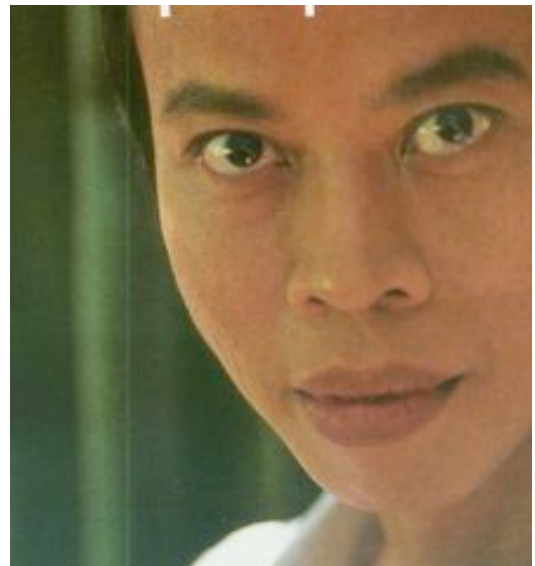


*How can I discern if this is what God is calling me to do?*

*Do I have the gifts and graces to be a new church pastor?*





## ARE YOU A POTENTIAL NEW CHURCH PLANTING PASTOR ?



A Strategy for Starting  
New United Methodist  
Churches in the USA

Are you curious to see if you have characteristics in common with successful new church missionaries?

Take our short [online quiz](http://www.path1.org/discerning.php) at [www.path1.org/discerning.php](http://www.path1.org/discerning.php)

Are you ready to see how your spiritual gifts might be used in a new church start?

Take our [spiritual gifts assessment](http://www.path1.org/discerning.php) at [www.path1.org/discerning.php](http://www.path1.org/discerning.php)

Both of these will provide feedback you may find valuable as you continue discern God's call.

Talk to your District Superintendent.

Ask your family and colleagues if they discern that you might be a new church planter.

Make an appointment to visit several new church pastors in your area.

If you are ready to more formally begin the discernment process we highly recommend you attend the [New Church Leadership Institute](http://www.umnewchurch.org) in Arkansas. Go to [www.umnewchurch.org](http://www.umnewchurch.org) and contact Dr. Bob Crossman at [bcrossman@arumc.org](mailto:bcrossman@arumc.org)

Please plan on attending The New Church 101 track at the [School of Congregational Development](http://www.gbod.org/scd/) Go to [www.gbod.org/scd/](http://www.gbod.org/scd/)



*Churches growing new churches..  
who grow new churches..  
who grow new churches..  
who grow new churches...*

### New Church Leadership Institute

Rose Kuonen, Registrar  
Office: 501-324-8033  
[rkuonen@arumc.org](mailto:rkuonen@arumc.org)  
[www.umnewchurch.org](http://www.umnewchurch.org)



Dr. Robert "Bob" Crossman, Director  
Office: 501-324-8012 Cell: 501-908-8177  
[bcrossman@arumc.org](mailto:bcrossman@arumc.org)

Arkansas Conference, The United Methodist Church  
Kendall Building, Philander Smith College  
#2 Trudie Kibbe Reed Drive  
Little Rock, Arkansas 72202-3770

*Equipping leaders with both knowledge and skills to move toward successful church starts.*

# Do I Have The Characteristics, Competencies, Gifts and Graces for New Church Planting?

by Kevin Kloster  
pastor@journeyunitedmethodist.org

We're embarking on a new yet familiar path. A path that leads to starting new United Methodist churches throughout the United States. Starting new churches is part of our biblical and United Methodist heritage. At our healthiest, we used to start one new church a day. We are seeking to do that again. We've made some great strides along the way and have successfully started many new churches who are now walking with people in their discipleship journey.

You may wonder why we need new churches when we have so many existing churches that have plenty of room. Some of those existing churches are no longer in the places where the people are. Some of those existing churches no longer resemble the communities in which they are located. Still others are at the end of their natural life cycle. As the United States population grows and shifts we need to start new churches just to be where the people are. Every day people are moving into the United States, people of various ethnicities and cultures. There are 195 million unchurched or dechurched people making the U.S. the third largest mission field in the English-speaking world and the fifth largest globally. These people need to know Jesus and the message of his grace and love. Romans 10:15 says, "How beautiful are the feet of those who bring good news!" The United Methodist Church is on a path to bring the good news to more people, more diverse people, more young people. We are creating new places for new generations through starting new congregations.

God is raising up new leaders who will join us on this journey of starting new United Methodist Churches across the United States. It may be that God is calling you to step onto the path and join the journey. God is already calling some people to be church planters, to go where the people are, and to lead them to Christ. God is calling some people to pray for church planters and new church starts as they emerge. Others are being called to support this incredible mission of starting new churches by giving generously. God is calling others to become members of a new church start and to use their gifts and resources to help make disciples for Jesus Christ whose new found faith will transform the world. God is also calling churches to multiply themselves. Wouldn't it be incredible if every healthy church started a new congregation that reached new people? Think of how many people we could reach. This is our mission. This is the path we are on. This brief quiz will help you learn more about how you can step onto the path and join the journey already in progress.

# Am I a Church Planter?

by Kevin Kloster

This brief quiz is designed to help you discover  
if you possess the most common characteristics of successful church planters.

**Instructions: Respond to the following statements according to the scale below  
by clicking on the circle that best describes you.**

1=Strongly Disagree 2=Disagree 3=Undecided 4=Agree 5=Strongly Agree

- |  |   |   |   |   |   |
|--|---|---|---|---|---|
| 1. I am passionate about starting business, projects and ministries from scratch                                       | 1 | 2 | 3 | 4 | 5 |
| 2. I effectively communicate a vision in a manner so that people follow my lead  | 1 | 2 | 3 | 4 | 5 |
| 3. I am a person of high energy and vitality.  | 1 | 2 | 3 | 4 | 5 |
| 4. I effectively handle a demanding schedule with significant responsibility.  | 1 | 2 | 3 | 4 | 5 |
| 5. I consistently give away responsibility to others.  | 1 | 2 | 3 | 4 | 5 |
| 6. I coach others to develop their greatest potential.   | 1 | 2 | 3 | 4 | 5 |
| 7. I lead persons to Christ and have helped them assimilate into a church.   | 1 | 2 | 3 | 4 | 5 |
| 8. I consistently build relationships with unchurched people and can often be found on their turf.                     | 1 | 2 | 3 | 4 | 5 |
| <b>I have a fiance or spouse (if no, skip next 2 questions)</b>  |   |   |   |   |   |
| 9. My partner understands the toll church planting takes on a relationship.  | 1 | 2 | 3 | 4 | 5 |
| 10. My partner and I have a solid, trusting relationship.  | 1 | 2 | 3 | 4 | 5 |
| 11. People tell me I have excellent people skills: great communicator, good listener, warm, friendly, and engaging.    | 1 | 2 | 3 | 4 | 5 |
| 12. I develop strong social networks and start new relationships.  | 1 | 2 | 3 | 4 | 5 |
| 13. I read extensively and attend training in the area of church planting.   | 1 | 2 | 3 | 4 | 5 |
| 14. I have a track record that demonstrates growth in the ministries, businesses and/or programs that I have started.  | 1 | 2 | 3 | 4 | 5 |
| 15. I can effectively design programs and ministries that successfully meet the needs of their targeted community.     | 1 | 2 | 3 | 4 | 5 |
| 16. I have repeatedly demonstrated the ability to assess and understand a community.                                   | 1 | 2 | 3 | 4 | 5 |
| 17. I recruit people to serve in areas that they are gifted instead of just finding people to fill ministry positions. | 1 | 2 | 3 | 4 | 5 |
| 18. I help people discover their own spiritual gifts.  | 1 | 2 | 3 | 4 | 5 |

Equipping leaders with both knowledge and skills to move toward successful church starts.

