

DISCOVERY **Tools**



DOES GOD WANT ME
TO BE INVOLVED IN
CHURCH PLANTING?

To order priced materials, call Customer Service Center 1 800 448-8032.

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For the Sake of the Call

✠ GETTING STARTED ✠

Do you want to discover God's call on your life? This booklet can help you. The North American Mission Board hopes that you will take time to prayerfully go through these pre-assessment tools. We believe this is a great first step in your journey into church planting. If you are married, we encourage you to get a copy of this booklet for your spouse. These tools can help you understand your roles in a new church.



Your journey begins by discovering God's call on your life. This is something that you should take seriously. Experienced church planters tell us that one's call is vitally important to their ministry. God's call on your life to a specific place at a specific time will keep you there when you otherwise might want to give up.

As you discover God's call on your life, we invite you to answer these four questions: **Could God be calling me into church planting? How has God equipped me to be a church planter? When should I get involved? Where should I plant a church?**

COULD GOD BE CALLING ME INTO CHURCH PLANTING?

Can you identify some places in Scripture where God has spoken to you about this endeavor?

Can you give some specific examples where your prayers have been answered regarding the call into church planting?

What about other believers? How have they affirmed this direction in your life?

One key person to talk with about your call is your spouse. If your children are old enough you should include them, as well as some close friends, in these discussions.

Two excellent resources are: *Created to Be God's Friend* and *Experiencing God*, both by Henry Blackaby.



*'The Lord had said to Abram, 'Leave your country, your people . . . and go to the land I will show you.' . . .
So Abram left, as the Lord had told him.'
(Gen. 12:1,4, NIV)*

Here Am I, Send Me ...



Now What?



HOW HAS GOD EQUIPPED ME TO BE A CHURCH PLANTER?



Once you have taken the Spiritual Gifts Inventory below, list what you believe to be your top five gifts.

Spiritual Gifts Assessment

Instructions: Respond to the following statements according to the scale below by placing an X in the box that best describes you.

1 = Never
4 = Often

2 = Rarely
5 = Always

3 = Sometimes

Please answer according to who you are, not who you would like to be or think you ought to be.

1 2 3 4 5

- | | |
|--|--|
| <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | 1. I like to organize people, events, and tasks. |
| <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | 2. I have a strong desire to start churches in places where they do not presently exist. |
| <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | 3. I enjoy challenging people's perspective of God by using various forms of art. |
| <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | 4. I can readily distinguish between spiritual truth and error, good and evil. |
| <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | 5. People who are struggling emotionally or spiritually say I am an excellent listener. |

