

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

*Tell me more
about the
orientation
session*



**Church
Planter
Orientation**

Our Mission:

To assess, train, and coach church leaders in new and established congregations and ministries.

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

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PREPARATION FOR THE WORKSHOP

Prior to the workshop each participant will be expected to complete the following:

1. A Statement of Your Personal Vision.

God has given you the gift of life.

- What do you intend to do with it?

2. A Statement of Your Vocational Vision.

God has called you into the ministry.

- What do you intend to do with your ministry?

3. What gifts do you bring to the ministry?

List the top gift you possess for ministry.

**4. Complete the *Personal DISCernment Inventory ONLINE*,
www.pdiprofile.com.**

The DISC Profile System is an instrument for understanding yourself and others.

BRING THE RESULTS OF YOUR DISC WITH YOU TO THE ORIENTATION SESSION

**FILL OUT THE PROFILE AND CLICK ON THE RESULTS FROM THE MIDDLE GRAPH.
PLEASE USE THE MIDDLE GRAPH TO REPORT YOUR RESULTS.
INPUT THE RESULTS FROM THE MIDDLE GRAPH AND DOWNLOAD THE REPORT.
If the middle graph wont download, then use the composite graph.**

*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.

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5. ORDER *The Team Profile Inventory* (www.masterplanninggroup.com, 1-800-433-1976)

BRING THE RESULTS OF YOUR TEAM PROFILE WITH YOU TO THE ORIENTATION SESSION

TO TAKE THE *Team Profile Inventory*:

Don't wait until the last minute:
you must allow time for the 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!

This profoundly **simple self-scoring/self-interpreting inventory** is the key to selecting the right person for the right position, thus helping avoid costly hiring mistakes.

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Chapter 1: Purpose Of The Workshop

1. To Understand the _____ of assessment:
 - 1) Assessment
 - 2) Training
 - 3) Coaching
2. To gain greater “_____” of your call
3. To equip you to be ruthlessly _____ with yourself - take a sober look in the mirror
4. To take time away to _____ to the Holy Spirit
5. To introduce you to the Hebrew (Adult) model of learning: discernment through “_____.”

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Chapter 2: The DNA called “You”

The church you
start grows out of
who you are

Paul’s Epitaph:

*“Consequently ... I did
not prove disobedient to
the heavenly vision.”*

Acts 26:19



*“Before we talk about direction, let’s spend a minute on
vision and mission.”*

1. Clarify Your Vision Vs. _____

- 1) First and foremost it flows out of _____ with God.
- 2) The _____ of the vision.
- 3) Basis for _____ to communicate the vision.

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	<p>2. Values Vs. _____</p> <p>1) Values are NOT to be confused with hopes, aspirations, dreams, and wishes - or an expression of “wannabes.”</p> <p>2) Values are evidenced by _____.</p> <p>3. Fruits (Repeated Patterns & Results) Vs. _____</p>
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“God is at work to draw people to Himself through you.”

Affinities To Evaluate

Action Step:

4. Affinity Group

- 1) What kind of people are attracted to you?
- 2) What kind of people are you attracted to?

1. Religious _____ Affinities

Christian

Pre-Christian

Unchurched Churched

Check the box best describing your heritage.

2. Geographic and _____ Affinities

- Rural
- Urban
- Suburban

3. _____ Affinities

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4. _____ Affinities

5. _____ Affinities

6. “_____” experiences (see
Philemon & Onesimus)

The “Marvel” of God to _____
seemingly wasted opportunities

7. Cross-Cultural Affinities

Is there evidence of an additional leading
or call to move beyond your indigenous
culture?