19. I successfully manage multiple tasks and responsibilities at the same time.	1	2	3	4	5
20. I refocus to make mid-course corrections during times of change and ambiguity.	1	2	3	4	5
21. I use small groups that multiply themselves to provide care and discipleship.	1	2	3	4	5
22. I consistently and assertively deal with conflict to resolve issues quickly.	1	2	3	4	5
23. I seek out help from others during times of crisis.	1	2	3	4	5
24. I quickly bounce back after facing times of discouragement.	1	2	3	4	5
25. I take significant risks believing that God will work things for the good.	1	2	3	4	5
26. I practice the spiritual disciplines to remain spiritually healthy.	1	2	3	4	5



## So, am I a Church Planter?

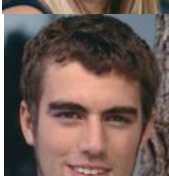
### Scoring:

**Add the score for each question, then divide by 2.**

**A score of 50-65:** Yes, you have the characteristics of a church planter. The Office of New Church Starts within the GBOD (General Board of Discipleship) will be in touch with you to discuss your future as a potential church planter.

**A score of 35-49:** You may or may not have the characteristics of a church planter. We would encourage you to continue your training to learn more about church planting. Talk and pray with members of your Cabinet, Board of Congregational Development, and spiritual advisors. You may also contact the Office of New Church Starts at GBOD.

**A score of under 34:** More than likely you do not possess the common characteristics of a church planter. This doesn't mean you aren't a good pastor or that you can't continue to learn more about church planting or even be involved in some role of a new church start. In fact, we would encourage you to continue to learn and grow in your knowledge of church planting because you can become a needed ally and person of support for creating new places for new generations.





*Churches growing new churches..  
who grow new churches...  
who grow new churches...  
who grow new churches...  
who grow new churches...*

## NEW CHURCH LEADERSHIP INSTITUTE

*Equipping leaders with both knowledge and skills  
to move towards successful church starts*

- FOR PASTORS STARTING NEW CHURCHES •

### CHARACTERISTICS OF SUCCESSFUL CHURCH PLANTERS

The Ohio Conferences have discovered that their successful church planting pastors have a unique skill set.

- demonstrated ability to develop and implement a plan
- demonstrated record of growth in worship attendance and receiving professions of faith
- demonstrated commitment to continued education and retraining
- demonstrated strong faith in Christ
- passion for reaching the unchurched
- good communicator with a willingness to talk about Jesus
- evangelical, with the ability to articulate the Gospel in relevant ways
- able to move comfortably in the cultural setting of the new church start
- highly energetic and confident
- entrepreneur - innovative and self starter in ministry
- commitment to small group ministry
- adapts well in situations which require constant change
- visionary - can envision the direction and goals for their church
- spousal cooperation and support (if married)
- primary friends and family support the unique challenges related to starting a church
- appearance and style appropriate to the church start's local setting
- spiritually centered and perceived as a person with integrity
- ability to think in business terms: organization, architecture, banking
- strategic thinker
- good communication skills
- good preacher, able to stand up and deliver the Word
- friendly, outgoing and a sense of humor
- optimistic and persistent
- committed to team ministry
- personal self esteem
- effectively builds relationships
- committed to spiritual growth in self and others
- bounces back from disappointments with renewed energy
- committed to the mission and ministry of the United Methodist Church





*Churches growing new churches...  
who grow new churches...*

## Questions You Should Ask Yourself Before Requesting a New Church Planting Appointment

1. Is my primary motivation for considering planting a new church a positive one (such as the Glory of God and the salvation of people) and not dissatisfaction with my present situation?  Yes  No  Not Sure
2. Is there objective evidence that I am comfortable relating well with pre-Christians and effectively inviting them to make a public profession of faith and to begin the journey toward Christian Discipleship?  Yes  No  Not Sure
3. Can I identify people who have made professions of faith and are still growing as Disciples of Christ as a result of my witness?  Yes  No  Not Sure
4. Have I had enough exposure to church planting in the New Church Leadership Institute, and by meeting with new church pastors, so that I know what the new church planter's life is like?  Yes  No  Not Sure
5. Is my spouse (if married) and family supportive, and even enthusiastic, about starting a new church?  Yes  No  Not Sure
6. Am I assured of God's call on my life to plant a new church planting, instead pastoring an existing church?  Yes  No  Not Sure
7. Do I have the necessary training needed to do church planting effectively?  Yes  No  Not Sure
8. Can I clearly list my gifts and personal characteristics that would make me effective in planting a church in the type of mission field I'm considering?  Yes  No  Not Sure
9. Do I have the personal spiritual disciplines and integrity necessary for being a spiritual leader above reproach?  Yes  No  Not Sure
10. Is there objective evidence that I have the self-management disciplines (work ethic, consistency, honesty, keeping appointments) that will encourage followers to trust my leadership?  Yes  No  Not Sure
11. Have I developed a relatively comprehensive vision (values, mission, core beliefs, philosophy of ministries, gathering strategies, etc.) of the kind of church I want to plant?  Yes  No  Not Sure
12. Have I developed a relatively comprehensive discipleship system for leading inquirers into the faith and to begin a lifelong journey toward mature Christian Discipleship?  Yes  No  Not Sure
13. Am I considered a "people person," someone who is a good listener, teachable, patient and winsome?  Yes  No  Not Sure
14. Do I have a track record of increasing worship attendance during my appointment - people tend to sit-up, listen and come back when I preach - giving evidence that my preaching and communication gifts are above average?  Yes  No  Not Sure
15. Do spiritually wise, influential people in my life tell me that church planting is right for me?  Yes  No  Not Sure
16. Do I have a positive track record, giving strong evidence of my ability both to lead people and to raise up leaders?  Yes  No  Not Sure
17. Is church planting compatible with my personal career goals, or is it merely a 'stepping stone' to some other ministry in the future?  Yes  No  Not Sure

### AM I A CHURCH PLANTER?

- If you answered 14 or more with a yes - probably so.  
 If you answered 8 to 13 with a yes - think, pray and talk to your spiritual leaders before deciding.  
 If you answered less than 8 - possibly not.

• for pastors starting new churches • for churches starting new churches • for resourcing our newest churches •



*Churches growing new churches..  
who grow new churches...  
who grow new churches...  
who grow new churches...  
who grow new churches...*

## THEMES PRESENT IN EFFECTIVE NEW CHURCH PASTORS

by the Reformed Church in America  
The Gallup Organization

### PURPOSE

- Have an empowering mission to serve God and humanity;
- Dream of great accomplishment and express their dreams with significant goals and aspirations;
- Are able to block out distractions and stick with tasks and behaviors that lead to fulfillment of the dream;
- Have an awareness of others who have already accomplished great things in similar missions, and consciously use those persons as models

*Low Purpose: {the following 'low' traits are not present in effective new church pastors}*

- Tend to see their work as an accumulation of tasks;
- Work hard to do a good job of unnecessary things;
- Limited ability to provide a sense of direction for their own life or the life of the organization;

### EGO DRIVE

- Comfortable with the personal significance derived from a visible leadership role;
- High level of self-knowledge
- Comfortable with their desire to be recognized as a significant contributor to the mission (average clergy is ambivalent/negative toward ego drive);
- Require a large amount of space and freedom to achieve significant things for the mission.

*Low ego drive: {the following 'low' traits are not present in effective new church pastors}*

- May strive to be the best they can, but will be limited in their ability to reach for a standard of excellence as understood by experts or "consumers" in the field;
- Will need more direct supervision, are less able to claim significant goals, more difficult to motivate;
- Ability to motivate others may be affected by their lack of confidence.

### ACHIEVER

- Continually challenges themselves to set and meet goals;
- A strong sense of competitive urge, and enjoys the energy it provides;
- Want to know themselves as the best in their profession and compare their work to the performance of others;
- Get more done;
- Competition, excellence in execution and high levels of performance are distinguishing marks (qualities not often found in pastoral profession).

*Low achiever: {the following 'low' traits are not present in effective new church pastors}*

- May find it difficult to do work in significant quality or quantity;
- May have trouble "self-starting," difficult to motivate.

**RELATOR**

- Believes in having close relationships with staff / members;
- Understand the importance of close relationships to success of mission;
- Demonstrate a very accepting, non-judgmental attitude;
- Ability to empathize can bring tears of joy or pain;
- Honor people's feelings and internationalize efforts to get to know them personally.
  - Low relator: {the following 'low' traits are not present in effective new church pastors}*
    - Will have limited success in using their other talents to get people excited about ministry;
    - Can be experienced as "stand-offish."