1 2 3 4 5

☐ ☐ ☐ ☐ ☐

6. I can communicate the gospel to others clearly and effectively.

☐ ☐ ☐ ☐ ☐

7. I have a strong capacity to trust God for the difficult things in life.

☐ ☐ ☐ ☐ ☐

8. I give liberally and joyfully to people in financial need or to projects requiring financial support.

☐ ☐ ☐ ☐ ☐

9. I enjoy working behind the scenes to support the ministry of others.

☐ ☐ ☐ ☐ ☐

10. I open my home to minister to people in need.

☐ ☐ ☐ ☐ ☐

11. I take prayer requests from others and pray consistently for them.

☐ ☐ ☐ ☐ ☐

12. I find that I have a strong capacity to attract followers to my team.

☐ ☐ ☐ ☐ ☐

13. I have the ability to feel the pain of others who are suffering.

☐ ☐ ☐ ☐ ☐

14. I can speak in a way that brings conviction and change in the lives of others.

☐ ☐ ☐ ☐ ☐

15. I am at my best when leading and caring for a small group of believers.

☐ ☐ ☐ ☐ ☐

16. I am able to teach God's Word clearly and effectively.

☐ ☐ ☐ ☐ ☐

17. Others seek me out for advice about spiritual or personal matters.

☐ ☐ ☐ ☐ ☐

18. I am careful, thorough, and skilled at managing details.

☐ ☐ ☐ ☐ ☐

19. I am a self-starter with a pioneering spirit.

☐ ☐ ☐ ☐ ☐

20. I enjoy developing and using my artistic skills (art, drama, music, photography, etc.).

☐ ☐ ☐ ☐ ☐

21. I am able to discern a person's character based upon first impressions.

☐ ☐ ☐ ☐ ☐

22. I enjoy reassuring and strengthening those who are discouraged.

☐ ☐ ☐ ☐ ☐

23. I consistently look for opportunities to build relationships with lost and unchurched people.

☐ ☐ ☐ ☐ ☐

24. I am convinced that God is going to accomplish something special through me.



1 2 3 4 5

- ☐ ☐ ☐ ☐ ☐ 25. I give more than a tithe so that kingdom work can be accomplished.
- ☐ ☐ ☐ ☐ ☐ 26. I have a strong capacity to identify practical needs and do something about them.
- ☐ ☐ ☐ ☐ ☐ 27. I enjoy meeting new people and helping them to feel welcomed.
- ☐ ☐ ☐ ☐ ☐ 28. I strongly sense that I am ministering to others as I pray.
- ☐ ☐ ☐ ☐ ☐ 29. I am able to influence others to achieve a vision.
- ☐ ☐ ☐ ☐ ☐ 30. Suffering people gravitate to me and find me comforting to be around.
- ☐ ☐ ☐ ☐ ☐ 31. I feel responsible for confronting others with the truth.
- ☐ ☐ ☐ ☐ ☐ 32. I have a deep desire to protect believers from people and beliefs that may harm them.
- ☐ ☐ ☐ ☐ ☐ 33. Whenever I teach a Bible class, the size of the class increases in number.
- ☐ ☐ ☐ ☐ ☐ 34. I can often find simple, practical solutions to complicated and confusing problems.
- ☐ ☐ ☐ ☐ ☐ 35. I can clarify goals and develop strategies or plans to accomplish them.
- ☐ ☐ ☐ ☐ ☐ 36. I am willing to take an active part in starting a new church.
- ☐ ☐ ☐ ☐ ☐ 37. I help people understand themselves, their relationships, and God better through artistic expression.
- ☐ ☐ ☐ ☐ ☐ 38. I can see through phoniness or deceit before it is evident to others.
- ☐ ☐ ☐ ☐ ☐ 39. I give hope to others by directing them to the promises of God.
- ☐ ☐ ☐ ☐ ☐ 40. I find that unchurched people enjoy spending time with me.
- ☐ ☐ ☐ ☐ ☐ 41. I am rarely surprised when God turns obstacles into opportunities for ministry.
- ☐ ☐ ☐ ☐ ☐ 42. God has greatly blessed me with life's provisions in order to help others.
- ☐ ☐ ☐ ☐ ☐ 43. I willingly take on a variety of odd jobs around the church to meet the needs of others.



1 2 3 4 5

- ☐ ☐ ☐ ☐ ☐ 44. I genuinely believe the Lord directs strangers to me who need to get connected to others.
- ☐ ☐ ☐ ☐ ☐ 45. I enjoy praying for long periods of time, and I receive leadings for what or whom God wants me to pray.
- ☐ ☐ ☐ ☐ ☐ 46. Many people place a lot of trust in me and my leadership abilities.
- ☐ ☐ ☐ ☐ ☐ 47. My friends believe that sometimes I allow people who are “down and out” to take advantage of me.
- ☐ ☐ ☐ ☐ ☐ 48. I boldly expose cultural trends, teachings, and events that contradict biblical principles.
- ☐ ☐ ☐ ☐ ☐ 49. I get excited about helping new believers grow to maturity in Christ.
- ☐ ☐ ☐ ☐ ☐ 50. I pay close attention to the words, phrases, and meaning of those who teach.
- ☐ ☐ ☐ ☐ ☐ 51. I am able to select the most effective course of action from among several alternatives.
- ☐ ☐ ☐ ☐ ☐ 52. I can identify and effectively use the resources needed to accomplish tasks.
- ☐ ☐ ☐ ☐ ☐ 53. I am challenged by a big vision to accomplish what some believe is impossible.
- ☐ ☐ ☐ ☐ ☐ 54. I like finding new and fresh ways of communicating God’s truth.
- ☐ ☐ ☐ ☐ ☐ 55. I tend to see rightness or wrongness in situations.
- ☐ ☐ ☐ ☐ ☐ 56. I reassure those who need to take courageous action in their faith, family, or life.
- ☐ ☐ ☐ ☐ ☐ 57. I invite unbelievers to accept Christ as their Savior.
- ☐ ☐ ☐ ☐ ☐ 58. I am able to trust God in situations when most others have lost all hope.
- ☐ ☐ ☐ ☐ ☐ 59. I limit my lifestyle in order to give away a higher percentage of my income.
- ☐ ☐ ☐ ☐ ☐ 60. I see spiritual significance in doing practical tasks.
- ☐ ☐ ☐ ☐ ☐ 61. I like to create a place where people do not feel alone.
- ☐ ☐ ☐ ☐ ☐ 62. I pray with boldness because I know that God works in response to prayer.

1 2 3 4 5

- ☐ ☐ ☐ ☐ ☐ 63. I set goals and manage people and resources effectively to accomplish them.
- ☐ ☐ ☐ ☐ ☐ 64. I enjoy visiting people in hospitals or nursing homes.
- ☐ ☐ ☐ ☐ ☐ 65. I see most actions as either black or white, with very few gray areas.
- ☐ ☐ ☐ ☐ ☐ 66. I can faithfully provide long-term support and concern for others.
- ☐ ☐ ☐ ☐ ☐ 67. I like to take a systematic approach to my study of the Bible.
- ☐ ☐ ☐ ☐ ☐ 68. I can anticipate the likely consequences of a group's or an individual's actions.
- ☐ ☐ ☐ ☐ ☐ 69. I like to help organizations or groups become more efficient.
- ☐ ☐ ☐ ☐ ☐ 70. I gain deep satisfaction from creating something out of nothing.
- ☐ ☐ ☐ ☐ ☐ 71. I apply various artistic expressions to communicate God's truth.
- ☐ ☐ ☐ ☐ ☐ 72. I receive affirmation from others concerning the reliability of my insights or perceptions.
- ☐ ☐ ☐ ☐ ☐ 73. I strengthen those who are wavering in their faith.
- ☐ ☐ ☐ ☐ ☐ 74. I openly tell people that I am a Christian and want them to ask me about my faith.
- ☐ ☐ ☐ ☐ ☐ 75. I am convinced of God's daily presence and action in my life.
- ☐ ☐ ☐ ☐ ☐ 76. People regularly come to me with requests for help in meeting their financial needs.
- ☐ ☐ ☐ ☐ ☐ 77. I like to find small things that need to be done and do them without being asked.
- ☐ ☐ ☐ ☐ ☐ 78. I enjoy entertaining people and opening my home to others.
- ☐ ☐ ☐ ☐ ☐ 79. When I hear about people who are hurting or in need, I feel burdened to pray.
- ☐ ☐ ☐ ☐ ☐ 80. I influence others to perform to the best of their capability.
- ☐ ☐ ☐ ☐ ☐ 81. I can look beyond a person's disabilities or problems to see a life that matters to God.
- ☐ ☐ ☐ ☐ ☐ 82. I am known by others as a person who does not back down from confrontation.
- ☐ ☐ ☐ ☐ ☐ 83. I enjoy giving guidance and practical support to a small group of people.

