Mission to North America

What is Church Planter Discovery?

Church planters are called to be persons of unusual vision and faith, believing that God can and will work through them as they establish new local churches. They are required to perform a wide variety of tasks and duties, often working with limited structure and/or little encouragement. Not every pastor is called or gifted to this kind of ministry. When a person who is not gifted or called to this work finds himself attempting to do the work of a church planter, frustration and a sense of failure are often the result. Some become disillusioned and leave the ministry because of a failed church-planting experience. In addition, it often becomes harder to establish a new work in a community where one or more failures have already occurred.

The Discovery process for identifying Church Planters has been developed to provide an opportunity for in-depth analysis of each candidate's skills, abilities and traits and to match these with the profile of the qualities desirable in church planting. Emphasis is also placed on self-assessment and thorough feedback by the assessment staff regarding each participant's qualifications. Participants often report that the feedback they obtain regarding their gifts and abilities is of great value to them in their ministry.

WHAT IS THE DISCOVERY / ASSESSMENT PROCESS?

Church Planter Discovery culminates in an intensive 2 1/2-day in person process which has the following features:

1. Multiple assessment techniques are used.
2. The exercises, interviews and instruments have been selected or tailored to relevant aspects of church planting.
3. Multiple trained observers are used.
4. The data from all references, observers, exercises, interviews and instruments is pooled and evaluated.
5. A single, final global evaluation for each participant is arrived at by the assessors.

THE OBJECTIVES OF DISCOVERY / ASSESSMENT

1. Through the use of experiential exercises, simulations and other instrumented activities, assessors will observe the ministry-related behaviors of participants and evaluate the extent to which the participants' skills and abilities match those required in church planting.
2. Participants will engage in self-assessment as they participate in experiential exercises, simulations and various other instrumented activities.
3. Participants will acquire new skills and knowledge through the exercises and interactive debriefs in which they participate.
4. Participants are encouraged to enter the exercises and interview activities with enthusiasm.

While this process can feel intense, it also provides an opportunity for the participants and assessors to have fellowship as members of the Body of Christ. In addition, new lifelong associations are often established. All of this culminates in a 2½-day experience, where you'll receive personalized recommendations designed to help you—and your future church plant—thrive.

DISCERNING GOD'S GIFTING

There is no selection quota in this process, nor are participants in competition. Someone performing better than others in a particular activity doesn't necessarily reflect poorly on the rest. Remember, not all have the same gifts. If the body is to function well, all the gifts are needed. Furthermore, the various gifts are given to the Church, not to individuals. Each of us is merely a steward of our particular gifts through which the Holy Spirit means to edify and build up the Church. As we discover each other's giftedness, it is an opportunity for us to celebrate the unity of the Body.

THE DISCOVERY PROCESS INCLUDES THE FOLLOWING COMPETENCIES:

Gospel Competency

1. Spiritual Vitality
2. Zeal for the Lost
3. Gospel Communication / Preaching

Emotional Competency

1. Emotional Intelligence
2. Cultural Intelligence
3. Resilience

Relational Competency

1. Family Dynamics
2. Relational Dynamics
3. Integrity

Leadership Competency

1. Leadership / Team Dynamics
2. Entrepreneurial
3. Vision Casting