**PEOPLE MANAGEMENT**

- Outstanding people managers because of their ability to see and respond to persons as unique individuals;
- Like to recognize the gifts of others and develop them to benefit mission;
- Set others up for success, and provide lots of recognition;
- Know what motivates people and how best to give them recognition;
- Described as fair, encouraging, and supportive
  - Low people management: {the following 'low' traits are not present in effective new church pastors}*
    - Limited success in setting people up for success;
    - Limited in their ability to manage persons as individuals;
    - Restricts ability to match talent to task in delegation and reward/recognition to motivation in attempts to encourage and reward others.

**ACTIVATOR**

- Always ready to make things happen in a variety of ways;
- Disciplined people who "plan their work and work their plan;"
- Able to seize unexpected opportunity;
- Look for bright/energetic people as partners;
- Encourage others through a demonstration of faith in them;
- Demonstrate the capacity to act, even against accepted norms;
- Show a positive attitude toward the acquisition of wealth, seeing it as a way to increase action
  - Low activator: {the following 'low' traits are not present in effective new church pastors}*
    - Limited in their ability to behave in ways that model "faith in action" and in ways that stimulate others to act.
    - Serendipity is their "short suit."

**COMMAND**

- Enjoy their ability to change others to their point of view;
- They have a sense that they are the dominant person in their family;
- Beginning in childhood, they frequently experience the need to take charge in various situations;
- Step forward to direct people to action;
- Their courage enables them to do and say things many others would find intimidating.
  - Low command: {the following 'low' traits are not present in effective new church pastors}*
    - Limited in their capacity to be persuasive or to assert a course of action and see it through resistance and difficulty.

**BUSINESS THINKING**

- Measure their progress with specific scores and goals;
- Exhibit good business judgement in work and personal life;
- Have had experience in starting a new organization, having served in a leadership role;
- Disciplined in time management, decision making and financial decisions and they understand how this discipline supports their effectiveness;
- Entrepreneurial and astute in organizational issues.
  - Low business thinking: {the following 'low' traits are not present in effective new church pastors}*
    - May feel they are achieving a great deal, but will be limited in the object quantification which actually describes progress;
    - Limited in the resources they bring to the financial and business side of church development.

**CONCEPT**

- Ability to conceptualize the steps necessary to get where they want to go, and understand the relationship of personal discipline to the effectiveness of their efforts;
- Ability to articulate an organized view of church planting process;
- Ability to tolerate ambiguity and will view learning as an on-going process;
- Have a positive view of unchurched people;
- Enjoy expressing their theories in ways that makes both themselves and others better practitioners.
  - Low concept: {the following 'low' traits are not present in effective new church pastors}*
    - Limited in ability to manage the sequenced process of pragmatic and organizational development;
    - Limited in ability to work the pieces of priority and time management in their personal and professional life.





*Churches growing new churches..  
who grow new churches...  
who grow new churches...  
who grow new churches...  
who grow new churches...*

## PASTORAL LEADERSHIP FOR NEW CHURCHES

by Clay Jacobs

The Office of Church Development

The North Georgia Annual Conference

*Adapted from Growing New Churches, by Compton and Sallee*

The selection of the right pastor for a new congregation is perhaps the single most important factor in the success or failure of a new church start. Each new church start is unique; therefore, it is critical that the pastor's particular gifts and graces be well matched to the new churches unique situation. The following are a few of the characteristics needed in every new church start.

While not intended to be exhaustive, the list marks the direction and pattern of growth for the pastor and, thus, serves as a guideline for those charged with the responsibility of pastor selection.

1. A new church pastor is **VISIONARY**.

The pastor must be able to clearly articulate:

- a personal vision for their life;
- a personal vision for their ministry;
- a shared vision with the congregation.

Seeing the vision and keeping it before the people and the community is critical. The ability to dream and envision what God would have a group of people do to transform the lives of individuals and to transform the community into a closer resemblance of the kingdom of God is critical for a new church pastor.

2. A new church pastor must be **SPIRITUALLY CENTERED**.

A new church pastor must believe that she/he is called to start a new church. New church pastors face some unique pressures:

- lack of adequate resources;
- peer jealousy;
- no traditional accommodations (church and home)
- confused denominational expectations;
- threat to existing congregations in the area;
- no core leadership group;
- little contact with others in the same type of ministry.

In addition to the normal pressures of ministry, these particular concerns make it imperative that the new church pastor practice the spiritual disciplines that will keep them centered and focused.

3. A new church pastor is **ENTREPRENEURIAL**.

This word literally means to undertake or to find another way when all other solutions seem to be blocked! The entrepreneurial pastor is one who is constantly looking for ways to make things work and never accepts "no" as a final answer.

4. A new church pastor needs to be **FRIENDLY, OUTGOING,** and **SHOULD HAVE A SENSE OF HUMOR.** The new church pastor must feel comfortable knocking on the doors of strangers, getting involved in the community, and have an outlook on life that can laugh them through the difficult times.
5. A new church pastor is **ENERGETIC.** A high level of commitment and energy is required. Persons who are unwilling to give an extra measure of time to this work will probably be in regular conflict with themselves and others over the job at hand. The new church pastor must be a self-starter, able to set his or her own performance goals, objectives, and standards.
6. A new church pastor must be a **STRONG ADMINISTRATOR.** A new church pastor must be competent and capable of handling the regular administrative duties of a growing congregation, while not confusing administration with leadership. She/he must be well read and informed.
7. A new church pastor is **OPTIMISTIC** and **PERSISTENT.** There are many obstacles involved in starting a new church (reaching new people, finding a place to meet, securing financial resources, purchasing land, building facilities, recruiting volunteers and staff, etc.), and congregations will take their cue from the pastor. If the pastor is easily discouraged, the congregation will be easily discouraged. Likewise, if the pastor remains optimistic, hope and confidence will be conveyed to the congregation. The pastor may need help and encouragement, but he/she knows where to find it. Modeling patience and hope is an important element of successful new church pastorates.
8. A new church pastor is a **GOOD COMMUNICATOR.** A new church pastor must be an excellent preacher, innovative as well as captivating. Sermons need to be relevant, interesting, and challenging. They must capture and maintain people's attention. Competent communication skills are also important for written materials.
9. A new church pastor is **SELF-CONFIDENT.** Positive self-esteem is a must. A new church start can be a very lonely and demanding ministry. It takes a person who feels very positive about herself/himself, and the world, to make it through the long haul of leading a congregation through change.
10. A new church pastor is **HEALTHY** and **WELL-MATCHED TO THE COMMUNITY.**
11. A new church pastor is committed to a **LONG PASTORATE.** A long pastoral tenure is almost always associated with congregations that are showing growth and vitality in their ministries. A long pastorate enables a congregation to follow through on long-range plans and goals. To stay at a growing new church start, the pastor must be willing to learn different leadership styles and change as the situation changes.

While no one person embodies all of these traits, a person who is deeply committed to being the pastor of a new church start can develop varying levels of competence in these characteristics with effort and determination.

On the other hand, persons who display only a few of these characteristics, or who are unwilling to work on areas where noticeable deficits are apparent, can avoid grief and unhappiness by focusing on another area of ministry.

A new church start is not for every pastor!

The secret of any successful ministry is finding the right person for the right job.

FROM *Growing New Churches*, by Compton and Sallee





*Churches growing new churches..  
who grow new churches...  
who grow new churches...  
who grow new churches...  
who grow new churches...*

## PROFILE OF NEW CHURCH PASTOR

### 1. Visioning Capacity

Ability to project into the future and develop a church identity and philosophy of ministry or mission where none exists. Also has the ability to help others own the vision as well and feel responsible for the growth and success of the new church.

### 2. Self-Starter

Ability to start something from scratch and to organize and make order out of chaos. A high degree of initiative, energy and persistence and a willingness to work hard. This person is sometimes described as an entrepreneur, catalyzer or organizer.

### 3. Passion for Reaching the Unchurched

Understands the life, culture and psychology of unchurched people and can communicate in a style understood by them.

### 4. Cooperation of Spouse, if married

The spouse is supportive of the NCD ministry and the vision for the new church. Understanding and acceptance of challenges of extra stresses on the family of long hours, having an office in the house, etc.