8. Personal _____ Affinities

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PERSONAL PREFERENCE CONTINUUM	
Mission Field Focus	_____ Already Convinced
Action of Attenders	_____ Participatory
Approach to Change	Innovative/Early Adopter..... _____
Comfort Zone	Unchurched/Dechurched Culture .. _____
Main Door To Church	_____ Group Events..... Small Group Events
Liturgical Format	_____ Formal
Music	Latest _____ Historical/Classical
Evangelism/Growth Strategy	Attract..... _____

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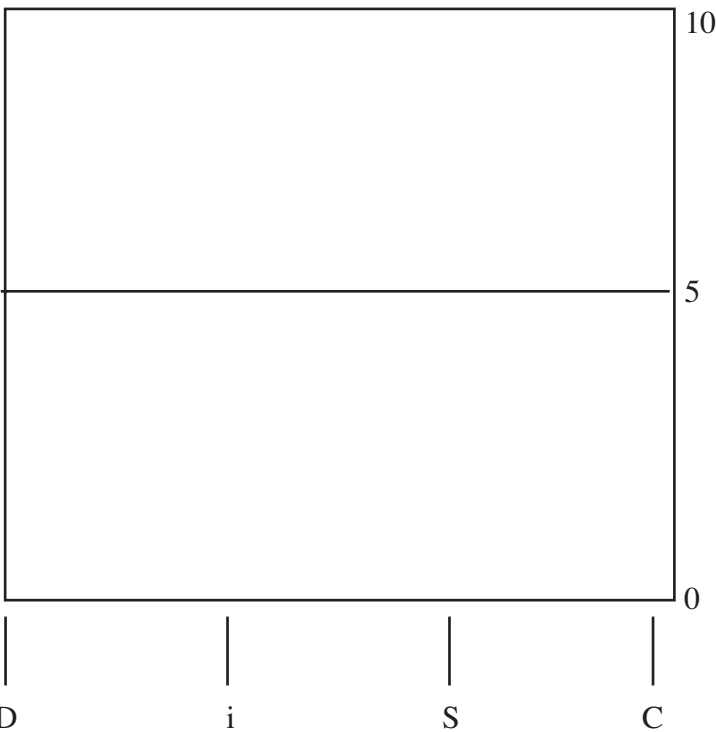
Action Step:	(Write a one-paragraph snapshot of your Mission Field/ Affinity Group, which addresses the above areas.) Use the 8 affinities we just covered.
Religious Heritage	
Geographic & Cultural	
Ethnic	
Psychographic	
Socio-economic	
Cross-Cultural	
Personal Preferences	
Pre-Call	

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Chapter 3: Your Leadership Style and Church Planting

Introduction:

The DiSC Profile system measures your leadership style in a “team” setting.



Action Step:

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*Assumption: every _____ style
_____ style
can plant a church ...
BUT not every leadership
style works in every
church plant.*

1. Your Leadership Style Will Determine ...

- 1) **HOW** the church is begun (STYLE and STRATEGY)

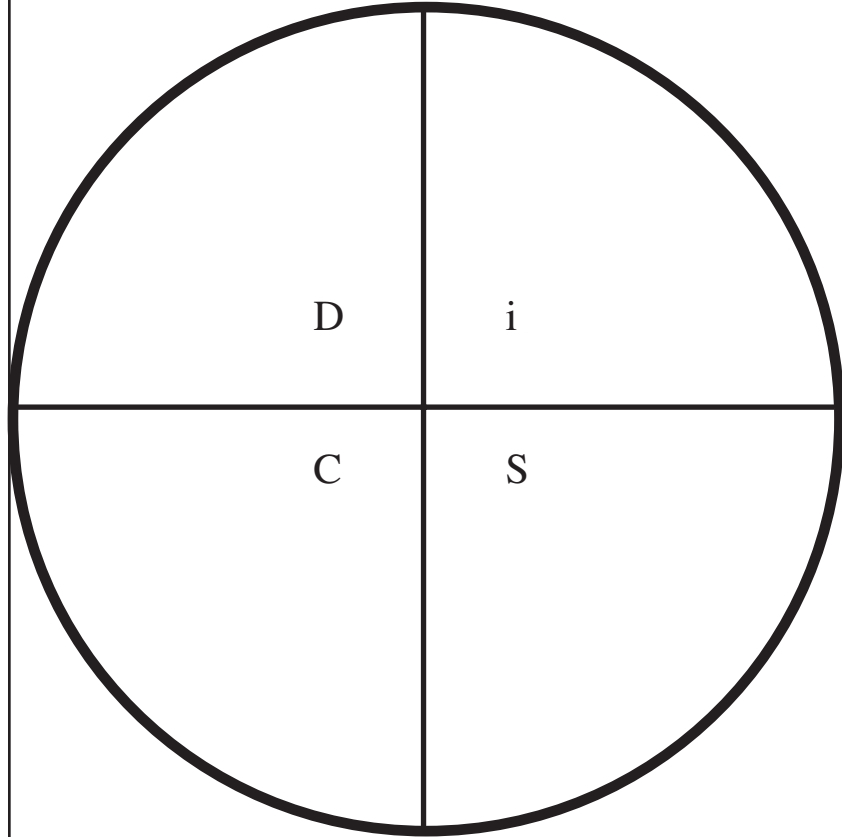
- 2) The **RATE** at which the church develops (TIME-FRAME)

