

Me,

A

Church Planter ?

*Does God want me to be
involved in
Church Planting?*

*Compiled By
Larry E. McCrary
North American Mission Board, SBC*

For the Sake of the Call

Could God Be Calling You into Church Planting?

This booklet can help you discern God’s call on your life. We are naturally assuming you are praying about this matter continually. It is our hope at the North American Mission Board that you will take some time to prayerfully go through these pre-assessment tools. We believe this is a great first step in your journey into church planting.

We begin our journey by discovering God’s call in your life. This is something that you should take very seriously. Past experience from church planters tell us that one’s call is paramount to church planting. God’s call on your life to a specific place at a specific time will keep you there when you want to give up.

Henry Blackaby speaks of four ways to affirm God speaking to you and I think this applies significantly to God calling out church planters. God will use His Word to speak to you.

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? Have they affirmed this direction in your life?

If married, one key place to talk about your call is with your spouse. If your children are old enough you should include them on these discussions as well with some close friends.

What are your circumstances right now?

Here are some questions to consider:

Can you plant your church and keep your current employment ? Y or N

Are your children at an age where you can move? Y or N

How much consumer debt do you have? _____

Are you able to move anywhere? Y or N

Is there a particular place where you feel God could be leading you? _____

If yes, where ? _____

When could you be ready to go? _____

Do you relate well to people of other cultures? Y or N

*Two excellent resources to consider would be:
Created To Be God's Friend, by Henry Blackaby
Experiencing God, by Henry Blackaby*

Here Am I, Send Me ...

Now What?

*Understanding How God
has Equipped Me to Be a Church Planter*

Here Am I, Send Me ... Now What?

Understanding How God has Equipped Me to Be a Church Planter

PART ONE: Please take A Spiritual Gifts Inventory. We have included *The Discovery Trail* printed by the American Tract Society. Once you have taken this spiritual gifts inventory write out what you believe to be your top three gifts.

The Discovery Trail *Spiritual Gifts Inventory*

Directions: Honestly evaluate each of the following statements based on your interest. Assume that you have all the experience and training necessary to accomplish the task. Beside each number write one letter expressing your reaction to the statement:

L = Love it!
E = Enjoy it

M = Maybe
P = Probably

N = No Way!

- __1 Rejoice in God's provision even while the checkbook is in the red.
- __2 Clean the kitchen once a week.
- __3 Build sets for a drama.
- __4 Search the Bible to check the validity of a sermon or Bible lesson.
- __5 Study a demographic survey.
- __6 Welcome an unexpected guest into my house.
- __7 Use creative ability (writing, art, drama, music) to benefit the body of Christ.
- __8 Find ways to make biblical content "come alive" for students.
- __9 Call to encourage a friend to stand strong in the faith.
- __10 Help with the emotional pain of the unemployed.
- __11 Give use of my car for youth retreats.
- __12 Plead the cause of God to people.
- __13 Talk about Jesus to strangers who do not know Him.
- __14 Motivate groups toward specific biblical objectives.
- __15 Recognize root problems keeping someone from growing spiritually.
- __16 Be responsible for the spiritual lives of Christians.
- __17 Organize ideas, tasks, people, and time for Christian service.
- __18 Wait as long as needed for the right job opening.
- __19 Run lights for a drama.
- __20 Design better traffic flow for a system of classrooms.
- __21 Recognize when people are wearing "masks."
- __22 Start a new ministry.
- __23 Make strangers feel at ease at church or in my home.
- __24 Express myself for God through artistic expression.
- __25 Earnestly desire to explain biblical principles to others.
- __26 Help a child ride a horse after having been thrown.
- __27 Sympathize with those who are experiencing hurt.
- __28 Organize and fund an appreciation dinner.
- __29 Correct wrong thinking in a friend.
- __30 Confront my friends and relatives to determine where they stand spiritually.
- __31 Lead and direct people in an important ministry.
- __32 Map out a plan of action for spiritual maturity in an individual.
- __33 Nurture and disciple people.