### 5. Effectively Builds Relationships

Desire to get to know a variety of people personally, understand their needs, and share God's love.

### 6. Committed to Evangelism and Church Growth

Believes that God wants the church to grow and has experience and skills in evangelism and bringing unchurched people to faith in Jesus Christ.

### 7. Responsive to the Community

Understands the culture of the surrounding community and seeks to identify community needs and guide the church in responding to those needs. The person should be a personal match for the culture and language of the target area.

### 8. Utilizes the Giftedness of Others

Interest in helping people discover their gifts and the ability to equip them for ministry. Interest in delegating, sharing, and training people for the tasks of pastoral care, evangelism, etc., so the ministry and mission of the church is carried out by the whole people of God.

**9. Flexible and Adaptable**

Copes effectively with ambiguity and change and has the ability to adapt self, leadership style and methods as priorities and emphases change during the various stages of church growth.

**10. Builds Group Cohesiveness**

Ability to develop groups of various sizes and provide for incorporation of new people into the church. Is able to deal assertively and constructively with differences and conflicts.

**11. Resilience**

A personally stable person who can deal with loneliness, frustration, and setbacks without defeat. A strong sense of humor is essential.

**12. Exercises a Strong Faith**

Has a strong, vibrant, contagious commitment to Jesus Christ and is convinced that God is calling her/him to start a new church.

**13. Skillful in Preaching and Leading Worship**

Good communication skills for preaching, teaching and written communication. Ability to plan worship services that meet a variety of needs.

**14. Commitment to The United Methodist Church**

Enthusiastic about The United Methodist Church and the Wesleyan tradition. Loves and demonstrates commitment to the church by past involvement and support.

**15. Teachable**

Welcomes supervision, coaching and using the support systems and training available through The Office of Church Development and the North Georgia Annual Conference.

**16. Mission Oriented**

Commitment to developing a missional/missionary congregation, focused outward in mission to the world rather than maintaining itself and ministering to its members. Creating an evangelizing, witnessing congregation reaching out to new people and to those in need.

**17. Understands the Value of Long-term Pastorate**

Willing to commit entire ministry to the growth and development of this new church.





*Churches growing new churches..  
who grow new churches..  
who grow new churches..  
who grow new churches..  
who grow new churches..*

## THIRTEEN CHARACTERISTICS OF A NEW CHURCH LEADER

by Charles Ridley

Charles Ridley, a Christian psychologist, conducted a study of church planters in the United States and Canada. His subjects in the study represented 13 Protestant denominations. Based on his research and subsequent field-testing, he developed a list of 13 prominent performance characteristics. For over a decade, these characteristics have been used to identify potential church planters. These criteria are heavily weighted toward an entrepreneurial, apostolic 'start from scratch/parachute/pioneer/zero-based' style of planting. Here are his 13 criteria:

1. **Visionary Capacity:** Ability to project a vision into the future, persuasively motivate people toward that vision, and bring it into reality. Ability to Develop a plan for the future that is different and preferable to the present, and helping other people to see that plan as something to be grasped. The ability to build something from nothing.
2. **Personal Motivation:** Approaches ministry with a commitment to excellence through long hard work, persistence, being a self-starter, demonstrating energy and vitality. Accomplishing goals based upon inner passion. working without external support.
3. **Creates Ownership of Ministry:** Instills in people a sense of personal responsibility for the growth and success of ministry so well that people "receive and carry the baton."  
Trains these new leaders to reproduce leaders.
4. **Relates to the Unchurched:** Understands the mentality of the unchurched. Ability to develop rapport, break through barriers, and encourage unchurched people to examine themselves and commit to a relationship with God and lead people to a saving knowledge of Jesus Christ.
5. **Spousal Cooperation:** Creating a workable partnership that agrees on ministry priorities, each partner's roles and involvement in ministry, and the integration of ministry with family life. This is a partnership in ministry and marriage: problem solving, negotiating, and resolving conflict, modeling healthy family decision making.

• for pastors starting new churches • for churches starting new churches • for resourcing our newest churches •

6. **Effectively Builds Relationships:** Takes the initiative in getting to know people and deepening relationships as a basis for more effective ministry. Ability to take relationships beyond superficiality to intimacy, working through relationship struggles.

{NOTE: Ridley calls the first six criteria above “knock out areas.” If there is significant lack of competency if any of these first six criteria, there is no need to go further.

7. **Committed to Church Growth:** Values church growth as a method for building more and better disciples; strives to achieve numerical growth within the context of spiritual and relational growth. The ability to grow a church numerically and spiritually (qualitatively and quantitatively). The ability to assess new church develop resources, and to resist the temptation to move into the ‘maintenance’ mode of ministry.
8. **Responsive to the Community:** Adapts the ministry to the culture and needs of local residents while seeking to engage community issues and concerns. Ability to adapt to the local culture and needs, identifying and assessing community needs, setting a priority on which needs will be addressed... changing when the local community changes.
9. **Utilizes Giftedness of Others:** Ability to discern, develop, and deploy people to do ministry according to their unique gifts and graces.
10. **Flexible and Adaptable:** Ability to adjust to change and ambiguity, shift priorities when necessary, and handle multiple tasks at once.
11. **Build Group Cohesiveness:** Enables the group to work cooperatively toward a common goal and skillfully handles divisiveness and disunifying elements to positive resolutions. Getting people on the same page and keeping them on the same page. Managing conflict, and helping them work through differences in perspective and priorities.
12. **Demonstrates Resilience:** Ability to sustain oneself emotionally and physically through setbacks, losses, disappointments, and failures. “Bounce back” ability. Resilience is when you come roaring back after disappointment, loss or set backs.
13. **Exercises Faith:** Demonstrates how one’s convictions are translated into personal and ministry decisions and possesses a vital spirituality.





*Churches growing new churches..  
who grow new churches...  
who grow new churches...  
who grow new churches...  
who grow new churches...*

## “Roehl’s Great Eight”

by Tim Roehl

Tim Roehl has condensed Ridley’s 13 core competencies into eight essentials for spiritual pioneers. Both Roehl’s and Ridley’s most important truth is when it comes to evaluating the essentials: **“The best indicator of future performance is past behavior.”**

### 1. CHARACTER

- Strong consistent walk with God. Deep prayer life.
- Sticks to commitments even under tough circumstances. Perseveres. Bounces back after setbacks.
- Strong sense of call
- Spiritual gifts ‘package’ that includes leadership, faith, discernment, evangelism.

### 2. CASTS VISION

- Communicates vision in an inspiring and practical manner.
- Can ‘see’ into the future with faith.
- Creates and initiates projects from the ground up.

### 3. CAPACITY FOR EFFECTIVENESS (some would say excellence)

- Self-starter and self-managed - strong need to achieve.
- Strong work ethic.
- Strives for excellence.

### 4. CREATES OWNERSHIP OF MINISTRY

- Recruits, coaches and delegates effectively.
- Reproduction mindset - develops an ever widening circle of reproducing leaders and groups
- Releases others into ministry - assesses gifts, equips wisely.
- Receptive to other’s ideas - flexible, yet builds group cohesion and agenda harmony around the vision.

### 5. COOPERATION OF SPOUSE AND FAMILY

- ‘Heart agreement’ about roles and expectations in ministry.
- Healthy family life.
- Helped by strong support system of family and friends.

### 6. CONSTRUCTIVE, COMPASSIONATE PEOPLE SKILLS

- Appreciates and accepts a wide variety of people, able to respond with compassion with needs arise.
- Approachable and active in developing relationships.
- Able to handle conflict constructively and deal with difficult people.

### 7. CONSISTENT FRUITFULNESS

- Consistently develops relationships with unchurched people.
- Continual evidence of people coming to Christ.
- Church planting and church growth mindset - sees evangelism as essential.

### 8. COMMUNITY RESPONSIVE, CULTURALLY RELEVANT MINISTRY MINDSET

- Studies local community - understands the needs and opportunities.
- Starts ministries that meet needs in the community.
- ‘Seen’ in the community as a positive influence.
- Strategic intercession practiced intentionally.

