



## Church Planter Summary Report for Shane Planter

Thank you for completing the Church Planter Candidate Assessment.

This report displays your results organized by characteristic: Addresses blind spots, Change agent, Conflict resolution, Emotionally resilient, Empathizer, Evangelistic action, Evangelistic optimism, Fast paced, Gospel presenter, Intentional friendships, Multiplier, Networks in community, Open to change, Optimistic expectations, Persistent, Prepared, Prioritizes ministry, Service evangelism, Stays engaged, Systematic, Takes charge and Vision caster.

The CPCA provides an initial indicator of the readiness of a potential church planter by evaluating more than twenty church planter characteristics.

This series of scales provides indications of strengths and weaknesses that are helpful to organizations in the church planter assessment process. Some organizations will use these indications to decide whether to move forward with further assessment of a candidate or to guide the assessment steps that follow.

Except where noted in the description, each characteristic represents a scale – a set of three or more questions that have the same structure of responses in numerous tests of church planters.

- This series of scales is used to evaluate strengths and weaknesses of church planter candidates.
- Each scale has proven its reliability in measuring characteristics that church planter assessment experts value.

Within the assessment, the desirable response for some questions is strong agreement and for other questions is strong disagreement.

- For reporting all negative items have been rescaled so that the desirable church planter characteristic score is always higher.
- For many of the scales higher scores are also correlated with positive church outcomes such as attendance growth or more new commitments to Jesus Christ.
- These correlations are noted in the descriptions.

A candidate's score on any of these scales is a statistical calculation. Deciding what a church planter's score should be is much more subjective. Each church planting organization may have their own thresholds based on experience. However, to aid in making this judgment LifeWay Research has provided an objective point of comparison for each category shown in the report: the average scores from the final wave of testing the instrument among "successful" church planters as designated by their organization.

A score that is lower than the "successful" average is an area that is worthy of further discussion in the assessment process and may indicate an area of weakness. Similarly scores that are higher than the "successful" average may indicate an area of strength. The CPCA is a snapshot that captures where a candidate is at today. These scores may reflect a season in which the candidate is demonstrating more or less of that characteristic. Some characteristics may improve over time with specific development.

Please note: it is not appropriate statistically, nor is it wise spiritually, to say if a person can or cannot plant a church. But, we can compare a candidate to statistical indicators of known successful church planters. Any tool that says it should be viewed as a standalone indicator of a person's calling and ability to plant should be viewed as suspect.

