



## Could God Be Calling Me Into Church Planting?

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

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

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

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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.

### **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 2 = Rarely 3 = Sometimes 4 = Often 5 = Always  
**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 (1 = Never 2 = Rarely 3 = Sometimes 4 = Often 5 = Always)

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

1 2 3 4 5 (1 = Never 2 = Rarely 3 = Sometimes 4 = Often 5 = Always)

- ....43. I willingly take on a variety of odd jobs around the church to meet the needs of others.
- ....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.
- ....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 grey 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.

1 2 3 4 5 (1 = Never 2 = Rarely 3 = Sometimes 4 = Often 5 = Always)

- ....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.
- ....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.
- ....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.

**1 2 3 4 5** (1 = Never 2 = Rarely 3 = Sometimes 4 = Often 5 = Always)

.....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 on the following page 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.

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**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.)

- Preschoolers    Children    Students    Women    Men    Internationals
- Homeless    Family    Married Couples    Singles    Engaged Couples
- The Hospitalized    Senior Adults    People in Need    Postmoderns
- Professionals    Refugees

2. My heart beats fast when I think about ministering in the following ways:

(Check no more than three.)

- Sports Ministries    Overseas Missions    Compassion Ministries    Prayer    Drama
- Singing    Musical Instruments    Administration    Evangelism
- Church Planting    Handiwork    Recruiting Volunteers    Bible Teaching
- Caring for People    Hospitality    Computers    Organizing Events
- Marketing    Pastoring    Video Graphics    Leading Worship
- Leading Ministry Teams    Leading Small Groups    Discipling Individuals
- Deaf Interpretation    English as a Second Language
- Other \_\_\_\_\_

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

**Example 1: Same Spiritual Gift, but Different Passions**

|                                | <b>Richard</b>   | <b>Ed</b>  | <b>Laura</b>   |
|--------------------------------|--|--|--|
| <b>Same Spiritual Gift</b>     | Teaching   | Teaching   | Teaching   |
| <b>Different Passions</b>      | Senior Adults  | College Students   | Discipling Teens   |
| <b>Possible Ministry Areas</b> | <ul style="list-style-type: none"> <li>• Teach Sunday School classes for seniors</li> <li>• Lead a Bible study in retirement home</li> </ul> | <ul style="list-style-type: none"> <li>• Lead a Bible study in a college dorm</li> <li>• Teach a Sunday School class for college students</li> </ul> | <ul style="list-style-type: none"> <li>• Mentor</li> <li>• Small group leader</li> </ul> |

**Example 2: Different Spiritual Gifts, but Same Passion**

|                                | <b>Kim</b>  | <b>Shelby</b>   | <b>David</b>   |
|--------------------------------|---|---|--|
| <b>Same Spiritual Gift</b>     | Giving  | Evangelism  | Administration   |
| <b>Different Passions</b>      | People in need  | People in need  | People in need   |
| <b>Possible Ministry Areas</b> | <ul style="list-style-type: none"> <li>• Fund a homeless ministry</li> <li>• Adopt a child</li> </ul> | <ul style="list-style-type: none"> <li>• Share gospel in streets</li> <li>• Train people for servant evangelism projects</li> </ul> | <ul style="list-style-type: none"> <li>• Organize a Block Party to serve people in need</li> <li>• Identify resources to meet needs</li> </ul> |

**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.

|   |  |
|---|--|
| <b>My main spiritual gift</b>   |  |
| <b>My main passion</b>  |  |
| <b>Possible ministry areas where I can serve with my spiritual gift and passion</b> |  |

**My Ministry Preference: Discovering How I am Most Effective**

Rate how true this is of you by circling a number 1 to 5. (1 = very little and 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 (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").

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.

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**2. Intrinsically Motivated**

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

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**3. Ability to Create Ownership**

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

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**4. Relates to and Reaches Lost People**

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

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**5. Spousal Support**

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

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**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.

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**7. Committed to Church Growth**

Tell about a group you led to reproduce itself.

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**8. Responsive to Needs in the Community**

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

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**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.

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**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?

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**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?

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**12. Resilience**

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

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**13. Exercises Faith**

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

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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.

**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 Jim Tune, Executive Director at Impact Canada.

**What Does It Take To Be A Church Planter?**

Church planters must be people of vision determined to be obedient to the call of God. None other need apply. God calls church planters from many different backgrounds but all will share similar traits. Passion for the lost, faith in a miracle-working Saviour, lots of get-up-and-go, good people skills, and family support...these mark a church planter.

**If you are considering church planting ministry . . .**

- Interview seasoned church planters. Hear their story. Tell them yours. Get their perspective on the joys and hardships of church planting.
- Schedule a formal assessment which measures qualities a church planter needs to plant a church successfully. Impact Canada can help you with scheduling this assessment.
- Contact Jim Tune at email address: [jim@impactcanada.org](mailto:jim@impactcanada.org) to inquire about an assessment.
- Get a Pre-Assessment Profile to evaluate your strengths and qualities for church planting (please download the Getting Started form).
- Study church planting books.
- Search the internet for material on church planting.
- And pray for God's direction! Church planting is too risky to attempt without seeking God's will.

