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.” 1 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.

1. Is there an identified champion of spiritual empowerment in your movement beyond you as the movement leader?

1 -------------- 2 -------------- 3 -------------- 4 -------------- 5
Just me Untrained leader Leader with a Team

2. Do you have a profile or job description of the person who could champion of spiritual empowerment in your movement?

1 -------------- 2 -------------- 3 -------------- 4 -------------- 5
Not yet In my head Written down

3. Do you have a personal intercession team in place?

1 -------------- 2 -------------- 3 -------------- 4 -------------- 5
No A few Prayer Partners An identifiable Team

4. How often do you communicate with your intercession team?

1 -------------- 2 -------------- 3 -------------- 4 -------------- 5
As needs arise Routinely Quarterly Monthly Weekly

5. When was the last time you called your movement to a special time of prayer and fasting?

1 -------------- 2 -------------- 3 -------------- 4 -------------- 5
Within the last year Within the last quarter Within the last month

Spiritual Dynamics Score _________/25

©2009/2013 Gary Rohrmayer
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 a clear recruitment pathway?

1 -------------- 2 -------------- 3 -------------- 4 -------------- 5
Unclear A little Fuzzy Clear

7. Is your recruitment pathway published for all to see?

1 -------------- 2 -------------- 3 -------------- 4 -------------- 5
Still in my head Not online yet Ready for the world to see

8. Have discovered ways to get a larger number of applicants?

1 -------------- 2 -------------- 3 -------------- 4 -------------- 5
Not Yet Somewhat Too many to handle

9. Do you have an identifiable recruitment team in place?

1 -------------- 2 -------------- 3 -------------- 4 -------------- 5
Just me Untrained leader Leader with a Team

10. Do you have a way of evaluating the environmental risks for each candidate?

1 -------------- 2 -------------- 3 -------------- 4 -------------- 5
Just me Untrained leader Leader with a Team

Recruiting Score ____________/25

©2009/2013 Gary Rohrmayer
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
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 essential skills and competencies church planters need to be effective and successful?

1 Not Yet 2 Somewhat 3 Defined

17. Do you have a church planting orientation (example: FirstSteps) in place?

1 Not Yet 2 Somewhat 3 Defined

18. Do you have post-launch training in place?

1 Annual 2 Quarterly 3 Monthly

19. Have identified church planting trainer(s)?

1 Not Yet 2 Yes 3 Trainer/Team

20. Are there opportunities for peer to peer learning within your movement?

1 Not Yet 2 Somewhat 3 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?

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not Yet</td>
<td>Somewhat</td>
<td>Defined</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

22. Have you identified the essential skills and competencies that church planting coaches need to be effective and successful?

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not Yet</td>
<td>Somewhat</td>
<td>Defined</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

23. Do you have a coaching orientation and apprenticeship in place?

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not Yet</td>
<td>Somewhat</td>
<td>Defined</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

24. How often do your coaches gather for mutual encouragement, learning and reporting?

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual</td>
<td>Quarterly</td>
<td>Monthly</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

25. Do you have a way of evaluating your coaches performance?

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not Yet</td>
<td>Somewhat</td>
<td>Defined</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Coaching Score _________/25
Funding: Money! 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 much can your organization invest in church planting grants in the next five years?

1  2  3  4  5
$100,000 250,000 500,000 750,000 1,000,000+

27. What is your primary source of funding?

1  2  3  4  5
Established Churches Churches/Individuals Churches/Individuals Alternative Funding

28. Do you have a set percentage of giving expected from your churches?

1  2  3  4  5
As the Lord leads Unwritten Well Defined

29. How are you encouraging and tracking the giving of your church plants?

1  2  3  4  5
Rarely Annually Quarterly

30. Who are the most generous pastors and churches in your organization?

1  2  3  4  5
Established Churches New Churches New Church Plants
20+ 11-19 0-10

Funding Score ________/25

©2009/2013 Gary Rohrmayer
**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.

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
**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.

36. Do you have a means of measuring how many of your churches are healthy?

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>None</td>
<td>Somewhat</td>
<td>Set process</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

37. What percentage of your pastoral leaders embrace church multiplication as a natural outflow of their church’s health?

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>10%</td>
<td>30%</td>
<td>50%</td>
<td>70%</td>
<td>100%</td>
</tr>
</tbody>
</table>

38. How would you rate your peer accountability among your established churches?

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-existent</td>
<td>Growing towards it</td>
<td>Strong</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

39. How would you rate peer accountability among your new churches?

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-existent</td>
<td>Growing towards it</td>
<td>Strong</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

40. How would you describe your training process for churches that want to plant churches?

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not ready yet</td>
<td>Haphazard</td>
<td>Program in Place</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Multiplication Score __________/25
Identifying Your Weak System

<table>
<thead>
<tr>
<th>Category</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spiritual Dynamics</td>
<td>25</td>
</tr>
<tr>
<td>Recruiting</td>
<td>25</td>
</tr>
<tr>
<td>Assessment</td>
<td>25</td>
</tr>
<tr>
<td>Training</td>
<td>25</td>
</tr>
<tr>
<td>Coaching</td>
<td>25</td>
</tr>
<tr>
<td>Funding</td>
<td>25</td>
</tr>
<tr>
<td>Mutual Accountability</td>
<td>25</td>
</tr>
<tr>
<td>Multiplication</td>
<td>25</td>
</tr>
</tbody>
</table>

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?