- 3) The kinds of **STRENGTHS** needed (TEAM).

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*Every leadership style
can plant a church
...BUT not every leader-
ship style can plant every
kind of church.*

Implications:



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1. _____ (D)

1. Verb: _____

2. Body Part: _____

3. Motto: _____

4. Major Strengths

1) DIRECT; can control/overcome major obstacles

2) _____ to the point

3) Self-starter

4) _____ challenges

5) Craves _____ results

6) Decision-makers; quick to take

7) Good at _____
trouble and solving problems

5. Possible Downside(s)

6. Who to Recruit?

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2. _____ (i)

1. Verb: _____

2. Body Part: _____

3. Motto: _____

4. Major Strengths

1) ATTRACT; great _____
impressions

2) _____ persuader;
enthusiastic, inspiring; motivator

3) People _____ to be around
them

4) _____; good people-
skills

5) Make decisions based on
_____ skills

5. Possible Downside(s)

6. Who to Recruit?

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3. _____ (S)

1. Verb: _____

2. Body Part: _____

3. Motto: _____

4. Major Strengths

1) _____; warm, caring
and sensitive

2) _____ with others

3) Strong _____ relational
skills

4) Very _____ and process
oriented

5) Great at listening/calming _____
people

6) Thrive on and strive for _____
and harmony

5. Possible Downside(s)

6. Who to Recruit?

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4. _____ (C)

1. Verb: _____

2. Body Part: _____

3. Motto: _____

4. Major Strengths

1) _____

2) Stays _____ on task

3) Quality _____ and
accuracy (good teachers)

4) Task-oriented, get things _____

5) Analytical, _____

6) Pays attention to _____ /
_____ / standards

5. Possible Downside(s)

6. Who to Recruit?

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Case Study

The Christian Churches/Churches of Christ Survey

(correlated personalty types of 66 church planters with the growth of their churches)

D: 72 (1 year) - 181 (5.2 years)

I: 98 (1 year) - 174 (3.6 years)

S: 38 (1 year) - 77 (6.3 years)

C: 39 (1 year) - 74 (4.3 years)

Action Step:

*Discussion Question:
Which type of planter
was the most successful?*

What conclusions can you draw from the above data.

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Chapter 4: Understanding Your Organizational Preference (Team Profile)

“I planted the seed, Apollos watered it, but God made it grow. The one who plants and the one who waters have one purpose, and each will be rewarded according to his or her labor.”

I Corinthians 3:4-8

“The reason I left you in Crete was that you might straighten out what was left unfinished and appoint elders in every town, as I directed you.”

Titus 1:5

Of the tens of thousands of high-tech companies started over the past 20 years, how many are still around, worth \$1billion/ still run by their founder?

1. _____: MOST ENJOYS the process of influencing people to accept new ideas.

1) Take fresh innovative ideas; implement them – _____

2) Many “_____ in air at the same time”

3) After _____ met/overcome, easily lose _____

4) Dislike _____

5) TIME-FRAME: _____

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2. _____: MOST ENJOYS inheriting a system and refining it.

- 1) Develops another _____ vision and moves it to next organizational stage
- 2) Removes _____ to growth by developing _____
- 3) Confront _____ through careful & deliberate planning
- 4) TIME-FRAME: _____

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3. _____: MOST ENJOYS improving/expanding complex systems, programs.

