## Church Planting Movement Systems Assessment

**Spiritual Dynamics:** You already know that we're in a spiritual battle, and you intrinsically believe that we need to be spiritually empowered. "Your enemy the devil prowls around like a roaring lion looking for someone to devour. Resist him, standing firm in the faith, because you know that your brothers throughout the world are undergoing the same kind of sufferings." I Peter 5:8-9. We know of examples of powerful movements of God worldwide. Now it's time to think of powerful movements of God in our backyards.

			I champion of novement lea		າpowern	nent in your n	novement	
<b>1</b> Just n		2	<b>3</b> Untrained lead					
			le or job desci ent in your mo		e person	who could c	hampion of	f
<b>1</b> Not ye		2	<b>3</b> In my head			<b>5</b> Written down		
3. D	o you ha	ve a perso	onal intercess	ion team in	place?			
<b>1</b> No		_	<b>3</b> few Prayer Pai	=		•	ı	
4. H	low often	do you co	ommunicate w	vith your inte	ercessio	n team?		
			<b>3</b> Quarterly					
	/hen was asting?	the last t	ime you called	d your move	ement to	a special tim	e of praye	r and
			<b>3</b> ithin the last qu					
				Spir	itual Dy	namics Score	e	/25

**Recruiting:** Many denominational and movement leaders get stuck in recruiting church planters. They often ask, "Where can I find good church planters?"—but often they are asking the wrong question. Experience shows that the primary issue isn't finding church planters—it's handling them properly to help enfold them into your movement. With a little help, most movement leaders can learn not only how to find potential planters, but they can develop ways to treat them well so everyone wins.

6.	Have you developed	d a clear recruitment pa	thway?
Unc		<b>3 4</b> A little Fuzzy	<b>5</b> Clear
7.	Is your recruitment p	pathway published for a	all to see?
Still		Not online yet	Ready for the world to see
8.	Have discovered wa	ays to get a larger numb	per of applicants?
Not		<b>3 4</b> Somewhat	_
9.	Do you have an ide	ntifiable recruitment tea	m in place?
Jus		<b>3 4</b> Untrained leader	
10.	Do you have a way	of evaluating the enviro	onmental risks for each candidate?
Just		<b>3 4</b> Untrained leader	

**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 assessm	ent systems are in place?	
	Pehavioral Interview	4 day Assessment Center
12. Do you have a	pre-assessment process in	place?
	2 <b>3 4</b> Somewhat	
13. How do you do	referencing?	
1 2 None	Phone or Written	Phone & Written
14. How many seri	mons do you listen to before	e assessing them?
1 2 None	2 <b>3 4</b> 1-2	In-person
15. How many trail	ned assessors do you have	in place?
1 2	? 3 4	5 or more

**Training:** Lyle Schaller suggests that only 10-15% of all pastors have the gifts, skills and temperament to plant a new church or restart a dying church. Identifying and raising leaders from the harvest is critical for any church planting movement. Training leaders to multiply disciples, small groups, leaders, churches and networks will determine your movement's ability to experience rapid growth. The expansion of your movement will depend greatly on your ability to raise up, encourage and equip your church planters in an ongoing manner through a variety of settings.

16.	Have you identified the be effective and success		ncies church planters need to
Not		<b>3 4</b> Somewhat	<b>5</b> Defined
17.	Do you have a church	planting orientation (example:	: FirstSteps) in place?
Not	1 2Yet	<b>3 4</b> Somewhat	<b>5</b> Defined
	Do you have post-laund 12	3 4	<b>5</b> Monthly
19.	Have identified church	,	
Not		<b>3 4</b> Yes	<b>5</b> Trainer/Team
20.	Are there opportunities	for peer to peer learning with	in your movement?
Not	<b>1 2</b> Yet	<b>3 4</b> Somewhat	<b>5</b> Defined

**Coaching:** We have discovered that coaching is the glue for a healthy church planting movement. You can misfire in the recruiting. You can mess up the assessment. You can even fall short in the training, but a good solid coaching relationship can save the church planter and the new church. Good coaching is going to come from someone who knows the game from the inside, who's been in the arena, who's fought the battles, who understands the principles behind their success and can help others discover how to do it. The breadth and the depth of your church planting movement will be directly related to your ability to recruit, develop, multiply and sustain your coaching movement.