- __34 Plan things where people are involved.
- __35 Grow a garden from seed.
- __36 Set up or take down the chairs for a church banquet.
- __37 Find out what is wrong with a clock and repair it.
- __38 Detect phony or manipulative persons and teachings.
- __39 Start a new business.
- __40 Be more aware of other people's needs than my own.
- __41 Find unique ways to express truths of Scripture.
- __42 Through careful study, clarify ideas for learners.
- __43 Use Scripture to give people help and courage.
- __44 Work with people who suffer from physical, mental, or emotional problems.
- __45 Give when confronted with financial needs of God's Kingdom.
- __46 Relate spiritual insights from the Bible to people.
- __47 Lead others to believe in Christ as their Savior.
- __48 Lead and direct others toward goals.
- __49 Be transparent in sharing areas of struggle.
- __50 Assume responsibility for a Christian being led astray.
- __51 Make effective plans to accomplish goals.
- __52 Trust God to come through when things seem impossible.
- __53 Do dishes after a small group breakfast.
- __54 Make a new pulpit for the new sanctuary.
- __55 Look beneath the surface and perceive others' qualities.
- __56 Respond to a long-term need in a new way.
- __57 Make my home available to those in need of hospitality.
- __58 Lead the worship singing.
- __59 Communicate excitement for an idea to a group of people.
- __60 Write notes to praise someone's performance.
- __61 Detect the emotional atmosphere of a group.
- __62 Look for new ways to give financially to the Lord's work.
- __63 Proclaim timely and urgent messages from God's Word.
- __64 End conversations with clear closure.
- __65 Preside at a meeting to chart a new course.
- __66 Give personal feedback.
- __67 Guide other believers toward spiritual maturity.
- __68 Coordinate the details necessary to meet a deadline.
- __69 Trust the safety rope while rock climbing.
- __70 Stamp and fill envelopes for the church secretary.
- __71 Wire the speaker system for the church.
- __72 Able to discriminate between good and evil.
- __73 Design a storage closet for future needs.
- __74 Introduce myself to a new neighbor doing yardwork.
- __75 Innovate.
- __76 Break large concepts into understandable pieces.
- __77 Spend some time in a counseling ministry.
- __78 Watch someone heal from the loss of a parent.
- __79 Live more simply to give more to God's work.
- __80 Build up, encourage, and comfort Christians by speaking to them of spiritual things.
- __81 Share my beliefs in a clear and meaningful way.
- __82 Bear the brunt of criticism for a team's failure.
- __83 Speak the truth in love.
- __84 Equip people to do ministry.
- __85 Delegate important tasks to the right people at the right time.
- __86 Take out a loan for a college education.
- __87 Arrive early Sunday morning to get the coffee going.
- __88 Help a child build a doll house.
- __89 Perceive ramifications of a new law.

- __90 Develop an appropriate form/function chart of company employees.
- __91 Have a genuine appreciation for each guest I minister to.
- __92 Determine feelings which Bible passages bring out.
- __93 Discover new ideas to share with others.
- __94 Help hurting people see God's answers to life's problems.
- __95 Sense when people are hurting and feel their pain.
- __96 Pay rent for a family whose breadwinner has been laid off.
- __97 Speak out on the moral issues of the day such as abortion, teen sex, and racism.
- __98 Listen critically and carefully to someone's beliefs.
- __99 Sense when a group is spinning its wheels and do something about it.
- __100 Define key issues facing a team.
- __101 Work to help a group bond together.
- __102 Decide when to implement projects or ministries.

The Gifts Inventory Scoring Guide

To find your spiritual gifts,

- Assign the proper number value to each letter you used to complete your evaluation:

Each L gets 5 points	Each M gets 2 points	Each N gets 0
Each E gets 3 points	Each P gets 1 point	
- Then add up the totals for each of these groupings of six responses:

	Total	Gift
Score 1, 18, 35, 52, 69, 86	=_____:	Faith
Score 2, 19, 36, 53, 70, 87	=_____:	Service
Score 3, 20, 37, 54, 71, 88	=_____:	Craftsmanship
Score 4, 21, 38, 55, 72, 89	=_____:	Discernment
Score 5, 22, 39, 56, 73, 90	=_____:	Apostle
Score 6, 23, 40, 57, 74, 91	=_____:	Hospitality
Score 7, 24, 41, 58, 75, 92	=_____:	Creative Communication
Score 8, 25, 42, 59, 76, 93	=_____:	Teaching
Score 9, 26, 43, 60, 77, 94	=_____:	Encouragement
Score 10, 27, 44, 61, 78, 95	=_____:	Mercy
Score 11, 28, 45, 62, 79, 96	=_____:	Giving
Score 12, 29, 46, 63, 80, 97	=_____:	Prophecy
Score 13, 30, 47, 64, 81, 98	=_____:	Evangelism
Score 14, 31, 48, 65, 82, 99	=_____:	Leadership
Score 15, 32, 49, 66, 83, 100	=_____:	Exhortation
Score 16, 33, 50, 67, 84, 101	=_____:	Shepherding
Score 17, 34, 51, 68, 85, 102	=_____:	Administration

Tell Me More

Now that you've completed and self-scored the Spiritual Gifts Inventory, you'll notice some areas of strength. The top three scores represent your spiritual gifts.