### ACTION POINT:

*What criteria do you need to develop for different types of ministry, such as pastoral or cross-cultural missions ministry?*

• for pastors starting new churches • for churches starting new churches • for resourcing our newest churches •



*Churches growing new churches..  
who grow new churches...  
who grow new churches...  
who grow new churches...  
who grow new churches...*

## POTENTIAL MEETING PLACES

by Clay Jacobs, North Georgia Conference

There are a variety of meeting places available to new churches. Ideally, your meeting place should match the mission of your new church and be compatible to with your target audience.

1. School Buildings
  - Grade Schools
  - High Schools
  - Colleges
  - Seminaries
  - Wesley Foundations
2. Day Care Centers
3. Public Libraries
4. City Halls and Government Facilities
5. Community Centers
6. Banks
7. Parks and Recreation Buildings
8. Indoor Sports Facilities
9. Other Churches (especially, Seven Day Adventist)
10. Movie Theatres
11. Commercial/Office Buildings
12. Hospitals
13. Restaurants
14. Bars
15. Funeral Homes

New church pastors find an initial worship site that matches the target audience of the new church.

Some new churches intentionally stay in these settings for five, ten years or longer before even mentioning the possibility of site purchase and new construction.

Bill Easom invites new churches to consider becoming 'nomadic' churches that never have a permanent site.

Wesley preached outdoors, in cemeteries, outside coal mines, and in city parks.

He was very uncomfortable in those settings... it was against his formal upbringing, but Wesley's passion to reach the unchurched was even stronger.

Do you have that kind of passion?  
**Do you personally 'have to' have a pulpit and a pipe organ for you to feel like worship is valid?**

**New churches rarely start in empty cathedrals.**

**New churches rarely build cathedrals.**

*Bob Crossman*



## Personal Inventory

by George Howard, West Ohio Conference

**Rate yourself on a scale of 1 to 5  
with 1 meaning that particular trait is not descriptive of you,  
and 5 meaning it is highly descriptive of you.  
Please circle the appropriate number.**

*You might be interested to know if  
your family, friends, colleagues, or church members would 'rate' you the same?*

- 1 2 3 4 5 Committed to the mission and the ministry of the United Methodist Church.
- 1 2 3 4 5 Understand the Primary Task of the church as "Making Disciples of Jesus Christ."
- 1 2 3 4 5 Good communicator with a willingness to talk about Jesus.
- 1 2 3 4 5 Articulate the Gospel in ways his/her constituents can connect with life's experience.
- 1 2 3 4 5 Able to move comfortably in the cultural setting where the new church start is to be located.
- 1 2 3 4 5 Highly energetic and confident.
- 1 2 3 4 5 Entrepreneur - innovative and self-starter.
- 1 2 3 4 5 Understanding and commitment to small group ministry.
- 1 2 3 4 5 Demonstrated ability to develop and implement a plan.
- 1 2 3 4 5 Adapts herself/himself well institutions which require constant change.
- 1 2 3 4 5 Visionary - envisions the direction and goals for the church.
- 1 2 3 4 5 Spouse (if married), primary friends, and family have understanding and support for the unique challenges facing a new church start.
- 1 2 3 4 5 Physical appearance and style appropriate to the particular setting where the new church will be located.
- 1 2 3 4 5 Spiritually centered and respected as a person with integrity.
- 1 2 3 4 5 Ability to think in business terms: i.e. banking, architecture, organization, finance.
- 1 2 3 4 5 Strategic thinker.
- 1 2 3 4 5 Friendly, outgoing and a sense of humor.
- 1 2 3 4 5 Optimistic and persistent.
- 1 2 3 4 5 Demonstrated ability to develop ministry qualitatively and quantitatively.
- 1 2 3 4 5 Committed to leadership development and to team ministry.

Name: \_\_\_\_\_

# Spiritual Gifts Profile

[www.path1.org/discerning.php](http://www.path1.org/discerning.php)

by Kevin Kloster • [pastor@journeyunitedmethodist.org](mailto:pastor@journeyunitedmethodist.org)

Complete the following inventory by choosing the most appropriate answer using the key below.

4=strongly agree 3=agree 2=disagree 1=strongly disagree

1. I enjoy handling the details of organizing people, resources and schedules. .... 4 3 2 1
2. I enjoy starting projects from scratch. .... 4 3 2 1
3. I enjoy art as a means of expressing myself. .... 4 3 2 1
4. I am often asked if a direction being considered fits with God's will and purpose. .... 4 3 2 1
5. I am able to share God's message to non-believers in ways that they are able to easily understand. ....  
..... 4 3 2 1
6. I often find myself thinking about how I can help those who are suffering or lonely. .... 4 3 2 1
7. I often take significant faith risks trusting that God is working with me. .... 4 3 2 1
8. I often give significant amounts of my money to organizations I believe are worthy. .... 4 3 2 1
9. I enjoy doing little tasks that many would consider menial or unimportant. .... 4 3 2 1
10. I enjoy unexpected guests and do my best to welcome them. .... 4 3 2 1
11. I have been so deep in prayer that I've not heard noises around me. .... 4 3 2 1
12. I enjoy spending time studying, reading, and learning. .... 4 3 2 1
13. I often motivate others to successfully complete a project. .... 4 3 2 1
14. When I see a person in need I do what I can to help that person. .... 4 3 2 1
15. I love to sing or play a musical instrument. .... 4 3 2 1
16. I would enjoy assuming the responsibility for the spiritual well-being of a group of Christians. .... 4 3 2 1
17. I enjoy speaking God's word to people. .... 4 3 2 1
18. I enjoy working in an area for which I have been specially trained. .... 4 3 2 1
19. I enjoy helping people to learn and understand things better. .... 4 3 2 1
20. People often come to me for help with their decision-making. .... 4 3 2 1
21. I have been successful in taking ideas and dreams and developing action plans that make them a reality. .... 4 3 2 1
22. I have a strong desire to help start new churches throughout the world. .... 4 3 2 1
23. I have been successful in creating arts or crafts that others admire. .... 4 3 2 1
24. I have helped others to figure out whether or not their personal decisions were in line with God's will for their lives. ....  
..... 4 3 2 1
25. I enjoy spending time with non-believers and like inviting them to church. .... 4 3 2 1
26. I enjoy visiting those in the hospital, in nursing homes, shut-in at home, or in prison. .... 4 3 2 1
27. I am confident that no matter what the circumstance things will turn out okay. .... 4 3 2 1
28. I unselfishly give my money when a project or person is in need. .... 4 3 2 1
29. I don't have many special skills, but I am willing to help where help is needed. .... 4 3 2 1
30. I enjoy welcoming guests and making them feel comfortable. .... 4 3 2 1
31. I enjoy praying and have a regular habit of daily prayer, more so than others. .... 4 3 2 1
32. I am energized by researching a topic and learning as much as I can about it. .... 4 3 2 1
33. When I am in a group, I am usually the one to take charge. .... 4 3 2 1
34. I am compelled to care for the homeless, poor, and hungry. .... 4 3 2 1
35. I find great joy in using my musical abilities for others. .... 4 3 2 1
36. I have a strong desire to help others in their spiritual life. .... 4 3 2 1
37. People have told me that I am a good communicator. .... 4 3 2 1

