of the Holy Spirit in our lives.

If we are truly seeking God's will, we will be led by God's Spirit. We need to be discerning, but not anxious. Jesus promised, "Ask and it will be given to you; seek and you will find"; knock and the door will be opened to you... If you know how to give good gifts to your children, how much more will your Father in heaven give the Holy Spirit to those who ask Him." **(Luke 11:9-13)**



CHURCH PLANTER SELF-ASSESSMENT QUESTIONNAIRE

Rate your level of competence in each of the following thirteen church planter qualities, 5 being the strongest. Under each quality offer one example in support. We understand that no one is a "5" in every area. Your number ratings should reflect your areas of primary giftedness as well as growth areas. It is important that you approach this self-assessment with honesty and integrity always in prayer.

Weakest 1 2 3 4 5 Strongest

A. Has a "Visioning" Capacity

- | | |
|---|-----------|
| 1. Project into the future, beyond the present | 1 2 3 4 5 |
| 2. Develop a theme that highlights the vision and philosophy of ministry | 1 2 3 4 5 |
| 3. Persuasively sell the vision to the people | 1 2 3 4 5 |
| 4. Approach challenges as opportunities instead of obstacles | 1 2 3 4 5 |
| 5. Cope effectively with non-visioning elements | 1 2 3 4 5 |
| 6. Erect artificial walls to limit the capacities of God, self, or others | 1 2 3 4 5 |
| 7. Establish a clear church identity related to theme and vision | 1 2 3 4 5 |

Example:

B. Is Intrinsically Motivated

- | | |
|--|-----------|
| 1. Committed to Excellence | 1 2 3 4 5 |
| 2. Relentlessly persistent | 1 2 3 4 5 |
| 3. Aggressively, yet positively, take the initiative | 1 2 3 4 5 |
| 4. Self-starter and is willing to build from nothing | 1 2 3 4 5 |
| 5. Willing to work long and hard | 1 2 3 4 5 |

Example:

C. Effective Relationship Building

- | | |
|---|-----------|
| 1. Respond with urgency to expressed needs and concerns of others | 1 2 3 4 5 |
| 2. Display godly love and compassion to others | 1 2 3 4 5 |
| 3. Make others feel secure and comfortable in your presence | 1 2 3 4 5 |



- | | | |
|----|---|-----------|
| 4. | Do not respond in judgmental or prejudicial fashion to new people | 1 2 3 4 5 |
| 5. | Appreciate and accept a variety of persons | 1 2 3 4 5 |
| 6. | Spend quality time with present parishioners without overlooking them for the sake of newcomers | 1 2 3 4 5 |

Example:

D. Committed to Church Growth

- | | | |
|----|--|-----------|
| 1. | Appreciate steady and consistent growth without looking for “quick success” | 1 2 3 4 5 |
| 2. | Committed to numerical growth within the context of spiritual and relational growth | 1 2 3 4 5 |
| 3. | Establish the goal of becoming a financially self-supporting church within a specific period of time | 1 2 3 4 5 |
| 4. | Do not fall into a ministry of maintenance | 1 2 3 4 5 |
| 5. | See the church project within the larger context of God’s kingdom | 1 2 3 4 5 |

Example:

E. Responsiveness to the Community

- | | | |
|----|---|-----------|
| 1. | Understand the culture of the community | 1 2 3 4 5 |
| 2. | Identify and assess community needs | 1 2 3 4 5 |
| 3. | Organize internal and external church resources to respond to community needs | 1 2 3 4 5 |
| 4. | Efficiently utilize resources on a basis of the needs priority | 1 2 3 4 5 |
| 5. | Determine effectiveness of other organized attempts to respond to community needs | 1 2 3 4 5 |
| 6. | Do not confuse community needs with what church has to offer | 1 2 3 4 5 |
| 7. | Learn the character and “pulse” of the community | 1 2 3 4 5 |
| 8. | Adapt the philosophy of ministry to the character of the community. | 1 2 3 4 5 |

Example:



F. 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 the commitment of the people to the vision | 1 | 2 | 3 | 4 | 5 |
| 3. | Establish a congregational identity | 1 | 2 | 3 | 4 | 5 |
| 4. | Avoid imposing unrealistic goals on the congregation | 1 | 2 | 3 | 4 | 5 |

