

Michigan District Church Planting Application

Name: _____ Date: _____

Address: _____

City/State/Zip: _____

Phone: _____ Email: _____

Marital Status:

- SINGLE
- MARRIED
- DIVORCED
- REMARRIED
- WIDOWED

Assemblies of God Credential Status:

- ORDAINED
- LICENSED
- CERTIFICATE
- SPECIALIZED
- NONE

Do you give the Michigan District Council of the Assemblies of God permission to conduct background, credit and reference checks?

- YES
- NO

Please include the following information when submitting this application:

- Resume with references (Note: We will call the references listed.)
- 2 preaching tapes (Note: One must contain a clear gospel presentation.)

Self-Assessment Questionnaire

Please answer the questions on this page using the following key:

0 = Least Like Me 5 = Most Like Me

- | | | | | | | |
|--|---|---|---|---|---|---|
| 1. I like learning and doing new things. | 0 | 1 | 2 | 3 | 4 | 5 |
| 2. I have a burden to disciple new believers | 0 | 1 | 2 | 3 | 4 | 5 |
| 3. I have a reputation for being persistent. | 0 | 1 | 2 | 3 | 4 | 5 |
| 4. I like taking charge of things. | 0 | 1 | 2 | 3 | 4 | 5 |
| 5. If something needs doing, I will do it. | 0 | 1 | 2 | 3 | 4 | 5 |
| 6. I am not easily discouraged. | 0 | 1 | 2 | 3 | 4 | 5 |
| 7. Personal freedom is important to me. | 0 | 1 | 2 | 3 | 4 | 5 |
| 8. I look for new and exciting challenges. | 0 | 1 | 2 | 3 | 4 | 5 |
| 9. I learn from mistakes and do not let them get me down. | 0 | 1 | 2 | 3 | 4 | 5 |
| 10. I will stick my neck out and try new things. | 0 | 1 | 2 | 3 | 4 | 5 |
| 11. People say I am self-confident. | 0 | 1 | 2 | 3 | 4 | 5 |
| 12. I am not afraid to act upon my intuition. | 0 | 1 | 2 | 3 | 4 | 5 |
| 13. God has given me the gift of administration. | 0 | 1 | 2 | 3 | 4 | 5 |
| 14. I have a strong desire to make a difference in life. | 0 | 1 | 2 | 3 | 4 | 5 |
| 15. I see solutions and not just problems. | 0 | 1 | 2 | 3 | 4 | 5 |
| 16. I am open to new ideas. | 0 | 1 | 2 | 3 | 4 | 5 |
| 17. I am receptive to advice, but not dependent upon it. | 0 | 1 | 2 | 3 | 4 | 5 |
| 18. My spiritual gift-mix includes "exhortation." | 0 | 1 | 2 | 3 | 4 | 5 |
| 19. I will complete an essential task even if it is dull and boring. | 0 | 1 | 2 | 3 | 4 | 5 |
| 20. I preach and/or teach life-related Bible messages. | 0 | 1 | 2 | 3 | 4 | 5 |
| 21. I witness to people regularly. | 0 | 1 | 2 | 3 | 4 | 5 |
| 22. I keep my spiritual life fresh with daily worship and prayer. | 0 | 1 | 2 | 3 | 4 | 5 |
| 23. I enjoy training others in leadership and ministry skills. | 0 | 1 | 2 | 3 | 4 | 5 |
| 24. I love to experiment with new ways of doing things. | 0 | 1 | 2 | 3 | 4 | 5 |
| 25. I enjoy meeting and talking with people. | 0 | 1 | 2 | 3 | 4 | 5 |

Written Interview

Please answer the following questions as thoroughly as possible. Type your response on separate paper. Whenever possible, we ask that you answer behaviorally (i.e. First I did this. Then I did that.) When you have completed this assignment, send in this form, along with your responses to the questions below, a resume, and 2 preaching tapes.

