

Assessment Center 4 Church Planters (AC4CP)

What is the Assessment Center 4 Church Planters (AC4CP)?

The Green Lake Conference Center Assessment Center is an assessment for couples or singles seeking confirmation of God's call to start a new church. The assessment center is open to all churches and denominations. Participants have included representation from Assembly of God, Brethren, Church of God, Southern Baptist, Baptist General Conference, American Baptist, Evangelical Free Church, Bible Churches, Independent churches and others.



Green Lake Conference Center has invested more than \$600,000 in church planters and the assessment center between 2004 and 2007. This helped double the number of candidates assessed each year, leading to more healthy new church plants. We continue to keep the cost low, providing complimentary lodging and meals. A travel scholarship is available to those who live outside a 400-mile radius of the conference center.

The program has a remarkable success rate. The national average of church starts resulting in a successful plant is only 35%. Candidates who attend the assessment center and follow through with the conditions and recommendations are experiencing a success rate of over 85%.

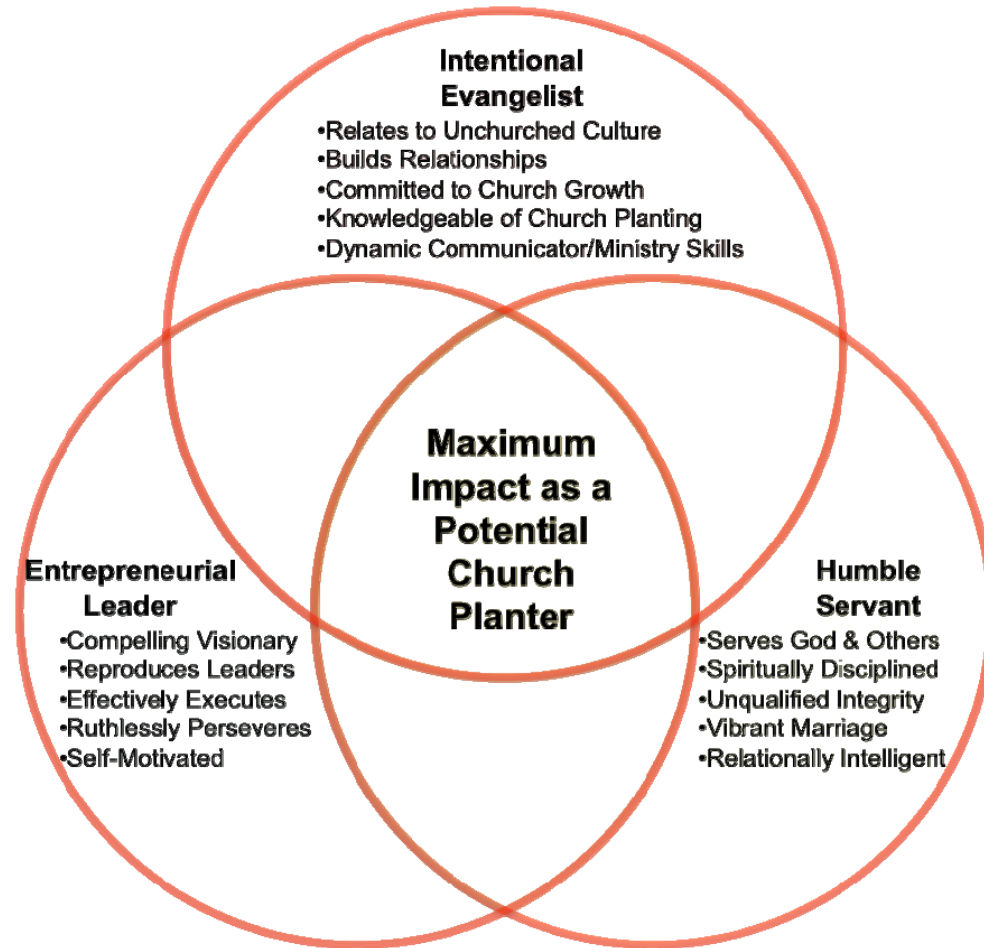
Green Lake Conference Center is a premier Christian conference and leadership training center located in south central Wisconsin (www.glcc.org). Sleeping accommodations are private bath, air conditioned hotel rooms similar in quality to Hampton Inn.

Pre-Screening:

Sending agents should pre-screen candidates, including completing a background check, prior to deciding to send them to the assessment center. Agents without a pre-screening process in place can contact Dave Gallagher for advice as to how to do this.