1) Energized by _____ of organization and structure

2) Makes established systems work efficiently and _____

3) High priority on running a smooth _____

4) Eliminates the _____ of risk through detailed planning

5) Accomplishes change _____ and systematically

7) TIME-FRAME: _____

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4. _____: MOST ENJOYS restoring _____ in the face of impossible odds of survival
- 1) Ability to see potential in “_____” churches; enjoy renewing and calling them back to the Lord
 - 2) See drastic change as _____ to survival
 - 3) Possess strong _____ component to love the congregation
 - 4) Loves the “_____” and is quite patient with it
 - 5) _____ at staying on a singular task
 - 6) Gifted at “rolling the _____ away from the _____” and reintroducing Christ’s _____
 - 7) TIME FRAME: _____

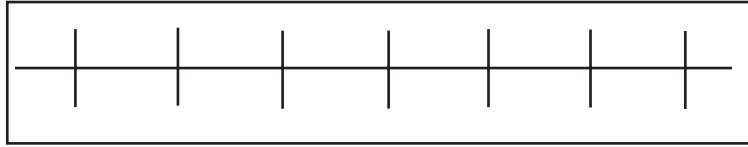
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Action Step:

“As the Lord has assigned to each his task. I planted the seed, Apollos watered it, but God made it grow. So neither the one who plants nor the one who waters is anything, but only God, who makes things grow. The one who plants and the one who waters have one purpose, and each will be rewarded according to his one’s labor.”

I Corinthians 3:4-8

Plot your location on the Organizational Preference Chart



Designer Developer Maximizer Rebuilder

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Chapter 5: Types of Church Plants

1. _____ - capitalizing on the “brand” name of a denomination or church which has high credibility in the area.

2. _____ **Drop (Stealth)**- starting a new church from scratch with little or no prior relational contact with the area or people (e.g., the Apostle Paul).

3. _____ - Acts 13:1-4 missional _____ by sending strategic people from the mother church and _____ targeting an adjacent community.
 - 1) Most healthy and productive way
 - 2) Pillars:
 - 1) Leverage _____ of the mother church
 - 2) Replicate _____
 - 3) Multiply _____ gift of the Senior Pastor
 - 4) Extend _____
 - 5) Utilize _____ in ministry: “rent-a-member”

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	<p>4. _____ - a missional venture in which several churches and/or denominations cooperate to start a new church.</p> <p>5. _____</p> <p>6. _____</p>
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Chapter 6: Behaviors of a Church Planter


1. BEHAVE MORE LIKE AN _____
THAN A _____:

Most of the books & models used in Academic settings are based on a “churched” culture model of pastoring

However, Kennon Callahan, in his book, Effective Church Leadership, on page 3, states this in the opening line, “The day of the _____ minister is over. The day of the ‘_____ pastor’ has come.”

Current Planters can no longer be evaluated by ‘churched culture’ _____ for ministry.

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	The Apostolic-Pastoral Leadership Continuum	
		
	Apostolic Planter	Pastor Who Plants
Differences:		
1) Mission Field:	_____ sheep _____ the 4 walls	_____ _____ the 4 walls
2) Activity:	_____ _____	_____ _____
3) Location:	_____	_____
4) Fruit:	new _____	_____
5) Contribution:	_____ the Church	_____ the church
6) Message:	be _____	_____ in the knowledge & grace
7) Comfort Zone:	_____	_____

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2. STRONG LIKENESS TO, & AFFINITY WITH, THE _____ FIELD:

On page 14. Callahan writes, *“The day of the churched culture is over. They of the ‘ _____ ’ has come.”*

On page 22. He writes, *“The day of the local church is over. The day of the _____ has come.”*

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	<p>3. PREOCCUPIED WITH A _____ BEHAVIOR OF MAKING “NEW” DISCIPLES:</p> <ol style="list-style-type: none"> 1) Convinced that church planting is _____ vehicle to reach those who haven’t yet experienced the power of the gospel to transform the heart. 2) Coalesce Christ’s community around a singular _____ focus. 3) _____ motivated (unlike Timothy, who was exhorted to “do the work of an evangelist”). <p>4. ABOVE AVERAGE _____ SKILLS:</p> <p>Effectiveness @ connecting _____ with the “not yet convinced” while at same time feeding the “already convinced”</p>
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5. EXCEPTIONAL @ NETWORKING &
_____ PEOPLE:

1) Church planting is a _____
sport!