Example:

G. Ability to Relate to the Unchurched

- | | | | | | | |
|----|---|---|---|---|---|---|
| 1. | Communicate in a style understood by the unchurched | 1 | 2 | 3 | 4 | 5 |
| 2. | Understand the psychology/mentality of the unchurched | 1 | 2 | 3 | 4 | 5 |
| 3. | Comfortably move and function in the “personal space” of the unchurched | 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 | 1 | 2 | 3 | 4 | 5 |
| 6. | Handle crises faced by the unchurched | 1 | 2 | 3 | 4 | 5 |

Example:

H. Spousal Cooperation

- | | | | | | | |
|----|--|---|---|---|---|---|
| 1. | Have an explicit agreement regarding each partner’s role and involvement in ministry | 1 | 2 | 3 | 4 | 5 |
| 2. | Have explicit rules regarding use of home as an office | 1 | 2 | 3 | 4 | 5 |
| 3. | Evaluate the consequences of ministry | 1 | 2 | 3 | 4 | 5 |
| 4. | Function as a team with spouse through individual and corporate action | 1 | 2 | 3 | 4 | 5 |
| 5. | Agree upon and share ministry vision with my spouse | 1 | 2 | 3 | 4 | 5 |
| 6. | Models wholesome family life | 1 | 2 | 3 | 4 | 5 |
| 7. | Deliberately plan and protects family | | | | | |

Example:



I. Utilization of the Giftedness of Others

- | | | | | | | |
|----|--|---|---|---|---|---|
| 1. | Release and equip people to do the task of ministry | 1 | 2 | 3 | 4 | 5 |
| 2. | Discern the spiritual gifts of others | 1 | 2 | 3 | 4 | 5 |
| 3. | Match people with ministry needs and opportunities according to giftedness | 1 | 2 | 3 | 4 | 5 |
| 4. | Delegate effectively in areas of personal limitation | 1 | 2 | 3 | 4 | 5 |
| 5. | Avoid assigning ministry opportunities | 1 | 2 | 3 | 4 | 5 |
| 6. | Do not place unwanted restrictions on the spiritual giftedness of others | 1 | 2 | 3 | 4 | 5 |

Example:

J. Flexibility and Adaptability

- | | | | | | | |
|----|--|---|---|---|---|---|
| 1. | Cope effectively with ambiguity | 1 | 2 | 3 | 4 | 5 |
| 2. | Cope effectively with constant and abrupt change | 1 | 2 | 3 | 4 | 5 |
| 3. | Adapt the methods to the uniqueness of the respective church planter project | 1 | 2 | 3 | 4 | 5 |
| 4. | Readily shift priorities and emphases during various stages of church growth | 1 | 2 | 3 | 4 | 5 |
| 5. | Do whatever is necessary whenever is necessary | 1 | 2 | 3 | 4 | 5 |

Example:

K. Building a Cohesive Church Body

- | | | | | | | |
|----|---|---|---|---|---|---|
| 1. | Develop a nucleus group(s) as a foundation | 1 | 2 | 3 | 4 | 5 |
| 2. | Quickly include newcomers into a network of relationships or meaningful church activities | 1 | 2 | 3 | 4 | 5 |
| 3. | Monitor the morale of the people | 1 | 2 | 3 | 4 | 5 |
| 4. | Use groups effectively | 1 | 2 | 3 | 4 | 5 |

Example:



L. Resilience

- | | | | | | | |
|----|--|---|---|---|---|---|
| 1. | Experience setbacks without defeat | 1 | 2 | 3 | 4 | 5 |
| 2. | Ride the ups and down (e.g. attendance) | 1 | 2 | 3 | 4 | 5 |
| 3. | Expect the unexpected | 1 | 2 | 3 | 4 | 5 |
| 4. | Rebound from loss, disappointments and failure | 1 | 2 | 3 | 4 | 5 |

Example:

M. 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 for answers to specific prayer requests | 1 | 2 | 3 | 4 | 5 |

Example:

My three Strongest Areas:

- 1. _____
- 2. _____
- 3. _____

My Three Weakest Areas

- 1. _____
- 2. _____
- 3. _____