38. I often am asked to maintain or repair things for others. .... 4 3 2 1

39. I can take difficult ideas and break them down so that people can easily understand them. .... 4 3 2 1

40. People ask me for my opinion when they need direction or guidance. .... 4 3 2 1

41. I have a strong desire to organize and direct people to achieve a goal. .... 4 3 2 1

42. I would love to play a significant part in starting a new business or church. .... 4 3 2 1

43. Drawing or painting pictures comes naturally to me. .... 4 3 2 1

44. I can usually tell if someone is doing something for the right or wrong reasons. .... 4 3 2 1

45. I have shared my faith with unchurched friends and neighbors. .... 4 3 2 1

46. I have effectively comforted and consoled hurting people. .... 4 3 2 1

47. People seem to view me as a person who believes everything is possible. .... 4 3 2 1

48. I feel an incredible sense of joy when I give away my money. .... 4 3 2 1

49. I prefer to work behind the scenes helping to get a project done. .... 4 3 2 1

50. I enjoy meeting new people and building relationships with them. .... 4 3 2 1

51. I know I have made a significant difference when I prayed for people or circumstances. .... 4 3 2 1

52. I really enjoy analyzing material, looking for patterns and principles. .... 4 3 2 1

53. I would prefer to delegate and equip another person to do a task rather than do it myself. .... 4 3 2 1

54. I desire to show compassion to the less fortunate. .... 4 3 2 1

55. Others have told me that I have an outstanding voice or play an instrument incredibly well. .... 4 3 2 1

56. I find great joy in helping people grow closer to God. .... 4 3 2 1

57. I can see myself speaking about God to groups of people. .... 4 3 2 1

58. I enjoy using my hands to build or fix things. .... 4 3 2 1

59. It's easy for me to organize materials for a presentation. .... 4 3 2 1

60. People think I usually know what the right thing is to do. .... 4 3 2 1

61. I often pay attention to the details so that I can effectively accomplish a goal. .... 4 3 2 1

62. I have an entrepreneurial spirit. .... 4 3 2 1

63. Others have told me that I have an incredible artistic ability. .... 4 3 2 1

64. I enjoy helping others figure out God's will for their life. .... 4 3 2 1

65. I have a strong desire to help people know how much God loves them. .... 4 3 2 1

66. I love to comfort people in difficult situations. .... 4 3 2 1

67. I have a deep trust that God's presence will see me through times of personal crisis and difficulty. ....  
..... 4 3 2 1

68. I manage my money so that I can give away as much as possible. .... 4 3 2 1

69. I am willing to serve without standing in the spotlight. In fact, I prefer this. .... 4 3 2 1

70. I often go out of my way to help people feel like they belong. .... 4 3 2 1

71. I often feel compelled by the Holy Spirit to pray specifically for people or circumstances. .... 4 3 2 1

72. I enjoy gathering facts, collecting information and then making sense of it. .... 4 3 2 1

73. I can easily get people to follow my direction so that we can finish a task. .... 4 3 2 1

74. I am often helping people who are neglected or ignored by others. .... 4 3 2 1

75. Learning a song comes easy to me. .... 4 3 2 1

76. I desire to help people who have become inactive in church to become active again. .... 4 3 2 1

77. I am energized when speaking about God to others. .... 4 3 2 1

78. People use words like builder, repairer, or technician to describe me. .... 4 3 2 1

79. I have a strong desire to help people learn and reach their fullest potential. .... 4 3 2 1

80. When a difficult situation arises, I am often asked what I think the best solution is to the problem. ....  
..... 4 3 2 1

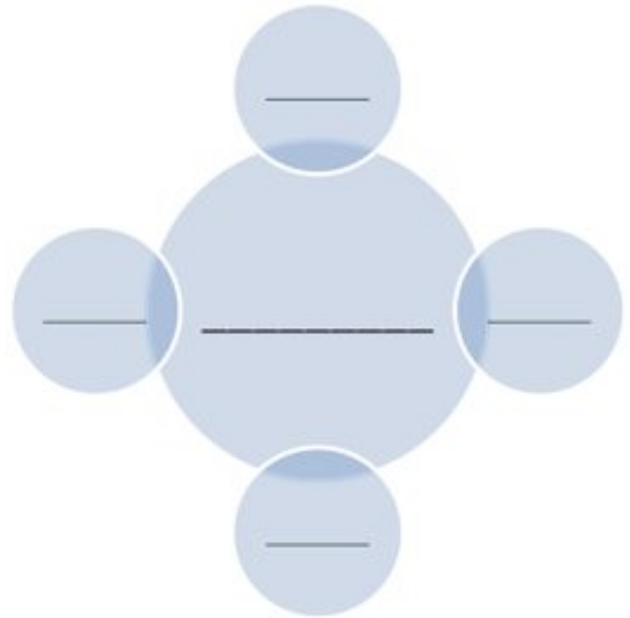
To determine your spiritual gifts write the score for each question in the blanks below and then add your scores together to determine your final score.

Administration	1. _____	21. _____	41. _____	61. _____ = _____
Apostleship	2. _____	22. _____	42. _____	62. _____ = _____
Artistry	3. _____	23. _____	43. _____	63. _____ = _____
Discernment	4. _____	24. _____	44. _____	64. _____ = _____
Evangelism	5. _____	25. _____	45. _____	65. _____ = _____
Encouragement	6. _____	26. _____	46. _____	66. _____ = _____
Faith	7. _____	27. _____	47. _____	67. _____ = _____
Giving	8. _____	28. _____	48. _____	68. _____ = _____
Helps	9. _____	29. _____	49. _____	69. _____ = _____
Hospitality	10. _____	30. _____	50. _____	70. _____ = _____
Intercession	11. _____	31. _____	51. _____	71. _____ = _____
Knowledge	12. _____	32. _____	52. _____	72. _____ = _____
Leadership	13. _____	33. _____	53. _____	73. _____ = _____
Mercy	14. _____	34. _____	54. _____	74. _____ = _____
Music	15. _____	35. _____	55. _____	75. _____ = _____
Pastoring	16. _____	36. _____	56. _____	76. _____ = _____
Prophet	17. _____	37. _____	57. _____	77. _____ = _____
Skilled Craft	18. _____	38. _____	58. _____	78. _____ = _____
Teaching	19. _____	39. _____	59. _____	79. _____ = _____
Wisdom	20. _____	40. _____	60. _____	80. _____ = _____

**Spiritual Gift Cluster:** Write your highest ranking gift in the center circle. In the case of a tie, decide which gift you think you are more effective in and write it in the circle. This is your primary gift. Now write the next top scores in the smaller circles. These are your secondary gifts. Together they make up your spiritual gift cluster.

**Points will be awarded as followed:**

<b>Apostle</b>	<b>3</b>
<b>Prophet</b>	<b>3</b>
<b>Evangelist</b>	<b>3</b>
<b>Pastor</b>	<b>3</b>
<b>Teacher</b>	<b>3</b>
<b>Leadership</b>	<b>3</b>
<b>Faith</b>	<b>3</b>
<b>Hospitality</b>	<b>2</b>
<b>Wisdom</b>	<b>2</b>
<b>Encouragement</b>	<b>2</b>
<b>Discernment</b>	<b>2</b>
<b>Administration</b>	<b>2</b>
<b>Music</b>	<b>2</b>
<b>Intercession</b>	<b>1</b>
<b>Artistry</b>	<b>1</b>
<b>Giving</b>	<b>1</b>
<b>Knowledge</b>	<b>1</b>
<b>Skilled Craft</b>	<b>1</b>
<b>Helps</b>	<b>1</b>
<b>Mercy</b>	<b>1</b>



**TOTAL YOUR POINTS HERE: \_\_\_\_\_**  
**11 to 15 High Church Planting Potential**  
**6 to 10 Medium Church Planting**  
**1 to 5 Low Church Planting Potential**

## Scriptural References, Definitions and Uses

*“God has given each of you some special abilities be sure to use them to help each other, passing on to others God’s many kinds of blessing.” 1 Peter 4:10*

### **Administration** *Romans 12:8, I Corinthians 12:28*

This gift allows a person to organize people and resources for greater efficiency, effectiveness and success. Administrators have the natural ability to apply resources where they will do the greatest good. Administrators are good with details and are keenly aware of how parts of organization work together to achieve common goals. (*Administrative Board Chairperson, Committee Chairperson, Volunteer Coordinator, Sunday School Superintendent, Vacation Bible School Coordinator, Small Group Coach, Ministry Team Leader.*)

### **Apostleship** *I Corinthians 12:28, Ephesians 4:11*

This gift allows persons to start new faith communities and new ministries. Persons with this gift are risk takers who feel compelled to bring the message of Jesus Christ to places where it hasn’t been offered before. (*Missions Committee, Participant in a New Church Start, Evangelism Committee, Planning Team, Missionary, Church Planter.*)

### **Artistry** *Exodus 31:1-11*

This gift allows persons to express themselves artistically and to create art that inspires people and draws them closer to God. Persons with this gift have a natural creative ability. (*Sanctuary Decoration, Banner Making, Photography, Crafts Maker for Sunday School, Bulletin Board Decorator, Worship Team Set Designer, Mural Painter, Graphic Designer, Videographer, Computer Animator.*)

