

# **GCI-USA CHURCH PLANTER ASSESSMENT PROCESS**

This outline describes the process by which prospective church planters can clarify their calling and competencies for planting a GCI church. Please contact Church Multiplication ministries for if you have any questions.

## **Step 1 Initial Self-Assessment**

Interested individuals contact a CMM representative (via website or personal contact) indicating interest in church planting for GCI. The individual completes *Are You a Church Planter in the Making?* This short questionnaire provides immediate feedback concerning interests and skills for church planting. If, after completing this questionnaire, the individual is interested in learning more about becoming a church planter he/she can participate in a pre-assessment interview (via teleconference or personal contact).

## **Step 2 Pre-assessment interview**

Two members of the CMM team conduct a *pre-assessment interview* with the candidate. This interview may be conducted in person or by teleconference. At this time *immigration status needs to be confirmed* (if applicable). If CMM and the candidate agree to continue the assessment process they arrange a *Church Planter Assessment Interview*. A CMM representative explains the interviewing process (5 to 6 hours in length, spouse participation and \$300.00 fee). The church planter candidate and CMM determine a date and location for the interview.

## **Step 3 Pre-assessment assignments**

The candidate completes pre-assessment assignments (see the assessment page on the CMM website), the *Keirsey Temperament Sorter* which includes and *DiSC profiles*, *Pre-assessment Questionnaire* and *Risk Factor Survey*. The candidate submits the results of these tools, along with a *sermon or Bible study recording* to the assessment team leader no later than two weeks before the interview.

## **Step 4 Assessment Interview**

The *Assessment Interview* is conducted by an assessment team. The assessment team makes a decision whether the candidate is likely to be successful at planting a multiplying church, unlikely to be successful, or likely to succeed if recommendations are met. Within two to three weeks after the interview the lead assessor prepares an *Assessment Report*. The assessment report will provide recommendations for personal development and preparation for church planting (if applicable).

The assessment team leader will send the assessment report to the candidate and make personal contact to review the assessment report with the candidate.

In addition to the candidate, copies of the Assessment Report are sent to the appropriate Pastoral Leader, the CMM director, GCI Church Administration and Development office and the prospective planter's coach.