1 2 3 4 5

- ☐ ☐ ☐ ☐ ☐ 84. I can communicate Scripture in ways that motivate others to study and want to learn more.
- ☐ ☐ ☐ ☐ ☐ 85. I give practical advice to help others get through complicated situations.
- ☐ ☐ ☐ ☐ ☐ 86. I enjoy learning about how organizations function.
- ☐ ☐ ☐ ☐ ☐ 87. I am a risk-taker when it comes to developing new projects or ministries.
- ☐ ☐ ☐ ☐ ☐ 88. I am creative and imaginative.
- ☐ ☐ ☐ ☐ ☐ 89. I can identify preaching, teaching, or communication which is not true to the Bible.
- ☐ ☐ ☐ ☐ ☐ 90. I like motivating others to take steps for spiritual growth.
- ☐ ☐ ☐ ☐ ☐ 91. I get extremely frustrated when I cannot share my faith.
- ☐ ☐ ☐ ☐ ☐ 92. I enjoy challenging others to trust God.
- ☐ ☐ ☐ ☐ ☐ 93. I find it difficult to understand why more Christians do not give more help to those with real needs.
- ☐ ☐ ☐ ☐ ☐ 94. I prefer being a helper, assisting others to do their job more effectively.
- ☐ ☐ ☐ ☐ ☐ 95. I do whatever I can to make people feel that they belong.
- ☐ ☐ ☐ ☐ ☐ 96. I see specific answers in direct response to my prayers.
- ☐ ☐ ☐ ☐ ☐ 97. I am able to cast a vision that others want to be a part of.
- ☐ ☐ ☐ ☐ ☐ 98. I delight in bringing hope and joy to people living in difficult circumstances.
- ☐ ☐ ☐ ☐ ☐ 99. I will speak God's truth, even in places where it is unpopular or difficult for others to accept.
- ☐ ☐ ☐ ☐ ☐ 100. I can gently restore wandering believers to faith and fellowship.
- ☐ ☐ ☐ ☐ ☐ 101. I can impart information and skills to others at a level that makes it easy for them to grasp and apply to their lives.
- ☐ ☐ ☐ ☐ ☐ 102. I can apply scriptural truth that others regard as being practical and helpful.
- ☐ ☐ ☐ ☐ ☐ 103. I can visualize a coming event, anticipate potential problems, and develop backup plans.
- ☐ ☐ ☐ ☐ ☐ 104. I am convinced that the future of any country lies in starting fresh ministries.
- ☐ ☐ ☐ ☐ ☐ 105. I need to get alone to reflect and develop my imagination.

1 2 3 4 5

- ☐ ☐ ☐ ☐ ☐ 106. I can sense when demonic forces are at work in a person or situation.
- ☐ ☐ ☐ ☐ ☐ 107. I am able to challenge or rebuke others in order to foster spiritual growth.
- ☐ ☐ ☐ ☐ ☐ 108. I seek opportunities to talk about spiritual matters with unbelievers.
- ☐ ☐ ☐ ☐ ☐ 109. People are amazed at my ability to trust God to provide in the most difficult situations.
- ☐ ☐ ☐ ☐ ☐ 110. I believe I have been given an abundance of resources so that I may give more to the Lord's work.
- ☐ ☐ ☐ ☐ ☐ 111. I readily and joyfully use my natural or learned skills to help wherever needed.
- ☐ ☐ ☐ ☐ ☐ 112. I can make people feel at ease even in unfamiliar surroundings.
- ☐ ☐ ☐ ☐ ☐ 113. I am delighted when someone asks me to pray for them.
- ☐ ☐ ☐ ☐ ☐ 114. I figure out where we need to go and help others to get there.
- ☐ ☐ ☐ ☐ ☐ 115. I enjoy doing practical things for people who are in need.
- ☐ ☐ ☐ ☐ ☐ 116. I feel compelled to confront sin wherever I see it and to challenge people to repentance.
- ☐ ☐ ☐ ☐ ☐ 117. Christians often seek me out for counsel when making important decisions in their lives.
- ☐ ☐ ☐ ☐ ☐ 118. I have noticed that people who sit under my teaching experience spiritual growth.
- ☐ ☐ ☐ ☐ ☐ 119. I have insights into how to solve problems that others do not see.