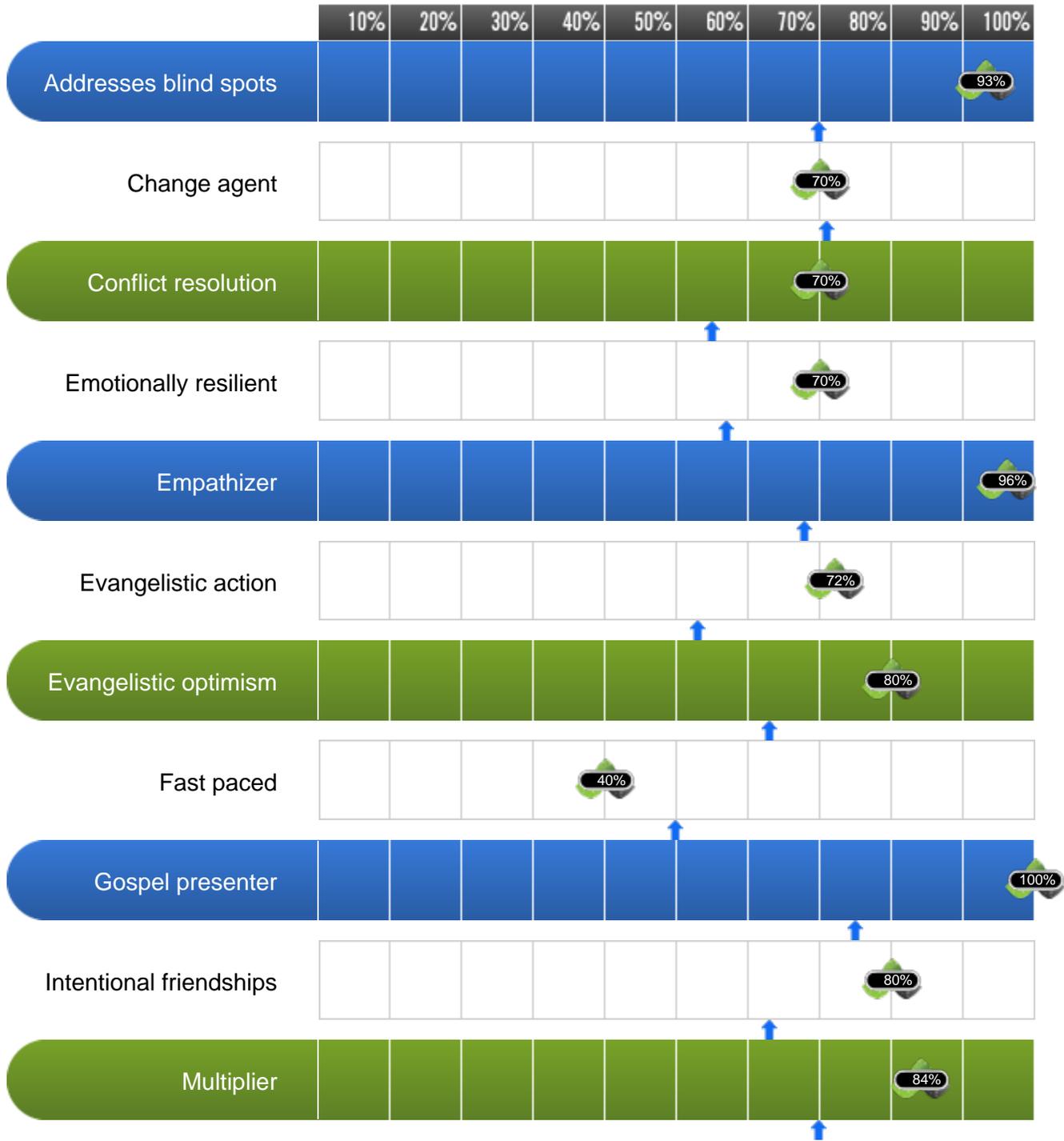
LifeWay Research Team  
Nashville, Tennessee

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### Church Planter Summary Report for Shane Planter

Avg Score of Church Planters Identified as 'Successful': Your Score:

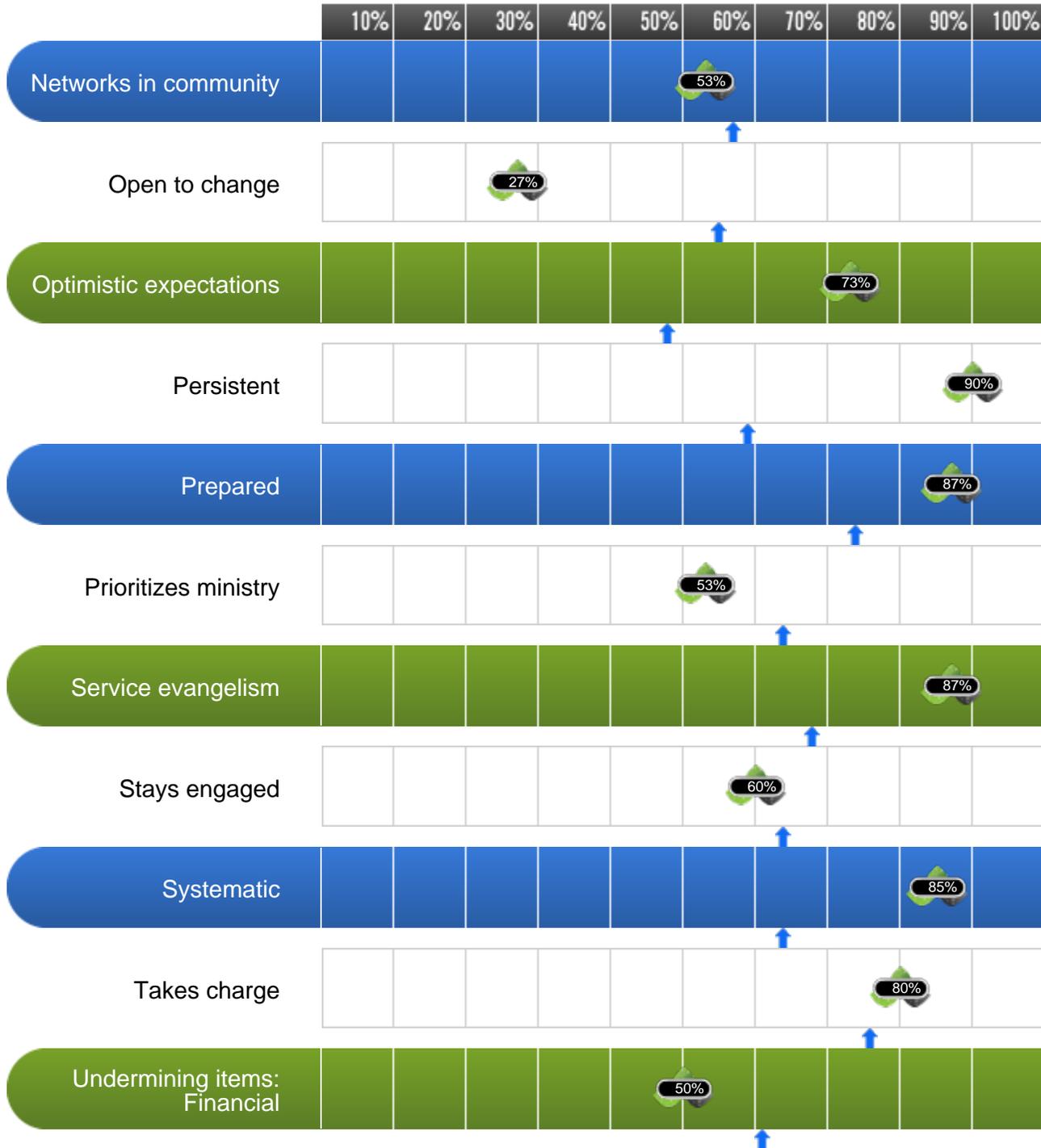


Summary report prepared for North American Mission Board (NAMB)



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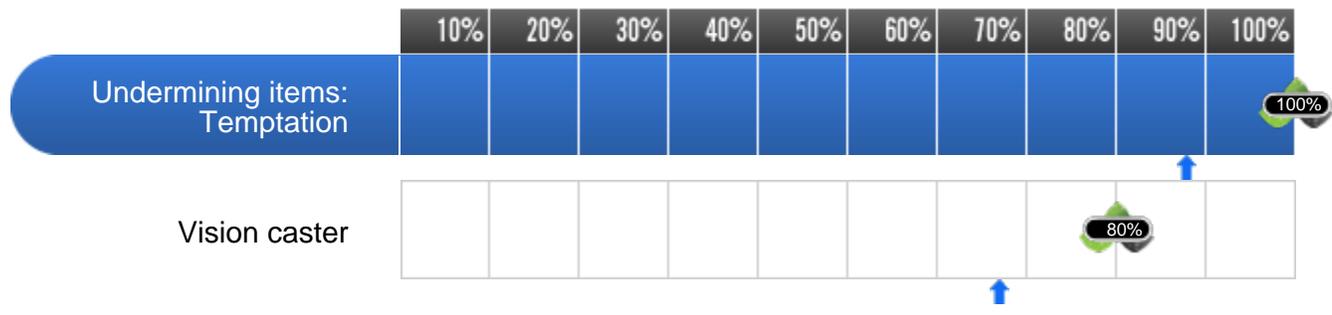


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Avg Score of Church Planters Identified as 'Successful': Your Score:



Summary report prepared for North American Mission Board (NAMB)

## Descriptions of the Church Planter Assessment

### Addresses blind spots

High responses indicate the candidate is proactive in identifying and addressing weaknesses. This includes ongoing meetings with friends who identify personal blind spots and intentional conversations to identify weaknesses in the church's ministry. Personal weaknesses are not addressed alone but with the help of trusted friends. This scale has some correlation with churches with higher rates of new commitments and attendance growth. However, this scale does not affect a candidate's likelihood of having more commitments to Christ or church growth.

