

Assessment: In our enthusiasm to see church planters recruited and churches planted we can be tempted to cut corners by deploying people who shouldn't be deployed. Having an objective methodology that takes the guesswork out of evaluating potential planters can save hundreds of thousands of dollars and countless moments of heartbreak for all involved.

11. What assessment systems are in place?

1 ----- 2 ----- 3 ----- 4 ----- 5
None Behavioral Interview 4 day Assessment Center

12. Do you have a pre-assessment process in place?

1 ----- 2 ----- 3 ----- 4 ----- 5
Not Really Somewhat Strong Pre Screening

13. How do you do referencing?

1 ----- 2 ----- 3 ----- 4 ----- 5
None Phone or Written Phone & Written

14. How many sermons do you listen to before assessing them?

1 ----- 2 ----- 3 ----- 4 ----- 5
None 1-2 In-person

15. How many trained assessors do you have in place?

1 ----- 2 ----- 3 ----- 4 ----- 5 or more

Assessment Score _____/25

Mutual Accountability: Accountability is not an option in leading a church planting movement. If your movement is going to achieve and sustain any level of success, accountability is a necessity. Building mutual accountability in a movement takes courage. Holding yourself and those that follow you to an agreed upon set of expectations and desired results is not for the faint of heart. Accountability exposes our own shortcomings and the shortcomings of those around us, which can produce a shaming culture and no one wants to be shamed. When leaders take the initiative and build relational clout with their team members, accountability moves from being life zapping to life giving in your organization.

31. How would you describe the accountability environment in your movement?

1 ----- 2 ----- 3 ----- 4 ----- 5
Low Average Strong

32. How do you communicate the expectations you have for your church planters?

1 ----- 2 ----- 3 ----- 4 ----- 5
We don't Written Covenant

33. What type of vehicle do you use to review the relationship between the church planter and the organization?

1 ----- 2 ----- 3 ----- 4 ----- 5
None yet Relationally Review Covenant

34. How comfortable are you as a leader when it comes to holding people accountable?

1 ----- 2 ----- 3 ----- 4 ----- 5
Uncomfortable Somewhat Very Comfortable

35. How would you rate yourself as a leader in practicing positive reinforcement throughout your movement?

1 ----- 2 ----- 3 ----- 4 ----- 5
Low Average Practice Regularly

Mutual Accountability Score _____/25

Identifying Your Weak System

Spiritual Dynamics	<u> /25</u>
Recruiting	<u> /25</u>
Assessment	<u> /25</u>
Training	<u> /25</u>
Coaching	<u> /25</u>
Funding	<u> /25</u>
Mutual Accountability	<u> /25</u>
Multiplication	<u> /25</u>
Total	<u> /200</u>

Reflective Coaching Questions:

1. What 2-3 things can you celebrate in regards to the assessment?
2. How would you characterize the obstacles you are facing at this time?
3. What system could you upgrade quickly (30-60 days)?
4. What system will take you more than a year to upgrade?
5. Who could you learn from in upgrading your weak system?
6. Who could help you in upgrading your weak system?
7. What are five things you could do in the next 45 days to upgrade your systems?
8. If funding was not an obstacle how would you address the issues facing your church planting movement?