Scoring Guide

Write the number from each of your answers on the line corresponding to the statement number. Add the numbers horizontally and write the total for each row in the space provided for each gift.

							TOTAL	
1__	18__	35__	52__	69__	86__	103__	__	Administration
2__	19__	36__	53__	70__	87__	104__	__	Apostleship
3__	20__	37__	54__	71__	88__	105__	__	Creative Communication
4__	21__	38__	55__	72__	89__	106__	__	Discernment
5__	22__	39__	56__	73__	90__	107__	__	Encouragement
6__	23__	40__	57__	74__	91__	108__	__	Evangelism
7__	24__	41__	58__	75__	92__	109__	__	Faith
8__	25__	42__	59__	76__	93__	110__	__	Giving
9__	26__	43__	60__	77__	94__	111__	__	Helps
10__	27__	44__	61__	78__	95__	112__	__	Hospitality
11__	28__	45__	62__	79__	96__	113__	__	Intercession
12__	29__	46__	63__	80__	97__	114__	__	Leadership
13__	30__	47__	64__	81__	98__	115__	__	Mercy
14__	31__	48__	65__	82__	99__	116__	__	Prophecy
15__	32__	49__	66__	83__	100__	117__	__	Shepherding
16__	33__	50__	67__	84__	101__	118__	__	Teaching
17__	34__	51__	68__	85__	102__	119__	__	Wisdom

Write the names of your five highest scoring gifts in the spaces below.

Tell Me More

Now that you've completed and scored the Spiritual Gifts Assessment, you will see some areas of strength. The top five scores represent your spiritual gifts.

Here is a description of each spiritual gift, described in terms of a capacity.

1. **Administration**—The divine capacity to understand what makes an organization tick, and the special ability to plan and execute procedures so that ministry goals are accomplished (1 Cor. 12:28; Titus 1:5).
2. **Apostleship**—The divine capacity to start and oversee new churches or ministry structures (Rom. 1:5; 15:20).
3. **Creative Communication**—The divine capacity to communicate God's truth through a variety of art forms (Ps. 150; 1 Cor. 14:26).
4. **Discernment**—The divine capacity to distinguish truth from error, right from wrong, and pure from impure motives (1 Cor. 12:10; 1 John 4:1-6).
5. **Encouragement**—The divine capacity to give strength, support, or comfort (Rom. 12:8; Acts 11:22-24).
6. **Evangelism**—The divine capacity to effectively communicate the gospel so that unbelievers respond in faith to Christ (Eph. 4:11; Luke 19:10).
7. **Faith**—The divine capacity to act on God's promises with confidence and a steadfast belief in God's ability to provide (Rom. 4:18-21; 1 Cor. 12:9).
8. **Giving**—The divine capacity to cheerfully give money and resources beyond a "tithe" to the work of the Lord (Rom. 12:8; 2 Cor. 8:1-5).
9. **Helps**—The divine capacity to meet the practical needs of others so that they, in turn, are free to pursue their own calling (Rom. 12:7; 1 Cor. 12:28).
10. **Hospitality**—The divine capacity to care for people by making them feel welcome, comfortable, and accepted (Rom. 12:13; 1 Pet. 4:9-10).

11. **Intercession**—The divine capacity to pray consistently on the behalf of and for other people, often seeing specific answers to prayers (Rom. 8:26-27; 1 Tim. 2:1-2).
12. **Leadership**—The divine capacity to communicate vision, motivate, and direct people to accomplish the purposes of God (Rom. 12:8; Heb. 13:7,17).
13. **Mercy**—The divine capacity to detect hurt, feel compassion, and give practical help to those who are hurting or in need (Rom. 12:8; Matt. 5:7).
14. **Prophecy**—The divine capacity to proclaim truth in a relevant, timely manner for the purposes of understanding, edification, correction, or repentance (Rom. 12:6; 1 Cor. 12:10).
15. **Shepherding**—The divine capacity to guide and nurture people to grow in their faith and become more like Christ (1 Pet. 5:1-4; Acts 20:28).
16. **Teaching**—The divine capacity to clearly explain and apply God's Word, producing spiritual growth in the lives of the hearers (Rom. 12:6-8; 2 Tim. 2:2).
17. **Wisdom**—The divine capacity to apply spiritual truth effectively so that it meets a specific need in a specific situation (1 Cor. 12:8; Jam. 3:13-18).

MY SPIRITUAL GIFTS: HOW HAS GOD GIFTED ME?

My top five spiritual gifts from the Spiritual Gifts Assessment are:

1. _____
2. _____
3. _____
4. _____
5. _____



We also recommend that you ask your spouse and some close Christian friends about your spiritual gifts.

Did they affirm what you discovered with this tool?

☐ Yes ☐ No

While the Scriptures discuss and list many of the spiritual gifts (Rom. 12; 1 Cor. 12; Eph. 4), the diversity of the lists and the witness of the church suggest that they are not exhaustive. Whatever the gift “each one should use whatever gift he has received to serve others, faithfully administering God’s grace in its various forms” (1 Pet. 4:10, NIV).



For further descriptions about the role of spiritual gifts in the life of the church planter please refer to: Aubrey Malphurs, *Planting Growing Churches for the 21st Century* (Baker Books, 1998).

