

From Vision to Reality

**Part Two: Discernment / Assessment / and Application for the
Church Planter as an Individual**



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Let's talk about you as a Leader and Church Planter

Completing Vision to Reality Part Two is a general requirement for planters who would like to have Vision Ministries come alongside their proposed initiatives. For new works that won't be funded by VMC, this assessment is customized by deleting (or adding) material.

This document is usually completed alongside Vision to Reality Part One, which among other things, describes the VMC Church planting process. *Generally, 2-3 line answers and/or bullet points are all that is needed.*

Personal Profile

Date of Profile (MM/DD/YYYY):			
Full Name:			
Mailing Address	Street:		
	City:	Province:	Postal Code:
Phone #s	Office:	Home:	Cell:
Date of Birth (M/D/YYYY):		Email:	
Citizenship/Immigration Status:			
Marital Status:			
Spouse's Full Name:			
Spouse's Date of Birth (MM/DD/YYYY):			
Marriage Date (MM/DD/YYYY):			
Children (Names):	Date of Birth (MM/DD/YYYY):	Grade (in School):	Health Status

1. Educational History: (List institutions attended, degrees conferred, and dates)

2. Employment History: (List dates of employment, position, employer, and location)

3. Ministry History: (Describe ministry involvement, church/organization involvement, and dates)

4. List the last five books you have read:

<i>Title of Book</i>	<i>Author</i>	<i>Date Completed</i>

5. Give a brief narrative of your spiritual journey (approximately one page/250 words):

6. Tell us about your interest in church planting and calling to ministry (after prayerfully considering the reasons for church planting included in APPENDIX 2):

7. Who has been involved in your discernment process? Have others been talking, listening, praying alongside you in this process?

8. Tell us about two occasions in your life when you conceived of a project and brought it to fruition. Include specific actions you took to bring this about:

9a. Assess your physical health, strength, and needs:

Rate your physical health on a scale from 1 (Help!) to 10 (The Best!):

Medications and Conditions:

Daily Workload:

Weekly Workload:

Needed Disciplines:

Sick Days Per Year:

Need for Sleep:

What relieves stress:

9b. Assess your emotional strength/style:

When stressed I...

What discourages me:

What angers me:

What bothers me:

What about me bothers others:

What renews me:

Who uplifts me:

9c. Assess your spiritual health: *(Complete APPENDIX 1 prior to answering the following)*

Rate your spiritual health on a scale from 1 (Help!) to 10 (The Best!):

Comments:

9d. Assess your spiritual gifts:

What kind of ministry do you enjoy most?

Which of your various ministries is most fruitful?

What spiritual abilities do others see in you?

What spiritual gifts do you desire to develop more fully?

Which gifts do you clearly lack?

What are your primary spiritual gifts and what convinces you they are?

10a. Discuss your home church relationships: Rate your relationship with the leaders of your home church on a scale from 1 (Help!) to 10 (The Best!):

To what extent is your home church aware and supportive of your plans?

10b. Discuss your planting team relationship: Rate your relationship with each of the primary members of the planting team on a scale from 1 (Help!) to 10 (The Best!):

Comments:

11. State your personal ministry goals and aspirations. Are you on target? Why or why not?

Spouse's Profile and Assessment

Describe your salvation and Christian walk, your educational training and work experiences, your church involvement, your anticipated role in this church plant (*in approximately 250 words*):

What is your level of support for your spouse's desire to church plant, your interest in it, and anything else you think we should know about this initiative?

References

References from mature individuals who know you well are very important to Vision Ministries Canada.

Please provide the names and telephone numbers of a minimum of three individuals who can provide references, including at least one spiritual leader from your home church and someone who has seen you start a new initiative from scratch.

Personality and Other Assessments

These are helpful for both the planter and Vision Ministries Canada. They can give the planter more accurate self-perception, and they help VMC understand the personality and common reactions of the planter. Complete each of 1 through 3 below; complete 4, 5, 6, and 7, if requested:

1. **Myers-Briggs Type Indicator:** This is probably the most used self-assessment instrument. It is friendly, positive, and finds a place for everyone. Do the assessment online at <http://www.humanmetrics.com/cgi-win/jtypes2.asp> and send the results to VMC.
2. **The DISC Personality Test:** This will help you understand your behavioral style and how to maximize your potential. You can complete the DISC assessment as well as the Values Index online <https://www.tonyrobbins.com/ue/> and send the results to VMC. (Please note: We are not endorsing/ promoting the Anthony Robbins coaching system but appreciate the availability of these assessments. Robbins will attempt to sell their coaching if you take their assessment.)
3. **Spiritual Life Assessment.** See APPENDIX 1.