**Credit Authorization Release**

In connection with my application, I understand and agree that a credit inquiry will be requested by you or on your behalf that will seek information as to my character and work habits. I acknowledge that a telephonic facsimile or copy of this release shall be as valid as the original. This release is valid for all federal, provincial, and local agencies and authorities.

Print Name: \_\_\_\_\_  
(First) (Middle) (Last)

Previous Name(s) \_\_\_\_\_

Date name change(s) occurred \_\_\_\_\_

SIN #: \_\_\_\_\_ Date of Birth: \_\_\_\_\_

Driver's License #: \_\_\_\_\_ Prov: \_\_\_\_\_

Current Address: \_\_\_\_\_  
(Street Number and address) (Unit #/Apt.#)  
\_\_\_\_\_  
(City) (Prov.) (Postal Code)

Number of years and months you resided at above address: \_\_\_\_\_

Previous Address: \_\_\_\_\_  
(Street Number and address) (Unit #/Apt.#)  
\_\_\_\_\_  
(City) (Prov.) (Postal Code)

Number of years and months you resided at above address: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Company performing background credit check: Impact Canada

Contact: Jim Tune, Executive Director - Phone: (905) 824-6955; Fax: (905) 824-0602

## **WHAT IS A CHURCH PLANTER?**

Church planters are ordinary people whom God has called and equipped to do an extraordinary thing—to start a healthy church in a community that will positively impact people with the life-changing message of Jesus Christ. This simple description provides at least four characteristics of effective church planters.

### **All church planters are ORDINARY people.**

Contrary to what you might think, church planters do not come from an elite class of “super-Christians.” Rather, they are simply ordinary men and women from all across North America who obey a call from God. Right now, God is calling people from all professions, education levels, languages, and cultures to proclaim the message of Jesus Christ to North America. Some of these people plant churches in the communities where they currently live. Others plant churches in a completely different place reaching a completely different people group from themselves. Some are able to plant full-time, others part-time. Some plant bi-vocationally, others are lay planters. Some serve on a church planting team, others plant as individuals.

### **All church planters are CALLED by God.**

Throughout Scripture we see God actively calling people to do specific tasks. We see God calling David out of the sheep pens to become the shepherd of Israel (Ps. 78:70-72). We see God telling Philip to go up to the chariot and share Jesus Christ with the Ethiopian official (Acts 8). Could God be calling you into church planting? One thing is for certain—the call of God to plant a church is paramount to the success of the church plant. Church planting is not just a good idea or a method of escaping a current situation. It is something that God calls people to do. If you feel God may be moving in your life to plant a church, begin with lots of prayer and search the Scriptures.

Read about others in the Bible who were called. Talk it over with your family and pastor. Ask God if He is calling you.

### **All church planters are EQUIPPED by God.**

Church planters come in all shapes and sizes. Yet, most church planters share some common qualities that give them the perseverance, stability, influence, and clarity of purpose they need to gather a nucleus of people. They exhibit strong personal motivation; an ability to create a sense of ownership among all who are involved in the ministry; a passion to reach the lost; a knack for building relationships and an awareness of the community; flexibility, adaptability, and resilience; and a deep, vibrant faith in God. Of course, no two people have exactly the same combination of gifts and abilities. That isn't important. What is important is that each one brings to the church plant those abiding gifts that consistently prove to be effective. Some of these gifts are:

**Faith (1 Cor. 12:9)** - The ability to envision what needs to be done, to act with conviction, and to trust God to accomplish what others might see as impossible.

**Leadership (Rom. 12:8)** - The ability to lead others to passionately pursue God's vision for a specific community or situation.

**Evangelism (Eph. 4:11)** - The ability to clearly present the gospel of Jesus Christ to unbelievers and lead them to embrace Christ as Lord and Savior.

**Communication/Teaching (Rom. 12:7)** - The ability to clearly, compellingly, and creatively communicate truth in a relevant and timely manner.

**Discernment (Phil. 1:10)** - The ability to make the right decision at the right time in new or unfamiliar situations.

**All church planters do an EXTRAORDINARY thing.**

Planting a church in a community that will positively impact people with the gospel of Jesus Christ is an extraordinary thing. In fact, it's a God-sized thing. Church planting is difficult, demanding, and exhausting; yet, it is satisfying, uplifting, and exhilarating. If that kind of challenge appeals to you, then God may be calling you into church planting.

**Is God calling you into church planting?**

If your honest answer to that question is “yes” or “maybe,” then your friends at Impact Canada want to help you get started. **Please contact Jim Tune, Executive Director at Impact Canada – Tel. (905) 824-6955 or at email address: [jim@impactcanada.org](mailto:jim@impactcanada.org).**