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

1. **Faith** – The capacity to trust God for what can't be seen and to act on God's promises (Romans 4:18-21, Hebrews 11).
2. **Service/Helps** – The capacity to take the initiative to meet the practical needs of others, freeing them to fulfill their own calling (Acts 6:1-7).
3. **Craftsmanship** – The capacity to facilitate ministry through the use of hands and minds by creative means (Exodus 28: 3-4)
4. **Discernment** – The capacity to separate truth from error and perceive variance from God's Word (James 3:13-18, 1 John 4:1-6).
5. **Apostle** – The capacity to start new ministries and oversee their development (Romans 15:20).
6. **Hospitality** – The capacity to make others feel welcome, accepted, relaxed, and comfortable (1 Peter 4:9,10).
7. **Creative communication** – The capacity to communicate God's truth through a variety of art forms (Psalm 150, 1 Corinthians 14:26).
8. **Teaching** – The capacity to educate by clearly explaining and applying God's word (Romans 12:6-8, Titus 3:1,2).
9. **Encouragement** – The capacity to give reassurance and support (1 Thessalonians 5:11).
10. **Mercy** – The capacity to detect hurt and feel compassion for those who are hurting (Luke 10:30-37).
11. **Giving** – The capacity to cheerfully contribute material resources beyond a "tithe" for the work of the Lord (2 Corinthians 8:1-5).
12. **Prophecy** – The capacity to proclaim and apply God's truth and expose sin (1 Corinthians 14:3-5).
13. **Evangelism** – The capacity to communicate the good news of Jesus so unbelievers can respond in faith. (Acts 8:26-40).
14. **Leadership** – The capacity to instill vision, motivate and direct people to accomplish ministry (Hebrews 13:7,17; 1 Timothy 3).
15. **Exhortation** – The capacity to stimulate faith and promote Christian maturity in others (Acts 11:23,24, 14:22).
16. **Shepherding** – The capacity to guide and nurture an individual or group to grow in faith (1 Peter 5:1-11).
17. **Administration** – The capacity to execute plans by managing people, resources, and time (Titus 1:5; 1 Timothy 5:4).

The Inventory you've just completed is merely one part of a Discovery System designed to guide lay people in ministry. This system:

... can cost less than \$1.00 per person

... is over 99% valid in statistical testing

... covers the whole person in a clear & concise format

... is the only system designed around the pastoral staff. When your church needs people in ministry, two clicks of the mouse will reveal all those whose God-given gear matches each specific ministry position!

We recommend you check out the software & entire system by going to attracts.org or calling 800.584.7228.

Thanks go to Pastor M. Wayne Braudrick for allowing us to use this material. It has been provided for you as a courtesy, and is not to be reproduced in any manner. Pastor Braudrick and his church are not associated with the North American Mission Board except as a friend in ministry.

**My Spiritual Gifts:
How has God gifted me?**

My top three spiritual gifts from the spiritual gift inventory:

1. _____
2. _____
3. _____

We would 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?

Y or N

While the Scriptures discuss and lists many of the spiritual gifts (Rom. 12; 1Cor.12; Eph.4), the diversity of the lists and the witness of the church suggests 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"* (1Pet. 4:10).

For further descriptions about the role of Spiritual Gifts in the life of the church planter refer to:

Aubrey Malphurs Planting Growing Churches for the 21st Century, Baker Books 1998.

My Heart (Passion for Ministry):

What Do I Like Doing?

My Heart (Passion for Ministry): What Do I Like Doing?

Please answer the following questions:

1. **I feel most significance** when I minister to the following groups of people:
(Please prioritize your top three)

Preschoolers ____ Children ____ Students ____ Women ____ Men ____
Internationals ____ Homeless ____ Married Couples ____ Family ____
Singles ____ Engaged Couples ____ Generation X ____ Sr. Adults ____
People in need ____ the Hospitalized ____ Professionals ____

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

Sports ____ 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 ____
Video Graphics (PowerPoint) ____ Leading Small Groups ____
Leading Ministry Teams ____ Discipling Individuals ____ Pastoring ____ Other ____

Please answer 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 . . .