MY PASSION: WHAT DO I LIKE DOING?

Check the the appropriate answer(s) to the following questions.

1. I feel most significant when I minister to the following groups of people:
(Please choose your top three groups of interest.)

- | | | |
|--|--|---|
| <input type="checkbox"/> Preschoolers | <input type="checkbox"/> Children | <input type="checkbox"/> Students |
| <input type="checkbox"/> Women | <input type="checkbox"/> Men | <input type="checkbox"/> Internationals |
| <input type="checkbox"/> Homeless | <input type="checkbox"/> Family | <input type="checkbox"/> Married Couples |
| <input type="checkbox"/> Singles | <input type="checkbox"/> Engaged Couples | <input type="checkbox"/> The Hospitalized |
| <input type="checkbox"/> Senior Adults | <input type="checkbox"/> People in Need | <input type="checkbox"/> Postmodern |
| <input type="checkbox"/> Professionals | <input type="checkbox"/> Refugees | <input type="checkbox"/> Generation |

2. My heart beats fast when I think about ministering in the following ways:
(Check no more than three.)

- | | | |
|---|--|--|
| <input type="checkbox"/> Sports Ministries | <input type="checkbox"/> Overseas Missions | <input type="checkbox"/> Compassion Ministries |
| <input type="checkbox"/> Prayer | <input type="checkbox"/> Drama | <input type="checkbox"/> Singing |
| <input type="checkbox"/> Musical Instruments | <input type="checkbox"/> Administration | <input type="checkbox"/> Evangelism |
| <input type="checkbox"/> Church Planting | <input type="checkbox"/> Handiwork | <input type="checkbox"/> Recruiting Volunteers |
| <input type="checkbox"/> Bible Teaching | <input type="checkbox"/> Caring for People | <input type="checkbox"/> Hospitality |
| <input type="checkbox"/> Computers | <input type="checkbox"/> Organizing Events | <input type="checkbox"/> Marketing |
| <input type="checkbox"/> Pastoring | <input type="checkbox"/> Video Graphics | |
| <input type="checkbox"/> Other _____ | | |
| <input type="checkbox"/> Leading Worship | <input type="checkbox"/> Leading Small | |
| <input type="checkbox"/> Leading Ministry Teams | <input type="checkbox"/> Groups | |
| <input type="checkbox"/> Discipling Individuals | <input type="checkbox"/> Deaf Interpretation | |
| <input type="checkbox"/> English as a | | |
| Second Language | | |



Complete the following statements in one sentence.

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

My friends would say that I am really interested in or passionate about:

The three most positive work or ministry experiences I've had in my life were (Think about why these were so meaningful to you.):

Experience 1: _____

Experience 2: _____

Experience 3: _____

MY PASSION

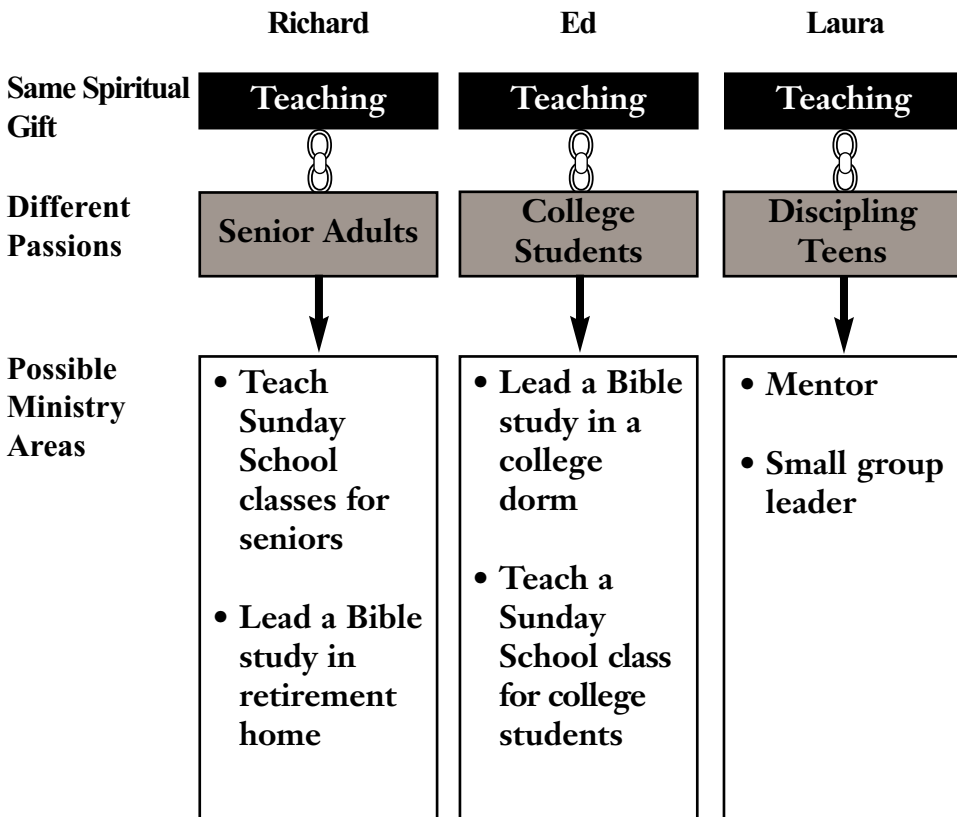
Based on my answers in this session, I sense my passion is for:



CONNECTING YOUR PASSION WITH YOUR SPIRITUAL GIFTS

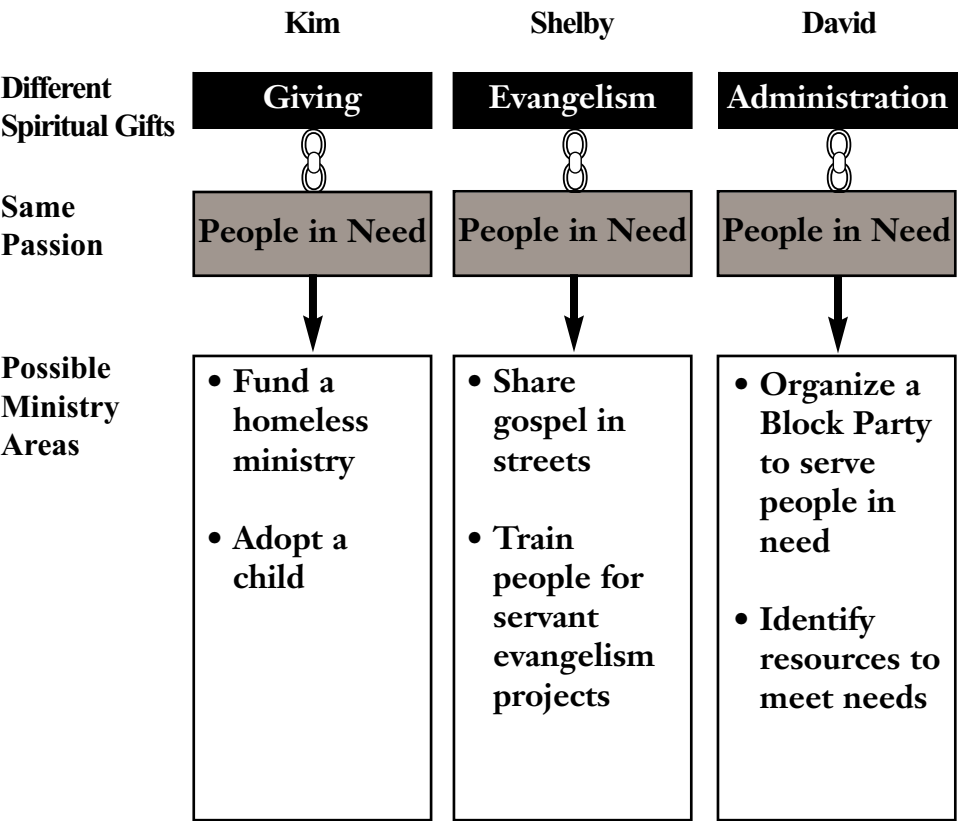
Now that you have discovered your passion and spiritual gifts we want you to think about where you best fit on a church planting team. Every church plant needs passionate, gifted leaders serving in every ministry area. In some cases you may be the lead church planter or founding pastor. In other cases your spiritual gifts and passion are best utilized in other positions of leadership. The bottom line, however, is that each player on the team is vitally important. The following examples are adapted from *Network*.¹

Example 1: Same Spiritual Gift, but Different Passions



1. Bruce Bugbee, Don Cousins, and Bill Hybels, *Network* (Grand Rapids, Mich.: Zondervan Publishing House, 1994), pp. 100-102.

Example 2: Different Spiritual Gifts, but Same Passion



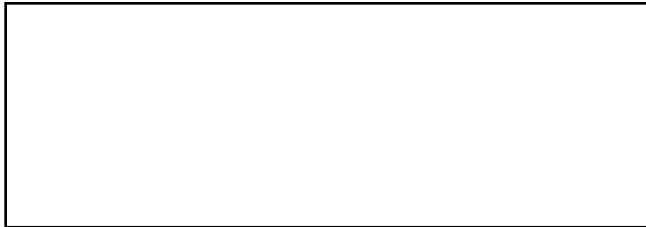
Putting It All Together

In the first box, write what you sense is your strongest spiritual gift.

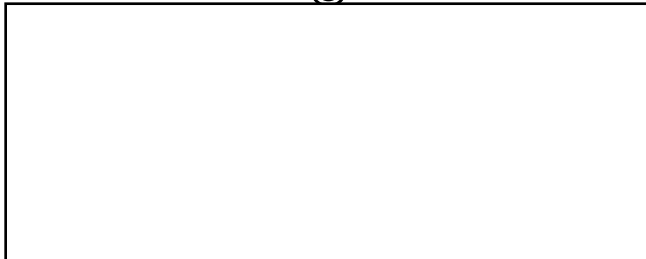
In the second box, write what you believe is your main passion.

In the third box, write possible ministry areas where you think you can best serve in a new church with your spiritual gift and passion.