21.	Are you being coached	as a leader?	
			_
Not	<b>1</b> Yet `	<b>3 4</b> Somewhat	5 Defined
22.	Have you identified the coaches need to be effe	essential skills and competenci ective and successful?	es that church planting
Not	<b>1</b> Yet `	3 4 Somewhat	<b>5</b> Defined
23.	Do you have a coaching	g orientation and apprenticeship	in place?
Not	<b>1</b> Yet `	3 4 Somewhat	<b>5</b> Defined
24.	How often do your coac reporting?	ches gather for mutual encouraç	gement, learning and
Ann	<b>1</b> ual `	<b>3 4</b> Quarterly	5 Monthly
25.	Do you have a way of e	evaluating your coaches perform	nance?
Not	<b>1</b> Yet `	<b>3 4</b> Somewhat	<b>5</b> Defined

Coaching Score \_\_\_\_\_/25

**Funding:** Money! Money! Funding is a driving reality for any church, any ministry and especially a church planting movement. My own personal bias is that most ministries or denominational entities have the resources needed to spark a church planting movement. The issue isn't lack of resources, but in the prioritizing and allocation of those resources. For example, if you were to take a look at some stalled church planting movements you might find that there are church plants that have been getting funding for twenty-years. I discovered that a number of our churches were significantly supporting 5, 10 and even 20 year old church plants to the tune of about \$50,000 a year. Hudson Taylor's mantra was, "God's work done God's way never lacks God's supply." The issue isn't a matter of supply but a matter of stewardship.

26. How myears?		organization inves	st in churcr	n planting grants in the ne	xt five
-		3	4	5	
		500,000			
1	2	/ source of funding <b>3</b> hurches/Individuals	4	<b>5</b> Churches/Individuals Alternative Funding	
28. Do you	ı have a set p	ercentage of givin	g expected	from your churches?	
<b>1</b> As the Lord lea		3 Unwritten	4	5 Well Defined	
29. How a	re you encour	aging and tracking	the giving	of your church plants?	
<b>1</b> Rarely		<b>3</b> Annually	4	<b>5</b> Quarterly	
30. Who a	re the most ge	enerous pastors ai	nd churche	es in your organization?	
		<b>3</b> New Churches 11-19		_	
				Funding 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 short comings and the short comings 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.

shamir build re	ng culture and no one	wants to be sha ir team member	med. When I	eaders take the initiative a lity moves from being life	
31.	How would you descr	ibe the account	ability enviror	ment in your movement?	
Low	1 2	<b>3</b> Average	4	<b>5</b> Strong	
32.	How do you commun	icate the expect	tations you ha	ve for your church plante	rs?
We	<b>1</b> don't	3		<b>5</b> Written Covenant	
33.	What type of vehicle organ	-	eview the relat	tionship between the chur	ch
Nor	<b>1</b> ne yet	<b>3</b> Relationally	4	<b>5</b> Review Covenant	
34.	How comfortable are accountable?	you as a leader	when it come	es to holding people	
Uncomf	<b>1</b> fortable	<b>3</b> Somewhat	4	<b>5</b> Very Comfortable	
35.	How would you rate y throughout your move		der in practici	ng positive reinforcement	
Low	1 2	<b>3</b> Average	4	<b>5</b> Practice Regularly	
			Mutual Acco	ountability Score	/25

**Multiplication or Parenting:** James Engel and Wilbur Norton write, "It is a demonstrated principle of church growth that Christianity gains in a society only to the extent that the number of existing churches is multiplied. Multiplication of new congregations of believers, then, is the normal and expected output of a healthy body." If your movement is going to move from addition to multiplication it will involve a clear strategy of encouraging local churches to engage in the parenting process of church planting. It is our conviction that every church is born to reproduce and exists to reproduce. Every church is pregnant! Some are unwanted! Some are accidental! Some are planned! Healthy churches plan for healthy births.

30. D0 y0u	nave a mean	s of fileasuring	now many c	n your churches a	ie nealiny?
<b>1</b> None	2	Somewhat	4	Set process	
		our pastoral le ir church's hea		ace church multipl	ication as a
		<b>3</b> 50%		-	
38. How wo	uld you rate y	our peer acco	untability am	ong your establisl	ned churches?
		<b>3</b> rowing towards i		<b>5</b> Strong	
39. How wo	uld you rate p	peer accountab	oility among y	our new churche	s?
1	2	3	4	5	
		owing towards it		Strong	
40. How wo	•	ribe your trainir	ng process fo	or churches that w	ant to plant
1	2	3	4	5	
Not ready yet		Haphazard		Program in Pla	ce

## **Identifying Your Weak System**

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

## 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?