1. How did you arrive at the decision to plant a church?
2. Use these questions to describe your potential church plant.
 - a. In which community do you wish to plant a church?
 - b. Describe the typical person you wish to reach (i.e. age, education, and ethnicity.)
 - c. How do you intend to reach them?
 - d. How do you intend to disciple them?
 - e. What would be the unique aspects of your church?
 - f. How did you determine this is where you want to go and what you want to do?
3. Think of the most impressive business, ministry or project you started from scratch.
 - a. What was it?
 - b. What did you do to get it started?
 - c. What steps did you take to make it successful?
 - d. Describe how you sold the vision to someone else.
 - e. If you had to mobilize people or finances, how did you do it?
 - f. What was the biggest challenge you faced? How did you overcome it?
4. Think of your best example of personally getting someone involved in ministry.
 - a. Who was it, and what ministry did you prepare them for?
 - b. How did you recruit them?
 - c. What steps did you take to help them become proficient in that role?
 - d. If this person raised up another leader, what did you do to assist?
5. Think of an unchurched individual you led to Christ and plugged into the church.
 - a. Who was it?
 - b. What did you do to build your relationship with this individual?
 - c. How did you lead this person to Christ?
 - d. What steps did you take to get this person connected to a local church?

If married, please have your spouse answer Question 6 and 7.

6. Which of the following best describes your commitment to this endeavor?

COMPLETELY ON BOARD WILLING TO SUPPORT INTERESTED CONCERNED

7. How did you arrive at this conclusion?

Assessment Process

1. Candidate for Church Planting or Revitalization is recruited
2. Criteria is met
3. Assessment date is confirmed
4. Assessment is conducted
5. Report is sent to District within two weeks of the assessment
6. Notes are filed for specific period of time
7. Candidate is informed within three weeks of the assessment

Parties involved: Candidate and Spouse
 Church Planting & Development Board
 Assessment Team

Commonly Asked Questions

What is our purpose for assessing? The purpose for Assessment is to find the best candidate. For each endeavor, we must provide ample time for as many candidates as possible (minimum of two) to be recruited and assessed. We cannot rely upon coaching to fill in a candidate's missing pieces. Poor placement is more damaging than a prolonged vacancy.

Who gets assessed, and when? Anyone who has adequately met the preliminary criteria may be assessed as soon as possible. If the candidate is married, it is imperative that the spouse also participates.

Who conducts the assessment? Assessments require two trained assessors from the Michigan Assessment Team. One of the two individuals must be a Certified Assessor, and will act as the leading assessor for the interview. A Certified Assessor is one who has participated in a minimum of two Assessment Training courses, has participated in a minimum of four assessments, has experience writing assessment reports, and has the approval of the Lead Assessor for the Michigan District.

How are assessments conducted? Assessments will be conducted using the Assessment Profile System, written by Dr. Charles Ridley and Tweed Moore. All thirteen categories will be thoroughly assessed using the guidelines set forth in the APS Manual. The written reports will include summary paragraphs and ratings for each of the thirteen categories, as well as an overall summary paragraph explaining the recommendation of the Assessment Team.

Where are assessments conducted? Assessments may be conducted at any location agreed upon by the Assessment Team and the candidate. The location should have a comfortable environment. It is ill-advised to cause the candidate to feel intimidated. The goal is to promote open and honest responses.

Where does the assessment fit into the Church Planting process? Qualified candidates will go through a four-step process: Recruiting, Training, Resourcing and Placement. Assessment is the last step in the recruiting process. Funds for training, resourcing and placement should only be allocated to the efforts of individuals or couples who have completed the Assessment process.

What criteria must be met prior to an assessment?

1. Application/Resume submitted by candidate.
2. Reference checks completed by District.
3. If not licensed, marital and doctrinal information obtained by District.
4. Ministry Proposal & Philosophy submitted by candidate.
5. Adjective Test conducted by qualified consultant.
6. Assessment conducted by Assessment Team.

How do we use an assessment to determine whether to support the candidate? It is imperative that minimum standards be established. Candidates should receive 3.0 or better in all of the six “knockout” categories. In addition, no more than three of the remaining seven categories should rate below 3.0.

What is being done to ensure quality, consistent assessments are conducted? All Assessment Team Members have been trained by a General Council approved Assessment Presenter. Leading assessors for each interview have extensive training and experience. Ideally, the Assessment Team will be comprised of six assessors, three of whom are Certified. When available, we will encourage on-going training for all of the assessors.