- If I were to mention your name to a group of your friends, what would they say you were really interested in or passionate about:

- The top three most positive experiences you've had in your life (think about why these were so meaningful to you)

1.

2.

3.

MY HEART

Based on the answers above related to my passion, I sense I have a passion for:

My
Ministry
Preference

Discovering Where I am Most Effective

My Ministry Preference

Which of these best describes You?

PLEASE RATE HOW TRUE IS THIS OF YOU (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 learn more insight about a specific topic I previously knew nothing about. **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 beyond the present. **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 to 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 it's 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 are primarily an **initiator**. You like to start projects. You like to start ministries. You get an idea and you 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 and it does not bother you a bit to be the pioneer to that area. Initiators make great church planters but they have to work hard at being able 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 higher in the second category you are 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 then you may become bored.

If you scored high in this area you are 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 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 high in this category you are a **revitalizer**. You could be great in taking a church that has plateaued or is declining and give 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 multi-cultural.

Assessment
for
Church Planters

“20 Questions”

Behavioral Assessment for Church Planters

We would like for you to take a few moments to take this behavioral assessment diagnostic tool. Please mark the answers based upon the way you normally behave in these particular situations. Be completely honest with yourself as you answer.

20 Questions for Potential Church Planters

1. Having Vision

Do you regularly project into the future in your planning? **Y or N**

2. Motivation

Do you create your own "To Do" list each day ? **Y or N**

3. Being Able to Create Ownership

Do you regularly delegate items on your "To Do" list to other people? **Y or N**

4. Relates and Reached Lost People

Can you give me an example of a person who does not know Christ that you have developed a relationship with and been able to share Jesus with them within this past year? **Y or N**

5. Spousal Support

Is your wife actively involved in ministry opportunities ? **Y or N**

6. Effectively Builds Relationships

Do you initiate the majority of your friendships? **Y or N**

7. Committed to Church Growth

Have you led a group at church and experienced growth? **Y or N**

8. Meeting the Needs of Your Community

Have you ever recognized a need in your community and proactively did something about it? **Y or N**

9. Utilizes the Giftedness of Others

Have you had the opportunity to place another person into a ministry opportunity? **Y or N**

10. Flexible and Adaptable

Are you flexible when it comes to “change”? **Y or N**

11. Builds Team

Can you give me an example of a time when you have built a high performance team? **Y or N**

12. Resilience/Toughness

Does “Keep on Keeping On” describe your work ethic? **Y or N**

13. Exercises Faith

Do you regularly see God answer specific prayer requests in your life? **Y or N**

14. Having Vision

Have you been able to start a project from the beginning? **Y or N**

15. Motivation

Do you take the initiative in most of your tasks? **Y or N**

16. Creates Ownership

Gain you gain commitment from people to your vision **Y or N**

17. Relates and Reaches Lost People

Do you have relationships with people who are different than you? **Y or N**

18. Spousal Cooperation

Do you and your wife have a clear understanding in regards to roles you each play in ministry?

Y or N

19. Effectively Builds Relationships

Are you proactive in getting to know people on a personal basis?

Y or N

20. Socio – Cultural Adaptability

Do you seek out opportunities to minister to people who are different than you?

Y or N

If you answered YES to at least 15 you may be well suited for church planting. We recommend that you talk to your pastor, Director of Missions or State Convention office. They may suggest for you to take a church planter assessment. This is a four hour interview based upon your past experiences in your life both from a personal, professional and ministry experiences. This assessment will help you in discovering your calling and giftedness in church planting.

On the next page you can complete your profile and use this as a guide as you talk to church planter leaders about placement.

Church Planter Profile of:

My Call:

My Spiritual Gifts:

1. _____
2. _____
3. _____

My Heart for Ministry:

I have a passion for ...

My Ministry Preference: (Check One)

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

20 questions for Potential Church Planters

of Yes _____ # of No _____

If you have answered yes to at least 15 of these questions than you may want to consider church planting as a ministry option for you. Of course it comes down to God's call on your life.

We appreciate the time you have taken to complete this self assessment. We hope it has helped you understand you are and how God has uniquely gifted you. If you would like to talk about this further please talk to 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.