6. SELF - _____:

1) Willing to take the _____
_____, in face of low odds &
discouragment.

2) High _____

7. GOOD _____ (and I might add
a pastoral note here: if married, a healthy
marriage):

8. STRONG _____ ETHIC:

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9. HAVE A _____
_____ OF LAUNCHING NEW
VENTURES:

10. HAVE A REALISTIC GRASP OF THEIR

ON THE PROJECT.

11. UNDERSTAND THE DIFFERENCE
BETWEEN:

- 1) A _____ who plants
repeatedly and multiplies churches
- 2) A _____
who plants once and multiplies
others

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Chapter 7: Essential Mindset Of A Church Planter

In his book, *Entrepreneurship and Venture Capital*, author, D. C. McClelland asked a number of entrepreneurs to rank the attributes they felt were most important to their success ...

- 1) _____
- 2) Desire & willingness to take
_____ : self-starter
- 3) _____
- 4) Strong need _____
- 5) Self-_____ (“holy
boldness” - the Caleb factor)
- 6) Good _____

Note: “A strong desire for _____ was placed in the group of items least important for success.”

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Chapter 8: **Cost to the Family**

Action Point:

Shared vision? Impossible without much discussion. Often the planter has the vision and the spouse is left in the dark because they have not thoroughly discussed it.

Discussion Notes:

Introduction

Everything is magnified in a church plant - particularly the stress on family relationships.

- Based on what you've discovered so far, fill in the following:
- Stresses of Church Planting on the Family
- Benefits that Church Planting has on the family

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**The spouse is
NOT the planter's
"Administrative
Assistant."**

Expectations on Spouse

1. "Do I have to *feel* _____?"

2. Identify gifts with _____

Action Point:

If _____, discuss these together:

- 1) Have the spouse share his or her vision for the new work.

- 2) List those areas that cause you the most concern.

- 3) Discuss the roles and expectations you have for each other.

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4) List two (2) measurable steps you're both going to take to safeguard your relationship with:

Each other

1)

2)

With children (if applicable)

1)

2)

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Chapter 9: **The Debriefing Interview**

Action Step:

Prior to the interview, complete the questions beginning on the following page.

Explanation of the Interview Process

1. The interview will cover the topics listed on the worksheet.

Disclaimer: For various reasons, not all questions will be asked. Often times, answers are covered during a discussion on another topic. Remember, the goal is not to cover all the questions, but to get a healthy overview of what insight(s) you've gained from the Workshop.

2. This is not a psychological or character evaluation.

NB: Questions regarding character, doctrinal matters and theological opinions are not within the parameters of this workshop. Any reference to them is unintentional, unless noted.

3. The interviewer(s) will be taking notes to assist in the writing of the assessment. Notes are not for public knowledge.
4. Think of the interview as an opportunity to:
 - Debrief your experience in the workshop
 - Tell your story(ies)
 - Paint a picture

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5. In your answers, please be:
 - 1) As descriptive as possible: avoid opinions in general
 - 2) Succinct: take your time, but if you've answered fully enough for the interviewer's need, you'll be prompted to the next question.

6. The interview is strictly confidential. If there's something in the interview questions you feel awkward about, please let the interviewer know ahead of time.

7. If you need a break at any time during the interview, inform the interviewer and a break will be called.

8. Expect the interview to last 90 minutes. (Finishing early only means that all questions have been sufficiently answered.)

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Action Point:

Here's a list of questions you'll be asked. Please write a one sentence answer. (Feel free to make notes in the margins to "jog" your memory.)

1. Opening Questions (Self-Reflective Essay)

- 1) DiSC Profile
- 2) Team Profile
- 3) Snapshot of affinity group
(1 paragraph)
- 4) As a result of the self-assessment process, what questions have been answered for you?
- 5) What questions remain unanswered?
- 6) What conclusions have you drawn?

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7) If you could script it, what's your best case, church-planting scenario? (Include type, size, location, worship style, fruits & length of stay.)