Assessment components:

1. Prayer by local church, sending agents and candidates
2. Sending agency and local church with a vision
3. Candidates
4. Assessors
5. Inventories (testing) done prior to the assessment
6. Counselor or Psychologist
7. Director
8. Candidate presentations on philosophy of ministry, testimony and mini-sermon
9. Observed individual and group activities and exercises
10. Prayer time and deliberation of assessors (as seen in the book of Acts)



The assessment seeks to answer the question, is the candidate/candidate couple gifted and called to be the lead pastor of a new church plant? There are four possible answers given:

1. Recommend.
2. Conditionally recommend. (May take 6 months to accomplish)
3. Strong conditions. (May take up to 18 months)
4. Not recommended to be the lead pastor of a new church plant. (Suggestions are given for other areas of ministry instead of church planting)
 - All results are shared sensitively and privately.

Counseling staff:

Dr. Tim Gardner is the Executive Director of Relational Intelligence, LLC. He is a licensed mental health counselor in Indianapolis, Indiana and a graduate of Liberty University and Anderson University School of Theology.

Steven L. Johnson is a Licensed Professional Counselor, National Certified Counselor, and Board Certified Professional Christian Counselor. Steve is a graduate of Trinity International University in Deerfield, Illinois. He currently maintains a private practice that serves communities throughout Central Wisconsin.

Assessment Instruments

The Assessment Center for Church Planters (AC4CP) at Green Lake is excited to offer a unique and comprehensive methodological evaluation and appraisal process for church planting candidates. AC4CP conducts a rigorous evaluation of the distinctive and demonstrated traits of spiritual maturity and giftedness that are crucial to thriving church planters. In addition, the AC4CP tools measure proven components of entrepreneurial success such as emotional intelligence, stress management, interpersonal relationship skills, problem solving, empathy, natural and adaptive behavioral styles, and personal strengths and talents. For planters who are married or engaged to be married, we not only require that both the husband and wife take each instrument, but we also assess the strengths of the marital/future marital relationship, providing detailed and couple comparative results.

All assessments at the AC4CP are conducted under the supervision of licensed professional counselors. This arrangement not only grants us access to psychometric instruments that are more meticulous and reliable than those available to the general public, but also ensures a more expert analysis of the results (even when non-controlled instruments are utilized). In addition to overseeing the preconference process, our counselors are on site at Green Lake during the planters' assessment to meet with candidates and candidate couples individually to discuss their distinctive results, maintain specific confidentiality, and provide professional guidance to the evaluation process.

The value of a professionally supervised, multifaceted, multi-instrument approach is enormous. Using a variety of validated instruments is like "taking a photograph" of the candidates from multiple angles using different types of cameras; the result is a more complete picture of the person. At AC4CP, this process gives us a more inclusive, more objective evaluation while providing the candidate and the sponsoring agency with validated, quantifiable feedback and a deeper, more informed self-awareness.

After candidates have registered with Green Lake for an AC4CP session, we will send them (and, if married, their spouses) the various links and login codes they will need to complete the assessment process. As noted, all results will remain in the confidential care of our professional counselors prior to the official meeting of assessment center staff. During your time at Green Lake you will not only receive detailed feedback on your personal results, but the process of how your assessment outcomes will be shared with the assessment team will be provided to you, as well.

Ultimately, our goal at AC4CP is to honor God, the sponsoring planting agency, and you, the church planter, by providing the most professional, most comprehensive, and most advantageous assessment process available so that, by the grace of Christ, the lost may be reached and God's kingdom may grow in this world.

Details of the assessment instruments used at the AC4CP are provided in the following pages.

AC4CP uses the following assessment instruments:

ENRICH (PREPARE for engaged couples)

ENRICH is a marital assessment program based on a set of five inventories that examine key factors related to relationship health. A total of 20 different factors are assessed within the inventories, including conflict resolution, personality issues, financial management, assertiveness, family-of-origin issues, personality factors, forgiveness, and spiritual issues. The six goals of the ENRICH assessment are:

1. Explore Relationship Strengths and Growth Areas
2. Learn Assertiveness and Active Listening Skills
3. Gain knowledge in resolving conflict using the Ten Step Model
4. Help the couple discuss their Family-of-Origin
5. Assist the couple with financial planning and budgeting
6. Focus on personal, couple and family goals

A solid, grace-filled marriage relationship is vital for success as church planters. The ENRICH is a valuable tool toward that goal.

Taylor-Johnson Temperament Analysis (T-JTA)

The T-JTA is a validated personality assessment that measures 18 dimensions of personality that are important components of personal adjustment and interpersonal relationships. It is administered for a variety of purposes with results presented in several formats. At the Assessment Center, we use the T-JTA to measure important personality traits that affect interpersonal relationships, job function, and personal adjustment, all factors that are critical for church planter success. The results are plotted in a Criss-Cross format using scores tallied from both spouses' assessments, which is helpful in facilitating discussion of couple strengths and growth areas.