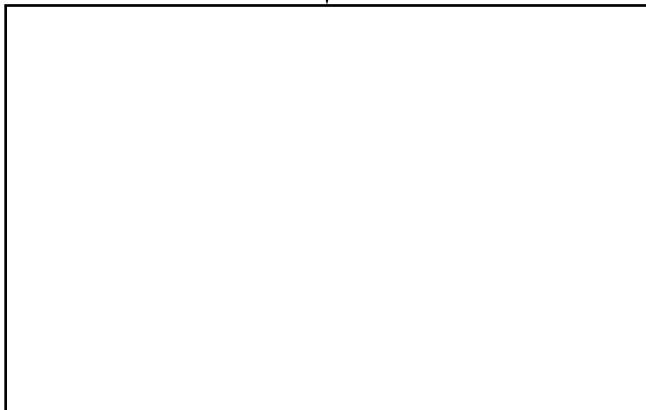
**My main
spiritual gift**



**My main
passion**



**Possible ministry
areas where I can
serve with my
spiritual gift
and passion**



MY MINISTRY PREFERENCE: DISCOVERING HOW I AM MOST EFFECTIVE

Rate how true this is of you by circling a number, 1-5.

1 = very little
5 = very much

CATEGORY **ONE**

- | | |
|---|-----------|
| • I love starting projects from scratch. | 1 2 3 4 5 |
| • I require minimal direction in getting something started. | 1 2 3 4 5 |
| • I often find myself involved in new ventures either in business, ministries, or clubs. | 1 2 3 4 5 |
| • I like to read books to gain more insight into a specific topic about which I previously knew nothing. | 1 2 3 4 5 |
| • I have been able to attract resources to fund or start a new project. | 1 2 3 4 5 |
| • I have been able to gather a group of people to help me start a new project or group. | 1 2 3 4 5 |
| • I tend to get frustrated when the size of the group begins to require more amounts of time and energy for organizational maintenance. | 1 2 3 4 5 |
| • I project into the future. | 1 2 3 4 5 |



Total Points

CATEGORY **TWO**

- | | |
|---|-----------|
| • I like to organize new projects. | 1 2 3 4 5 |
| • I like to delegate my “to do” list to enable me to accomplish more. | 1 2 3 4 5 |
| • I like to get new people involved in ministry. | 1 2 3 4 5 |
| • I can establish clear goals. | 1 2 3 4 5 |
| • I like to think in terms of long-range plans. | 1 2 3 4 5 |
| • I tend to lose the challenge of the job once the original disorder is brought under control. | 1 2 3 4 5 |
| • I view problems not as challenges but as obstacles that need to be removed if there’s to be any progress. | 1 2 3 4 5 |
| • Once I have organized the project, I am ready to move to another project and do the same. | 1 2 3 4 5 |

Total Points

CATEGORY **THREE**

- I like to take something that has already been started and organized and grow it to its fullest potential. 1 2 3 4 5
- I like to keep things under control. 1 2 3 4 5
- I like for things to operate smoothly and efficiently. 1 2 3 4 5
- I love to facilitate improvement in an organization. 1 2 3 4 5
- I like to work within given structure. 1 2 3 4 5
- I tend to get a little uneasy when things are disorganized and inefficient. 1 2 3 4 5
- I like to build effective teams. 1 2 3 4 5
- I like to commit to things long-term. 1 2 3 4 5

Total Points

CATEGORY **FOUR**

- I like to take a program, church, or business that is not doing well and give it new life. 1 2 3 4 5
- I like to find creative approaches to problems. 1 2 3 4 5
- I like to give hope to an existing program. 1 2 3 4 5
- I have patience to work on projects that take a long time to turn around in order to see improvement. 1 2 3 4 5
- I love to look at a process, evaluate it, and then determine what needs to be done to make it more efficient. 1 2 3 4 5
- I am a problem-solver. 1 2 3 4 5
- I am good at resolving conflicts. 1 2 3 4 5
- I am able to bring change about in a positive manner. 1 2 3 4 5

Total Points

UNPACKING YOUR MINISTRY PREFERENCE

If you scored highest in **category one** you may be an **initiator**. You like to start projects or ministries. You get an idea and are able to get the ball rolling. Most church planters score high in this area. You most likely will have the place in mind where you feel God is leading you to plant a church. It does not bother you to be the pioneer to that area. Initiators make great church planters, but they have to work hard to develop a realistic strategy to implement their vision. Once the church plant moves into an organizing stage, then you may become restless and ready to start something else. A caution here is not to move on too soon. A challenge for you to consider is to develop leaders in the church that can take the church to the next level.

If you scored highest in the **second category** you may be an **organizer**. You like to put order to the chaos. You can take an idea and come up with an action plan to see it accomplished. You might operate best where there has been some preparation work in the field where the church is to be started. Organizers can make great church planters, but once the church has been organized and structure is in place you may become bored.

If you scored highest in the **third category** you may be a **developer**. You like to take what has been started and organized and develop it. You are good at taking things to the next level and providing good leadership to grow the church. If you are considering church planting, you may be better suited to be the pastor of a mission church or at least where the mission has a core group of people. You will still need to cast vision and organize. If you are a developer and feel called to plant a church, then you may struggle in an area where you have to start something from scratch. You should consider gathering some people around you who are initiators.

If you scored highest in the **fourth category** you may be a **revitalizer**. You could be great in taking a plateaued or declining church and giving it new life. You are patient and willing to take time to see the church turn around and become an effective witness to the world. We need pastors who are revitalizers. Revitalizers can often become church planting pastors in areas where the city has transitioned and has become multicultural.