VMC may also want and arrange for you to complete:

4. **APEST 360° assessment.** This can be completed online at <http://www.theforgottenways.org/> and results sent to VMC
5. **Profile Assessment System (Ridley) 3-hour behavioural interview**
6. **Grip Birkman:** Behavioural, leadership, and spiritual gifts assessment
7. **Additional/External Assessment:** VMC sometimes has church planters (and spouses) formally assessed by having them participate in a 1-3-day process that includes interviews, hands-on activities, etc. (this is often a group process).

Personal Finances

Budget Worksheet

Please complete these budget worksheets to help you arrive at realistic figures for your planning. This worksheet pertains to your personal/family/household financial situation.

Important Instructions

For the *Income Categories*, estimate your monthly income over the first twelve months of church planting for each category listed. Do not include any funds which you hope to receive from Vision Ministries Canada.

For the *Expense Categories*, use figures from the preceding twelve months. Adjust them only if you know of significant changes that you are expecting.

Income Categories	Monthly Estimate
Non-Church Planting Employment	
Income from Church Planting Ministry	
Supporters / Supporting Churches	
Spouse Income	
Other Income	
<i>Total Estimated Income</i>	
Expense Categories	Monthly Estimate
Giving (Tithes, offerings, ministry)	
Housing (Rent, mortgage, utilities, repairs)	
Personal (Groceries, clothing)	
Medical (Insurance, deductible, prescriptions)	
Auto (Payments, insurance, repairs, gasoline)	
Other expenses:	
<i>Total Estimated Expense</i>	

What is your current household indebtedness? Please explain the reasons for it and plans to deal with it.

Your Role in the Proposed Church Plant

1. Your role among the other members of your Leadership Team

2. Your role as leader of the Congregation:

3. Your primary responsibilities (Indicate the amount of time you anticipate devoting to each responsibility):

VMC Documents

Statement of Faith

God

There is one eternal God who is creator, sustainer, and redeemer, who exists in three persons – Father, Son, and Holy Spirit. God is at work in the world to redeem creation and to establish an eternal kingdom.

The Bible

The Bible is uniquely inspired by God as a revelation of his purpose and will; consequently, it is inerrant in all it teaches, entirely trustworthy, and of authority in all matters of faith and practice.

Jesus Christ

Jesus Christ is the Redeemer for all of humanity. He is fully God and fully human. He was born of a virgin and as a man lived a life of perfect obedience to God. His substitutionary sacrifice, his bodily resurrection, and his ascension atoned for our sins and accomplished our salvation.

Holy Spirit

The Holy Spirit indwells the church corporately and every believer individually, equipping them with gifts for service, and is present to guide them individually and corporately, to comfort, transform, and empower.

Sin and Salvation

Each member of the human race is created in the image of God to live in love and holiness. But every person is also tainted and damaged by sin and is accountable to God's righteous judgment. Salvation is God's gracious gift; those who repent and believe are "in Christ". Their salvation is founded on the merits of Christ and is reflected in lives that are holy and pleasing to him.

The Church

The Church universal is composed of all believers in the Lord Jesus Christ. The local church is composed of believers in a locality who gather regularly in Christ's name for worship, prayer, fellowship, instruction, and to reach out to their communities, bringing the values of heaven to earth and making disciples of all nations.

Baptism and Communion

There are two ordinances which our Lord requires: the baptism of believers in Christ signifying new life and devotion to him as Saviour and Lord; and communion as a primary

ongoing expression of remembrance and thanksgiving for the atoning death and resurrection life of Jesus Christ.

The Return of Christ

The promise of the personal return of the Lord Jesus Christ is a source of joy and hope to his people. The Kingdom of God, which has already begun, will reach its fulfillment when Jesus returns in power and great glory to reign forever and ever. His return will consummate his kingdom of peace and fulfill the promises made to Israel and the church. Everyone will be accountable to him on that day when he brings about righteous judgement on all who have ever lived. This truth is an ongoing incentive to holy living and faithful service for every believer.