### **Discernment** *I Corinthians 12:10*

This gift brings insight and intuition to a person. People with this gift have a natural ability to separate truth from fiction. Persons with this gift are able to intuitively know and apply God’s will to specific situations. (*Administrative Board, Leadership Team, Planning Team, Mentor, Spiritual Director.*)

### **Encouragement** *Romans 12:8*

This gift allows a person to deeply care for the well-being of those who are sick, hurt, discouraged or suffering. Persons with gift show God’s love by being present with others in times of need. (*Care Team, Hospital and Home Visitation, Mentor, Small Group Leader, Home Communion Deliverer, Meals on Wheels, Support Group Leader, Prison Ministry, Bereavement Meals, Phone Ministry, Prayer Chain.*)

### **Evangelism** *Ephesians 4:11*

This gift allows a person to share their faith with unbelievers. Persons with this gift have a heart for reaching out to the unchurched and helping them come to faith in Jesus Christ. (*First-Time Guest Visitation, Evangelism Committee, Marketing Committee, Outreach Committee, Teacher of Faith Sharing Class, Participant in a New Church Start.*)

### **Faith** *Romans 12:6, I Corinthians 12:9*

This gift allows a person to confidently trust God with all situations in life. Persons with this gift are often risk takers who deeply believe that God works for good in the lives of those who love God. (*Stewardship Committee, Building Committee, Planning Committee, Finance Committee, Leadership Team.*)

### **Giving** *Romans 12:8*

This gift allows a person to give generously of their money. Persons with this gift give liberally to support the work God is doing. (*Capital Campaign Committee, Stewardship Committee, Finance Committee, Giving Personal Testimony, Special Project Supporter, Endowment Creator.*)

### **Helps** *Romans 12:7, I Corinthians 12:28*

This gift allows a person to do the routine, behind the scenes ministry with a sense of fulfillment. Persons with this gift are willing to do whatever needs being done and they happy to stay out of the spotlight. (*Greeter, Usher, New Member Sponsor, Information Center, Fellowship Host, Volunteer Custodian, Set-Up Team, Newsletter Folder, Office Assistant, Transportation Driver, Aide to Teacher, Child Care, Filling Children’s Worship Bags, Communion Server, Building/Grounds Upkeep.*)

**Hospitality** *Acts 16:14-15; Romans 12:9-13*

This gift allows a person to put guests at ease. Persons with this gift are always looking for opportunities to make people feel more welcomed. (*Greeter, Usher, Fellowship Host, Small Group Host.*)

**Intercession** *Ephesians 6:18, Romans 8:26-27; Colossians 1:9-12; 4:12-13*

This gift allows a person to pray at great lengths for the needs of people, projects, and the world. Persons with this gift believe deeply in the power of prayer. (*Prayer Chain, Prayer Partner, Prayer Leader in Worship.*)

**Knowledge** *I Corinthians 12:8*

This gift allows a person to research, study, and learn so that the kingdom of God can be advanced. Persons with this gift are people who love to read and better understand the world they live in. (*Library Coordinator, Planning Team, Sermon Researcher, Newsletter Assistant, Demographer, Aide to Teacher, Curriculum Advisor, Sunday School Superintendent.*)

**Leadership** *Romans 12:8, I Corinthians 12:28*

This gift allows a person to cast a vision and motivate people to follow that vision in order to make it a reality. Persons with this gift are often take charge kinds of people. (*Administrative Board Chairperson, Sunday School Superintendent, Committee Chairperson, Small Group Leader, Planning Committee.*)

**Mercy** *Romans 12:8*

This gift allows a person to act in ways that alleviate injustice, oppression, and suffering. Persons with this gift care for those who are marginalized and often forgot about by society. (*Home and Hospital Visitation, Transportation to Worship/Bible Study, Social Concerns Committee, Support Group Leader, Missions Committee, Food Pantry, Peace and Justice Committee, Homeless Ministry, Prison Ministry.*)

**Music** *1 Chron. 16:42, 2 Chron. 29:26-28, Psalm 19:49, Ephesians 5:18*

This gift allows a person to express themselves through song or instrument in ways that help people experience God. Persons with this gift are deeply passionate about music. (*Band Member, Pianist, Organist, Vacation Bible School-Music Program, Sunday School Music Program, Choir Member, Instrumentalist, Vocalist.*)

**Pastoring** *Ephesians 4:11, I Corinthians 12:10*

This gift allows a person to provide oversight and care to a group of people. Persons with this gift often provide spiritual leadership and guidance to a group of people. (*Small Group Leader, New Member Sponsor, Mentor, Small Group Leader, Follow up on Inactive Members, Care Team, Home and Hospital Visitation.*)

**Prophet** *Romans 12:6*

This gift allows a person to effectively preach the message of Jesus Christ. Persons with this gift often feel compelled to speak about God's work in the world. (*Preacher, Speak at Hospitals and Nursing Homes, Worship Leader, Deliver Children's Message, Devotion Leader.*)

**Skilled Craft** *Exodus 31:1-11*

This gift allows a person to successfully design, build, or maintain projects. Persons with this gift have a natural ability to create or fix things. (*Trustees Committee, Computer Programmer, Newsletter Assistant, Sound System Technician, Videographer, Web Page Designer, Carpentry, Plumbing, Electrician, Mechanical Repair and Maintenance, Computer Maintenance.*)

**Teaching** *Romans 12:7, I Corinthians 12:28, Ephesians 4:11*

This gift allows a person to organize and share information in a way that easily understood by others. Persons with this gift love to help others learn. (*Bible Class Teacher, Sunday School Teacher, Vacation Bible School Teacher, Conference/Seminar Leader, Small Group Leader, Discipleship Class Teacher, Mentor.*)

**Wisdom** *I Corinthians 2:6-13, I Corinthians 12:8, Ephesians 4:11-13, James 3:13-18*

This gift allows a person to understand deeper meaning, knowledge and experience and apply it to every day situations. Persons with this gift often look at the implications and consequences of actions before making decisions. (*Administrative Board, Planning Committee, Leadership Team, Mentor, Spiritual Director.*)



*Churches growing new churches..  
who grow new churches...  
who grow new churches...  
who grow new churches...  
who grow new churches...*

## In preparation for the February retreat of the New Church Leadership Institute:

1. Order the Team Profile Inventory - ORDER IMMEDIATELY TO ALLOW TIME TO RECEIVE A HARD COPY OF THIS INVENTORY IN THE MAIL - cost \$14 plus postage
2. Order and complete the Personal DISCernment Inventory - you can do this on line and print out the results - cost \$22

See details below.

**Order and complete The Team Profile Inventory (A hard copy of the profile will be mailed to you.)**

**Order and complete the **Personal** DISCernment Inventory on line.**

**BRING THE RESULTS OF BOTH OF THESE WITH YOU TO THE ORIENTATION SESSION**

Don't wait until the last minute: you must allow time for the Team Profile booklet to be mailed to you.

The Team Profile is a proven way of understanding yourself better. In simple language, it lets you tell your spouse, your friends, or your colleagues: • What makes you tick! • What turns you on! • What burns you out!

To order your copy, have your credit card ready, and then:

- Go to <http://www.trixiapartners.com> OR call .800.214.3917
- Click on "Non-profit" on the left side of that page.
- Click on "On-line Store"
- In the upper left, click on "Team Diagnostics"
- In the middle, click on "Team Profile" \$14
- In the middle, click on "Add to cart"



A hard copy of The Team Profile will be sent to you by ground mail.

• **BEFORE YOU GET OFF LINE, NOW CLICK ON "Continue Shopping" so that you can proceed to part two, ordering and taking the DISc on line. Allow about 20 to 30 minutes to take the DISc on line.**

- Along the upper right side, click on "Buy our online DISc" along the right side.
- Click on register - "First Time User? Please register"
- Fill out the top portion of the registration form, then click "Register" at the bottom.
- Click on "Purchased Profile" on the left side under Need to Purchase a Profile?
- Choose the "**Personal** DISCernment Inventory" for \$22
- Enter your credit card information as requested.
- You will be given a code that begins with PDI...
- Enter the code where it says "use profile code"
- Follow the instruction as you take the DISC.
- Save the results as a PDF when you are finished.