### Change agent

Higher responses indicate the candidate sets goals that move people to new levels of cooperation and transformation. The candidate convinces others that the goal is worth pursuing even though it is costly and involves a lot of change. The candidate has a track record of convincing people to act differently. Higher scores on this scale have been found to be correlated with churches that have higher rates of new commitments to Jesus Christ and a higher percentage growth in average worship attendance.

### Conflict resolution

High responses indicate the candidate does not take "no" for an answer. However, disagreement is not seen as rejection but a need for more information, encouragement. A "no" answer draws the candidate to move closer to share on a personal level why they are leading in the direction they are and how the plan fits with Scripture. This scale has some correlation with churches with attendance growth and new commitments to Jesus Christ, but this scale does not affect a candidate's likelihood of having more commitments to Christ or church growth.

### Emotionally resilient

High responses indicate that the candidate does not over-react to adversity. This is true in the moment (not flying off the handle) and afterward (not letting it affect their disposition). The candidate has enough self-confidence to not take it personally when their ideas are not accepted. Higher scores on this scale have been found to be directly related to churches with higher rates of new commitments to Jesus Christ per attendee and churches with higher numbers of new commitments irrespective to congregation size.

### Empathizer

High responses indicate that the candidate is bent on helping other people. The candidate always notices and is drawn to people with physical and emotional needs and pain. The candidate naturally enjoys stepping in to help and to emotionally support those in need. Higher scores on this scale have been found to be correlated with churches that have higher rates of new commitments to Jesus Christ per attendee.

### Evangelistic action

High responses indicate that the candidate is intentional about daily looking for opportunities to share the gospel. The candidate has a track record of personally leading different types of people to Christ and is confident the church's ministries will lead people to faith in Jesus Christ. Higher scores on this scale have been found to be correlated with percentage of worship attendance growth and directly related to churches with higher rates of new commitments to Jesus Christ, new commitments per attendee, and whether the church's attendance grows at all.



## Descriptions of the Church Planter Assessment

Evangelistic optimism	Candidates with high responses expect people will be drawn to the gospel and will come to faith in Jesus. This expectation is particularly present when the candidate preaches. The candidate also expects regular personal evangelism to yield some of those who hear coming to faith in Jesus Christ. Higher scores on this scale have been found to be correlated with churches that have higher rates of new commitments to Jesus Christ and a higher number of new commitments to Christ per attendee.
Fast paced	Candidates with high responses move at a pace and direction that others often find uncomfortable. The candidate's natural pace is so fast it requires literally slowing down to avoid getting too far in front of the people being led. The goals the candidate sets require high levels of change and stretches the team's ability to meet them. This scale has some correlation with churches that have more new commitments to Jesus Christ, but this scale does not affect a candidate's likelihood of having more commitments to Christ or church growth.
Gospel presenter	High responses indicate the candidate wants to and is equipped to share the gospel with lost persons. The candidate takes specific interest in sharing the gospel with people who have not heard the message, willingly crossing cultural lines to do so. Higher scores on this scale have been found to be correlated with churches that have higher rates of new commitments to Jesus Christ and a higher number of new commitments to Christ per attendee.
Intentional friendships	High responses indicate the candidate practices relational intentionality with non-believers. This is seen in initiating another contact after first meeting someone and continuing to contact them regularly. Whenever they encounter a non-believer they know, they intentionally engage in conversation. Higher scores on this scale have been found to be correlated with churches that have higher rates of growth in worship attendance.
Multiplier	Candidates with high responses have indicated a track record of recruiting and developing leaders. They are constantly seeking out future ministry leaders and past recruits have shown success. The candidate gives away leadership to those they have brought along with them. They engender others to also invite and bring others when they are teaching. Higher scores on this scale have been found to be correlated with churches that have more new commitments to Jesus Christ, a higher number of new commitments to Christ per attendee, higher percentage growth in worship attendance, and whether the church's attendance grows at all.
Networks in community	Higher responses indicate that the candidate has taken the time to get to know leaders in the community in the churches in which they have served. Candidates report that they have built relationships with government and business leaders as well as pastors of neighboring churches. Higher scores on this scale have been found to be correlated with churches that have more new commitments to Jesus Christ.