Traits are measured on scales of opposites and measures include:

- Nervous ↔ Composed
- Active-Social ↔ Quiet
- Expressive-Responsive ↔ Inhibited
- Sympathetic ↔ Indifferent
- Subjective ↔ Objective
- Self-Disciplined ↔ Impulsive

The T-JTA provides great inter and intrapersonal insights that are vital for successful church planters.

Emotional Quotient-Inventory (BarOn EQ-i®)

The EQ-i is an Emotional Intelligence/Emotional Quotient (EQ) inventory based on 20 years of worldwide research that explores an individual's emotional and social strengths and gaps. EQ is a person's ability to relate to people through the lens of understanding and managing one's own emotions while being aware of the emotional state of others. It is one valid indicator of a person's leadership and interpersonal abilities. Furthermore, not only is EQ a key to personal and vocational success, but it is an aptitude that can be harnessed and developed, adding to your ability to not only succeed but also excel as a church planter. The EQ-i will help you identify areas in which improvement can be made so you can immediately begin exploring and

developing those areas of your life. At the same time, areas of emotional intelligence where you already do extremely well will be highlighted so you can leverage them for maximum leadership effectiveness.

The BarOn EQ-i® inventory examines 5 composite scales and 15 content subscales including:

- Emotional Self Awareness
- Independence
- Empathy
- Social Responsibility
- Stress Tolerance
- Problem Solving
- Optimism

Measuring and intentionally developing your EQ is crucial to maximizing your effectiveness as a church planter; the BarOn EQ-i® will help you do that.

StrengthsFinder 2.0

StrengthsFinder 2.0 is the newest version of the Gallup Research Organization's revolutionary program that has been designed to help people "identify their talents, build them into strengths, and enjoy consistent performance" in their life. StrengthsFinder is the product of a 25-year, multimillion-dollar effort to identify the most predominant human talents that have been determined to be the "building blocks of a strong and productive life." We have chosen StrengthsFinder for our assessment process at AC4CP because Gallup research has proven that the best way to develop people "is to identify the ways in which they most naturally think, feel, and behave as unique individuals, then build upon those talents to create strength." Our intention is for you to leave Green Lake with a clear picture of what you do best – and how that will benefit God's call on your life.

Scores for StrengthsFinder are calculated on the mean of the intensity of certain self-descriptive responses; standards and percentiles are then derived from Gallup's database of more than two million respondents. Your top five results (out of 34 possible strengths) are then ranked and presented as your "Signature Themes." Examples of the 34 strengths include:

- | | |
|-----------------|---------------|
| ○ Achiever | ○ Learner |
| ○ Belief | ○ Maximizer |
| ○ Communication | ○ Relator |
| ○ Developer | ○ Restorative |
| ○ Empathy | ○ Strategic |

StrengthsFinder is an industry leader in discerning "what you do best" and has become a proven partner in assessing successful Church Planters.

Personal Insights Profile™ (DISC)

The Personal Insights Profile™ (PIP) is a self-directed learning instrument based on the four-quadrant DISC behavioral model; there are no wrong answers, simply behavioral preferences based on situations. PIP measures both “natural behavioral styles” (what is the preferred way of behaving) and the “adapted behavioral style” (behaviors that have been adapted to what is perceived as necessary for the situation).

The report highlights descriptive words that indicate how the respondent solves problems, meets challenges, influences people, responds to the pace of the environment, and responds to the rules and procedures set by others. The four primary categories of DISC are:

D = Dominance: *how you respond to problems or challenges.*

I = Influencing: *how you influence others to your point of view.*

S = Steadiness: *how you respond to the pace of the environment.*

C = Compliance: *How you respond to rules and procedures set by others.*

In addition to a respondent’s preferred categories that are explained through lists of personal descriptors, the PIP provides lists and graphs depicting:

- General statements about behaviors and functioning
- Checklist for communicating with you
- Don’ts on communicating
- Action Plan
- Style Insights Graph
- Success Insights Wheel
- Customized Video Feedback

The PIP maximizes the reliability of the familiar DISC program while also providing unique, personalized video feedback online at the test site.

Spiritual Gifts Assessment

Discerning one’s spiritual gifts is an essential element in the development and maturity of any Believer; for a pastor and a church planter, it is imperative. However, since various faith traditions within Christianity differ in both their definition and discernment process of spiritual gifts, we feel that it is more advantageous to forgo an official assessment instrument in this critical area and, instead, seek input from potential planters, their sponsor team, and their references to both identify and validate the spiritual gifts that are present in the candidate.