Discuss the degree to which the previous statements are reflective of your theological perspective. This will be followed by a conversation with VMC staff:

The Mission of the Church

The mission of the church is to make disciples of non-followers of Jesus from every nation and to “teach them all things...” Churches must advance this single purpose through:

- Evangelism with vigour and integrity.
- Discipleship that brings Biblical change to every sphere of life: spiritual, social, intellectual, physical, economic, and emotional.
- Worship that brings glory to God and is engaging and compelling both to his people and to those who do not yet know him.
- Prayer that reflects confidence in the power of God.
- Social involvement that brings the wisdom of God to every human situation.

Discuss the degree to which the previous statements are reflective of your theological perspective. This will be followed by a conversation with VMC staff:

Ministry Values

We will honour the reality that all who are in Christ are one, by accepting and loving all who are his.

We will honour the corresponding truths that local churches are:

- Independent and responsible for their own leadership and activities.
- Interdependent in that they need the benefits of giftedness, encouragement, guidance, and fellowship of others.

We will honour the truth that all believers are uniquely gifted by the Spirit of God. Those who are gifted and called to lead are responsible to do so in a manner that enables every member of the Body of Christ to become all God has designed them to be as ambassadors in his service.

We will honour the New Testament pattern and precept of deliberate diversity of gifting in team leadership of the church. These team leaders must be individuals of character, devotion, and maturity, with a willingness to lead, reach, correct, shepherd, and teach faithfully. They are affirmed by their congregations for agreed-upon terms of service.

We will honour the freedom of the Holy Spirit to raise up people from among us to serve our churches and ministry agencies either part-time or full-time, and we will support them as needed.

We will honour the specific request of Jesus Christ to "remember him" by frequent observation of the Lord's Supper (often on a weekly basis).

We will honour the diversity of the creative hand of God by showing respect and acceptance to all his people, regardless of race, gender, culture, or social class.

We will honour the truth that the poor, disadvantaged, and oppressed are special (blessed) people in the eyes of God. We will seek to take the initiative in reaching out to them with compassion, respect, and truth, working together with others for justice, freedom, and peace.

We will honour the mandate given to us at the creation to care for God's good earth by teaching and practicing environmental (ecological) stewardship.

We will honour the holiness and righteousness of God by rejecting all the Bible declares to be sinful, in order that we may live lives that are beyond reproach, pleasing our God and Saviour Jesus Christ.

Discuss the degree to which the previous statements are reflective of your theological perspective. This will be followed by a conversation with VMC staff:

Appendix 1

Spiritual Life Assessment

1. What words would you use to describe your current walk with God?
2. What words would you use to describe your current prayer life?
3. Is there an area of your spiritual walk where you would benefit from some support or accountability?
4. In what ways has your understanding of God and how He relates to people grown or changed in the last 6 months?
5. Is there an author or two who has been particularly helpful to you in your spiritual journey?
6. Would you say your spiritual walk is best described as Sacramental? Evangelical? Charismatic? Contemplative? Some combination of these? Some other word?
7. What Spiritual Disciplines do you currently practice (e.g. Scripture reading, solitude, Sabbath, retreats, listening prayer, spiritual direction, fasting, etc.)
8. Would you say that spiritual formation is more about willpower and obedience, or more surrender and inviting God to change us?
9. If God were asking you to do something or nudging you in a particular direction, how confident are you that you would hear Him?
10. How do you think God feels towards you when you have made a mistake or fallen short of His standards?
11. What are a couple of ways in which God has often used you to bless others?

Appendix 2

Bad Reasons for Planting a Church

The following bad reasons for planting are taken from *Planting Missional Churches* by Ed Stetzer and Daniel Im:

- You have a strong desire to preach, but no one will give you an opportunity
- You're frustrated where you are because you can't do what you want to do
- You can't get an invitation to pastor an established church
- You're out to prove something
- You need to get some experience, and church planting seems like a good opportunity to practice ministerial skills
- You're dreaming of a large ministry to boost your own reputation or ego
- Church planting is popular, and someone asked you to do it

