



Assessment Information for Candidates

An old proverb advises, “Measure a thousand times and cut once.” In other words, careful measurement reduces waste and results in a better outcome. While a piece of incorrectly cut wood can be replaced fairly easily, the wrong ministry placement exacts a much higher cost for the individual, the sponsoring organization, and ultimately the Kingdom of God. Not every priest was created to thrive under the unique demands of church planting. Placing enthusiastic ministers in positions for which they are not well suited is counter-productive and damaging.

Seeking to be good stewards of the ministers God has provided for His Church, the Anglican Initiative for Mission has implemented a comprehensive assessment process to select church planters with the highest likelihood of being successful in planting a healthy, reproducing church. This information guide was created to help church planting candidates understand what is involved in the assessment process. We hope it provides answers to the questions you have about the process. Additional questions can be addressed to Nancy Scammacca (nancy@theanglicaninitiative.org; 512-480-9080 x1).

Why do I need to go through an assessment when I already feel called to church planting?

In addition to helping to determine if church planting is the right fit for you, the assessment process provides you with valuable information concerning your strengths and the areas in which you need to mature. The resulting action plan for further development will help you to grow deeper in your call and competencies. Also, the information provided from the assessment will increase your self-awareness and confidence in your strengths and help you to determine the kinds of people you will need around you in your church plant to complement your leadership.

What does the assessment involve?

There are three phases to the assessment process, with each increasing in intensity and specificity of the information provided. The information gathered in each phase builds on the previous phase. Multiple tests are used to create multiple snapshots of you, allowing for a more accurate portrait than any single test could provide. After each phase, it is expected that some will self-select out of church planting and it will become clear that others are not well suited for church planting. This process should be entered into with thought and prayer over a period of time, seeking wisdom from God for His desired outcome.

Phase I: Self-assessment

Phase I assessment is open to all those who are interested in discerning whether God might be calling them to church planting ministry. The tools used in this phase are geared toward helping

potential church planters begin to learn about how their gifting, experience, and personality traits compare to those of effective church planters. The assessment involves responding to an online inventory that requires about one hour to complete. After completing the inventory, you will receive a brief report detailing your results. A copy of this report will be filed with the Anglican Initiative.

Phase I: Self assessment
Phase II: Temperament assessment
Phase III: In-depth personality assessment and interview

Phase II: Temperament assessment

Although self-assessment is important in understanding your call, much can be learned through more objective assessments. The second phase of the assessment process utilizes two widely used measures of temperament. Research has linked specific outcomes on these measures to effectiveness in church planting. This phase of the assessment is a next step in determining if your temperament is well-suited to the demands of church planting. Both measures are taken online, each requiring 30-45 minutes. Results of the assessment are provided to you and filed with the Anglican Initiative.

Phase III: In-depth personality assessment and interview

The Phase III assessment goes beyond the information on general suitability for church planting gathered in Phases I and II to determine your specific strengths and weaknesses. Your leadership skills, personality, general psychological well-being, and competency in the characteristics of effective church planters are assessed through the completion of two computer-based assessments and a four-hour interview.

Participation in Phase III requires completion of Phases I and II and an invitation from Anglican Initiative leadership to continue in the assessment process. At the completion of Phase III, you and the Anglican Initiative leadership will receive a report detailing your assessment results from all three phases, an ac-

tion plan for developing strengths and working on areas where growth is needed, and a recommendation regarding your suitability as a church planter.

What are you assessing about me?

The instruments used in Phases I and II assess how well your spiritual gifts, personality traits, temperament, leadership style, ministry experiences, and values compare to those of effective church planters. This comparison is based on research conducted with church planters who have built healthy, reproducing churches. There is no one particular “type” of person who is destined to succeed in church planting. Rather, research indicates that a range of types of people have the potential to be effective in this role. In Phases I and II, the assessment is seeking to determine whether your church planting potential is high, medium, or low.

Additionally, researchers have demonstrated that a particular set of 13 characteristics tend to be associated with faithfulness and fruitfulness in church planters (see box on the next page). These characteristics are the focus of the interview conducted in Phase III. The Phase III assessment instruments also evaluate your overall psychological well-being, how you tend to cope with stress, and your interpersonal, entrepreneurial, and leadership skills. The goal is to give you and the Anglican Initiative leadership a comprehensive view of your strengths and areas where growth is needed. The information provided will guide you in discerning whether you are called to be a church planter.

What are you going to do with the results?

After each phase of the assessment process is completed, a report is sent to you and to the Anglican Initiative to be kept in your confidential, secure file. All personal information, including your responses to the assessments, is held in the strictest confidence and secured against unauthorized

retrieval. All assessments are conducted and all information is handled according to the Standards for Educational and

Psychological Testing developed

jointly by the American Educational Research Association (AERA), American

Psychological Association (APA), and National Council on Measurement in Education (NCME).

13 Characteristics of Highly Effective Church Planters

- 1. Vision-casting Ability**
- 2. Intrinsic Motivation**
- 3. Creating Ownership of Ministry**
- 4. Reaching the Unchurched**
- 5. Spousal Cooperation**
- 6. Effectively Building Relationships**
- 7. Committed to Church Growth**
- 8. Exercising Faith**
- 9. Resilience**
- 10. Building Cohesive Groups**
- 11. Flexibility and Adaptability**
- 12. Utilizing the Giftedness of Others**
- 13. Responsiveness to the Community**

What costs are involved in the assessment?

The total cost of participating in all three phases of the assessment is approximately \$1,100. All who are interested may complete Phase I at no cost. The Anglican Initiative has made a considerable investment in establishing the assessment process and further invests 50% of the cost of your Phase II and III assessments. You are asked to assume the remaining 50%. The cost to candidates is \$50 for Phase II and \$450 for Phase III, for a total of \$500. This cost is a fraction of what most church

planting assessment centers charge (generally \$1000-\$2000). Your contribution represents your investment in growing as a leader, minister, and potential church planter. The Anglican Initiative's contribution represents its commitment to raising up leaders to plant churches for the glory of God.

The assessments cannot be conducted until payment is

received. You also will need to budget for travel to a Network Gathering, the Winter Conference, or the Anglican School

of Church Planting to participate in the Phase III assessment. Candidates in need of financial assistance are encouraged

to raise funds through their local church, family members, and friends, who will also support them in prayer throughout the assessment process. Contact Nancy Scammacca (nancy@theanglicaninitiative.org; 512-480-9080 x1).for more information on payment.

How do I get started?

Your first step is the Phase I assessment. To obtain a link to the assessment web site, contact Nancy Scammacca (nancy@theanglicaninitiative.org; 512-480-9080 x1). In order to proceed to Phase II, you must have submitted an application for ordination and you must sign a Consent to Assessment and Release of Information form. Please contact your pastor for more information on the ordination process or to receive an ordination application.