Bring the results of your DISc with you to the New Church Institute in Fayetteville, Arkansas

IF YOU HAVE PROBLEMS with this site or the DISc, call 1-800-214-3917 9am-5pm EST, Monday - Friday



# Personal DISCernment Inventory

The more we know about ourselves and others, the better we can work with and relate to other people. The Personal DISCernment Inventory® (PDI) helps us understand how and why people are likely to behave in one way or another. This unique educational instrument is based on the time-tested DISC theory that provides powerful insights into your work and social style. It will enable you to discover and define how you view yourself and how you want others to see you. And through that process, you will learn more about the real you - a person who might be slightly different than you thought.

The Personal DISCernment Inventory® isn't an exam; **you cannot "pass" or "fail;" there are no right or wrong answers.** It is a tool for helping you discover and analyze your own behavioral style so that you can better adapt your behavior to particular situations and create more productive working and interpersonal relationships with others.

Dr. William M. Marston, a Columbia University psychologist in the early 20th century, developed the theory of human behavior on which the Personal DISCernment Inventory® is based. Through his extensive research, he identified four major behavioral patterns that are present in all people, but to varying degrees.

Marston's theory contends that these four patterns emerge as a result of various combinations of certain key factors. Most people tend to be either *task-oriented* or *people-oriented*. Another way to describe people is by their response to the environment. Some people are *assertive* or *active*; they want to shape or change their environment to better suit themselves. Others are more *responsive*; they tend to accept things as they are and try to do the best job possible within their environment. Using these four factors: task vs. people, assertive vs. responsive, we can place people into one of four quadrants.



<p><b>Is DOMINANCE - "High D" like you?</b> Results, Control, Get Results, Decisive, Direct, Accept challenges, Impatient, Strong willed, Quick, Take Action <b>DOMINANCE "High D" PATTERNS</b> Developer Pattern      Result Oriented Pattern Inspirational Pattern      Creative Pattern</p> <p style="text-align: right; font-size: 2em;"><b>D</b></p>	<p><b>Is INFLUENCE - "High I" like you?</b> People oriented, Optimistic, Recognition needed, Entertaining, Expressive, Outgoing, Enthusiastic, Energizing <b>INFLUENCE "High I" PATTERNS</b> Promoter Pattern      Persuader Pattern Counselor Pattern      Appraiser Pattern</p> <p style="text-align: right; font-size: 2em;"><b>I</b></p>
<p><b>Is STEADINESS - "High S" like you?</b> Stable, Cooperative, Predictable, Deliberate, Work in background, Diplomatic, Consistent, Good listener, Sympathetic <b>STEADINESS "High S" PATTERNS</b> Specialist Pattern      Achiever Pattern Agent Pattern      Investigator Pattern</p> <p style="text-align: right; font-size: 2em;"><b>S</b></p>	<p><b>Is CONSCIENTIOUS - "High C" like you?</b> Analytical, Concerned, Accurate, Orderly, Deliberate Correct, Quality conscious, Systematic, Plan ahead <b>CONSCIENTIOUS "High C" PATTERNS</b> Objective Thinker Pattern Perfectionist Pattern Practitioner Pattern</p> <p style="text-align: right; font-size: 2em;"><b>C</b></p>

Equipping leaders with both knowledge and skills to move toward successful church starts.



# AFFIDAVIT OF GOOD MORAL CHARACTER

By signing this form, I am swearing that I HAVE NOT been found guilty or entered a plea of guilty or nolo contendere (no contest), regardless of the adjudication, to any of the following charges under the provisions of the Arkansas Statutes or under any similar statute of another jurisdiction.

I also attest that I DO NOT have a delinquency record that is similar to any of these offences. I understand that I must acknowledge the existence of any criminal record relating to the following list regardless of whether or not those records have been sealed or expunged. I understand that I AM OBLIGATED TO NOTIFY, in writing, the United Methodist Church named above of any possible disqualifying offenses that may occur while in this position with the church.

- adult abuse, neglect or exploitation of aged persons or disabled adults
- domestic violence
- murder, manslaughter
- aggravated manslaughter of an elderly person or disabled adult, or aggravated manslaughter of a child
- vehicular homicide
- killing an unborn child by injury to the mother
- assault, if the victim of offense was a minor
- aggravated battery
- kidnapping
- false imprisonment
- sexual battery
- prohibited acts of persons in familial or custodial authority
- prostitution
- lewd and lascivious behavior
- lewdness and indecent exposure
- arson
- felony theft and/or robbery
- fraudulent sale of controlled substances, if the offense was a felony
- abuse, aggravated abuse, or neglect of disabled adults or elderly persons
- lewd or lascivious offences committed upon or in the presence of an elderly person or disabled adult
- exploitation of disabled adults or elderly persons, if the offense was a felony
- incest
- child abuse, aggravated child abuse, or neglect of a child
- contributing to the delinquency or dependency of a child
- negligent treatment of a child
- felony drug abuse

## READ BOTH OF THE FOLLOWING OPTIONS CAREFULLY

### BEFORE CHOOSING WHICH ONE TO SIGN:

Under the penalty of perjury, I attest that I have read the foregoing, and I AM ELIGIBLE TO MEET THE STANDARDS OF GOOD CHARACTER for this position with the United Methodist Church.

Signature of Affiant:

\_\_\_\_\_

To the best of my knowledge and belief, MY RECORD MAY CONTAIN ONE OR MORE OF THE FOREGOING DISQUALIFYING ACTS OR OFFENSES.

Signature of Affiant :

\_\_\_\_\_



## What Questions Are New Church Leadership Institute Pastors Asking?

by Bob Crossman

Am I a church planter?

Do I have the right stuff inside of me to do this?

Why did the Bishop send me here to this training event?

Would God work through someone like me to plant a new church?

Will I fail? Will I embarrass my family, the church, my conference, my DS, Jesus, and myself?

Can a woman be a church planter? Can an old guy like me be a church planter? Am I too old? Am I too young?

What will happen to my marriage? My kids? Do I have to be married to plant a new church?

Is this a bad career move?

What will I get paid? Will I ever get a raise?

Exactly what do planters DO to get the first 40 people?

Exactly what do planters DO to get the second 40 people?

Once I get 80 people, what do I DO with them?

What model is most effective? Could I do that?

How do I determine which strategy to use... mother/daughter... parachute... satellite... multi-site?

How do we get the mother church healthy enough to give birth?

Will this stuff work in my Hispanic/latino context? *my rodeo/barrel racing context?* *my inner city context?*

*my country club context?* *my red neck context?* *my African-American context?* *my open country context?*

I'm not in the Bible belt, will this stuff work on the east coast... the west coast? ... the great lakes region?

How do I find a place to meet?

What do I do with these first people before we become a 'real' church?

How do I find musicians? What kind of music? What kind of worship style?

What kind of sermons do I preach?

How do I put an effective discipleship system together?

How do I start a church basically in my head?

What are the first 50 things I need to do when my feet hit the ground?

What things can wait, and don't need to happen the first year?

What ministries are non-essential at first, and what ministries are critical?

What are the things that most planters FORGET to do that they should have done?

How do I make a major course correction after launch?

How do I maintain sanity in a church plant?

What do I do when other churches in town are preaching against me?

How do I raise money beyond the conference grant? How do I ask relatives for money?

How do I distinguish myself in an area of multiple church plants?

What resources are available to discern the demographics of my new mission field?

Is church planting something my conference really wants? Or, do they just wish they wanted it?

Will my DS & bishop back me up in tough times?

Have they picked the right town to send me to?

Do I feel called by God to do this?

How do I convince my DS/DCM that I'm a planter?

How do I convince the Conference to give financial support to start a new kind of congregation?

How do I develop a contract with the Conference about expectations and resources available?

What kind of written agreement should I have with the 'mother' or sponsoring church and district?

How do I keep the mother church from backing out mid-stream?

**OR they are asking / saying:**

Why am I wasting my time here?

I already know what to do.. I already know more than these old farts leading this event

These old people just don't know what they are talking about

They are working out of an ancient paradigm that just doesn't work anymore.

Equipping leaders with both knowledge and skills to move toward successful church starts.