2. Call: Relate the process that you went through to come to the conclusion that God is leading you to plant a church?

3. Personal Vision Tree

1) What are your life verse, impressions, and tribal heritage?

2) What are your top two core values? (Give 2 examples of how you exhibited them in the past 6 months.)

3) Read the paragraph depicting the typical profile of someone in your "affinity group."

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4) What pre-Christian experience have equipped you to plant a church?

5) Give 3 examples of the one constant fruit you hear when involved in ministry?

6) Read your personal mission statement.

4. Leadership

1) In what does your DiSC Leadership Profile align with the necessary behaviors of a church planter?

2) Give 3 examples of when you were asked, or others elected you, to be their leader? What was it? What did you do? What were the results?

3) What's your "Leadership Role Preference" (Presidential Captain, Middle Captain, Strong Player)?

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5. Catalytic Capacity

- 1) Give example of ventures you have started as a child, teen, and adult.
- 2) Describe what you did in the most successful venture you ever started.
- 3) What was the last venture, in the church or outside, that you started?

6. Faith

- 1) Give an example of a time when God gave you a clear direction that lacked rational underpinnings and you stepped out in faith. What happened?
- 2) Describe a time when others said something couldn't be done, but you did not agree and proceeded to prove them wrong.

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7. Visioning Capacity

- 1) Tell about a time someone asked you to take charge of a project and what you did to gather a group of people, get them headed in the right direction and what the outcome looked like?
- 2) Give you examples of a vision you came up with, made a plan for, and gained help from others to pull it off.
- 3) Describe your vision for the church you're interested in planting.

8. Reaching Out

- 1) Give 3 examples of people you have helped enter into a faith journey with Jesus.
- 2) Tell about the most recent pre-Christian person(s) you've entertained in your home ... been in their home ... done something together.

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3) Tell about the most recent conversation you've had with a pre-Christian person about their spiritual journey.

4) Tell about a group effort you spearheaded in which the goal was to help pre-Christians come to a better understanding of Jesus.

5) Tell about the last adult you baptized.

9. Conflict Resolution Skills

1) Describe the most recent time in which someone wrongly accused you of something and how you resolved it.

2) Give 3 examples of conflict you've had in a relationship, including the most recent, and how you handled each one.

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10. Spousal Cooperation

- 1) What a specific challenges will church planting raise for you that are beyond the areas of your current pastoral ministry?

- 2) What's the number one reason you believe your spouse will be successful in church planting?

- 3) What's the one activity that energizes your spouse?

- 4) What's the one activity that drains your spouse?

- 5) Give an example of where a ministry issue raised conflict between you and your spouse and how your resolved the issue?

- 6) Which career is dominant in your family at this time?

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11. Developmental (Equipping)

- 1) Give 3 examples of people in your ministry whom you moved beyond nominal participation in the faith to a deeper understanding and commitment to Jesus, resulting in life alteration.
- 2) Give 2 examples of people you helped discover a spiritual gift and find a place of ministry to use it.
- 3) Describe a time when someone you placed in a ministry position failed. What did you learn from the experience?

12. Perseverance

- 1) Tell about a distasteful assignment you were given and what you did to complete it.
- 2) Give an example of a time when others said a project couldn't be done, but you pressed on, completed it, and said, "I told you so."

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- 3) Describe a circumstance in which you came up with an idea the group didn't like at first, how you regrouped, and what you did to gather support for it.

13. Indigenous Worship

- 1) In your opinion, what are some of the most common mistakes churches make in relating to people who are outside the Christian faith?
- 2) Give an example of worship service and environment that you designed which became a safe place to hear a dangerous gospel.
- 3) Give an example of a pre-Christian who was moved further in their journey as a result of attending a worship service you designed.

14. Church Planting Model

- 1) Which church planting strategy (style) best suits your style? State your "reasons."
- 2) What types of church plants pose a difficult match for you?

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15. Organizational Preference

1) Where did you plot yourself on the Organizational Preference Chart (p.29)?

2) What types of organizations have you worked in and explain your role in them?

Closing Questions

1) Had I known you better, what question would I have asked that I didn't ask?

2) If money were no object, describe your dream job?