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Open to change	<p>Candidates with high responses are open to changing plans especially when the situation changes. They demonstrate flexibility in carrying out a plan and a willingness to adapt details of the plan. Lower scores indicate a rigid attention to detail and a desire for everyone to follow a plan once it is in place. This scale has some correlation with churches that have attendance growth, but this scale does not affect a candidate's likelihood of having more commitments to Christ or church growth.</p>
Optimistic expectations	<p>Candidates with high responses expect their church to grow. They focus on leading from the will of God and believe this will yield positive outcomes for the church every time. In fact, a lack of growth is seen as a symptom of a problem to address. Higher scores on this scale have been found to be correlated with churches that have higher rates of new commitments to Jesus Christ and a higher number of new commitments to Christ per attendee.</p>
Persistent	<p>Higher responses indicate the candidate is more than willing to take the time and attention necessary to pursue ministry. The nitty-gritty of plan development, persuading the reluctant, and overcoming frustrations are enjoyable tasks for the candidate. The candidate is also careful to take regular time alone with the Lord. Higher scores on this scale have been found to be correlated with churches that have a higher number of new commitments to Christ per attendee.</p>
Prepared	<p>Candidates with higher responses are planners who seek to include all important elements in the plan before the work begins. They prefer to have solutions in mind before involving other leaders. They seek to limit future obstacles by deciding key elements in advance. This scale has some correlation with churches that have attendance growth and new commitments to Jesus Christ, but this scale does not affect a candidate's likelihood of having more commitments to Christ or church growth.</p>
Prioritizes ministry	<p>High responses indicate that the candidate sacrifices family time for ministry endeavors. Taking time to recharge physically and spiritually is also neglected at times. This scale can indicate diligence and a willingness to work hard, as seen in some correlation with positive church outcomes. However, this scale does not affect a candidate's likelihood of having more commitments to Christ or church growth. Candidates with high scores could also be vulnerable to burnout.</p>
Service evangelism	<p>Candidates with high responses have the firm conviction that witnessing in a church's community should include serving the people in the community. The candidate seeks to balance meeting physical and spiritual needs. The candidate exhibits this value by personally serving and helping others. This scale has been found to be directly related to new commitments to Jesus Christ .</p>



## Descriptions of the Church Planter Assessment

Stays engaged	High responses indicate that the candidate does not "check out" when pressures mount. The candidate stays engaged even when demands of ministry, people, and discouragement mount. This scale has some correlation with churches that have higher rates of new commitments and attendance growth. However, this scale does not affect a candidate's likelihood of having more commitments to Christ or church growth.
Systematic	Candidates with high responses are focused on working their plan. They put in place goals, learning approaches, action steps, and metrics for ministry results. Their system is positive and provides specific next steps. Higher scores on this scale have been found to be correlated with churches that have higher rates of new commitments to Jesus Christ and a higher number of new commitments to Christ per attendee.
Takes charge	Candidates with higher responses prefer to be the leader. They expect better results for the organization when they are leading especially when success is very difficult to achieve. Higher scores on this scale have been found to be correlated with whether the church's attendance grows at all and directly related to churches with more new commitments to Jesus Christ a higher percentage growth in worship attendance.
Undermining items: Financial	These items do not constitute a scale, but low scores may indicate a tendency to value financial status. Lower scores simply provide an opportunity to discuss this topic further.
Undermining items: Temptation	These items do not constitute a scale, but low scores may indicate naivety related to sexual temptation. Lower scores simply provide an opportunity to discuss this topic further.
Vision caster	Higher responses indicate the candidate is able to both convince people to pursue new opportunities and provide action plans and accountability to aid in this pursuit. The candidate leads with clear goals and motivates people to pursue the goals. Higher scores on this scale have been found to be correlated with churches that have more new commitments to Jesus Christ, more new commitments per attendee, higher growth in worship attendance, and whether the church's attendance grows at all.