SELF—ASSESSMENT QUESTIONS

The following questions focus on your past performance in areas that relate specifically to skills necessary to serve as a lead church planter.² Please write your answers in the space provided. In your answers, be as descriptive as possible, succinct, and honest.

1. Visioning Capacity

Give an example of a time when you successfully started something from the beginning.

2. Intrinsically Motivated

What are your top two core values? Give two examples of how you have exhibited them in the past six months.

3. Ability to Create Ownership

Tell about a group or team that you have motivated to accomplish a goal.

4. Relates to and Reaches Lost People

Describe a recent relationship that you have developed with a lost person whom you led to Christ.

5. Spousal Support

In what ways has your spouse been actively involved in your ministry?

6. Effectively Builds Relationships

Give an example of a time when you moved to a new area and you (and your family) had to build new relationships.

7. Committed to Church Growth

Tell about a group you led to reproduce itself.

8. Responsive to Needs in the Community

How have you been personally involved in meeting the needs of people in your community?

9. Utilizes the Giftedness of Others

What process do you use to match the right people with the right ministry needs? Tell about the last time you used this process.

10. Flexible and Adaptable

Describe a situation where someone pointed out a mistake that you made. What was your response to their correction? What steps did you take to correct the mistake? What did you learn?

11. Builds Group Cohesiveness

Give your best example of developing a team. How did you recruit people to serve on your team? How did you equip them to accomplish the team's goals?

12. Resilience

Describe a time when you felt like quitting but did not.

13. Exercises Faith

Tell about the biggest risk you've ever taken in ministry.

After answering these self-assessment questions, we recommend that you talk to your pastor, director of missions, or state convention office. They may suggest that you take a church planter assessment. This is a four-hour interview based upon your life experiences—personal, professional, and ministry. This assessment will help you in discovering your calling and giftedness in church planting.

Please complete your Church Planter Profile at the end of this booklet and use it as a guide when you talk to church planting leaders about placement. For more information on church planting, you may also complete the reply card and mail it to the North American Mission Board.

Visit www.churchplantingvillage.net
for the latest in church planting.

2. Taken from *Training for Selection Interviewing: Participant's Manual*, Charles Ridley and Robert E. Logan (Alpharetta, Ga.: North American Mission Board, 1998), pp. 18-24. Exception: On number 4, changed "unchurched" to "lost people."

God's Perfect Timing

❖ QUESTIONS TO PONDER ❖

Can you plant a church and keep your current employment? ☐ Yes ☐ No

Have you talked about planting a church with your children? ☐ Yes ☐ No

How much consumer debt do you have? \$_____

Is there a particular place where you feel God may be leading you? ☐ Yes ☐ No

If yes, where? _____

When could you be ready to plant a church?

Do you relate well to people of other cultures? ☐ Yes ☐ No

Have you taken any classes or been to any seminars on church planting? ☐ Yes ☐ No

Do you have a person in mind who could mentor you in the area of church planting? ☐ Yes ☐ No

(Name of person) _____



God's Direction

✠ **WHERE SHOULD I PLANT A CHURCH?** ✠

Understanding where to plant a church is an important question to ask in determining God's call. It is our hope that some of you will plant churches in the very community in which you live. Others may feel called to relocate to another place.

One way to determine where God may be calling you is to hang a map on a wall and regularly pray about where God may have you plant a church. Take your time! Be patient and wait upon the Lord. God will lead you. Our job is to obey His call, not simply pursue our own desires.



CHURCH PLANTER PROFILE OF:

My Call:

My Spiritual Gifts:

- | | |
|----------|----------|
| 1. _____ | 4. _____ |
| 2. _____ | 5. _____ |
| 3. _____ | |

My Passion:

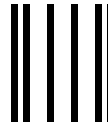
I have a heart for:

My Ministry Preference: (Check one)

- | | |
|----------------------------|-------|
| Category One: Initiator | _____ |
| Category Two: Organizer | _____ |
| Category Three: Developer | _____ |
| Category Four: Revitalizer | _____ |



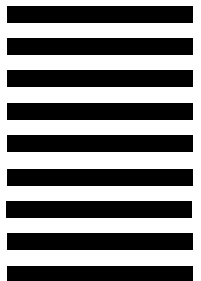
We appreciate the time you have taken to complete this self-assessment. We hope it has helped you understand how God has uniquely gifted you. If you would like to talk about this further, please contact your pastor or local associational leader, state convention church planting leader, or the North American Mission Board, SBC. You may contact the North American Mission Board at *IseeThem@namb.net*. For some **free** church planting resources, complete and return the attached card.



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I have completed *Discovery Tools* and want to know more about church planting. Please send me two of the following FREE church planting resources:

(Select two)

- ☐ *Planting Growing Churches for the 21st Century* book by Aubrey Malphurs
- ☐ *How to Plant a Church*—a companion self-study guide for *Planting Growing Churches for the 21st Century*
- ☐ *E-ssentials*, creative sermon illustrations and introductions on video
- ☐ *Seven Steps to Planting a Church* booklet

Name _____

Address _____

City _____ State/Province _____

ZIP/Postal Code _____ Phone _____

E-mail _____